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Human Apeal Organization

Noora Enaya – Counsultant

**Employment Promotion through Skills Development and on Job Training in Mosul City, Ninewa Governorate**

Comprehensive Report for Rapid market screening assessment

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# **Glossary**

**Decent Work:** “Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that are productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.[[1]](#footnote-1)”

**Employment**: According to the ILO, persons in employment or the employed population comprise all those of working age (15 and beyond) who, in a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. Participation in the following activities can be measured separately: own-use production work, volunteer work, and unpaid trainee work.[[2]](#footnote-2)

**Informal Economy**: ILO Recommendation 204 on the Transition from the Informal to the Formal Economy defines the “informal economy” as such: “refers to all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements; and does not cover illicit activities, in particular the provision of services or the production, sale, possession or use of goods forbidden by law, including the illicit production and trafficking of drugs, the illicit manufacturing of and trafficking in firearms, trafficking in persons, and money laundering, as defined in the relevant international treaties.[[3]](#footnote-3)”

**Labor Market:** The supply and demand for labor from employees and employers, as well as the social and economic context and ecosystem that frames and influences this supply and demand.

**Livelihood:** “The capabilities, assets and activities required for a means of living. A sustainable livelihood allows to cope with and to recover from stress and shocks, to maintain and enhance its capabilities and assets to provide sustainable livelihood opportunities for the next generation.[[4]](#footnote-4)”

**Self-reliance:** “The social and economic ability of an individual, a household or a community to meet essential needs (including protection, food, water, shelter, personal safety, health and education) in a sustainable manner and with dignity. Self-reliance, as a programme approach, refers to developing and strengthening livelihoods of persons.[[5]](#footnote-5)”

# **ABBREVIATIONS**

* Directorate of Labour and Social Affairs/ DoLSA
* Directorate of Yoth and Support/ DoYS
* Directorate of Agricultural Extension Centre / DoAE
* Directorate of Migration and Displaced/ DoMD
* Women Affairs Department/ WAD
* Northren Technical Universty- Carear Develoment Center /CDC
* Mosul University.
* Directorate of Statistics of Nineveh. (DoSO)
* Directorate of Education - Vocational Schools/ DoE- VSs
* Business Owners/ BOs
* Key Information Intervews/ KII
* Technical Vocational Education Training /TVET

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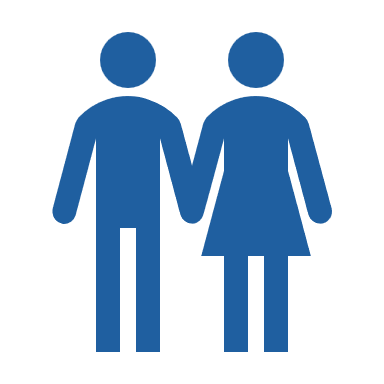
# **Executive Summary**

This research was undertaken with funding from the KFW in Erbil, Iraq. Human Appeal (HA), in partnership with the United Nations Development Programme (UNDP), is implementing a vital project in Nineveh Governorate, Iraq, aimed at enhancing the livelihoods and economic resilience of vulnerable populations, particularly youth and women. The project, titled "Employment Promotion through Skills Development and On Job Training in Mosul City, Ninewa Governorate- IRAQ," targets two key areas within Nineveh: Mosul City and the Nineveh Plain.We also gratefully acknowledge the participation of our field research team, youth focus group discussion participants, employer representatives, and other stakeholders interviewed.

The following labour market assessment is based on three weeks of intensive field work undertaken by a team from HA in the Nineveh province in Mosul city and nineveha plain. Its primary purpose is to provide information on employment opportunities for a range of vocations that can be used to inform the design of vocational training programs for returnees and youth emploibility. The assessment adapted and simplified an existing labour market assessment toolkit to fit the context and scope required by HA’s organization . In effect the survey team were asked to consult with local business owners as well as representatives of business associations and local government. A market observation tool was also used. The assessment focused on identification of vocations for which there is a relative skills shortage, coupled with a large number of jobs, higher pay opportunities and potential for growth of the sector. The findings suggest that overall current vocational training program is fairly well aligned with the kinds of employment opportunities that currently exist in the main townships of Mosul city. For example: Sewing, hair cutting, cooking and baking. However, it is also clear that there are a number of vocations with good opportunities which are not currently included in the program. Examples of these are: Maintenance of service on mobile phones and computers, bus and goods transportation, carpentry, hospitality, nurse aid, accounting, management, sales, and vehicle maintenance and repair. Consideration could be given to inclusion of some of these in the courses offered by vocational training program. Existing workforce in Mosul is dominated by male gender in both the formal and informal labour market with a share of 90 percent and 85 percent, respectively. Over 85 percent of the existing workforce acquired skills through informal and non-formal learning pathways, and the contribution of formal TVET institutes is only 12 percent in the employed skilled workforce in Mosul City.

# **What is the Report?**

This rapid Labour Market Asessment analysis (LMA ) assesses the main challenges and opportunities in labour demand, labour supply and the matching process in difrrents economy sectors in Ninevha governorate in order to inform interventions in the labour market:







# **Objectives, Scope and Methodology:-**

The ultimate objective of this study is to carry out rapid labour market assessment for a skilled workforce in key economic sectors and to gauge the impact of economic slowdown on employment. The specific objectives of this activity are as under:

* Collect demand-side employment information from all the economice sectors and employers on the prescribed proforma.
* Verify existing pattern, identify skills set for various occupations and anticipate future demand of skilled workforce.
* Carry out skills demand analysis and anticipate future demand of the workforce both in formal and informal key economic sectors.
* Formulate recommendations for possible measures leading to enterprise developmene and employment generation.
* Demonstrating the willingness of employers to involve to this project and take part in OJT .
* Indicating gender-based employment opportunities.
* Determined the estimated capital ratio for SMEs businesses.

