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Analyses of the Human Resources Management in Iraq within the Period 1980 - 2010

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Abstract

The modern development thought considers that humans were the creators of the development, and so they must be the goal of that development. As Aristotle also said long time ago “that wealth does not represent the good that we seek to achieve; it is just a handy mean to get to something else” [1]. By recognizing the huge importance of human capital, as the target and obscurity for economic development, making researchers in economics assert its priority on one hand and its crucial importance on other. This research focuses on the mutual influence between human resources and the economy and the reflection of this influence and its consequences. During the period studied, human resources in Iraq have been exposed to the negligence and disastrous political decisions and practices, left deep scars on its quantitative and qualitative features in the present and the foreseeable future.

Key words: *Population changes; Manpower; Human resources management; Iraq.*

1. Introduction

The period of 1980 and so far in the history of Iraq, in a political, social and economic sense, has taken to be studied as a separate case, because of the following aspects:

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- characterized by the absence of political stability in the country.
- waged internal and external wars.
- occurred profound changes in economic, political and social structures.
- The mass population where exposed to significant changes hit its both quantitative and qualitative aspects.

During the thirty years since the outbreak of the Iraq – Iran war in 1980, the political instability was represented in the continuing acts of abuse carried out by the government over the citizens in terms of imprisonment, torture and dimensions of coercive deprivation from work or assassination, as a result of failure to join the Baath Party, not cooperate with, belonging to other political party or just to cooperate with them.

Launched an internal aggressive wars against ethnic Kurdish population in northern Iraq , it came in military operations to destroy thousands of villages and the displacement of residents and to isolated camps and the displacement of massive numbers of city dwellers. The bad named atrocity called “Anfal” was located in Halabja, fruit of one of these large-scale military operations that caused the deaths of tens of thousands and injuring thousands in massive distortions [2].

The other one was the secretion of another category of Iraqi society the “Kurds Faily”. The regime used with this segment the same approach like social persecution, dismissal and deprivation, at the end of the campaign waged against these defenceless citizens, the regime expelled around 100-150 thousand of them to the Iranian borders in one of the hardest miserable circumstances in human history [3].

During the Iraq - Iran war where people were thrown into the military operations directly or forced to contribute to the burden of the war effort, everyone is put under penalty of military operations and their results in terms of the spread of the bombing and the daily threat of death and destruction.

The sufferings of Iraqi society in the ultimate result of the severity of the Group of the international coalition that has worked to try to take out the Iraqi army from Kuwait by force, by destroying its military machine in Kuwait and around it on the one hand, and the destruction of vital infrastructure in Iraq, from roads, bridges, ports and airports and other vital state places that can be bombed from the air without specifying the humane consequences. Then the economic blockade that imposed on the Iraqi people by all countries of the world, there is no longer import or export. Iraq has become all over this period as a big prison, no more foods or medicines can be received that the government used to buy from abroad.

The state of siege began to relax gradually to meet the global human rights organizations calls as a result of the arrival of the humanitarian crisis in Iraq to its limits in terms of the enormous rise in the levels of diseases and mortality as a result of the loss or the scarcity of the main nutrients needed by the human body and the means of prevention and treatment [4].

Finally, the occupation of Iraq and regime change: Iraqi society, which is already suffering from the remnants of cruelty, persecution and internal wars and wars with neighbouring countries and the world, entered a new tunnel; that is the direct military occupation, that seemed to destroy what remains of the basic infrastructure from the previous wars. It stopped the wheel of the economy; the reconstruction process and the normal people's day to day economic activities.

2. Research objectives:

This research aims to prove that the failed policies that ruled Iraq during the period between 1980-2010 and what resulted from the economic and social policies, led to disastrous results in smashing of human resources in Iraq and weakening its role in promoting the development and reconstruction. There will also be a focus on identifying patterns of weak economic planning and analyzing the lack of strategy. This research aims to Highlight the policies consequences and suggests the appropriate constructive alternatives of population and human resources management.

3. Research Hypothesis:

During the period of study, that shows that Iraq, with of its wealth diversity and richness, in natural and human resources, had been exposed to disastrous results from its failed economic policies and human resources management.

