

## PROVINCE WORKING FEMALE FORCES IN THE STUDY IN A 2019 - 1997 PERIOD FOR THE NAJAF NAJAF OF (POPULATION GEOGRAPHY STUDY)

**Helen Mohammed Abdulhussein**

Teacher at the Geography Department, College of Education for Girls, Kofa University / Iraq

[helenm.abdulhussein@uokfa.edu.iq](mailto:helenm.abdulhussein@uokfa.edu.iq)

### Abstract

The interest of geographers in the issue of the workforce comes from being one of the geographical phenomena that vary in distribution and characteristics. It is linked by spatial relationships with the rest of the phenomena and variables within the spatial space most countries. The females represent the element of the workforce whose participation is most sensitive to economic and social pressures. There is a great debate about women's work that is limited to traditional duties towards their families, such family care, childbearing and childcare. Others see the need for her to go out to work outside the home and enter the labor market because she plays a role equal to the role of men in pushing forward the development process.

The work of women is considered an economic and social necessity, especially in the era of accelerated scientific and technological progress. Work provides for her and her family a material income, strengthens her personality and develops a sense of self-confidence as her being hostage to domestic work only disrupts her ability, potentials and energies, and society loses an important part of the energies of its members.

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### Introduction

Geographers are interested in studying the female workforce geographically based on showing the spatial and temporal variations of their distribution and change. Despite the great importance of the female workforce, geographical studies about them in Iraq are few and limited and no commiserating with their importance and impact on economic and social life.

The working woman is the one who works outside the home and gets a financial wage for her work and at the same time performs her roles as a wife and mother.

Islam honored women and gave them a great position, and from this honor is that it did not require her to work. However, Muslim women were keen to work outside the home for many reasons such as needs to lose the breadwinner, or to help him if he is in need, or to the society's need for her work. Also, women's work is determined according to traditions which suits the society in which they live. The traditions in Arab societies prefer Arab women to stay at home and do not encourage her to

go out to work. However, the spread of education and the entry of modern methods have led to her exit and participation in various businesses such as teaching, trade and other services, and the female contribution is the second source of the workforce in any region. Her degree of contribution varies according to social and economic variables such as education and the average age of women upon marriage, such as marriage rates for females and lower mortality rates. The participation of women in work improves their economic status on the one hand and increases economic efficiency and improves overall development in society on the other hand. It emphasizes the importance of work for women and that there is no difference between their work or discrimination on the work carried out by men's. Many verses have emphasized this:

**((And whoever does righteous deeds, male or female, while he is a believer, then those of you will enter Paradise and do not oppress a poor)).**

### **The theoretical framework of the study**

#### **Theoretical framework:**

#### **First :The problem of the study:**

It is questions that have not been answered, and the research problem is as follows:

- 1) What are the most important factors affecting the size of the female workforce in the study area?
- 2) Is there a clear spatial and temporal discrepancy in the distribution of the female workforce, especially after the war situations that the country has gone through and the implications that this has had on females?

### **Second :the hypothesis of the study :**

The occurrence of a large increase in the size of the female workforce because of the population growth, its impact on the job supply, age structure and the population growth rate according to age groups and the dependency ratio. There is also a spatial variation in the distribution of the female workforce at the level of the administrative units of the study area as well as their temporal variation.

### **Third : the importance and reasons for choosing the study: Importance and causes**

The issue of the workforce is one of the population issues that are concerned with the size of the forces in our human society. It is a result of the increasing and rapid changes that the country has witnessed, and that the increasing supply of goods and services. This has led to an increase in demand and entry into its field for a working human force, especially female.

### **Fourth : the boundaries of the study**

#### **area : The boundaries of the study area**

The boundaries of the search are represented by Najaf district, which is located in the southwestern

part of the Republic of Iraq, Map (1). Kingdom of Saudi Arabia, and from the northwest bordered by Al-Anbar Governorate.

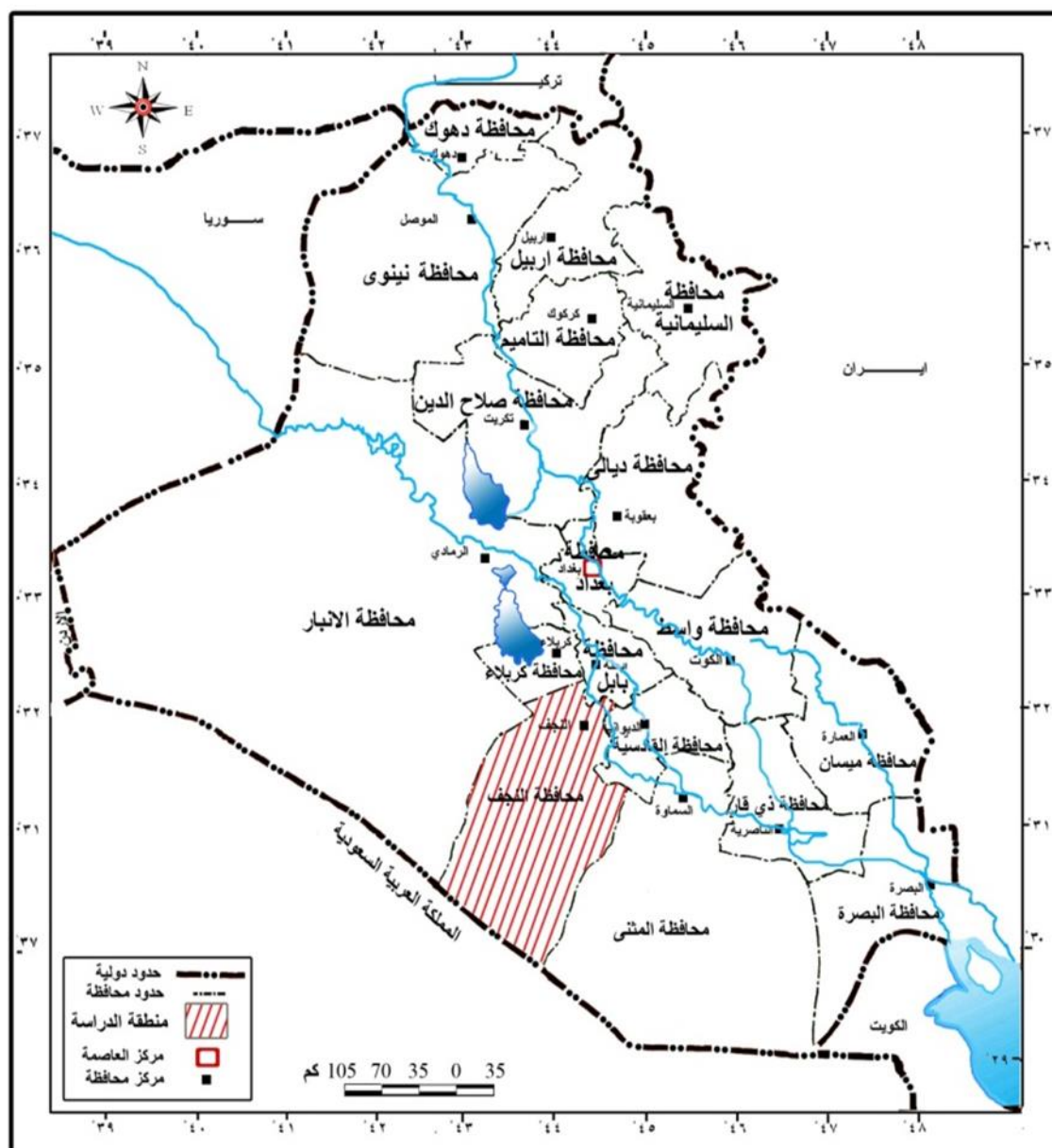
### **Fifth of : systematic study and its style: The approach and method**