## Limitation for the Study

* A large number of industrial units operate in the informal sector; identification of data sources and collection of evidence was the biggest challenge during the survey.
* There is no authentic information available about the total number of industrial units in any sector.
* Lack of standard occupation titles and their categorization was a serious challenges during data cleaning and analysis.

## Scope and Methodolgy

labour market assessment is defined adopted a mixed-methods research approach per the assessment objectives, encompassing two distinct data collection phases. The initial phase (labour market assessment) aimed to identify occupational sectors characterized by high demand and insufficient qualified candidates. This was achieved through different data collection methods, including a skills survey, business survey, . Detailed information about this initial data collection stage is presented in the table below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Methodology – Labour Market Assessment ( Mosul city )** | | | | |
| **Qualitative Methods** | | | | |
| **Method** | | **Source/Number** | | **Total** |
| **Key information intervews** | | * Directorate of Labour and Social Affairs (DoLSA). * Directorate of Yoth and support ( DoYS) * Directorate of Agricultural Extension Centre (DoAE) * Directorate of Migration and Displaced ( DoMD) * Women affairs department. (WAD) * Northren Technical universty- CDC * Mosul University. * Directorate of Statistics of Nineveh. (DoSO) * Vocational Schools. ( DoE- VSs) | | 32 in total |
| **Quantitative Methods** | | | | |
| **Business Survey** | | * Males – 37 in total * Females – 8 in total | | 45 in total |
| **Approach** | | * Field visits to Directorates and employers – Direct interviews. | |  |
| **Average time of interview** | | * Half an hour. | |  |
| **Sample size**  **Tota No. of intervewrs in Labour Market Assessment in Mosul city (77)** | | * Interest level of employers and degree of participation in survey and program, * Expected response average * Type of questions asked. * The questionnaires employed for the Rapid Market Assessment survey were based on the developedtools. The tools used quantitative and qualitative methodology and are translated into the Arabic language to facilitate the implementation. The survey was carried out using digital devices such as KOBO collect. The survey team worked with trained enumerators (50% female), to collect the quantitative data for SME (About 45 type of businesses) and agribusinesses owners. | |  |
| **Methodology – On Job Training in Nineveh Plain** | | | | |
| **Qualitative Methods** | | | | |
| **Method** | **Source/Number** | | **Total** | |
| **Key information intervews** | * Business Owners: Building and Construction sector - 9 in total * Business Owners: Industrial – 32 in total * Business Owners Agricultural – 5 in total * Business Owners: Commercial – 1in total * Business Owners: Services – 19 in total * Business Owners: Education – 2 in total * Others: NGOs 4 in total * Others : Social services 3 in total | | 75 in total | |
| **Quantitative Methods** | | | | |
| **Business Survey** | * Males – 60 in total * Females – 15 in total | | 75 in total | |
| **Total Number of projects – Willingness and locations.** | * Hamdaniyah 37 * Bashiqa 20 * alquash 9 * Bartella 5 * Carmelis 4 | |  | |
| **Approach** | * Field visits to employers – Direct interviews. | |  | |
| **Total Number of Trainees** | * Males – 235 in total * Females – 166 in total | | 401 in total | |
| **Sample size** | * Interest level of employers and degree of participation in survey and program, * Expected response average * Type of questions asked. | |  | |
| **Sample selection techniques** | * The survey covered small and medium projects; therefore, all information has been derived from field visits to economic communities selected based on the following criteria: * Projects that are drivers to comprehensive, fair and sustainable economic development in Nineveh Plain * Projects promoting the youth labor, and providing decent employment and entrepreneurship. * Promising projects that absorb additional labor. | |  | |
| **Ccriteria for selection of project** | * Fully and mostly secure targeted areas, * Coverage of urban and rural economic areas, * Based on population density, * Focus on active economic sectors. | |  | |

Separate questionnaires were developed to collect quantitative and qualitative data. Individual Interviews with SME owners, community leader’s agriculture departments, mayors, Directorates, and NGOs were working in those areas. The selected instruments comprised:

* **Review of secondary sources** (e.g., previous Assessments, Assessments with other INGOs.
* **Desck Review:** All quantitative and qualitative data were analyzed using the KOBO toolbox and Microsoft Excel. Based on the raw data, available for download from KOBO Toolbox, a master database was developed, and data cleaning was carried out. A quantitative data framework was set up in Excel for all validated data. A series of frequencies count and other statistical methods were employed in the analysis of the data. The collected data were compared and filtered by the analysis team and then converted to a standardizedexcel.
* **The key informant and stakeholder Survey Questionnaires**
* **SME Survey Questionnaires.**

# **KEY FINDINGS AND ANALYSIS**

After collecting all qualitative data, an initial review completeded of each interview to comprehensively understand the respondents' perspectives and attitudes concerning the research questions. Subsequently, the qualitative data was systematically categorized into overarching themes and sub-themes, enabling to structure the data in alignment with the research objectives. This organisation and coding process facilitated the systematic extraction of key findings from the qualitative data.