This research offers a pragmatic approach when assessing the wealth of the natural and human resources, considers explicitly the faults of how human resources have been managed in Iraq up until this point, and a sharp consideration of how has not been sufficiently manoeuvred to propel economic development and growth; The critical element of this research is the exploration of how the population in Iraq can be managed to ensure economic prosperity which would position Iraq on a strong economic platform; this will be achieved by comparing the Iraqi economy to other countries. The figures provided in this research have been calculated and sourced to address contemporary readings.

4. Literature review:

The authors in [13] devoted most of their efforts to describe Iraqi population main characteristics trying to extract the demographic latest tendencies from the data available to them. Their descriptive approach succeeded to explain the major demographic tendencies and some of their roots in Contemporary Iraq. An Important research paper [17] was read and discussed within the conference focused on the Human resources development in Arab countries (including Iraq), based on human developments indicators, analyzing new scientific theoretical approach in managing the human resources issues globally.

The author in [7] devoted his unique book to describe the population issues in Iraq since the formation of the Iraqi state in 1920, going through rich statistics data, showing the main patterns of the Iraqi population development up to the mid eighties of the last century. The study was divided into two parts looking at the first part at the demographic characteristics of the population, and the second part studying the economic-social

environment, the final conclusions relate to the development of Iraqi society. According to [2]: Her the focus is on the International Migration movement; going through its major tendencies, sources and destinations, the main focus is on the main patterns and roots of the International migration movements and their impact on the source countries and the destined countries in the developed west highlighting the expected problems originated from this new global phenomena.

5. Population changes

5.1- Quantitative aspects

5.1.1 population growth

Iraq, as the rest of the developing countries in the Third World used to be owned a situation in its demographic features had the same characteristics such as high birth rates and death rates as well as the lower average of life expectancy that produces a weak population growth, but since the end of the fifties of the last century, there has been a change towards lower mortality rates. Iraq as the other developing countries exposed to this new demographic trend as a result of the national and global campaign to combat epidemics and endemic diseases, the relative improvement in health services and local education as a result of the application of WHO and some limited national programs, led to the tendency towards the relative decline in mortality rates with continuing high birth rates. From here started the higher natural population growth rate era, which belongs to the classification of the population explosion that took part in all developing countries without exception [5].

In the subsequent period, which we would like to focus on in our study, Iraq became part of the demographic group of developing nations rich in natural resources. As we have already said they have a range of demographic tendencies like; very high fertility and birth rates coupled with relative economic improvement (The Arab Gulf States best example), which came as a product of their economic, political and social patterns. Here was the difference in the three important variables pertaining to the quantitative aspect of the demographic situation in the first place, but they will be transmitted in the form of shifts in the quality of subsequent circumstances [6].

Table1. Population size and the growth rates in Iraq 1947 - 2007

Years	1947	1957	1965	1977	1987	1997	2007
population	4816185	6339960	8097230	12000497	16335199	22026244	29682081
Growth rate%	3.16	2.79	3.10	3.38	3.13	3.04	3.02

Source: Central Bureau of Statistics, Statistical Abstract for the years 1977-2007

These figures were referring to the continued growth of the population at high rates and the level of nearly stability during the past three decades, according to the censuses held in Iraq during the years 1947 - 1997 (normally the censuses held every 10 years since 1947 except 1965), the population was increasing from 4.8 million people in the first census 1947 to 29.6 million people in 2007, the high growth rates stood at 3.02 %

per annum during that period , and more than that in the middle of this period as the rate increased to 3.4 % in 1977, and this increase was caused by a high level of births.

Despite these facts the rate of population growth kept on the high pace of between 3.1 % and 3.4 %, and an average rate for the period is approaching 3.3%, when the global population growth rate was 1.1% -1.3% and an average of 1.2% compared with the rate of population growth for developing countries which was 2.2%, which means doubling the population of Iraq, in less than 25 years [7].

5.1.2 Birth rates

Table 2. Crude birth rate in Iraq for the period 1977 – 2007(per thousand)

Years	1957	1965	1977	1987	1997	2007
Birth rate	49.1	47.2	46.1	38.8	34.4	32.3

Source: Central Bureau of Statistics, Statistical Abstract for the years 1977-2007

The crude birth rate in the world for the period 1995 - 2000 was 23.7 per thousand, in developing countries was 26.5 per thousand, but in the Arab world was 31.2 per thousand, while in Iraq, it is clear that the crude birth rate was higher when compared to the rest of the world, especially the developed ones.