In order to achieve the main goal of the study, the researcher followed in conducting this study the **statistical method** due to the direct and large dependence on the data of the 1997 census and the estimates of 2019. The statistical tables were made and the **descriptive analytical approach** was followed, according to what was applied from the descriptive statistical equations that depend on the proportions of the answers in the field study to obtain appropriate interpretations of the data of each educational situation in the study area.

### **The second topic : First : the characteristics of the female Census: 2019 - 1997**

The size of the population is one of the most important human factors in determining the size of work. The change in the size of the entity, whether by increase or decrease, is called the term growth. As the population society is characterized by the nature of population increase or decrease, this nature is represented by life activities, especially births, which represent the factor of increase in society. In contrast, deaths represent the factor of increase or decrease in it, and among the elements of population growth is also migration whose effect is determined to increase or decrease according to its trends. It means growth

Figure (1)  
Najaf Province site from Iraq



Source : General Survey Authority, Iraq  
Administrative Map, Baghdad , 2013

The population increase is, in the simplest sense, the difference between the rate of births and deaths, and this difference is known as the natural increase of the population, as the number of population in the province of Najaf in 1997 and the size of the population is one of the distinct demographic phenomena in the modern era. It represents an important human aspect, especially for developing whose population is increasing in a high countries

proportion in which it exceeds the birth rate. Therefore, studying population growth and spatial movement, and identifying them helps in knowing the increase in population numbers and the inferring aspects of expected changes in the future. The participation of females in a society in the category (15-64) is for every hundred females in that community. The same is true for the same class during a certain period of time. The size of the population effectively affects the labor supply, because it is the individual who consumes

economic services and commodities, which has an impact on their demand and the demand for work to produce them, thus affecting the labor supply population is the main source of the available workforce in any society, and that changes in the size of the population and their age and gender composition are direct and influencing factors in the size of the supply of the workforce. The population is a dynamic society that changes according to natural and human causes and factors that have an impact on the rate of births, deaths and spatial movement. Consequently, its impact on the size of the population is reflected positively or negatively in a place, and this movement has an impact on the age and gender composition of the population in this community, and this in turn affects the size of the population of Iraq is about 31.7 million people, and more than half of them are women. Manpower (individuals aged 15 years and over) constitute 59% of the population, and the population pyramid of Iraq clearly shows the young composition of the population, and women constitute about 16% of the total Iraqi workforce. The age group (35-44 years) is the most active group in the labor market, as the city of Najaf occupied the highest rates of participation in the work force at a rate ranging between (47-48%). The reason for this is due to the high participation of women in the increase in the total percentage of the workforce. The demographic growth affects the size of the workforce, as high growth leads to high

It also harms the process of unemployment rates. economic and social development if it is not accompanied by economic growth suitable for work that works to find a balance between supply and demand in the labor market. Also, there is a relationship between demographic growth and economic growth that varies from one country to another and from one economic pattern to another. But the human workforce in any country that greatly contributes to achieving economic growth, and its level may affect the increase or decrease in the productive capacity of the economy. The relationship between demographic growth and the workforce is of great importance, as the higher the rate of demographic growth, the size of the population and the pattern of their distribution are factors that affect economic resources and control the speed of development and its composition

#### **The size of the labor force of female and growth in Najaf spend Census: 2019 - 1997**

The size of the female workforce is one of the important issues due to its link with the provision of manpower, an organic link within the development process, and the workforce has an

impact on the developmental trend. The size of the workforce varies from one society to another, according to the social, economic and political conditions on the one hand, and the demographic realities on the other hand. The size of the population is what affects the labor component that interacts as a material with other elements. If the population is large, then the labor component must be large in terms of size and able to exploit natural resources. The size of the population as a whole is linked to a set of demographic and social factors and why the person is a producer and consumer. At the same time, there is no difference between the situation of the large population and that of the small population in terms of the supply and demand of work during a specific period of time, but the effects of the population at work depend on the relationship between the size of the population and the workforce on the one hand and the natural resources and the degree of their exploitation and control on the other hand. They are not affected by the size of the population as much by the size of natural resources (Ihssan M. and Fadhil A. (1982)). The size of the powers in any society is determined by the size of the population in that society, their age structure, the ability to work, the need for it, and the desire of its members. One of the important things is that the size of the population, including the workforce, and the study of the economic composition of the population aims to know the size of the workforce, knowledge of the population and the non-working population, as well as knowledge of the population distribution over economic activities in a particular area. So the population can be divided into active and inactive. The active population is those whose ages range from (15-64) years, while the inactive population includes young people under (15) years and the elderly from 65 years and over, and in some countries such as Iraq, the retirement age for work is set at 63 years of age (Al-Hasnawi, 2013). Thus, the division of the population according to their economic activities is based on a workforce representing the sum of people who contribute to the production of goods and services to satisfy the needs of all population groups, since at a certain time there are workers or unemployed looking for work opportunities (3). Population growth and its increase in size represent a great challenge for humanity, especially for developing countries that increase population growth rates over economic development rates, and the size of the population is considered a number up to it in the future. Also, natural population growth is the size by which the population increases or decreases in a given year. Because of the increase

