



An Outline Of

The Second ALO Report On

Employment and Unemployment in Arab Countries

Pressing Issues

Introduction

The Arab Labor Organization (ALO) started preparing a periodic report on labor issues in Arab countries. ALO has issued its first report on employment and unemployment in the Arab Countries in 2008. It was taken into consideration, that the second report keep the same title adopted for the first on (Employment and Unemployment)

In order to facilitate the preparation and issuance of the second report, it was agreed that the report should cover the following nine themes:-

- 1- The global economic crisis and its impact on Employment and Unemployment in Arab countries;
- 2- Inter-Arab labor Mobility: legislation and procedures;
- 3- Poverty and Employment issues: Facts, challenges and treatments;
- 4- Labor productivity in the Arab Countries;
- 5- Arab Standard Classification of Occupations 2008;
- 6- Arab of Qualification Framework and Occupational Standards;
- 7- Training & Vocational and Technical Education in the Arab Countries;
- 8- Labor market in the Arab Countries;
- 9- Labor Culture in the Arab Countries.

ALO assigned specialist Arab experts to prepare studies for each theme of the report. However, it is worthy to note that unavailability of updated official data and statistics had affected the comprehensiveness of the content of the study, and thus experts referred to non-Arab sources, especially that of international organizations reports in case of non-availability of official Arab data & statistics.

The study on the global economic crisis and its impact on employment and unemployment in Arab countries, addressed issues relating to globalization and economic crisis, growth rates and level of human development in light of the crisis, and the direct and indirect impacts of

the crisis on employment and unemployment, public policy and the role of the state in employment, and finally the role of the Arab Labor Organization.

The study related to the Arab labor mobility has been confined to topics notably those of legislation and procedures on entry and residence for workers in Arab countries, legislation and special procedures in exporting and receiving countries, legislation and procedures of employment in the Arab countries and the role of employment agencies. In addition to, reviewing Arab models on labor mobility, Arab labor Conventions & recommendations & the role of the Arab labor organization .

The study concerned with poverty and employment, issues addressed case study of two Arab countries; namely Tunisia and Sudan. It has taken into account in these two studies, a review for facts, challenges and models of followed mechanisms to address issues of poverty and employment in these countries.

The study related to labor productivity in the Arab countries, dealt with issues related to concept of productivity and factors affecting them, as well as those relate to productivity, according to main sectors of economic activity.

The Arab Standard Classification of Occupations 2008 study, has dealt with the procedures for updating Arab vocational classification, the issue of classification, coding, the relationship with the international classification standard of occupation, and uses of Arab Standard Classification of occupations, procedures and enforcement mechanisms and conciliation with other national classifications and future development.

The study related to the framework of qualifications and Arab occupational standards reviewed the concept, objectives, content, uses, and display Arab & International models and the expected role of the Arab Labor Organization.

The study related to training, vocational and technical education in the Arab countries, reviewed public education in terms of rates of enrollment depending on the stage, as well as higher education issues and the most prominent challenges facing the system of training and vocational and technical education in the Arab Countries and coping mechanisms, the study also outlined the Arab Strategy for Training and Vocational and Technical Education in the Arab Countries.

The study related to the labor market in the Arab countries, have addressed topics related to general characteristics and challenges. Also reviewed as a case study the reality of the labor market in Saudi Arabia, & discussed briefly the role of the Arab Labor Organization in that respect.

The study on the culture of labor in the Arab countries dealt with the concept of labor, the effects and social dimensions, globalization and its impact on labor culture and the knowledge of economy, the system of vocational guidance and career and its role in promoting labor culture, as well, it has addressed briefly the subject of culture of self-employment, and the role of Arab Labor Organization.

The second report is launched in the light of global financial crisis, its impact on economy issues of work and workers in Arab countries. The Arab Labor Organization held a series of meetings related to this issue and studies to be carried out to identify realistically the consequences of this crisis, the effects on employment and unemployment in Arab countries.

Arab Labor Organization has given special attention to the issues of employment, as it had accomplished the Arab Decade of employment project, and also completed Arab Strategy for Training and Vocational and Technical Education designed to enhance the link between the output of training and vocational and technical education in the Arab countries with the needs of local and Arab labor markets.

As we launch the second report on employment and unemployment in Arab countries, We hope that Arab politicians, decision makers, planners

and researchers find the report useful. We also seize this opportunity to express our deepest thanks and appreciation to all experts and all those participated in preparing this report in the Arab Labor, Bureau. We would like also to apologize for any shortcoming you might find in this report as we welcome any contribution or criticism for better future reports.

May God give us hand to act as faithful subjects in serving our Arab Nation through promoting joint Arab action, in contribution to fix peaceful, secured, stable & social welfare pillars of this Nation.

Ahmed Luqman
Director General
The Arab Labor Organization

Cairo, July 2010

**An Outline Of
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Employment and Unemployment in Arab Countries**

1- Global economic crisis and its impact on Employment and Unemployment in Arab countries.

The impact of the global economic crisis on the Arab countries since the spring of 2008, passed through three consecutive parts: the **First Part**, the crisis of rising food prices (especially wheat, rice and oil), energy and minerals (especially iron). **The Second** is the "global financial crisis" since September 2008. **The Third**: is the reduction of standard oil prices, (or volatility at least) on the margin of the global financial crisis.

Perhaps, it is rare to meet three economic crises, different in nature: a crisis of inflation nature in the beginning, a crisis of recession character at the end, & a crisis of a lot of uncertainty, which turned gradually towards inflation.

Hereinafter we review the impact of the global economic crisis on employment and unemployment through the sequent following points:

1-1 Globalization and the Global Financial Crisis

The global financial crisis that hit major economies in the world, particularly the U.S. economy, since the Black Monday, the fifteenth of September 2008, was not created in that day, did not react over a night & a day but many signs existed since at least 2005, and its successive marks were clearly visible.