First, the rise in fertility rates declined slightly, but remained even higher level than the overall rate of developing countries. The birth rate has dropped from 49 per thousand in 1957 to 46.1 per thousand by 1977. The birth rate continued to maintaining a high level at least 33 per thousand, despite the expected decline and for a very short period, then returned to its high pace [8].

This resulted, of course, from the rise in per capita income in a surprise manner, meaning it did not happen gradually, according to the results of balanced economic development, growing incomes from oil resource, led to the rise standard of living for urban dwellers in particular, especially of inflated army and police and security and intelligence services and government bureaucracy. This enabled large segments of the semi urban founding very large families. Fertilization rates remained high and did not go down, but it doesn't comply with the general demographic laws, which says that the improvement in the level of per capita income is reflected in reducing birth rates. But in Iraq have not been as expected. Why is this...? To answer this question requires us to approach more to the facts on the ground and their effects on demographics behaviour.

- improved income-level of individuals from the rentier boom, which came from the accumulation of vast oil revenues in a relatively short period, without being the recipient of the income from active contribution in the process of production and re- production of goods and service. Most of them were business marginal feed on oil revenues, as services as the army, police and intelligence services and government bureaucracy, which swelled to unprecedented limits.

- The rural population immigration to the cities to accommodate nearly unprecedented, even became a cultural pattern prevailing the norms and traditions of tribal agricultural and tastier directly reflected in the demographic behaviour and identifies trends in various Iraqi cities.

- Women's participation in the economy still at a lower level, and their position in the society have not changed little, especially rural women.

Continued the same situation since the mid-seventies until the early eighties, but the picture changed later because of the variables that we hinted to in the period since 1980 to the present day as a result of political events that shook Iraq and the changes dragged from it in economic, social structures and the nature of population mobility forming these characteristics.

In other words, this period has introduced new factors affected as we will see the size of the population on one hand and the qualitative composition of it on the other, forming the demographic behaviour and trends in general.

-New factor entered the play now, factor of migration to the importance of affecting the population size on one hand and the age and gender composition on the other.

-Most of the increase in population that have occurred in Iraq back to the stability in the high birth rates and decline in mortality rates , which declined from 25 per thousand for the year 1960 to 15 in 1975 , then to 12 in 1980.

But, the population growth rate seemed to drop slightly from 3.88 for the period 1977-1987 to 3.43 during the period 1987-1997.

-The decline came as a product of an accidental occurrence resulting from the following reasons that directly affect the rate of deaths and emigration:

- A. Military operation during three wars.
- B. The deterioration of the economic situation and health during the whole period in total.
- C. Emigration.

5.1.3 Mortality rates

The new issue here during these thirty years is the changes in mortality rates, which moved from 14 per thousand in 1977 to nearly 18 averages for the years 1980-2010. Reaching the underdeveloped countries level.

-The population pyramid in this direction would be roughly the same in terms of its general appearance, with its broad base ranging up to the top which represent the peak age of sixty and above, that keeps around 5%.

-The base of the pyramid widened for the age of under 16 years to form a little more than 50% of the population.

-*Shrinking* the space for the groups of working age (EAP) from 26% in 1977 to 22 % in 2000, while it was 36% for the world and 32% for the developing countries reaching 52% for the developed world. For the following reasons: First, the natural growth of the population witch leading to growing proportion of the age under 16. The other reasons were external, as this age group of the population had been subjected to the factors of mass abuse and which led to a decline in quality, related to a list of economic and political reasons [9].

The composition of natural population changes when males are exposed to death more than females, as a result of their direct participation in hostilities. Then because of the emigration factor that drives the males, males most likely to leave the country at rates far in excess of females.

Table 3 Mortality rates in Iraq for the period 1977-2007(per thousand)

Years	1957	1965	1977	1987	1997	2007
Mortality rate	15.4	13.3	11.1	11.2	12.9	8.5

Source: Ministry of Planning, Central Bureau of Statistics, the annual statistical collections (1977-2007).