or decrease of births on deaths, the dynamics of the population affect the characteristics of the current and future workforce alike, and every change in the

demographic characteristics of the population may cast a shadow on the size of the workforce (Firas, 2009).

**Table No( 1 ) .**  
**Distribution of the economically active population in the province of Najaf , attended by economic sectors 20 year19**

The economic activity	Total employed	%
Agriculture, hunting and fishing	148	%32
Mining, mining and petroleum	6	0,01
Transformative Industries	5395	11,7
Electricity, water, gas, air conditioning and sanitation	864	1,8
Building, construction and housing	307	0,66
Wholesale and retail trade and restaurants	26603	57,9
Transportation, storage, transportation and communication	1797	3,9
Finance, insurance and real estate provided to the business sector	1585	3,4
Community services and social services	5695	12,4
Unassigned	3536	7,7
<b>Total</b>	<b>45936</b>	<b>100</b>

Source: Ministry of Planning and Credit Cooperation, Central Agency for Statistics and Information Technology, first urban results for Al-Hayani and families in Najaf Governorate.

#### **Age structure of female labor force in Najaf spend Census: 2019 - 1997**

The importance of the age structure of the population stems from the fact that it is an indicator by which we can determine the age of the ability to work, and then estimate the human capacity (Man power). It is the actual and potential labor force of the population, or in other words the upper limit or the optimal level that can be achieved for all the workforce, whether they are apparent or latent in a particular society (Al-Hadithi, 1986). The age structure of the population indicates the economic activities and activities through knowledge of the proportions and categories of the population, and it reflects the image of the owners of economic activity (manpower). It includes all individuals whose ages range between the minimum working age (15) years and the maximum work (15 and 65) years (Firas, 2009). Age also plays an important role in unemployment and its spread among the population, in addition to the importance of dividing the population into three groups, such as the young and the able to work and the elderly category. Also, there are population groups that are distinguished either by the ability to work and production, such as the youth and the elderly, or the inability to work and produce such as the young and

the elderly (Ihssan and Fadhil, 1982). Therefore, what is meant by the age structure is the distribution of the population according to ages and age groups that may be five or ten years. Therefore, the population is divided into three main categories, and these categories are:

- Young age group (less than 15 years)
- The category of adults (15-64 years)
- Elderly category (65 and over)

The study of the age structure is of great importance in population studies, because it clarifies the demographic features of the male and female society and identifies the productive groups in it and which bear the burden of providing for the rest of its members. One of them can be considered completely independent from the other, but any change in one of these factors will affect the other two workers. So the study of the age structure has an important role in studying the civil status and the economic and educational activity of the population. Thus, population studies in terms of age groups are considered from the studies that assign the researcher. It also helps in understanding the true picture of economic activity after understanding the percentage of economically productive groups (the breadwinner group) as well as knowing the size of the non-productive groups in



society (the dependent group). It is clear about the future picture of the population size compared to those of working age, education, and old age, and that the various activities and services for them are defined. Hence, the study of the composition helps to know the volume of services to be provided for all age groups. As each age group has behavior and requirements that differ in the needs of each age group, where the youth group is the basic component of the work force, so these three groups are called the following.

- 1) The first category: It is called the dependent category, because it is unable to work.
- 2) The second category: It is called the productive group to work in the city as it contributes to the growth of the population, and other age groups depend on it, and this group is the most able to move and work.
- 3) The third category: the unproductive category, which is the elderly group, and it includes large numbers of widowed and divorced females, and it is a reflection of the conditions of fertility and mortality in society, because its percentage decreases with the increase in the percentage of young people. Thus, it affects the increase in the natural growth rate of the population and the importance of the age structure in estimating the size and type and the internal market. In addition, the importance of the age structure in planning the workforce, the labor market and the extent of women's participation in it help in predicting it in the future and knowing the direction of changes in population movement outside and within the work force. There is also a variation in the numbers of males and females during different age groups, due to the variation in the mortality rates and population migration between males and females. Therefore, males are higher than females at birth. Females also die at childbirth and childbirth.

The impact of migration and wars on the decrease in the number of females and the occurrence of disparities in different age groups leads to many economic problems. They are known as the labor market correlation with males more than females, especially in the countries of the Islamic world, and these combined factors lead to a shortage in the age structure of females. Thus, it leads to a reduction in the female labor force. Females can be divided into three main age groups:

- 1) The category of children whose age is less than (15) years, which is a dependent group in society, due to its dependence on its parents in education, food, shelter and

health care. This group is neither working nor earning an income.

- 2) The category of females of working age, and they are the females whose ages range between (15-65) years. It is a category that is able to work and it is called the category of products, because the women who are really economically active are the ones who earn an income and support their families from the two categories of children and elderly women.
- 3) The category of elderly women who reach the age of (65) years and over, which is the category of those who fall within the category of female dependents, with the exception of a small percentage of those who work on a temporary basis. The percentage of female workers in the age group less than (15) years in 1997 reached (42%) while the second group reached a percentage of (7.2%) and the last group amounting to 1.8%, which is the group of elderly women out of the total population in the province of Najaf, which amounted to (775042) for the year 1997. The age structure refers to determining the size of the supply of manpower, and then the economic dependency ratios and has an effect on organizing economic and social activities (8).