The survey found that the most common challenges to finding a job were financial difficulties, scarcity of jobs, and technical capacity. These challenges are similar to those faced by workers in other parts of Ninevha Province . The challenges to finding a job have a number of negative consequences for individuals and families. These include:

* **Reduced income**: When people are unable to find work, their income is reduced. This can lead to poverty and food insecurity.
* **Increased stress**: The stress of being unemployed or underemployed can have a negative impact on physical and mental health.
* **Social isolation**: People who are unemployed or underemployed may feel isolated from their peers. This can lead to social exclusion and depression.
* According of respondents in Mosul city found that 18% of respondents said that women unable to access the labor market in their township, 47% said it was easy to access the labor market. And 36% It doesn't matter either Femal or male.
* The findings of the survey suggest that there is a need for a comprehensive approach to addressing the challenges faced by women and young people in the labor market in Mosul. This approach should include addressing gender discrimination, improving access to education and training, creating more jobs, and addressing social norms. There should also provide training and awareness-raising programs to employers and employees on the importance of gender equality in the workplace.
* The survey also found that the most common challenges to finding a job were financial difficulties, scarcity of jobs, and technical capacity. These challenges are similar to those faced by workers in other parts of Mosul .
* The findings of the survey suggest that there is a need for a comprehensive approach to
* addressing the obstacles to finding work in Mosul city . This approach should include improving access to education and training, improving access to markets, providing access to technology, providing financial resources to businesses, and creating more jobs.
* One way to improve access to education and vocational training is to provide financial assistance to communities. This would help to reduce the cost of education and vocational training, and make it more affordable for people to get the skills they need.
* Creating more jobs is the ultimate goal of addressing the obstacles to finding work in Mousl City. This could be done by attracting investment, developing new industries, and providing support to small businesses.

**The key indicators in this study are as under:**

* Sources of existing employed skilled workforce
* Gender wise participation in the existing employed skilled workforce
* Sector-wise and district wise skilled workforce shortages
* Gender-wise and district-wise future skilled workforce demand
* Sector-wise and industry-wise skilled workforce projection
* Leading occupations/ in diffrents sectors -wise
* Employer level of satisfaction with the skilled workforce produced through various learning pathways.

## **1. General Information and Employment opportunities**

The LMS surveyed on the basis of the eleven official sectors documented by the Ministry of Planning in Baghdad and COS. The results indecated that there are four active economic sectors of priority in Mosul City, these are ( 12% Industry, 13%Services , 6% Construction and Building and 12% Agricultural & Animal Wealth) . These have been listed according to the number of projects. We can see that the other economic sectors ranked lower due to the limitation in the number of projects that these economic sectors received in target area in Mosul city.

This indicates that the vocational training projects in the Mosul City should focus in the coming years on the Occupations and businesses that fall within the four abovementioned economic sectors.

|  |  |  |
| --- | --- | --- |
| **Table (1) Economic Activity Sectors, which the Projects Belong** | | |
| **Sector** | **No. of Quas.** | **Percentage per sector** |
| Services | **10** | **13%** |
| Tourism | **2** | **3%** |
| Agricultural and livestock production sector | **9** | **12%** |
| Communications and Information Technology | **4** | **5%** |
| Health | **2** | **3%** |
| Construction and Building | **5** | **6%** |
| Education | **2** | **3%** |
| Transportation | **3** | **4%** |
| Oil and gas | **0** | **0%** |
| Electricity | **0** | **0%** |
| ‎ Industry | **9** | **12%** |
| **Important Notice**: 31 questionnaires was distributing among TVET institutions’ which is public sector and the percentage 39% in total. | Total 77 | 100% |

|  |  |  |
| --- | --- | --- |
| **Table (2) The Most Important Economic Sectors in Mosul City** | | |
| No. | **Economic Sector** | **No. Of Projects** |
| 1 | Industrial | 7 |
| 2 | Services | 6 |
| 3 | Construction & Building | 5 |
| 4 | Agricultural & Animal Wealth | 4 |

Most of the projects included in the survey are active and sustainable, with a duration from one year and above, as clarified by the table below:

|  |  |  |
| --- | --- | --- |
| **Table ( 3) The Sustainability of the Project** | | |
| Number of projects that are more than a year old | **No** | **%** |
| Less than 3 years | 7 | 9% |
| 3-5 years | 10 | 13% |
| 6-10 years | 29 | 38% |
| More than 10 years | 31 | 40% |
| **Total** | **77** | **100%** |

Therefore, the ongoing and sustainable projects can be utilized by creating partnerships between these projects and the vocational training centers for mutual benefit. These partnerships will contribute to harmonizing the outputs of training institutions with the needs of the labor market.

The survey results indicated a number of challenges that face the sustainability of the ongoing projects. The following table clarifies the most outstanding ones:

|  |  |
| --- | --- |
| **Table (4) Challenges that Face the Sustainability of the Ongoing Projects.** | |
| **Challenges** | **%** |
| Shortages in Electricity Services | 60% |
| High labor costs | 40% |
| Shortages in skilled and semi-skilled labor in the region | 70% |
| High costs of raw materials | 70% |
| High costs of transportation | 45% |
| Other | 22% |

* As the table above indicates, there is 70% a clear shortage in skilled and semi-skilled labor , which is reflected in the wages of these professions. This is mostly because the TVET institutions are unable to provide the efficient and qualified labor that the market needs. Morover and according to the “others” challenges, the results of the questionnaire indicateded a number of different resones such as:-
* Lack in infrastructures (stadiums and sports halls).
* Lack of government support financial support and allocation budget.
* High prices of Raw Materials and Shortage in training materials required for workstations in VTCs
* Competion of imported goods against lacal productions.
* Unstable of exchange rate against the local currancy
* Low market demand (weakness in purchasing market High rents for commercial building, supermarket and shops.