The beginning was shown in the largest single economy in the world, the U.S. economy, the so-called estate mortgage crisis.

Signs of crisis had originally reacted from market of debt swaps, and trading of financial derivatives, i.e., issuing shares and bonds and other securities backed by mortgage as a form of warranty, or insurance policies on bad debt and un due payment. Inflation of the value of these

operations was behind the eruption of the crisis, amounting to around 62 trillion dollars, decreased to 55 trillion dollars, by government intervention.

First real roots of the crisis lies in the financial globalization, in terms of increased trading in financial derivatives by giant financial institutions with complex activities, in financial centers increasingly away from home land and in non-organized markets which includes a huge financial leverage: that is to carry out the derivatives far exceed the value of assets and financial contracts based on them. This means that there are huge entities have been able to create a lot of liquidity, and liquidity of these rates can not be underestimated, in particular, that they are not subject to control by any party so far.

In context of this financial globalizations, the occurrence of financial crises is more likely potential that the current international financial system with all its structure is unable to face, due to its structural defects.

1-2 Growth rates and the level of human development in light of the crisis

A- Growth rates in light of the crisis

Estimates and projections of the effects of the crisis on global economic growth vary at global and regional levels, with variability among adopted sources, and perhaps the latest reports published in this regard, is issued by the International Monetary Fund in the periodic report and World Economic Outlook in October 2009, where we find the following:

- On the global level, the rate of growth of world dropped from 5.2% in 2007 to 3.0% in 2008 and is expected in 2009 to decline to 1.1%, followed by a kind of slow recovery in 2010 to a rate of growth 1.3%.
- With respect to The Group of Eight industrialized nations (United States, Germany, France, Italy, Spain, Japan, Britain and Canada) rate of economic growth, recorded reduction from 2.7% in 2007 to a 0.6% in 2008 and is expected to decrease to 3.4% in 2009 to

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- return to achieve a positive rate in 2010, reaching not more than 1.3%.
- Group of rising East Asia's (so-called by the report "Asian economies, newly industrialized"), where the rate of economic growth declined from 5.7% in 2007 to 1.5% in 2008 and is expected to have deflation in 2009 by 2.4%, then economy recovers achieving a positive rate in 2010 by 3.6%.
 - Group of emerging markets and developing economies according to classification of International Monetary Fund, growth rates declined from 8.3% in 2007 to 6.0% in 2008, with positive expectation in 2009 at a rate of growth estimated 1.7% (may be due to the relative separation of this group from the World Financial Situation integration which witnessed the start of the current crisis) to continue to rise reaching 5.1% in 2010.
 - The report doesn't confine a special part for Arab countries, and does not take the classification of World Bank, which singles out a group named "Middle East and North Africa" includes the Arab countries with Iran - but it singles out a subset within the large group named emerging markets and developing economies, in the name of "Middle East" which are supposed to represent eastern Arab countries, approximately, including the Gulf region. The rate of economic growth in 2007 reached 6.2%, and in 2008 is 4.8%, in 2009 estimated growth rate - positive - by 2.0%, with an expected rise in 2010 by 4.2%.
 - Similar to that, the sub-group "Africa", including the West-Arab countries (Arab Maghreb), including Egypt as well with them, under the umbrella of "North Africa." The rate of growth in a Africa in 2007 reached 6.3% and in 2008: 5.2%; In 2009 the positive growth rate is 1.7%, with an expected rise in 2010 to 4.0%. It is noted that figures of (Africa) very close to that of the (Middle East), which gives us a rough picture of the entire Arab nation, where the effect of the crisis on the Arab countries was generally mild in nature, taking into account the consequences of the oil boom period (2003-2008).

However, the issue that really deserves attention is that the impact of financial crisis, the economic in general, on Arab countries, can't be understood on the general level, which is reflected by rates of overall economic growth and per capita share of gross domestic product, but must be investigated on the actual impact on the different social groups in the light of the rates of poverty and the varying levels of human development and the situation of discrepancy (or inequality) in the distribution of national income.

B - The economic crisis and the levels of human development

So far, experimental studies on the actual impact of the crisis on the levels of human development in Arab countries, not conducted yet, as evidenced by the latest relevant reports did not address anything specific in this regard, and didn't provide any clear or definite results, we mean the report of the Regional Office for the Arab Countries (Arab Human Development) and the report of the United Nations Development Program on " Human Development in the World, " in 2009. There is, however, sufficient data on the levels of human development in recent periods on the edge of crisis, which could provide rough indications on what might happen as a result of the crisis.

It could be generally mentioned; approaching the subject of human development in the literature and international reports can be based on the notion of poverty. Poverty is defined as either income poverty, or poverty of capacities, particularly education and health. In this sense, the human development is based on raising incomes for the poor, on the one hand and raising living standards and people capacities, especially education and health, on the other hand.

Therefore, the levels of human development can be studied from the standpoint of the elimination of the poverty of income and "human poverty" -poverty of capacities - at the same time.

In the light of empirical research of the Arab countries, we can formulate policy recommendations needed to address poverty, raising levels of human development in Arab countries, most important of which are :

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- Dealing with the phenomenon of "Ruralization of poverty" by paying due consideration to rural and bedouin community as well as agricultural and pastoral sector;
 - Address the feminization of poverty through positive and selective discrimination in favor of women in a certain transitional period, in terms of employment policies, health care, and educational attainment.
 - Giving attention to childhood (working, delinquent and homeless), young graduates, seeking adequate job opportunities, and consider the category of the aged people, the poor in particular.
 - Improve the distribution of income and wealth, through the reform of wages and benefits in relation to prices and productivity; establishment of social safety nets, through the redistribution of productive assets properties in a more equitable manner.