The age agreed upon for the working age population is between (15-64) years. In theory, these represent the working group of the population who can benefit from their mental and physical capabilities at work, either the unemployed or economically inactive groups. They are children under the age of five to ten, or of the elderly over the age of sixty-four. So there are many of the elderly who have exceeded this age of both sexes, and the unemployment rate rises at this age at work, due to the lack of adequate work on the one hand or because of the social customs prevent the participation and employment of women in the fields in which men work (Al-Suraih, 2011). As the number of individuals of any age represents the number of survivors from births occurring over the years, the ratio of the contributions of both males and females to each age group to the total population is the most appropriate summary of the age structures (Norma, 1981).

### **Third: the economic composition of the female workforce:**

- 1) **Spatial variation of the distribution of the female labor force according to economic activity**
- 2) **Spatial variation of the distribution of the female workforce by profession.**
- 3) **Spatial variation of the distribution of the female labor force according to the practical situation.**

#### **Economic composition of the female workforce:**

The importance of studying this type of population composition comes from determining the size of the workforce and its role in economic projects and development plans. The distribution of these forces according to economic activities has significance in positive results such as economic planning processes. This work is muscular, intellectual, or both. According to The United Nations, they are those who engage in an economic activity in society and official and informal employees of liberal professions such as agriculture, workers, doctors, and everyone who works for a wage or salary (Firas, 2009). The study of the economic structure contributes to determining the size of the workforce in the future, depending on the direction of the rates of change in population growth, their social characteristics, and the extent of the female contribution to the workforce (Al-Rawi, 1989). It is considered to be of great importance in population studies, considering it the window from which it overlooks the size of the workforce, its importance and future prospects (14).

#### **Spatial variation of the distribution of the female labor force according to economic activity.**

The study of the types of economic activities practiced by people occupies an important place that clarifies the policies of the population census. In addition, it studies the size and growth of the workforce and (Yunus, 1985) its composition according to age, gender and other characteristics, It is intended to classify the workforce according to

the economic activity that they practice. Also, the economic activity is defined as the field in which the individual carries out his economic activity, and it is also the type of work that the establishment engages in where the individual works (Abu Ayyana, 1993). Therefore, the distribution of the workforce according to activities has a great impact on the economic structure, and the United Nations determined and issued the International Standard Classification on it with some modifications between 1958 and 1968 (17). As it became comprised of ten main sections, which are as follows:

- 1) Agriculture, hunting, forestry and fishing.
- 2) Mining and quarrying.
- 3) Transformative Industries.
- 4) Electricity, water and gas.
- 5) Constructions and erection.
- 6) Wholesale and retail trade, restaurants and hotels.
- 7) Transportation, storage and transportation.
- 8) Finance, insurance, real estate and commercial services.
- 9) Public, social and economic services.
- 10) Activities that are not fully described and unclassified (Al-Jayashi, 2014).

The study of the distribution of females according to economic activity reveals the picture of the relative distribution of employment in various economic sectors. Females move away from engaging in commodity productive activities, due to their scarcity and shrinkage as a result of the economic conditions since the blockade imposed on Iraq since the year (1991). In addition, it is one of the work that requires effort. Their high cost in the field of service activities is the most appropriate activities (Al – Jubouri, 2007). It can be summarized in the following points as in Table :  
( 2 )

( 2 ) Table  
**Distribution of economically active females by gender and field of economic activity in Najaf Governorate for the year 1997**

Economic activities	Total economically active females
Agriculture, hunting, forestry and fishing -1	50,24572 2965
Mines and extraction of petroleum and natural gas -2	0,2203 13
Manufacturing industries -3	040671 24
Electricity, water and gas -4	31,01169 1830
Construction and building -5	0,0198271 117
Wholesale and retail trade and restaurants -6	1,18644 70
Transportation, storage and transportation -7	11,48958 678
Finance, insurance and real estate provided -8	0,28809 17

<b>Community services and social services -9</b>	<b>0,03168 187</b>
<b>Total</b>	<b>5901</b>

Source: Hussein Jaz Nasser, Spatial Analysis of Internal Migration Movement and Its Trends in the Middle Euphrates Governorates for the Period (1977-1997), PhD Thesis, G.M., University of Baghdad, College of Arts, 2003.

1. The activity of agriculture, hunting, forestry and fishing ranked first, as the total number of females working in this activity reached (2965), a percentage (50,24572) of the total number of women workers in other economic activities.
2. Electricity, water and gas activities occupied the second place, as the total number of females in this field reached (1830) workers and a percentage of (31,1169). Female workers in this activity were baptized due to the economic blockade that Iraq went through during this period.
3. The transportation, storage and communication activity came in the third rank. The total number of employed females in 1997 in the Najaf district was (678) out of the total other economic activities, with a percentage of (11,48958).
4. As for the activity of community services and social services, it

ranked fourth, as the percentage of female workers in this field reached (187) and a percentage (0.0316895).

The rest of the other economic activities came as follows: the total number of female workers in the construction and building sector reached (117) with a percentage of (0,0198271), and the activity of the individual trade and restaurants reached (70) workers and the percentage of (1,1844). The total number of female workers in this activity reached (24) working women, at a rate of (04,671) of the total number of workers, while the total number of female workers in this activity reached (17) workers with a percentage of (0,28809). The activity in the last rank was the share of the mining and extraction activity. Petroleum and natural gas. The number of females working in this activity has reached (13) workers, representing (0.2203) of the total number of females working in economic activities. Either with regard to the distribution of female labor force in the province of Najaf, according to the field study of the 20 year 19 and can be summarized points the following table (3).

( 3 ) Table

Distribution of working female forces in Najaf province according to the field study of 20 year 19

	The Judiciary	Industry	Agriculture	Services
Najaf District	Najaf -1	3,831,672	331,651	3,203,267
	Al-Haidarya -2	47,619	223,504	22,686
	Network -3	15,539	0,43259	0,45372
Kufa district	Kufa -4	1,384,275	1,773,612	1,365,699
	Abbasiya -5	376,523	591,204	567,151
	Freedom -6	708,749	865,177	834,846
Munadhirah spend	The Lambing -7	96800	994,953	1,215,971
	Al-Mishkhab -8	409,745	706,561	567,151



Confusion -9	409,745	425,379	435,572
Al-Qadisiyah -10	1,528,239	1,059,841	1,293,103
Total	96,892,804	100	992 , 540 , 9 7

A source: the work of the researcher based on the study sample data.