- Mortality rates remained relatively high, with a slight decrease, but increased during the wars times.
- Infant mortality rising from 65 in 1977 to 85 in 2005. For reasons related to the economic situation and the low level of health services.
- Reduced life expectancy after birth from 56 in 1977 to 54 in 2007, compared to developing countries, where it reached 64, and developed countries to 77 years.
- Increased migration leaving Iraq for the first time in wide waves, during 1977 for example; was not exceeding 0.3%, while the average for the period studied reached 8%.
- But the natural demographic laws began to take effect during the period of wars and political unrest , which means a significant increase, but in the interim rates of fertilization, leading to the phenomenon of what the West has ever known after the two world wars which was named the “Baby boom”, which increases the birth rates dramatically, linked to the return of men from the war to their homes and to exercise their normal lives, with eager and nostalgia for peaceful family life, which increases mating leading to ever high pregnancy rates[10].

The quantitative indicators mentioned above as a whole give a clear picture of the situation of the population that has retreated reaching the demographic patterns similar to the population group of most under developing countries in the world such as those countries in sub-Saharan Africa [11].

5.1.4 Migration of Iraqis

The colourful formation to ethnic, religious and sectarian composition of Iraqi population is enough to indicate that the waves of immigration in the various epochs of the ancient history of Iraq have helped to form this bloc of diverse population. But this picture has changed in Iraqi modern history, and at the period studied the changes have been radical, as the migration shifted to a mass emigration from the country [12].

The most important observations that can be drawn from the recent emigration movement outward from Iraq:

- It is not economic migration

that the economic factor was not the one behind the movement of the millions of Iraqis who have left their country in a relatively short period and in the form of a broad stream of emigrants, bleeding from the society and economy. They have not been already applied for a job to improve their economic situation as a goal in itself; it was at first the political motivation that drives them to leave their homeland. In sum, despite the diversity of its details even to this day, but on the whole belongs to a single root; Some people emigrated to escape from prison and political persecution, and in the end is the policy of the regime. Others emigrated to escape the Iran-Iraq war and that as a result of the policy of the system, and can thus be dragging for the siege and the following wars and finally the spread of terrorism, which is the product of political reasons.

- It is a forced emigration

Crowds fleeing from their homeland were often forced to leave. they were expelled forcibly and deliberately directly by the Government to the outside of the border as waves of displacement, which affected the Fails Kurds, and which amounted to about 100-150 thousand people, fled outside the border under volleys of rockets and bombs. Following the Anfal campaign against (poisonous gases attack) of the Kurds in Halabja, this was considered one of the massacres committed against humanity. This is the direct coercion action from the regime. The indirect is putting people under extremely difficult conditions, including the threat of imprisonment, physical liquidation or the seizures of property or the daily insult and threat etc...

-Brain drain emigration

From here we come to a new subject which is very important and sensitive, whether for Iraqi society, or to the development of the national economy or for the Iraqis in the Diaspora, who are still suffering terribly from being alienated from home and family, or the discrimination which they are subjected to in their new circumstances. It is true that abuse and repression by dictatorial power over the past decades was comprehensive and had reached most categories and ranks of Iraqi society, and it did not exclude a profession or age, or a range, but practically first groups suffered most of the Iraqi society, were the politicians, trade unionists, religious leaders, the media and the press and public intellectuals and scientific staff. From two million and a half the number estimated of Iraqis who are in exile, there is a large proportion of scientific personnel, cultural and scientific potential, which are characterized by scientific and technological abilities that is priceless if given the opportunity to put them in practice to serve the nation and re- build the country. It is estimated by many independent researchers as a

proportion of immigrants by about 15 -20 %, but some estimates go as far beyond that, when calculating the size of the scientific and technical skilled in the broad sense of the word, from the holders of university degrees: engineers, doctors, lawyers, economists, accountants, programmers. That the percentage of those from within the Iraqi community in the Diaspora exceed more than 20 %. Even if we take the lower estimate, which is 15 % of the 2 million, we will get 300.000 highly skilled people [13].

Table 4. The members of the Iraqis in the Diaspora estimates (thousand people) for the year 2008

Country	Iran	Jordan	Syria	Us	Britain	Canada	Germany	Sweden	Denmark	Holland	other
Iraqis(000)	150	200	300	250	250	100	200	150	150	100	300

Source: Estimates from UDP annual reports 2008. UNAMI Annual report 2009.