1-3 Direct and Indirect Effects of the Crisis on Employment and Unemployment

Global crisis gained a wide range of study and analysis, especially after its rapid transformation into an economic crisis and then a crisis of employment . There are hundreds of studies on its implications, and numerous Web sites following-up its effects.

Concerned authorities in each Arab Country dealt with the effects of the global crisis in similar procedures, but lacked coordination and a common stand, opposite to the level of the twenty-eight Countries or the European Union countries or that of Latin America .

The results of the Summit of Kuwait were issued to determine the minimum common Arab tendency to confront the crisis .

The Arab Labor Organization has been aware with the threats of the crisis on employment in the Arab countries, therefore, the Director-General report to the (36th) Session of the Arab Labor Conference has been followed by an annex on the crisis, and convened a special session on the impact of the crisis on the Arab countries; as well, the Arab countries participated actively in the (98th) session of the International Labor Conference (June 2009) where its main theme was on the impact of the World crisis on employment, which lead to the issuance of the Global Compact for job creation .

The organization held jointly with the ILO an enormous Arab conference on the same subject and resulted in the Arab Employment Agenda to face the crisis.

Therefore, important changes must be made in the direction of public policy, economic and financial policies, monetary and investment policies, employment and foreign trade and migration, as well as social policies in relation to the development of human capacity of education and health, and broadening the scope of the umbrella of the social safety net and commodity and service subsidiaries, in addition, to owe some attention to social groups mentioned above in particular (the young generation, educated, and especially among women) and as well : special attention to the agricultural regions and desert, and social groups working in the farming and agricultural activities and fishing.

This is consistent with the results of empirical studies of poverty in the Arab world which refers to the ruralization of poverty, feminize, and "youthlize it " as well.

Policy makers and decision makers of development in Arab countries must not ignore to face "urban poverty", concentrated especially in the slums and neglected places concentrating on unemployed groups and those working in the sectors of informal economy, with the need to

reconsider groups and social specific phenomena, primarily the so-called phenomenon of street children.

It is worth to note, the importance of increasing productivity in general, and productivity of the work element in particular, to expand production capacity to allow for raising employment rates, on one hand, and on the other hand, increasing the potential of paid incomes and un-paid levels for those who work in all sectors of national economy.

1-4 Public Policies and State's Role towards Employment

Perhaps the most noticeable in facing the financial crisis and economic crisis - at the level of industrialized nations - is the new role played by the **state**, represented in the federal government of America, the British government, the competent government agencies in Japan and European countries. In the United States in particular, started to have clear signs of the new role of state and government, where it started an important trend, however, is the activation of state intervention in markets, were part of a rescue package for the financial system to develop projects for infrastructure, generate employment opportunities and increase incomes, at the macroeconomic level, in an effort to cope with stagflation.

From United States to Saudi Arabia, from Egypt to Indonesia, using a comprehensive package of macroeconomic policies, with variations in the colors of the phenomenon, and the effectiveness of treatment, of course, featured a great title for policy reform, marking a distinguished curve in the history of contemporary economy, through transformation from "neo-liberal" capitalism – characterized with its ferocious fangs-enfaced through markets, into the "pleasant liberal" capitalism with "delicate hands" stretched to all targets - from wealthy corporates to those of poor and middle levels – that's through the readjustment of the social function of the state ..!

State intervention, therefore, summarizes the new shift in the course of macroeconomics policies to global capitalism. It is an intervention to enhance the authority of the state on national level, and do not reduce it

for the benefit of a global authority presumed, called for by many. This requires that the Arab countries, high, medium or low level in the income scale not only effect the fiscal political and the traditional monetary tools including: the expansion in governmental expenditures on infrastructure projects, but also, to effect the productive and social policy of the State with the aim of raising the overall productivity of production factors, as well as labor element, building **innovative national system** and raising level of innovative capacity, if any such system already is in place.

In other words, it should transfer the focal point of the macroeconomic policies from "to the edges", or margins, represented by the interest rate and tax, to the "core" or center, as represented in the policies of recovery and expansion of productive capacity in commodity sectors and services most likely to generate local added value, according to the balance of comparative competitiveness at the regional and global levels.

The application of that approach on, the Gulf economy, for example, identifies the importance of expanding and deepening the contribution of the non-oil sectors in the structure of GDP, and in particular the manufacturing industry, including petrochemical and mineral industries, of competitive advantage on the Gulf, Arab and international levels.

Applying the same approach on the Arab economies in a middle-income countries such as the Arab Republic of Egypt, it is necessary to reconsider the balance of the economic relationship with the external world, by working to focus on the elements of self-power of the national economy, even through providing protection and support to sectors of strategic importance, first and foremost the agricultural sector, the home of "food security", and other industrial sectors of economic and social importance (in terms of employment-intensive, at least) such as yarn, textiles, in addition to the natural or acquired comparative advantage (the case of "Egyptian cotton") and the competitive advantage that can be promoted in the context of building and strengthening capacity of national competitiveness, as in the case of services of scientific and technological nature, such as computer programming.

This blend between the policies of free market and the protection of sources of self-power, may strengthen the immune economic system of Arab countries, facing storms of external crises, such as the current global financial crisis, and would raise the level of capacity to absorb employment and reducing unemployment.