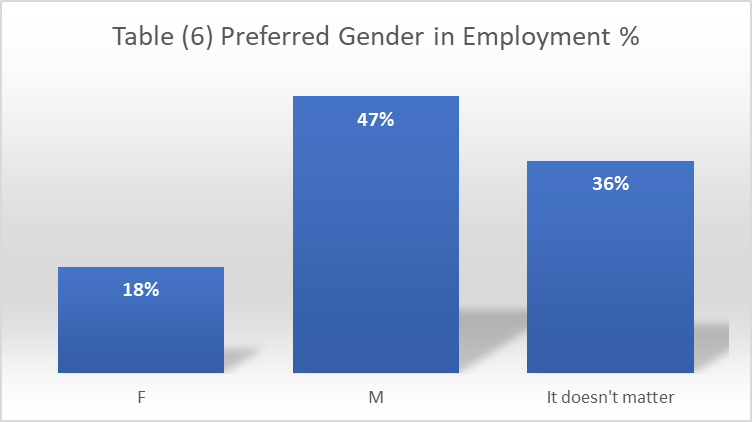
## **2. Employment opportunities**

1. The survey results indicated a number of challenges for company/ business in hiring new job seekers and that face the sustainability of the ongoing projects. The following table clarifies the most outstanding ones:

|  |  |
| --- | --- |
| **Table (5) Challenges for Company/ Business in Hiring New Job Seekers** |  |
| **Challenges** | **%** |
| Lack of skilled and semi-skilled | 71% |
| Skilled and semi-skilled workers are available but the required work wages are relatively high | 56% |
| Women inclusion due to cultural norms | 58% |
| Lack of core skills of job seekers | 67% |
| Lack of soft skill | 62% |
| Lack of information about available jobs | 47% |
| Recruitment process that is biased (family members only) | 40% |
| Unavailable training for the required skills | 42% |
| labor immobility | 46% |
| Other | 13% |

* As the table above indicates, there is a clear shortage in skilled and semi-skilled labor, which is reflected in the wages of these professions. This is mostly because the TVET institutions are unable to provide the efficient and qualified labor that the market needs.
* The majority of the interviewed firms are micro and small and rely to a great extent on the recommendations of their relatives in the hiring process. These firms lack the existence of clear hiring structure and HR policies, which is in keeping with MSMEs across Ninevha province . In general, the managers of these firms also tend to be the owner. This means they not only manage the whole business, but usually act as the primary technical expert in the business too, including training employees. While all firms have low-skilled workers in total 71%, technical jobs represent the vast majority of roles.
* An issue across all these sectors is a lack of skills in new employees. Around 90% of firms stated that newly hired workers often lacked soft skills – such as communication, teamwork, presentation, leadership – as well as technical expertise, experience of the working world and job-specific skills.
* A key challenge behind the low representation of women in workforces in Ninevha province remains cultural constraints, which are deeply rooted in rural areas. These cultural barriers coupled with lack of transportation can restrict the movement of labour, especially to certain remote areas with relatively high job opportunities, such as industrial areas and reclaimed lands. Furthermore, poor working environments for women are a critical barrier and results in limited female participation in the private sector.

1. **Preferred Age, Gender and Marital Status in Employment**



Other employers, however, have either declined to answer or stated impartiality towards either gender. Likewise, most employers did not place much weight on the marital status of their potential workers when hiring. The above-mentioned results reveal that employers do not lean toward hiring female workers, or those whose age exceeds 34, therefore, it is important to find alternatives to engage these two segments into the labor market.

1. **Preferd Education Level in Employment**

* The results showed 38 % that hiring TVET graduates was more favorable to employers.
* Employers in Mosul, however, preferred hiring workers with 22% Vocational Schools Education Certificate.

|  |  |
| --- | --- |
| **Table (8) The level of education required by Business Owners for employment opportunities** | |
| Type of Education | % |
| Basic Education Certificate (Level IX) | 31% |
| Secondary Education Certificate | 13% |
| Vocational Schools Education | 38% |
| Certificate of vocational training or agricultural extension. | 22% |
| Diploma | 9% |
| University Degree | 24% |
| Master Degree | 11% |

1. **Experience required for employment opportunities/ Employment opportunities for Disabilities .**

The survey also revealed that employers have no desire in hiring people with disabilities.Thus, the situation calls for equity for this segment which can be attained by finding alternatives that help people with disabilities and other vulnerable segments in the labor market and reintegrate them into society, as a whole.

## **3. Occupations, skills and acomtancies requirments**

Figuer (1)

* **Agriculture and Food Production Sector**

The LMA indecated that only 9% has hiest ability to create employment opprtunity, It was revealed that both agriculture and construction were perceived to have limited growth potential. In the case of agriculture, this limitation stemmed from the ready availability of inexpensive imported goods. Similarly, significant development projects had already been executed in the construction sector following the conflict, minimizing further growth opportunities. Moreover, The sector firms surveyed in the framework of the LMA primarily work on the roduction of dried fruits and vegetables, tahini, tomato paste, oil extraction and processing, and baked goods. Most of the surveyed firms are micro and small firms and do not have iring processes or HR policies. The most frequently available roles are as managers (owners), engineers, technicians and low-skilled workers.