- 1) **Activity services occupied the first place** among other economic activities such as industry and agriculture, as the total female workers in this activity (992,97,540). It is top of female workers in this activity ratio in Najaf, where the percentage of female workers in this spend Activity (32,03267), followed by Kufa district (13,65699). It is followed by Qadisiyah district (12,93103), then Munathira district (12,15971), and Alhurriya district comes with (8,34846). The next are Al-Mishkhab and Abbasid districts at a percentage (5,67151), followed by Al-Hirah district (4,35572), and Al-Haidarya district (2,2686), then Al-Shabaka district (0.45372).
- 2) **The industrial activity ranked second** Najaf district( 96892,804)came first with a percentage of women working in the field of industry (38,31672). The second is Qadisiyah district (15,28239). The third is Kufa district (13,84275). Al-Hurriyah (7,08749 and Al-Haidariya district with a percentage (4,7619 are fourth and fifth. Then comes Al-Mishkhab and Al-Hirah judiciary with a percentage (4,09745), followed by Al-Haidariya district (4,7619), then Al-Abbasiya district comes with (3,76523) female workers. Then it is Al-Shabaka spending a rate of (4,7619), and Al-Manathira district comes in the last place with a rate of (96,800) a thousand workers in this activity.
- 3) **The agricultural activity ranked last** in the total economic activities with a total of (100), as the Najaf district ranked first with a percentage of (33,1651), then the district of Kufa came with a percentage of (17,73612). The are followed by followed by the Qadisiyah district (10,59841), Al-Manathira district (9,94953), Al-Hurriya (8,65177) Al-Mishkhab district (7,06561) Al-Abbasiya district (5,91204), Al-Hurriya district (4,25379) in row. Al-Haidarya

ranked next to last (2,23504), followed by Al-Shabaka District with a percentage of (0.43259).

### **Spatial variation of the distribution of the female workforce by profession**

Intended by profession(occupation): The type of work that the employed person performs, regardless of the type of activity. The importance of this distribution is that it reflects the distribution of the workforce according to economic activity, as economic transformations lead to changes in the occupational composition of the workforce (male and female(Al-Jayashi, 2014). As a result of the different professions, the working hours and the extent of regularity in it differ according to the different professions (Rasan, 2012). Occupations around the world provide a means to contribute to the family income for some women, especially those who failed to obtain jobs in return for a wage or salary. It can also provide regular or temporary jobs and the informal sector represents an important share of women's participation in the workforce. The characteristics of the informal sector differ and working women are among the self-employed and family workers represent a large percentage (22). The female participation in the labor market with the profession compared with men as the high percentage of females working in traditional occupations traditionally historic character . The highest percentage of females work is in technicians, specialists, assistants, and clerks . This has clarified the central role of the male role and the secondary role of the woman for legal, legislative and applied reasons. It is also considered to reinforce the inherited social values and traditions .Consequently, it stands as an obstacle to changing the perception of other professions. To overcome these gaps, decision-makers must adopt economic, social and cultural measures to improve the status of women's employment and their entry into professions that have remained limited to male (23). There is a large correlation between the profession of women, their level of education, and the economic activity that they undertake (Al-Hariri and Al-Barghouti, 2010). There are jobs that are suitable for females and

others that are suitable for males, according to physical, intellectual or educational capabilities, such as administrative jobs, which are represented in professions such as teaching and nursing, as well as domestic work (Nagham, 2006). There is still a big difference in the distribution of the female workforce according to professions on the private sector, as a small percentage of the female workforce remained working in the private sector compared to males in the same sector. This is due to the reluctance of females at times to work in the sector. The private sector for matters related to the refusal of parents to agree to work in such a sector for a number of ethical, religious or security problems (Hussam al-Din, 2008).

In general, the profession expresses the craft practiced by the individual regardless of his training and education and the economic activity to which he belongs. As the vast majority of females are concentrated in non-leadership or legislative professions at the community level. That is, in traditional professions, these professions have attracted the largest number of female workers in the education sector at all levels, or handicraft workers in the industry, especially in sewing factories. They can work in seamstresses in their homes for their own account, or they work as nurses or health workers. It is noted that most of these professions require a specific level of Education from the employer's side and the degree of organization at the employer. This means that the conditions for entering the labor market within these professional categories are not easy, and this explains one of the reasons for the low participation of women in the workforce compared to men (Shabana and Jawad, 2008). Therefore, females prefer professional specializations related to their roles according to what is consistent with the societal outlook. Thus, this pushes them to complete their university education in specializations that qualify them to be acceptable in society and complete their professional teaching in traditional professions such as sewing, embroidery, cosmetology etc. (Etidal, and Fida, 2011). Therefore, we find that the majority of females work in fields that are compatible with social traditions and customs in professions such as education and health, as a result of the increase in females who have university degrees and secondary certificates and the suitability of the profession for their educational attainment (Al-Qaisi, 2020).

#### **Spatial variation of the distribution of the female workforce according to the practical situation.**

The practical situation of the workforce is the state of the individual in the work he practices.

Individuals in the workforce are classified according to their practical status into four categories. The International Labor Organization has adopted and adopted Iraq in the 1997 census, which are as follows:

- 1The first category (employer) is the individual who manages or owns his own business or works independently in a profession or trade and one or more people work with him for a cash or in-kind wage .
- 2The second category (self-employed) is the individual who manages his own economic project or works independently in a profession or trade .
- 3The third category (wage earner) is the individual who works in any sector and receives a lump sum wage, whether this wage is in cash or in kind .
- 4The fourth category (working for the family) is the individual who carries out a specific job owned by the family or one of its members without getting paid in kind or cash, or he does not have a share of the profits (Al-Jayashi, 2014).