1-5 Concluding View: Some Features of ALO's Role

It can be said, to a large extent, that nobody can add to ALO's awareness of its responsibilities in the field of employment and unemployment. The Organization had set a group of documents of high importance during the past period, some of which are the Arab Strategy of Employment, the documents presented to the Summit of Economic and Social Development in Kuwait (January 2008) especially that of the Integrated Programme of Employment, as well as exerting great effort to draft the comprehensive document on "the Arab Employment Decade". Together with, issuing the Arab Standard Classification of Vocations, in conformity with the International Classification, the Arab Strategy for Training and Vocational and Technical Education, which has been presented to Riyadh Forum (January 2010), in addition to its effort in developing a framework of Qualifications and Arab Vocational standards, in that context, we must not ignore the group of Arab Labor Conventions, ratified or ready to be ratified by Arab States since a long time, which ALO had prepared carefully in early times and still proceeding.

Thus, we can not find more to be added, in development of strategies and long-term policies for employment, both at the general Arab level, or in indicative field for such strategies and policies at the national level.

But can provide some recommendations for the activity of ALO, to face the current crisis in the near term. At this level, we can provide the following two recommendations:-

First: Conducting a field study on effects of economic and financial global crisis on manpower in the Arab countries, in all aspects:- available employment opportunities on Quantity & Quality basis, age of vocational

structure for workers within the crisis and in accordance to gender and educational levels.

Second: to organize a meeting or a series of meetings of experts from a sample of Arab Countries to design frameworks for employment policies to stimulate the production system and economic system to absorb employment, and to design policy frameworks for social protection to face the negative effects on the unemployed on one hand, and poor workers on the other.

Economic and social Public Policy guidelines will emanate from such meetings, which have to be followed in the Arab Countries with all its various sub-groups in order to confront the consequences of the Economic crisis on employment and unemployment.

With these two topics, and others in different areas, Arab Labour Organization could deepen its role in defining and implementing effective strategies and policies in concern of employment and unemployment in Arab countries.

2- Inter-Arab Labour Mobility: Legislation and Procedures

2-1 Inter-Arab Labour Mobility : A Review and Evaluation

With the tendency of the Arab countries towards joint work in field of labour and labourers, the issue of Arab Labour mobility was the first to be proposed for discussions and negotiations. Arab Labour Charter has been the adopted at the First Conference of Arab Labour Ministers held in Baghdad in 1965. This Charter states in its Article VI provision stipulating that Arab countries agree to give priority of employment to Arab workers apart of its citizens, as appropriate to their needs.

ALO picked up this goal, which Arab countries agreed to achieve, to convert it into reality, on the basis of its role entrusted to it under Article I of the Constitution, which states that: (arising under this Constitution, an organization with legal personality, called Arab Labour Organization; its mission to achieve the objectives set forth in this Constitution, and in the Arab Labor Charter), which, of course, fulfilling the commitment of

Arab states to give priority in employment to Arab workers apart of its nationals.

As part of this endeavor, the organization referred to (tools) that its Constitution and regulations allowed it to use, to achieve its objectives, most important of which are :

- Standard activity, where ALO adopted three conventions related to the Inter-Arab labor mobility, the Arab Convention No. (2) on the Inter-Arab labor mobility of manpower, approved by the Conference of Arab Ministers of Labor in 1967, the Arab Convention No. (4) on the same subject (modified), which approved by the Arab Labor Conference in 1975, and the Arab Convention No. (14) on the right of Arab workers in the social insurance when moving to work in one of the Arab countries, approved by Conference in 1981.
- Established some institutional structures in support of facilitating the Inter-Arab labor mobility of Arab Labor, and in particular by establishing the Arab Institution for Employment, which did not last long as it was liquidated after fourteen years of its foundation.
- The organization is still struggling – under difficult Arabic conditions - to function its role in facilitating the Inter-Arab labor mobility to solve very serious two national problems:-
 - Preserve the Arab identity and national security of some Arab countries receiving foreign Labor, threatened due to imbalance in demographic composition resulting of the cancerous growth of the number of arrivals of non-Arabs.
 - Resolving the growing unemployment problem in the Arab countries that forms real danger threatening social peace in these countries due to its increasing rates, through facilitating the Inter-Arab labor mobility that can absorb the numbers of the unemployed who lack suitable jobs opportunities in their countries of origin .

ALO achieving these aims through the implementation of programs and projects presented to the Arab Economic development and social Summit in Kuwait (2009), the most important program of which is the Arab Employment Decade (2010, 2020) and the Observatory of Arab Labor market information. These programs and projects will be tackled in other parts of this report.

The Doha forum, which included a large number of those involved in development and employment fields in Arab countries, which took place during the period (15, 16/11/2008) to prepare for the economic summit held in Kuwait on 20/1/2009, did not find recommendations on the Inter-Arab labor mobility, except what was set out in item (II / 5) of the declaration issued by the Forum, in which expressed aspiration to the approval of the Arab Economic Development and Social Summit on the following:-

(Facilitate the Inter-Arab labor mobility among Arab countries, assigning the Ministries of Interior Affairs and work Ministries of Labor to take adequate measures to achieve this, **in a context of constant and organized consultation**, and direct the private sector to increase reliance on national and Arab workers).

In fact Arab Economic Summit responded to the proposals of the Doha Forum, and had ensured its resolution, on the implementation of the integrated program to support the employment in the Arab Countries, through ALO and its existing stakeholders in the Arab countries, a clause that provides:-

(**Fourth** / Governments of Arab countries have to take necessary measures to facilitate Inter-Arab labor mobility within member countries, according to its requirements) in addition to specific references for the mobility of employers.

Inspired by the recommendation of the Doha Forum and the Summit Decision, observer may find (the followings): The Arab decision preferred to facilitate and promote freedom of Inter-Arab labor mobility

however, this freedom is bound to come, if fulfilled the commitment of the establishment of pan Arab economic market, in 2020.

- In the Arab Economic Union Convention on 1957, The Arab decided that the (Arab nationals – on equal basis – have the right to freedom of residence, work, employment and practicing economic activities).
- The recommendation of the Doha Forum pointed out that action to facilitate the Inter-Arab labor mobility of workers should be taken by the Ministries of Interior Affairs and Labor, (in a context of constant and organized consultation).