* **Main Findings**

1. Production techniques used by micro and small firms in the sector tend to be very basic and labour intensive, with limited use of technology and modern practices.
2. Companies often cite a difficulty in sourcing qualified mechanical engineers and technicians, especially regarding the repairing of machines. Our research highlights two key challenges to recruiting suitably qualified engineers. The first is a lack of qualified mechanical engineers and quality control personnel with practical experience in Province. The second challenge is the out-dated hiring process employed by firms, which rely overwhelmingly on word-of-mouth recommendations. In terms of required qualifications and skills, practically experienced agronomists, quality control experts and mechanical engineers are greatly needed in this sector, along with well-trained mechanical technicians with practical experience of production machines. Practical training is also required for semi-skilled and low-skilled workers in grading and packaging activities.

* **Indestrial Sector**

The industry sector indecated 10 % that this sector have a limited profit growth, some businesses did report a decrease in profits and some other they increased thier profit, this dual trend showcased the complex dynamics within the industry sector. Meanwhile community members recognized industry as one of the sectors with the highest employment opportunities, emphasizing its potential for job creation, business owners' endorsement of industry as one of the sectors offering the most growth opportunities.

The insights from business owners representatives also highlighted the sector's growth potential, industry also had the highest mean number of employees among the sectors, indicating its significance in job generation.

Business owners identified a need for skilled staff to increase profits in manufacturing, they encountered significant difficulties in recruiting technical skills, addressing the lack of qualified staff is critical to optimising the growth of the indestrial sector.

For the vocational training programs, both DoLSA officials reported a lack of manufacturing training programs, at least partly due to the weakened capabilities of existing departments due to conflict-related destruction, while there are some vocational training programs, including sewing and several courses offered by the Department of Interior Design, many existing programs are academic and theoretical.

There exists a need to develop workshops to enhance practical, hands-on experience for vocational students.Therfore recommendations for training programs included quality control and training on every phase of the manufacturing process using various manufacturing tools. Both officials also noted that ensuring that future vocational training programs have modern educational resources is critical.

* **Service Sector**

The survey results indicated that 17% The projected demand for skilled workforce in services sectors as the top-most industry which has the potential to provide employment skilled workers. The other major industries which can absorb skilled workforce includes hospitality, automobile servicing Hairdressing, mechanical servicing, personal and heallth care. Meanwhile qualitative data collected from business owners further underscores the challenges of recruiting technicians for various devices:

* **Printers:** One business owner mentioned the difficulty in recruiting individuals with skills to repair and maintain printers and partially attributed it to the absence of a vocational training program for printer maintenance and repair.
* **Cameras:** Another business owner noted a notable distinction between recruiting camera system installers and those who maintain and repair surveillance camera systems. The former is relatively easier to find as it does not require specialized knowledge, while the latter is significantly harder to recruit due to the specific expertise needed.
* **Communication and Information Technilogy**

The average business size in this sector was 10% Least demand has been projected for information technology, the reason for this low demand is the preference of the employer for university graduates than the diploma or certificate holders.

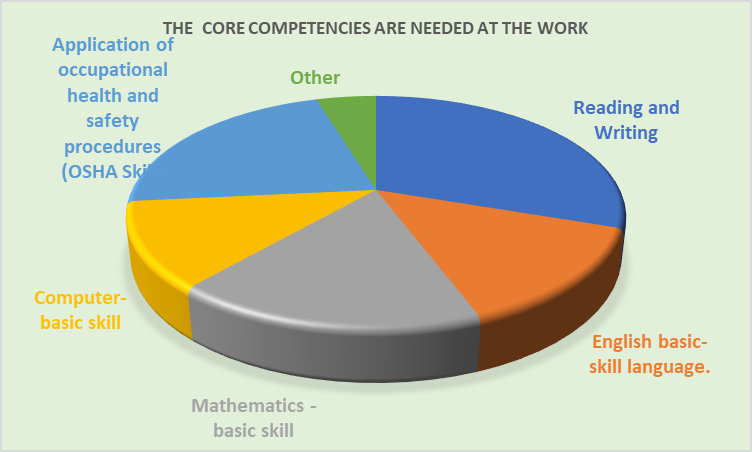
First and foremost, it stood out for its substantial demand for skilled workers, with an overwhelming 80% of business owners identifying a need for skilled staff to increase profitability. This high demand highlighted the sector's reliance on a specialized workforce and its potential for significant growth. Additionally, This emphasis further emphasized the sector's expected expansion and workforce requirements. Finally, the information and communication sector was one of two sectors in which none of the business owners reported a decrease in profit, thus providing evidence for the hypothesis that the sector is growing. Addressing the scarcity of qualified staff thus appears critical to optimize its growth potential. When questioned about vocational training programs in the information and communication sector, the DoLSA officials reported that basic IT courses exist, specifically in computer assembly and maintenance. Vocational training center and school staff also reported the existence of several basic IT programs, including programs focused on Microsoft Office (I.e. Word, PowerPoint, Excel, etc.), computer maintenance,computer networks, web development and design, software development and programming, technical writing, databases, and photography. However, both officials raised concerns about the quality of these courses regarding their curriculum and the equipment available for students, stating that graduates are inadequately prepared for the labor market. As such, it is necessary to develop new and modern curricula and halt the delivery of outdated programs.