Therefore, the practical situation expresses one's position at work, as more than a third of females work without pay. This means the possibility of disposing of the return on work directly from those who reduce the chances of a woman's economic independence and spending on her education and health (Majid, 2014). The females service activities are the most attractive for the female workforce, and that the high percentages of this activity are due to female skills and their physical viability. The high percentages of this activity are also due to the high educational level among females and the growing service sector that includes various activities such as health and educational services and clerical work (Jihad, 2011). The high percentage of women are concentrated in the service sectors, which reduces the role of women in the productive sectors (Shabana and Jawad 2008). The high percentages in the field of services and distribution are due to their rapid profitability and the speed of achieving their returns compared to real investments in productive projects in agriculture and industry. As for the field of industry, it comes in second place, and most of the females work in this activity, their work is concentrated in textile and sewing industries, which are jobs that require physical effort. In addition, the technical progress accompanied by more complexity of social life has led to an expansion of opportunities for females in

terms of professions, especially the industrial sector (Al-Qaisi, 2010). Sometimes, we find women making some adventures and attempts to earn a livelihood by undertaking some small projects that depend on few resources and a small head while relying on their personal efforts (Abd Al-Razzaq, 2006).

#### **The Fourth Study:**

#### **Factors affecting the distribution of the female workforce, their motives and future prospects:**

#### **1. Factors affecting the variation in the distribution of the female workforce.**

#### **2. Work motivations for the female workforce.**

#### **3. Future projections for the female workforce.**

#### **Factors affecting the distribution of the female workforce.**

##### **(1) Education:**

Education is one of the basic indicators in societies that clarify the disparity between males and females. It clarifies the economic opportunities and the extent of the community's potential to benefit from them, and determines the impact of the education factor that has a great impact on economic and social changes. It has an effective role in the field of creativity and development, but there are factors that limit the opportunities for female education, namely Customs, traditions, values and norms and their early marriage. There is a big difference in the percentage of female education between urban and rural areas, as the percentage of educated women in urban areas reached (273953) and the number of educated females in the countryside reached (117838) for the year 1997 (Huessein, 2016). Education plays a fundamental role in raising the level of civilization for the individual, which means that the years of study that the individual spends is one of the main pillars in developing society and implementing development plans (Jaber Al -Azhar, 2015). There is a close relationship between the educational level of females and the level of women's participation in work. I consider education the most important incentive for participation in the work force for individuals (Jihad, 2009). In addition, it earns more women from the skills and abilities that contribute to strengthening its role in the decisions on their own destiny, and the sense of the importance of family planning, and its role in the domestic economy (39).

The increase in the educational level of women leads to improving their economic partnership by supporting their competitiveness. It also leads to improving the ability of females to obtain work and to overcome occupational discrimination against

them and reduce the gap between them and males. Moreover, education is more important for females than male (Sumaya, 2009). Education is considered one of the factors affecting and encouraging economic, cultural, demographic and health activities in society, as well as between them in raising the level of civilization for females. It affects the choice of females for the type of professions that are compatible with social traditions and customs (Naji, and Hussein, 2010). The high educational level of a woman leads to delaying the age of marriage, so the period in which she is ready to conceive increases. It also has an impact on the position of young women in life, increasing and expanding in quality and quantity of aspirations and desires to achieve wider social roles and not being satisfied with the specific role in raising children (Al-Hasnawi, 2013). It has been observed that there is a positive relationship between a woman's education and her participation in the labor market, as the more years of education she has, the more her participation is expected, especially if she passes an advanced stage of her education (Rawiah 2005).

Education is considered one of the most fundamental factors that contribute to the formation of the personality of the worker, due to its close connection with production, in terms of quantity and quality (Al-Obeidi, and Maher, 2010). Education of females leads to the possibility of their future participation in the labor market and in changing the traditional path of women's participation in the labor market (Rawiah 2005). Also, the high level of education means that a woman has a balance of knowledge helps her to objectively analyze aspects of the problem and then be able to take the appropriate decision at work. The level of education affects her capabilities to analyze the situations and problems that she may face at work (Salman, 2007). Education also helps raise awareness among them of their economic social and political rights (Al-Zaidi, 2007). There is no doubt that female education will have a positive impact on the possibility of increasing the percentage of female participation in the labor market and it will have a negative impact on fertility (Haddad, 2005).

##### **(2) Marital status**

Female entry participation and participation in work are affected by the marital status, as a result of the change in the status of the woman. Her sense of independence, possession of freedom of decision and freedom from many family and social restrictions, many problems or disagreements may arise between the working wife

and her husband. This is a result of the husband's feeling of jealousy because of her distinction and success in work. This is evidenced by the high rate of marital disputes also sometimes leads to an increase in the rate of divorce at the level of Arab societies. The reasons for the delay in marriage for the working woman may be due to the refusal of the family to let the working woman get married to benefit from her salary, or it may be due to the woman's lack of need for the man to financially support her. This means that she is self-sufficient. Also, she does not want to have burdens and responsibilities for the husband and children and keep her away from her work (Al-Zahrani and Siham, 2011). Most working women suffer from difficulty in adjusting for their husbands to their work, especially those who work for more than six hours. They stay away from home for long hours, especially in the case of small children. Besides the difficulties of adapting to maternity that the working woman suffers from, she faces other difficulties. In an attempt to agree with work time, with the husband, and with how the house is managed (Al-Kalhout, 2011).

The participation in the entry of women, participation in work and the number of their working hours are affected by the average household income in general and the rate of wages paid to them differently. Therefore, Jacul Mencer designed an analysis of the relationship between the number of women's work hours and the amount of wages paid to them. He put forward a three-dimensional model according to the conditions of women that includes:

1. Work in the market (paid work)
2. Work at home (childcare – cooking)
3. Rest times (leisure hours)

Thus, the change in wages and hence income is reflected in the time distribution between the aforementioned activities.

The Mincer model can be summarized as:

$$M = B_{py} + yw + u$$

M. = The number of married women working in the labor market.

Y = Average fixed income of the household

W = Time sufficient for the wife to work in the labor market (at market wages)

U = The influence of other factors

B<sub>p</sub> = Represents the effect of permanent family income on the wife's work in the labor market, and the participation of wives in the labor market is affected by other factors such as children's age and education (Rawiah, 2005).