In the above-mentioned reference, there is a diagnosis for the lost loop in the joint Arab action on the Inter-Arab labor mobility, this loop which hindered the implementation of the Arabic standards decision in this concern; since neither the single approach which has been adopted by the Arab Convention No. (2), as regards neither the implementation of commitments, nor the dual approach represented in convening bilateral agreements between the Arab Countries which the Arab Labor Convention No. (4), urged for, had given practical results, the fact that assured the necessity to have an Arab institutional structure to organize the constant consultation on this vital national issue, this structure, the dissolved institution which is (The Arab Institution for Employment) would have been its nuclear, if it had been estimated to evolve positively to take an active national role in organizing the Inter-Arab labor mobility.

- The resolution adopted by the Economic Summit in concern of Labor mobility did not achieve wide step, so that its last sentence (according to its requirements) bared many indications, interpreted by more than one meaning, does it mean the (national) requirements of each country or (national) requirements of the whole nation? the (requirements) does it mean the quantitative & qualitative needs of manpower? or means the requirements of maintaining national identity and national security?

The Doha Declaration and the decision of the Arab Economic Summit, restored again raising the issue of (the Inter-Arab labor mobility) within the emerging national conditions, make to this argument distinct indications, which makes all stakeholders receive it with great concern.

- Arab receiving countries are facing today a reality that requires consider the issue of (the Inter-Arab labor mobility) in terms of how it is attached to maintaining its national identity and national security, as there are some signs of threats for both aspects.
- Intensive populated Arab countries, that suffer from the problem of high rates of unemployment, must deal with (the Inter-Arab labor mobility) as one of the effective means of resolving this dilemma.
- All Arab countries should base its perspective on the Inter-Arab labor mobility to the fact that it is an effective method for establishing security and stability in the countries of the Arab world, whether on the political or social or economic levels.

Within this perspective can the (common interest) be shaped for all these countries, which are motivated to work together to achieve it.

Within this perspective, the unilateral economic outlook which prefers the employment of the non-Arab workers, as it constitutes the low cost workforce, should fall entirely.

2-2 Arab Labor Standards on Labor Mobility

A- Arab Conventions in the Field of Labor and Laborers

- *Convention no. (1) on Labor Standards*

This convention was approved at the second session of the conference of Arab Ministers of Labor held in 1966, and titled (Labor standards), and was given the figure (1) in the sequence of Arab Labor conventions.

Its adoption - as referred to in its preamble – came in consistency with the content of the fourth Article of the Arab Labor Charter, which stipulates that (the Arab countries agree to reach similar standards in Labor Legislations and Social Insurances), thus the aim of this Convention was defined through drafting similar standards in the Labor legislations, which the Arab countries should seek to reach, thus its text was nearer to formulate basic principles to an Arab unified Labor Law, to be reached through successive steps.

- Arab Convention No. (2) on the Inter-Arab Labor Mobility

Conference of Arab Ministers of Labor approved this convention in its fourth session which took place in Tripoli-Libya 1967 and later given the figure (2) in the sequence of the Arab Labor Conventions, after ALO began to exercise its standard activity.

Despite of the fact, that just one year separated between the approval of this Convention in 1967 and its predecessor (the Convention on the Standards of Labor),approved as noted earlier in the year 1966, but the Convention on Inter-Arab labor mobility had been more developed than its predecessor as regards the standards that it included .

- Arab Convention No. (4) on Inter-Arab labor mobility (Amended)

The Arab Labor Conference in its fourth session, which was held in Tripoli, Libya in March 1975 approved the Arab Convention No. (4) on the Inter-Arab labor mobility (as amended).

The review of an Arab Labor Convention after only eight years from its adoption is considered remarkable issue, for its justifications and causes which called to undergo this relatively quick review.

The preamble of this Convention reveals these justifications explicitly which stated that (taking into consideration the economic & social events that have occurred in the Arab region through the past decade had created conditions necessiated the review of the existing convention for the Inter-Arab labor mobility).

The economic and social events referred to in the preamble was the represented in an uncontrolled labor movement witnessed in this stage, the fact that necessitated the need for greater amount of organization, it was revealed as well, in some of negative practices in the same stage, such as expatriating operations of Arab workers from country of destination, due to political dispute risen between it and the country that the workers hold its nationality. Thus the amended convention was issued with standards aiming at setting suitable solutions for such cases.

- Arab Convention No (14) on the right of Arab workers in the social insurance when moving to work in one of the Arab countries

This long title, chosen by the Arab Labor Conference for the convention was adopted at its ninth Session in the year (1981), for the aim of including standards realizing the following:-

- Adoption of the principle of equality as regards insurance rights between the immigrant Arab workers & the national worker in country of destination, which have been previously adopted in Convention No. (4) Article (2/7/h) previously mentioned. This adoption has been mentioned explicitly in the third article of Convention No. (14) which stipulated (the legislation of each country should ensure for Arab laborers the benefit of the insurance system of the country transferred to it, and within the framework of Insurance rights enjoyed by its workers). The text had stated a number of these insurance rights which are common in social insurance laws in general.
- Establishing (integration) in service insured periods which the Arab workers spent in country of destination to be added to it in the same country or in the country in which he will be finally settled, in order to receive his insurance (pension) after transferring the paid installments to his account as regards these periods, from the insurance institutions in the countries he worked for, (Article 5/1 of the Convention).
- Adoption of the right of the Arab worker subject to insurance to transfer his insurance amounts to his country of origin or to the

country that decides to reside for ever. In that context, Article (4) of the Convention stated the following:

- Transfer of pension or due pension reserves to where the worker resides or where his family is settled, in case of his departure from the country he works in.
- The right to transfer the installments of old-age, invalidity, death insurance to the social insurance competent body in his country of origin, or in any country apply the provisions of the mentioned insurance, that he decides to reside in permanently.