This is the situation that has prevailed since 1979 to 2003, but the situation emerged after the departure of the regime came unfortunately with the severity of the conditions that the new type of suffering faced by Iraqis in these circumstances was the war and the direct results of the military occupation, then the sectarian conflict tastiest reached the level of civil war between 2006-2008, these conditions also become factors to the new wave of huge numbers to flee from the country.

5.2-Qualitative aspects

These include a number of elements which are either a direct result of the quantitative factors we have mentioned, or they are independent or external factors, but they interacting with first group to form a general picture of the situation in Iraq's population, they include:

5.2.1 Vocational and educational status: Since the start of the Iran-Iraq war, the orientation of economic and social development plans gradually began to be affected by the economic results of the war and the conduct of the battles that have entered into a dangerous level, threatened the security and safety of Iraqi cities and the lives of citizens. The Government reorients their means to support the war effort (everything for the battle) that stopped the building of new schools or improve and maintain the older once or what had been damaged by the battles actions and needed to be maintained, recruiting the vast majority of teachers in the Army, led to decreased qualities of the educational level to lower limits that were not known before [14]. This is in addition to the high dropout rates of pupils and students marked the start of the phenomenon of the reluctance of students from coming to school, instead they engage in any other acts of irregular work such as the sale of cigarettes in the streets or digging up garbage. The decline in teachers income to the equivalent of ten dollars per month throughout the period that followed the Second Gulf War and the international embargo imposed on Iraq, led the teachers to either leave the profession once and for all to search for livelihood through engaging in other professions or to remain nominally on the continuation of work and link with other work that generate additional income to provide bread for the family. This on one hand and on the other, the entire infrastructure of the educational system hit by the devastation and degradation as a result of the negligence and lack of innovation as the government's investments moved to finance the battles efforts.

5.2.2 Deformation of the quantitative composition (scientific backwardness)

The fate of young people in the age of high schools and universities, either to shove in the regular army or to engage in the temporary business that does not require skills, the worsening conditions of the schools and the quality of what is taught there does not worth the effort to continue. The economic situation that seemed to descend rapidly where rising inflation surprise people from one day to another, decreased purchasing power, inflation reached somewhere between 20-25% during the first years of the war, but it has risen creeping to reached 45% in 1989, by1990-2003 rocketed to about 3000 %, forcing people to look for work, along with their original and students, along with their preoccupation with the school. When conditions worsened, students start leaving schools, preferring to work and earn some money to support their families [15].

The high school Certificate became unrecognized by many countries in the world as a result of non-recognition of the UNESCO for a period of years. The Iraqi universities situation inclined to unprecedented level. Where Universities have suffered from several aspects of escaping professors out of Iraq to as their salaries are no longer enough even to buy bread (average salary of a University lecturer arrived in the mid-nineties to the equivalent of \$ 15-20 per month), on top of the other numerous insults they became exposed to such as: serving in the battle fronts, imprisonment, displacement for political reasons. These categories of the population which are the pillars of economic and social development, exposed to this type of destruction in the quality of every educational and professional level.

5.2.3 Gender structure: The global ratio of the populations gender structure at the final years of the last century was approaching parity, had reached in 2010 1.03 in favour of males, but in Iraq from 1965 to 1977 was around 1.04 in favour of males, this known in history and considered one of the cultural heritage of Arab and Islamic communities. But it turned in favour of females in Iraq within this period of mid eighties, 1.03 for females and the reasons are known, as bout 2 million military and Iraqi army recruits and the equivalent of one million troops in backing services. During the three wars, around 300-400 thousand that were lost are males of course. From the end of the seventies, to this day nearly two million people left the country, the proportion of females within the emigrants not exceeding 20-30%. The killing and torture of politicians focused on males mainly [16].

Table 5. Iraqi population growth rate by Gender 1977 - 2007

Years	1965	1977	1987	1997	2007
Male	3.4	3.5	3.1	2.7	2.9
female	3.1	3.3	3.2	3.4	3.1

Source: Ministry of Planning, Central Bureau of Statistics, Annual Statistical for the years 1977, 1987, 1997, 2007

5.2.4 Status of women

It is not fair that we consider the reasons of the unjust status of women in Iraq and the difficulties they suffer to the policies of the previous dictatorial regime alone, or the wars that took place during his reign and after. In fact, women sufferings in Iraq is a product of the circumstances of our history stretched deep into the cultural, religious and economic, social structure. The role of the general situation under the former regime and the atmosphere of war and its results only intensify the suffering of these and take them to nonhuman levels.