* **Construction and Building**

The Building and Construction sector indecated 14% for opprtunity jobs and it has playing a major role in the city of Mosul, as well as its economic importance in driving the rehabilitation and construction for liberated areas in terms of its contribution to the generation of income and employment for a large number of returnees into the labor market at various levels of education and competencies. Works carried out by the building and construction sector can be classified into three sections, various residential buildings, non-residential buildings, hospitals, factories, silos, educational buildings, administrative buildings, commercial buildings, stations, etc.) (construction (roads, dams, networks, etc.).

## **4. Core competencies needed at the work**

|  |  |  |
| --- | --- | --- |
| **Table (11) Core Competencies needed** | | |
| **Name of** | **No** | **%** |
| Reading and Writing | 58 | 75% |
| English basic- skill language. | 27 | 35% |
| Mathematics -basic skill | 33 | 43% |
| Computer- basic skill | 23 | 30% |
| Application of occupational health and safety procedures (OSHA Skill) | 42 | 55% |
| Other | 9 | 12% |



Figuer (2)

The survey results revealed the labor market’s need for the following Core skills :

* Literacy (reading and writing)
* The application of occupational health and safety(OSHA)
* Use of basic mathematical equations

However, the need for English language (35%) and ICDL skills (30%) ranked lowest, as the survey results have indicated. Meanwhile the some of intervewrs indecated in” Others” needs interpunership and life skills and handmades skills. From the above, we conclude that there is an essential need to incorporate all the above-mentioned basic operational requirements that the employers seek, into the TVET training programs.

## **5. Recommendation list for high level demand for occupations, skills and comptancies**

In light of the economic activity survey results, that there are some projects in the target areas are more in demand than others. Two levels of demand (High and Medium) were identified, both according to the employers and also as a result of the questionnaires (with more than 77 questionnaires per profession). The table below shows the Occupations , Skills and Comptancies that are in high demand all over the three areas of Mosul City:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Table (12) Recommendation list for high level demand for occupations** | | | | |
| **#** | **Sectors** | **Occupations** | **Skills** | **Competencies** |
| 1 | Industrial | Sweets and pastries industry- Bakery | 1. Dough specialist | 1. Preparation of materials 2. Mixing and kneading the materials using the kneading machine 3. Dough cutting |
| 1. Pastry makers | 1. Preparing the oven 2. Baking the pastries |
| 2 | Services | Hairdresser | Ladies’ Hairdresser | 1. Using equipment, tools and materials. 2. Selecting the right hairstyles 3. Hair cutting 4. Hair dying 5. Eyebrow tattoo 6. Make-up |
| 3 | Agricultural | Apiary Management | Beekeeper | 1. Treating bee diseases 2. Sterilization and pollination of bees 3. Queen production 4. Bee breeding and propagation |
| 4 | Industrial | Solar System Installation worker | Solar system installation worker | 1. Selecting the appropriate solar panels 2. Removing and installing the solar panels 3. Connecting the solar panels with the devices 4. Checking and troubleshooting |
| 5 | Industrial | Maintenance of air conditioning and refrigeration equipment | 1. Fridge repair technician | 1.Using tools and equipment   1. Dismantling and installing the refrigerator 2. Repair of mechanical defects/breakdowns 3. Repair of electrical defects/breakdowns |
| Maintenance of Household Application | 2.Washing machine repair technician | 1. Using tools, tools and devices 2. Dismantling and installing washing machines 3. Troubleshooting 4. Repair |
| 6 | Building and Constructions | Blacksmithing | Door and window blacksmith | 1. Measuring 2. Making doors, windows and stairs 3. Using welding tools 4. Ironwork decorations 5. Making metal nets |
| **7** | Building and Constructions | Manufacturing of construction materials | 1. Brick Cutting worker | 1. Brick cutting tool usage 2. Operating a machine mixer 3. Brick cutting |
| 1. Block manufacturing Worker | 1. Material preparation and mixing 2. Measurement identification 3. Use of tools and equipment 4. Brick making |
| 8 | Building and Constructions | Ceramic layering | Ceramic layering worker | 1. Making correct measurements 2. Using ceramic cutting tools 3. Cutting ceramics 4. Fixing ceramic tiles using correct materials |
| 9 | Building and Constructions | Blacksmithing | Aluminium Saw operator | 1. Removing and installing aluminium 2. Taking measurements 3. Aluminium cutting 4. Operating electric drills 5. Operating Fibre Snipper |
| 10 | Building and Constructions | Plumbing | Plumber (worker) | 1. Using the necessary equipment, tools and materials 2. Taking measurements 3. Preparing the tubes. |