B- The Situation of the Arab Countries on Arab Labor Mobility Standards

It can be said that the standards of the Inter-Arab labor mobility have not find appropriate acceptance from Arab countries, through the criterion of ratification.

- *Convention No. (2) gained ratification of (7) countries only, which are: Jordan, Sudan, Syria, Palestine, Libya, Egypt and Morocco.*
- *Convention No. (4) gained ratification as well of (7) countries : Jordan, Syria, Somalia, Iraq, Palestine, Egypt, and Yemen.*

Applying Article (19) of the by-laws of Arab Labor conventions and Recommendations on both conventions, pursuant to paragraph (2) of Article (19) it states that: (the original convention remained enforced for all parties that did not ratify the new Convention), thus only three countries out of seven original countries that ratified Convention No. (2), only three Countries committed to it: Sudan, Libya, Morocco, while the other four countries are considered to be withdrawn as it ratified Convention No. (4) (amended).

In brief, ten countries only out of the twenty one Arab members countries are committed to the criteria set forth in one of the two conventions (2) and (4), while four only are committed to Convention No. (14). This number is very few, which may weakens the effectiveness of all three conventions in realizing such vital national target of labor mobility, especially if we took into consideration that non of labor intensive receiving countries had participated in ratification of these conventions. It is worthy to note that the Programme of Action issued by Kuwait Summit had activated the signed conventions by the Arab Countries in field of labor.

C - A Future Vision on Inter-Arab Labor Mobility Standards

Taking into consideration :

- Few number of ratifications of Arab conventions on the Inter-labor mobility,
- Failure of the mechanisms adopted by the conventions in the goals that it aimed to achieve.

Taking into consideration the fact that, radical changes, have taken place in the work environment in the Arab world in various countries and in the population composition three decades since the adoption of standards on the Inter-Arab labor mobility, have created a wide gap between the content of these standards and the renewed Arab reality .

For all the above-mentioned, we have called more than one decade ago, to the necessity of undergoing radical reviews of these standards, reaching the extent of canceling the existing ones, which are not inconformity with the reality of situations. In addition to, to adopt a new convention based on new contents and procedures forming the base of establishing joint Arab Labor Market.

The ALO committee of Legal Experts had adopted in its 20th. Session (November 1999) our proposal, recommended it to the Arab Labor Conference, (the need to issue an Arab Convention of the nature, aiming at organizing an Arab labor market, accompanied with one or more

convention which designs common policies frameworks for the Arab countries as regards manpower habilitation. As well as drafting policies of manpower planning and its guidance, organizing its mobility, ensuring its rights, beside drafting the necessary institutional framework plus other issues).

The committee of application of Arab Labor Conventions and Recommendations, emanating from the Arab Labor Conference in its 27th Session (Sharm el-Sheikh 2000) had adopted the Committee of Experts recommendation and submitted it to the General Conference, which in turn adopted it by its decision No. (1139), in addition to that, the Conference in its (35) session, as regards the Director-General report, had noted the following:-

- Strengthening Arab legal tools to support employment and employability and adoption of new & necessary tools.
- Development of tools to address the acute problems of employment especially in the informal sector, youth employment and the employment of women and employment of the literates.

There are factors of highest importance of seriousness, which makes the acceleration of implementation of the above-mentioned Arab Labor Conference decision, an issue of pressing urgency. We hereof, refer to three of them, which was see, are of further importance:-

- Risks surrounding national identity and national security of the Arab receiving countries of immigrant workers, which make the resettlement and Arabization of a large proportion of these workers one of the effective means to reduce these risks.
- Identity crisis experienced by the Arab Labor migrants to non-Arab countries and the prospects of reducing the migration to these receiving countries after they started to take action to reduce such migrations, and related consequences for Arab Labor **sending** countries.

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- Global economic crisis and the consequent negative effects on Labor force employment in Arab countries.

Each of these factors are alarm bells ringing throughout the Arab world, and draw attention that national solutions are incapable to solve any of the problems we have mentioned.

2-3 Arab Bilateral Conventions on the Regulation of Inter- Arab Labor Mobility Bilateral conventions, as instruments for the implementation of the Arab Standards

The standard Arab conventions on manpower movement, having numbers (2), (4) and (14), have made the conclusion of bilateral conventions between the Arab countries are among the tools that make these nations implement their obligations arising from ratification of the of Arab mentioned conventions.

- a) Convention No. (2) stated in Article (8) that: "Any two of the Contracting Parties may convene bilateral convention to organize labor mobility, if necessary, owing to the necessity of labor mobility of workers between them. The contracting parties are guided by a model of bilateral convention Supplement to this Convention. "

A (model for bilateral agreement on labor mobility) has been attached to the Convention including 17 articles for guidance.

- b) In accordance with Article (1/5) of the Arab Convention No . (4) , (Countries Parties of this Convention can held bilateral agreements between each other to regulate the Inter-Arab labor mobility, and be guided by a model bilateral convention attached to this Convention.)

The Model referred to, included fifteen articles, many of which are procedural texts in nature.

- c) The Arab Labor Convention No. (14) on the right of the Arab worker in social insurance when moving to work in one of the Arab Countries, has been void from determining the procedures of

organizing a number of related issues of insurance, its Seventh article stated that: (The Arab Countries may convene between each other agreements to organize the following:

- Transfer of reserves, pension and contributions and related issues.
- Coordination in administrative procedures and the exchange of documents, information and data.
- The liquidation of any acquired rights.