The first of these, Iraq as a country that posed since the beginning of the twenties of the last century, it was an agricultural country dominated by semi-feudal relations, which began decompose slowly, and that the state of urbanization that accompanied it, since the emergence of the Iraqi state, and so far, it was and still a formality hit the surface not the core of the problem, which make them fragile, to undo any of the achievements in just a change in policy or governance solutions or when major disasters process emerge. The expansion of cities in Iraq and peoples migration referred to as one of the manifestations of pure urbanization. Perhaps this is true in the capitalist countries of the West, because of migration to the cities were matching the slow emergence and development of these cities as centres of modern industries and institutes of science and commerce, but the perception of the Iraqi cities now discloses groups of villages stacked randomly, as a crowd of villagers who came to the city where the city does not have a lot to offer them [17]. The equation became completely inverted, where the uncivilized culture, behaviour and lifestyle characteristics start to impose on the city. Including the issue of women, in general they are marginalized, far from participating in economic activities. Illiteracy has almost reached 30% of them, weak participation or excluded from real participation in economic and social life and public policy. Overall female's contribution in education was 72% in 2005. But their share in work was less than 14%.

Most of their activities are concentrated since early adulthood and even older age does not exceeding the threshold of the door of the house. Preparing meals and raising children, who are multiplying because there are no professions to make their lives meaningful, but only by making more children. This pattern of preoccupation with female goes back to the primitive division of labour, which overtaken by human society for thousands of years. If woman is ignorant and uneducated, inevitably she will raise a generation of depending on the tack failed foundations that raised them, but not by modern education methods [18].

5.2.5 Physical capabilities (productivity)

Starting from the rate of calories contained in food intake daily. The quality of this food on the one hand provides elements for the development of its potential of muscular and intellectual needs. Iraq was provoked by the obvious lack of food, its impact on the mortality of children under age five, the rates were 1989 (23) per thousand increased to (28) then (95) and (159) and (160.6) per thousand for the years 1990, 1991, 1992 and 1993, respectively, from malnutrition diseases, either premature mortality rates less than 2.5 kg at birth took a

gradually increasing. It increased from 4.5 % in 1990 to 10.8 and 17, 6 to 19.7 for the years 1991, 1992 and 1993, respectively, and in 1994 amounted to about 21.7 % [19].

Table 6. Iraqi GDP per capita (000\$) 1980-2010

Years	1975	1980	1985	1990	1992	1995	2000	2005	2010
Population	12	14.1	16.3	18.5	19.2	21.6	25.1	26.9	30.5
GDP	24.3	50.1	34.9	44.4	9.2	9.5	23.7	26.3	85.5
Per capita	2.36	4.65	3.70	0.890	0.555	0.450	1.04	2.13	3.65

Source: Iraqi National statistics bureau, year book, 1975...2010

The per capita share of the Iraqi GDP reached its peak in 1980 and then suddenly deteriorated and reached up to \$ 400 in the year 1995, the average of the equivalent of almost a third, then slowly recovering after the change in 2003 until it reached to 2,500 in 2009.

As a result of food shortages, spread diseases were not found in Iraq before , the percentage prevalence of disability moderate growth of 22% and disability sharp growth of about 17 % and the prevalence of about 20 % of cases of underweight children under five years of age, the lack of food associated with other factors overlapping reflected on the health of citizens in general and the children in particular, which will generate a disaster for the future of the starch and the emergence of new cases of weakening the most important goal of the state, which is its human capital . Age would be a short ratio compared to the international standards. All these indicate the decline in work productivity to the lowest limits compared by 2010 to the world which is 28 developed countries 45, developing countries 26, while in Iraq it amounted to only 14\$/hour/worker[20].