## **Failure Projects in the Mosul city, and Most Important Reasons for the Failure of projects**

|  |  |  |  |
| --- | --- | --- | --- |
| **Table (13) Failed Projects in the Mosul city** | | | |
| **Yes/ No** | **No.** | % | **Comment** |
| Yes | 33 | 43% | Growing potatoes, some of restaurant, Poultry, Mobile Shop, Bakery, Men’s Dress House. |
| No | 44 | 57% |  |
| Total | 77 | 100% |  |
| **Most Important Reasons for the Failure of projects.** | **No.** | **%** | **Comments** |
| Lack of skilled and semi-skilled labor | 49 | 64% |  |
| Weak marketing of products or services | 53 | 69% |  |
| Insufficient capital for the start of the project | 52 | 68% |  |
| Inability to access funding | 40 | 52% |  |
| Lack of Project management | 21 | 27% |  |
| Other | 7 | 9% | 1. Lack in development of an economic feasibility study 2. Lack in the right qualification that is in line with the type of project 3. Lack in provide appropriate capital 4. Lack in choose the right location for the project 5. Lack in provide a good product marketing plan (service or goods) |

The most important factors that lead to project failure (a failing project is one that is unsustainable and incapable of surviving competition in the market) include the following points, in order of priority:

* Lack of skilled and semi-skilled labor
* Weak marketing of products or services
* Insufficient capital for the start of the project
* Insufficient capital to launch the project
* Inability to access funding

From the foregoing, we conclude the importance of training on entrepreneurial skills in TVET institutions in order to develop youth capabilities in management and marketing, in addition to the need to sustain the injection of skilled and semi-skilled qualified labor in order to reduce projects failure.

## 7. Estimated Capital ratio to establish a projects

The survey revealed that the estimated project capital ranged between four to 60 million IQD) depending on the type of project. Therefore, we believe that including projects that have high demand and low capital in TVET programs to help youths start their own businesses and ILA in the labor market.

|  |  |  |  |
| --- | --- | --- | --- |
| **Table (14) Capital Ratio (in IQD) to Establish a Project** | | | |
| **#** | **Name of Project** | **Name of Skills** | **Estimated capital ratio ( M/IQD)** |
| 1 | Sweets and pastries industry- Bakery | 1- Dough specialist | 20,000,000 |
| 2- Pastry makers | 30,000,000 |
| 2 | Hairdresser | Ladies’ Hairdresser | 20,000,000 |
| 3 | Apiary Management | Beekeeper | 20,000,000 |
| 4 | Solar System Installation worker | Solar system installation worker | 30,000,000 |
| 5 | Maintenance of air conditioning and refrigeration equipment | Fridge repair technician | **15,000,000** |
| 6 | Maintenance of Household Application | **10,000,000** | |
| 7 | Blacksmithing | Door and window blacksmith | 20,000,000 |
| 8 | Manufacturing of construction materials | 1- Brick Cutting worker | 60,000,000 |
| 2- Block manufacturing Worker | 60,000,000 |
| 10 | Ceramic layering | Ceramic layering worker | **10,000,000** |
| 11 | Blacksmithing | Aluminium Saw operator | **30,000,000** |
| 12 | Plumbing | Plumber (worker) | **15,000,000** |
| 13 | Plastic House management | Plastic House worker | **20,000,000** |
| 14 | Dairy Product Manufacturing | **30,000,000** | |
| 15 | Handicrafts | Scented candles and resin epoxy | 20,000,000 |
| 16 | Managing a printing press for advertising | Graphic Designer | **60,000,000** |
| 17 | Irrigation grid installation | Drip irrigation worker | **60,000,000** |
| 18 | Poultry farm management | Poultry farmer | **30,000,000** |

## 8. main sourcies of incoms in Mosul city

Our findings reveal that there are foure main sourcies of incoms in Mosul city:-

* Publice sector 84%
* Informal Sector 57%
* Privet Sector Busnices 51%

|  |  |
| --- | --- |
| **Table (15) The Main Sources of Income for people in Mosul communities** | |
| **Name of Resources** | % |
| Public Sector - Civil Servant, officials, Iraqi forces | 84% |
| Private Sector - Business | 51% |
| Informal sector | 57% |
| Agriculture | 29% |

* The rate of economic activity for the total economically active population of the working age is generally low (42%) and the lowest for females (12.6%) while for males (72%), and the poverty rate is relatively high (20%).
* There are many economic challenges that Iraq faces, the most important of which are the deterioration of the investment climate, the imbalance of the trade balance, the high public debt, the underdevelopment of the banking system, the expansion of the informal sector, and the limited role of the private sector.
* SMEs are flexible enough to be able to spread across rural and urban towns, enabling them to expand and attract more unemployed people, thereby helping to improve the living standards of those who have experienced displacement and displacement.

# **Conclousion**

Our findings reveal that there are many gaps in the labor market among every sector analyzed,

including, but not limited, to the following.

1. **Training and qualifications:**
2. **There is a lack of qualified job seekers in the market**. This is principally related to:

* Inadequate specialist education and vocational training, with a limited number of training facilities, financial resources and trainers, which fail to meet the requirements of the labor market;
* Only basic and generalized levels of relevant education in schools and universities, meaning practical skills for these sectors often need to be developed on the job.

1. **Approaches to on-the-job training are largely** unstructured, informal and frequently conducted by business owners.
2. **Women and youth in the workforce**

* The lower participation from women is underpinned by deep-rooted social and cultural barriers in Ninevah Province, including perceptions of ‘appropriate’ work for women, as well as deficiencies in the process of matching labor supply to labor demand.
* **Gender imbalances in the workforce see women** less likely to enter employment in the private sector and more likely to work in the public sector, part time in the informal sector, or in occupations that pay less than male counterparts.
* Remote worksites, inadequate transportation and infrastructure are one key barrier to greater female participation in these sectors, in addition to limited access to affordable childcare.