Following is the review of the experiences of three Arab countries in this context:

A - Egypt as the largest Arab country (in sending Manpower), a model for Sending Countries:-

- Egypt has entered into agreements (bilateral or alike) with fourteen Arab countries, namely Jordan, UAE, Bahrain, Algeria, Tunisia, Sudan, Syria, Iraq, Qatar, Lebanon, Libya, Kuwait, Morocco, and Yemen.
- Egypt has concluded a total of twenty-two (Agreement, or alike) with the fourteen countries, including what so-called memo of understanding (MOU), (Protocol) or (Executive Protocol), while the latter two indicates that they are documents annexed to the Agreement usually contain provisions of an executive nature, the term (MOU) is not synonymous in its indications to that of Agreement, which usually reflects a document containing a group of understandings with no binding character.
- Some of the agreements concluded by Egypt with Arab countries, were titled (a technical co-operation Agreement) in the fields of labour an example of which, are agreements concluded with Morocco, Algeria, Bahrain, Syria, Tunisia, these agreement, with all its texts, are not related to those of Manpower mobility agreements; notably that other Agreements concluded by Egypt were titled "Manpower Mobility", (and

Regulate / Employment of Egyptian Manpower) . The later Agreements are closer to what the Arab Standards on Labor mobility had aimed for, more than concluding bilateral agreements among Countries parties the Arab Standard Conventions.

B - Hashemite Kingdom of Jordan

As a state that combines both natures of receiving and sending workers, the agreement that it concludes is supposed to be of dual tendency, agreement with receiving countries and others with sending countries. The information obtained is briefed in the following:-

- The sum of agreements (and alike) concluded between Jordan and other countries are eight, three of which carried the title (memorandum of understanding).
- Jordan has signed agreements with eleven Arab countries, four of which are countries receiving employment from Jordan, the UAE, Kuwait, Qatar and Libya, while the other seven countries mainly are sending countries to Jordan, namely, Egypt, Syria, Sudan, Yemen, Morocco , Tunisia, and Algeria.
- What is striking here, is the absences of major Arab countries that receive a large number of Jordanian workers, from among the countries that Jordan had concluded bilateral agreements with, mainly these countries are: Saudi Arabia, Oman, and Bahrain.
- Agreements concluded between Jordan and other Arab countries included provisions regulating employment and the terms of use, and we will point out some of these provisions later, as a model of what Arab bilateral conventions contained in this regard.

C - Kingdom of Bahrain

As a model to labor receiving countries, it was noticeable that Bahrain is scarce in concluding bilateral agreements with other labor sending countries, as it didn't conclude agreements except with Egypt and

Morocco. The agreement concluded with Morocco, (no date of convening was mentioned) its articles from 6-15 contained terms of entry and employment of labor, while the agreement with Egypt has been confined to cooperation in the fields of vocational training and human resource development and exchange of information between competent ministries in both countries.

By an overall reading of the bilateral agreements referred to it is found in that the content is tended in to two directions:-

First/ characterized with generality, it is closer in the drafting of documents that reflects (intention) not the institution of mutual specific commitments, and this limited the texts of agreements, which have tended in this direction, to the commitment of the contracting parties to (coordination) and (co-operation) and (exchange of experiences and information) etc.

Second/ approached or touched in its wording, establishing specific mutual obligations between the contracting parties, the most important provisions on the Inter-Arab labor mobility stated in these agreements are representing in the following:-

- Provide for the obligation to facilitate and simplify the procedures of labor mobility.
- Ado sting the method of meeting employers' demands in receiving countries form immigrant workers of the sending states with the mediation of the two Ministries of Labor in both countries, with the exception of the Jordanian / Emirates Agreement, which had entrusted this obligation to the employment and recruitment agencies in both countries.
- State that all immigrant workers enjoy all the rights established for workers in the receiving countries.
- Binding the employer and worker to conclude a written employment contract which specifies the particular requirements

of the legal relationship between them stating in some cases, that this contract should be in a line with the model contract and must be ratified by the relevant authorities in both countries.

- The obligation for the employer in the receiving State to bear the travel costs and the cost of return of the worker after the end of the labor relationship.
- Recognition of the worker's right to convert all his savings out of the Country of employment.
- Provide an opportunity for workers, after the end of his tenure with the employer who has recruited him, to stay in the country of employment for a specific time to search for a new job.

2-4 National Legal Regulation of Labor Mobility

A - Role of national legislation in the organization of Labor mobility

- We noted in displaying the contents of the Arab standards on Inter-Arab labor mobility, that the Arab Conventions that included these standards referred its implementation to two means:
 - **First** / the national legislation, where each country can independently implement what the standards have provided for.
 - **Second** / bilateral or collective conventions between two or more countries where State couldn't implement alone the content of any of the criteria, which requires the cooperation with one or more countries, and this requires a frame for this co-operation such as concluding an agreement as explained above in the previous research.
- The national legislation role differs in regulating Labor mobility – as well as, the content of these legislations - according to the designated country whether it is a receiving or sending of laborers.

B. National Legal Regulations in Sending Countries

- Requirement to obtain administrative approval prior to work outside Some countries, for considerations relating to the protection of its national security - in periods of intensified risks – oblige its citizens who wish to work for foreign employers to obtain prior authorization from an administrative body determined by law.
- Restrict working outside for certain groups for fixed-terms.

Workers face in their sending countries a difficult choice if they wish to work abroad, in reconciling between keeping their jobs at home and get a chance to work abroad.

- The procedures and requirements for access to be recruited abroad

The national governmental departments in sending countries, often seeks to, help them directly, or through monitoring the activities of labor recruiting agencies to check that workers before their departure had completed all documents and fulfilled conditions required by the competent authorities in receiving countries as a condition for labor permission.