5.2.6 Age structure

The young population, meaning that the percentage of age groups under 16 years constitutes 50% or slightly more than that. The first results of this case is the pressure on the groups of working age and capable of it, secondly raise the rate of dependency where the young population means a large family consisting of 5-8 members, all the burden located on one person often, which reduces the income level obtained per capita, and thus weakening its capabilities in obtaining suitable living conditions such as low share of health services, education, infrastructures and other services. Of course there are other aspects related to this, including social and political consequences that may result from the large number of young age groups such as the spread of disease and social tendency to drift and immersion in violence and terrorism that we see today.

This on the one hand and on the other, the age structure of the population pyramid such disclose the proportion of those who exceeded sixty, much lower than those for other communities in developed countries. That this category as we have said in another place less than 3%, which means shortening individual's participation in economic activities, and then cast also new burden of dependency to increases, according to the of working proportion to the whole population every 100 working Iraqis provide for 120 no-working under age and elderly

people, while the rate 55 for Europe and 70 for developing countries. in addition it means that the life expectancy after birth as one of the most important demographic indicators is shorter compared to the world witch at 2010 was 67.5, developed countries 76.4, developing countries 64.2, but Iraq is 61 less than the average of the developing countries [21].

This picture summarizing in brief some general features of the political, social and economic situation related to the population as a pretext to enter them for the analysis.

5.2.6 Employment

The number of workers in all sectors of the national economy for the year 1977 was 3.13 million and 4.450 in 1987, equivalent to an increase of 3.6%. These figures do not include the number of those involved in the Iraqi army, which was also estimates about 1.5 million, namely the size of the armed forces and supporting organizations have more than 30% of the total economically active population The figures for the year 1997 indicate the number of the Iraqi workforce arrived to 4.9 million with a growth rate of 2.3 % and if we go back to the proportion of the economic active females in the modern sectors estimated at only 14% , shows the large deformation in this population and declining of economic activities, which forced authorities since the mid-eighties to open the door of immigration from Arab countries to Iraq, which reached a record of about 1.5 million . Population engaging in the Iraqi army reached more than 25 % of the working-age which inflated to proportions not commensurate with the size of the mass population, and the decline in females from engaging in work in modern sectors, which create a wide gap to fill with labour coming from the Arab countries [22].

Table 7. Workforce and the Armed Forces 1975 - 1995 (million)

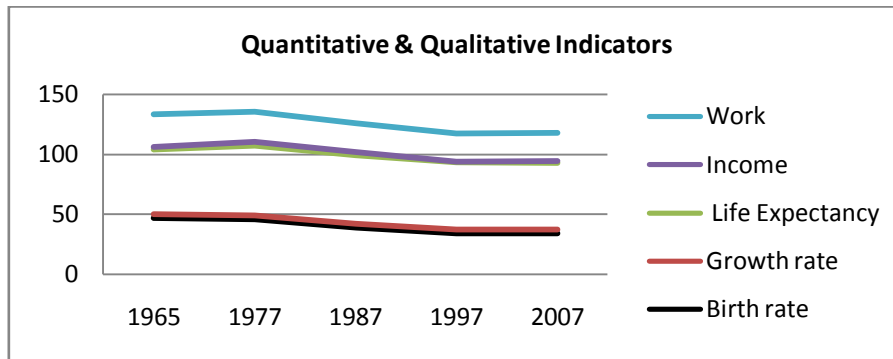
Years	Labour force	Armed forces	AF% of LF
1977	2.8	0.082	2.9
1987	4.0	0.434	11.9
1997	4.9	1.20	25.0

Source: World Bank, the Arab League, Arab Economic Report

This table proves the extent of mismanagement of Iraqi population, as the number of armed forces occupied a quarter of the EAP, between 1987and 1997.The population at working age willing and able, Exposed to weakening in terms of their relative size, which decreased from 34% in 1977 to 32 % in 1987 and then to 28 % in 2007, but the biggest shift that what happened to its quality. The percentages of the armed forces related to total work force was for the world.

Estimates of population losses during the period between 1980-2008 (thousand people) the number of those who were killed or died as a direct result of the military operations and the blockade or indirectly as a result of conditions of war and violence and the siege, amounted to about half a million people. The wounded and disabled has surpassed more than 750 000 people. This is what we meant by the mass population destruction in,

quantitative and qualitative aspects together. If the emigration was added it would be a catastrophic population loss.