### 3. Fertility:

Fertility is a demographic term that indicates the actual rate of birth. It also refers to the ability to have children or the ability to reproduce, and that period is between fifteen and forty-nine years (Abu Ayyana, 1993). Fertility is one of the prominent population issues and issues that the countries of the world have paid attention to since the middle of the last century, due to its profound effect on the age structure of the population because its high levels increase the age in it. The work of women greatly affects the rate of childbearing. It is impossible to reduce the number of children she has so that she can reconcile her duties at work on the one hand and take care of them and raise them on the other hand. Also, the requirements of life have pushed women to enter various fields of activities, always trying to reconcile her work with the number of her children (Nasir, 2008). The effect of fertility is a clear and influential indicator in determining the growth of the population and the workforce, as the work of women is considered one of the factors affecting the influence of the family structure and its effectiveness in adopting and adopting the position of the offspring. The effective contribution to economic activity is considered one of the factors affecting fertility decline, due to the conflict that exists between the practice of a woman in a profession and the proliferation of childbearing, especially in the absence of social structures specialized in caring for young children, especially during the first years of the child's duties (Dudu, 2011).

There is an inverse relationship between a woman's work and fertility, as the greater the percentage of female workers, the lower fertility rates. The same happens with family planning methods, the effectiveness of these methods, and the use of contraceptives among female workers and determining the size of the family. This is because a woman's practice of a profession is easier and easier for those who have given birth to a small number of children than those who have children. They gave birth to a large number, which leads some women to limit the size of their families in order to be able to reconcile between work inside and outside the home (Muhammad 2015). The working woman lives in several social roles as she is a mother, wife, housewife and employee, and each role or job has its requirements, which may not be consistent with the requirements of other jobs, as well as the sense of the need to fulfill the requirements of these roles. The combination of the job position and the home seems a difficult issue and affects the long time Spent on work. Her effort



and energy consumed. She performs the job of the wife and the mother and is unable to provide affection and tenderness for the children and attention to the husband and children, as no one cares about the children like the care of the mother. Her tenderness and affection for her children cannot be given by anyone else. These circumstances force many women aspiring to reach high positions to choose between Two things, either family, children, or career (Hayat, 2013).

Women practice of work and provide care and affection. They have the right to bring them up with a family upbringing at the best level (Sumaya, 2009). The average number of children born to women who contribute to the workforce is less than that of the remaining married women full-time for housework, and this relationship is evident in urban areas in a stronger way than in rural areas (Yunus, 2010).

#### **4- Social customs and traditions**

The set of customs, traditions and social concepts prevailing in a society affect the extent of women's contribution to work, and the phenomenon of early marriage for females is closely linked to the values and customs of society. Parents may resort to that because they believe that the girl's staying at home bears additional financial burdens for them. Therefore, social customs and traditions have been imposed. A woman should devote her life to raising children, caring for them and household concerns (Majid, 2014). Therefore, social customs and traditions are among the topics that affect the work of women. They are the focus of attention of sociologists and demographics. The family is a social unit on which the burden of changing customs and traditions that fit with the current situation. Social motives play an important role in motivating women and pushing them towards work, such as the woman's belief in the importance of work in a person's life, or her feeling of free time she can spend at work. Some female employees look to equality with others at work. Some of them aspire to rise in a prestigious social position befitting their decent appearance in front of others, because of habits in society fill job vacancies and are the preserve of men, not women. Their jobs are commensurate with the customs and traditions of the society in which they live, and the participation of women and men in various economic activities has evolved due to the aspiration of families for a better life, and this matter is only achieved with the contribution of women in raising the economic level of the family (Salman, 2007).

The percentage of females working in all economic activities is low compared to that of

males. This is due to the influence of customs and traditions that do not allow many women to enter the fields of work (Ahmad Najm al-Din, 1982). The number of people who oppose the participation and participation of women and men in production together has decreased their number year after year, and this has led to an increase in the percentage of female workers in factories and services (Hussein, 2008).

#### **Work motivations for the female workforce**

The phenomenon of women going out to work did not appear randomly, rather they were subject to many and interrelated factors, but rather pushed the woman to work (Nadia, 2012). Motivation is defined as a saturated need that leads to a specific behavior for the individual, and this behavior is determined depending on the momentum (Aoun, 2013). The working woman is half of the society at the present time and the society's need for manpower appears, and despite the woman's possession of scientific qualifications and high competence that qualifies her for work, her work still faces many obstacles. The importance of motivation for women to achieve her in this field is the impulsiveness of women. Towards external work and its practice in various jobs and on the basis of the existence of an economic need or promotion to a higher job position that cannot be easily accepted in our Arab society due to the existing values, traditions and social customs. Therefore, the existence of the motivation behind the work of women has worked to bring her into the field of work voluntarily or urgently. This is extended to various aspects of work, and invaded the various fields of work, hoping for that with culture, experience, patience and high manners (Salman, 2007). Women may perform work, and this is a result of their love for work and the psychological satisfaction they achieve, and another category of these motives is a result of a material need and what provides them with a wage and a decent living (Imad Al-Alaw, 2012).

The vast majority of women asserted that one of their most important motivations for work is economic need. The urgent need for women to earn their livelihood or the family's need relies on the income of women, but this motivation has gradually decreased its value, as a result of the increase in educational opportunities. This is followed by the increase in the number of working women, in addition to the change that has been made. In the concept of the role of women, there are personal motives such as the woman's desire to prove her efficiency and ability to accomplish the work that was reserved for men only. This is evident among



the highly educated female workers, because education in itself does not achieve obtaining work only, but rather it is the means to achieve personal goal or ambition work outside the home (Malika, 2004). Therefore, the most important motives for women's work can be summarized:

#### **The economic factor and guarantee of the future**

Several studies have shown that the most important motive for women going out to work is the economic need. The exit of women to work is a necessity necessitated by the increasing needs of the modern industrial society, as the burdens and costs of living on the one hand, and the aspiration for a better standard of life on the other hand. It pushed women to leave their traditional framework represented in the role of the child birth, the nanny and the caretaker of her family affairs. The requirements of the social and economic conditions that the various families live in force women to go out to the field of professional work (Malika, 2003).