1. **Technical Capacity**: Communities lack the technical skills required for many of the available jobs. This is due to a number of factors, including a lack of access to education and training, and limited work experience. Due to the lack of technology, there are many difficulties when implementing their careers.
2. **Financial Difficulties**: Many respondents cited financial difficulties as a barrier to regular work. This includes the cost of transportation, livelihood assistant, and other expenses associated with working.
3. **Matching labor supply and labor demand**

* There is low awareness of employment service providers and the assistance they can offer, particularly among job seekers.
* There is inadequate provision of employment services in Mosul city, with providers falling short in the process of matching labor supply to labor demand, for example through lacking relationships with private companies and an absence of structured databases of job seekers.
* The research study confirms that labor markets in Mosul city are characterized by a simultaneous excess of unskilled labor and a shortage in technical and higher skill categories.
* The prospects of employment in regular wage-earning activities for job seekers without skills and experience are indeed gloomy. This is a particular problem for school leavers who despite reasonable levels of education, lack the required skills and experience to be competitive in the labor market.
* From surveys and interviews with key informants in Mosul city, imperfections of the labor market were noted. Problems like insufficient mobility of labor to more productive areas, the exodus of skilled workers, the high percentage of untrained persons, the paradox of an abundant labor supply co-existing with a shortage of skilled labor characterize the labor scene. Activities connected with agriculture in Nineveh plain is a case in point. there is a trend to import labor from Bangladesh because of the acute shortage of agricultural workers in the state. These imperfections should be addressed after careful study and policy measures adopted with regard to states priorities and specific needs.
* In Mosul city the informal sector is by far the most important sector of employment for the bulk of the labor force, one would expect therefore that the planner should collect or have access to information and data on this sector and should attempt to promote measures which enhance the actors’ capacity to create productive employment. This may involve provision of financial support to these enterprises in the forms of loans on concessionary terms, technical training opportunities and advice on new products and appropriate technologies, provision of basic workshops, etc.

# **Recommendation**

Below are recommendations based on the rapid Market Assessment findings:

* Improving the provision of **sector-specific vocational training and education services** would help to produce more practically trained specialist technicians. Improvements could include additional financial resources, labor market information, more adequate machinery and trained instructors.
* Since we noticed a clear reluctance to hire women (who comprise half of the manpower in the Mosul city) and the reluctance to hire people with disabilities who are otherwise capable of work, a new, comprehensive program must be prepared to ensure professional qualification and economic empowerment for these two segments to ensure a decent living for them and their families, which will help them live an economically and socially secure life. The proposed objectives of such programs are as follows:

1. An effective vocational training for the women and people with disabilities included in the program.
2. Economic empowerment and improved living standards for those enrolled in the program by providing them with assistance to start their own small businesses.
3. Expanding outstanding small income-generating projects for women and people with disabilities included in the program by providing financial support.

* The importance of developing a partnership document between TVET institutions and different employers, aimed at the following

1. Engaging business owners in developing vocational standards and training curricula.
2. Encourage employers' participation in training the trainees at the work site.
3. Employing graduates with employers.
4. Ensuring that this document offers encouraging customs facilities and tax exemptions for the business owners who are signatories to this agreement.

* Employment service providers located in Mosul city – such as the Career Development Centre in NTU, Mosul University, DoLSA – should create databases of job seekers and/or graduates, employers or companies and not only cater to walk-in job seekers, which would help to improve awareness of employment offices and employment service providers with job seekers’ demographics and in turn help to match more of the labor supply to labor demand.
* In order to ensure the quality and strictness of TVET training outcomes, and to guarantee that they meet the labor market needs, the following criteria must be developed:

1. Standards of vocational competence and standards of training for professions and businesses that are in high demand by the labor market, and their adoption as a reference for developing curricula with the active participation of employers.
2. Standards of TVET institutions’ infrastructure.
3. Standardized staffing criteria
4. Evaluation standards

* Job search assistance, counselling and career guidance should be promoted in Mosul City as active labor market policies in the green economy, implemented by the Government or civil society organizations.
* Both business owners and community members recognized the significant growth potential in the green and digital economies, despite a lack of community interest in these emerging sectors. Notably, government officials specifically highlighted solar panels as a highly promising business type.
* In light of the business owners’ desire to prioritize hiring those with multiple skills that meet the market’s needs, it is necessary to add the following soft skills to the TVET’s technical aspects of the training and to qualify specialized staff to train on them

1. Core skills
2. Life skills
3. Entrepreneurial skills.

* Develop an M&E system to assess the performance and programs of TVET institutions and their graduates, with the aim to enhance the quality of these institutions’ outcomes in a manner that is compatible with the labor market’s needs.

1. ILO, “Decent work”, 2020, <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm> . [↑](#footnote-ref-1)
2. ILO, “Resolution concerning statistics of work, employment and labor underutilization”, 2013. [↑](#footnote-ref-2)
3. ILO, “Transition from the informal to the formal economy recommendation”, Workers’ Guide (Geneva, Switzerland, 2017). [↑](#footnote-ref-3)
4. Robert Chambers and Gordon Conway, Sustainable Rural Livelihoods: Practical Concepts for the 21st Century, DP 296 (Brighton, England: Institute of Development Studies, 1992). [↑](#footnote-ref-4)
5. UNHCR, Handbook for Self-Reliance (Geneva, Switzerland, 2005), 1. [↑](#footnote-ref-5)