Source: Data extracted from the Iraqi national statistics bureau yearbooks 1965...2007

These are some of the selected indicators showing trends in the growth of both quantitative and qualitative aspects of human resources in Iraq. The graph clearly confirms our main conclusion that the consequences of the wrong policies and negligence, wars and instability led to the stability of the quantitative indicators of the population and at high levels and drop down the qualitative levels of human resources.

6. Conclusions and recommendations

Government policies during the period studied led to strengthen the growing population to explosion limit, and distort the qualitative composition of the population. Which resulted in the population size that is very large compared to the economic capacity, to become a major factor in the economy's ability to develop. This based on high birth rates from higher fertility rates resulting in one of the highest growth rates in the world. But the other side of the equation the consequences of the failed policies which decreased the level of the qualitative side of the intier human resources in the country.

This image can be processed by the enactment of policies with a coherent strategy of economic development, especially the shift to a slower population growth and radical improvements in its qualitative composition.

State policy on population and human development should be focused on the following:

1. Population Policy (demographic), which includes laws and procedures with programs to reduce the population explosion by affecting:

- 1.1 Trends in birth rates and the level of fertility and emigration policy.

Out of this impasse, there are two routes: the first which imposes on the state as one of the requirements to initiate the transition to a modern state is the issue of family planning. This issue is not new as it set used in developed countries in Western Europe and the United States since the early decades of the last century, and has achieved an amazing success. Family planning issue in a civilized manner aiming to attain a small family that

enables the family and the community to provide the appropriate conditions of education and health of physical and spiritual requirements and care by parents for a limited number of boys and girls, where everybody benefits from the abundance of material and spiritual resources and to enjoy the time and education. Family planning programs have evolved now including consulting and social education for members of the community before the marriage and family formation until pregnancy and childbearing, as it includes: Guidance to stay away from early marriages, helping couples on the definition of sexual health ways of life and the use of appropriate contraceptives, to allow abortion, provide health care and education for pregnant women and children.

The second way is the civil case which comes as a product of the changing economic and social situation of the population, i.e., to raise the level of urbanization and which flows directly into the changing demographic behaviour of the population and reduce fertility rates to a gradual trend toward small family.

Under normal circumstances, in the case of gradual economic growth (non- rentier economy) is accompanied by economic expansion vertical and horizontal with high concentration on labour productivity, which is a direct result from contribution of the vast majority of people of working age and capable of it.

The economic impact on demographic changes has become one of the most important laws of contemporary demography, but access to those results this way takes a long time between 30-60 years when placed economic plans and programs into effect until reaching the limits of the modern economy in full operation. Learning lessons from the development experience and the focus on human development in recent decades.

1.2 Design of an appropriate policy of migration to and from Iraq

Migration policy is a set of plans and programs that aim to create a balance between population size and its economic capacity in present and the foreseeable future and economic development of the human resources that is capable of running the wheel of the national economy. That policy is usually designed to create incentives for the stability of individuals of working age and not spill out of the country on one hand and on the other to find incentives for the return of migrants abroad specially the skilled and educated groups.

2. Policy to improve the qualities of human resources in Iraq.

2.1 Training and education: It has been proved irrefutably through the process of social and economic development of the industrially developed countries, whether civilians were in the United States or in Western Europe. Investment in human resources approved to be the greatest type of investment return and is characterized by the kind of sustainability, which is not exposed to the setbacks that often occur to invest in other resources. The remarkable results achieved in human resources development in Japan, South Korea, and the other East Asian countries proved the critical importance of the investment in H R development.

2.2 Health care: raising the level of public health quantitatively and qualitatively commensurate with the bridge failure in this area and keep up with rapid humane development.

2.3 Advancement of women: through a program that includes discouraging the high birth rates one hand and improving women's and the child's health conditions, which leads to support the response to improve the level of participation of women in education and its contribution to work alongside men, by giving priority to enabling the teen girls especially in rural areas to schooling attendance and health care.

2.4 The economic factor should be playing a crucial role in affecting the population and HRD by offering the population of Iraq the human development requirements; such as security conditions, better level of per capita income, Social housing, and acceptable level of health and education services coupled with rebuilding the ruined entire Iraqi infrastructure, all of which can raise the economy as a whole and offer the job vacancies to mitigate the unemployment.

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