The economic factor comes at the forefront of the factors that affect the female motivation to work, in order to gain her strength or the sustenance of her family. Therefore her work cannot be dispensed with, which may be a helpful factor in raising the economic and cultural level of the family, and the woman's work is to meet her personal needs or to help her parental family. She could also work to help her husband, especially the lower the social and economic class to which the woman belongs, when a woman does not find a man or a family to rely on for her livelihood, she will find herself forced to go out to work. The percentage of divorced female workers also increases in order to contribute mainly to the family budget. The motives that make women work outside the home are mainly due to the desire to improve family income and raise the standard of the family as a whole. Some of them work to buy luxuries and achieve a level of well-being (69). The need for females to work to is support herself or her family if she is divorced or widowed, as she has no way of livelihood as a result of the complexity of life's matters and the many requirements of women and her feeling that she is an effective element in society. She can secure her economic affairs by herself or with the participation of her husband In the conduct of its family affairs (Hassoun, 1993). The contribution of women to work is mainly related to material need, despite the importance of women's participation in work as a variable representing the role and protection of women in society (Naji, 2012).

One of the factors that push working women is to secure the future, so more people think through joining work in a retirement pension for them in old age and old age, and it is related to the issue of work the desired retirement age for the working woman for her to continue working for a longer period (Al-Qaisi, 2020).

#### **Personal desire and self-realization**

The factor of personal desire and self-realization is considered a vital, effective motivation through which all the primary ingredients for self-growth and a sense of the need for equality are realized. The humanity of women is confirmed, as Ferdinand Zwig demonstrated (F.zwiege) . Women goes out to work under the urgency of emotional pressure because of her feeling of loneliness more than her going out to work under the pressure of economic need, that the love of appearing and the need to belong and the realization of self. This satisfies the psychological demand that confirms her humanity and personality as well as achieving domesticity and getting rid of loneliness. Thus, the working woman feels that the work can be from the increase in her culture or the result of dealing with colleagues at work and the desire to learn a skill (Dudo, 2011). Women have personality, which she can prove through the work she does, and her position in society also appears through the work that she does, and the woman works because she wants to feel a sense of competence and confidence in performing the work that was unique to men, especially females who obtained a certificate. High . Also, some women think that work is a way to treat her troubled psychological state through her work outside the home

Also, her work outside the home makes her able to participate in making decisions related to family affairs, and her going out to work makes her feel her free, independent and mixing with a wider community present in the daily work environment (Mazal, 1998). Therefore, personal motivation has a great impact on a woman's motivation to work and in her psychological and intellectual formation, and affects her position on the issue of work. Women have long fought for their human rights, in which freedom to work is the most important right that women can attain. Personal motivation is one of the main and important motives that concern women outside the home, and despite the clear religious position regarding the work of women from going into the field of trouble. Islam did not prevent the work of women and their role in society, but some societies stress that women are not allowed to enter the field of work (Salman,

2007). Work is a major axis in an individual's life as it is a need and willingness within the human being, as it is related to the essence of life itself. Life is not valued for the individual and society alike through work, the person realizes himself. The personality and his existence, and work gives females financial independence and contributes to the development of their personal capabilities, and work makes women feel satisfied, happy and successful, and that is an important reward and support for their own value in psychological terms (Al-Shammari, 2012).

### **Occupy spare time and spend time**

No matter how simple or complex the work, it can be a source of pleasure and pleasure if it is accompanied by an elaborate performance, and work as an art is not only looking for psychological comfort. However, it bears other fruits. It saves its owner from the scourge of laziness and lethargy. Therefore, if a person loves his work, he puts all his interest in it and lacks time to think about other people's affairs and not about other issues. Also, there are positive repercussions for investing leisure time in societies, such as identifying family problems, teaching children or acquiring skills. Females actively contribute to solving problems in the family, especially in conservative families. It does not allow disclosure of what they suffer from problems for considerations. Social, and this seriously contributes to the home (Rasan, 2012). Therefore, work helps the working woman to spend the spare time that housewives suffer and pushes her to organize her time between supervising the home, managing its affairs, teaching her children and following up on their educational attainment on the one hand, and working conditions on the other hand (Blan, 212).

### **Future projections for the female workforce**

The field of population geography is characterized by the multiplicity of various influencing phenomena and problems that do not stop at certain limits in any population in the world, because population is the entirety of change and vulnerability. Therefore, any changes in their social and economic environment affect the size of the workforce (Nasir, 2008). Based on the importance of population and population studies in the life of the city, it is the vital and important part of the female workforce in the district of Najaf. The future population and the workforce through future figures for the female workforce in front of officials and those interested in development issues could help in developing future plans and programs and the advancement of economic reality. The social

and predictive nature of it and its future size provides planners with the possibility of developing programs that can be compatible with the economic potential and social conditions in the region. Therefore these studies help to optimize the investment of human resources, and work to raise the contribution of females through many means that achieve this because of the role of females (Al-Qaisi, 2020).

### **Conclusions**

1. The proportion of the workforce is low in the total workforce of the judiciary, due to the 1991 war and the subsequent economic blockade.

2. The high rate of female growth for estimates 2019 compared to the 1997 census, as a result of population growth due to natural increase first and male migration secondly. Although the female workforce has decreased growth rates that are not commensurate with the size of the female population growth, the female labor force is also concentrated in the category Age (25-29) years.

3. There is a high percentage of the female workforce in the economic activity of the service sector in the Najaf district. This means that the majority of working females are concentrated in a sector with little productivity. It cannot be a pioneering development sector according to the stage of economic and social development. The service sector enters this field in education in the first place, which attracts Females to work in.

4. The study showed that there are major factors that prevent the effective participation of females in the work force, foremost among which are education, marriage, fertility, customs and traditions.

5. Through the study, it is clear that the economic motive was the most important motive for female entry into the field of work, compared to other motives represented in securing the future, personal desire, asserting oneself, spending time and occupying leisure time. However, these factors vary from one region to another and this is mainly due to the high level of education. The study also showed that females join the government sector and prefer most of them to work in it.

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