The national governmental departments in sending countries, often seeks to cooperate with their counterparts in receiving countries in determining these documents and conditions, through direct coordination, or through concluding bilateral agreements to determine such conditions and documents.

- Financial charges borne by the worker recruited abroad.

The worker who intends to work outside his country should be in charge of financial charges in the form of fees and expenses, paid in order to obtain the documents that enable him to travel and be recruited in the receiving countries.

He often refers to one of the agencies working in this field, which manages the processes of mediation between workers in their homelands, and employers who wish to recruit workers in their receiving countries.

C - National Legal Regulations in Receiving Countries

National legal procedures in receiving countries is based on basic principles the most important of; that the employment of foreign workers take into consideration, their needs and is compatible with their interests, and such employment does not conflict with its strategy to provide jobs to its citizens before the others.

It usually takes into consideration basic principles that they built upon it their detailed provisions, such as:-

- To take into consideration, the condition of reciprocity, which article (27) of Egyptian Labor Code No. (12) of 2003 stipulated it explicating, and in the same time, it allowed competent Minister to determine the cases of foreigners exemption from this condition. These cases are usually limited to the requirements in favour of the receiving country .
- Taking into consideration the conditions of employment of foreigners agreed upon in the bilateral agreements between the receiving country and other countries, as described in the 258 chapter from the Tunisian Labor Code (Act No.27 of 1966).

This provision is a foregone conclusion, resulting from the State's obligation towards the bilateral and multilateral agreements it is obligated to.

National legal procedures in the receiving countries of employment, apply upon all foreign Laborers to absorb all incoming manpower, with non-citizenship of the State of labor, without discrimination between Arab Labor as and laborers of other nationalities.

The only exceptions to this rule, only the laws of some Arab countries at specific periods, taking into consideration national considerations led the national law to equalize between national workers and Arabs in access to job opportunities.

Provisions of national laws in the receiving countries focus on the following issues:

A - Procedures for Bringing Over Manpower from Sending Countries to Receiving Ones

Arab Countries that consistently receive large numbers of immigrants; experienced great difficulties in organizing the process to bring these workers from other countries, as it is surrounded with difficulties of extreme complexity. The fact that, the contracting process between the national employer and foreign workers, is a contracting process between absent parties not available in the council of the contract, the complexity of this exercise is increasing by adding a lot of considerations that involve a great deal of (personalization) of the legal relationship between employer and employee in some cases. However, the nature of the process imposes that the contracting process takes place through intermediaries in the sending and that receiving countries representing the employer and the employee in the conclusion of the contract between them, which implies that the employee moves to the receiving country.

The experience of intensive labor receiving countries ended with the adoption of legal regulation to hire these workers. It pledged to it to offices licensed by the ministry concerned to ensure that the supply/bringing over workers to work for employers in the State at their request, provided that these offices should work under the supervision and control of the ministry.

- Conditions of Work Permit in Receiving State

All Laws of receiving countries state that foreign worker must obtain work permit in order to work in its territory, and it provided conditions and procedures for this purpose.

- Residence of Worker and his family in the Country of Labor

Residence of the foreign worker in the country of employment is required to enable him to perform the work he came for ⁽⁴⁴⁾, thus organizing his

right of residence in this country is one of the major topics, the national laws is concerned with its provisions details in the receiving countries .

The residence of the foreign workers raises numerous problems in country of destination, the most important of which:-

- Duration of stay: Most of the national laws relates this duration with the work permit duration. It states that the renewal of the stay permit is conducted according to the work permit duration. This relation, lead that the residence permit would be terminated by the termination of labor relation between the employer and the employee for any reason. This necessitates the employee to quit the country of destination territory while the employer will be responsible of charges of such departure.
- Abolish of residence permit: the issuance of residence permit to foreign worker for a certain period does not mean the validity of the permit till the end of this duration. As the national laws in receiving countries, as mentioned before, include provisions that give the right to abolish this permit before due time, in many cases, one of which the termination of the work permit – for any reason – or in case of issuing an administrative resolution or a judicial rule that states the abolishment of the residence permit in cases provided for by national codes. In consequence the foreign worker must depart from the country of labor.
- Residence of worker's family members: worker's residence in the country of labor calls to be accompanied by his family for humanitarian reasons and taking into considerations numerous social and educational factors .

B - Rights of foreign workers based on his work in receiving countries :

Becomes obligatory for foreign worker, rights based upon his work in receiving state, divided; into three groups:-

Group I : rights arising from the performance of work established under the employment contract between him and the employer who uses it, and subject to the provisions of the Labor Code in force in the country of employment.

Group II: His right in the social insurance

All International and Arab Standards made sure of the right of the foreign worker in social insurance on an equal footing with citizen workers of the country of labor.

Third Group: Foreign Workers Practicing Rights in Country of destination Considered to be as Fundamental Human Rights

This group includes a lot of political, economic, social and cultural rights which are inherent to human beings, without any regard to the place of country, which he resides in it.

International standards in particular, the international convention no . (143), have been concerned with the adoption of the practice of foreign workers of these rights, the country of labor, as noted in the Arab Convention No. (4), to empowerment of Arab workers of some of these rights in the Arab countries that receiving them.

3 - Poverty and Employment Issues: Facts, Challenges and Treatments

3-1 The Case of Tunisia

Poverty is a complicated phenomenon and multi perspective. Poverty concept, changes according to the differences of countries and their or related cultures and decades. Poverty in Islamic heritage is related to subsistence, which is the border edge of life. Therefore the poor in Islam is the person who doesn't own his least good stuff for a day and a night, according to the saying of Prophet Muhammad "Peace be upon him"; (who asked despite he possesses his sufficient, will be bulking of

the fire." It was said: "What is the richness" O Messenger of God ? Said: sufficiency of day and night" (Narrated by Abu Dawood, mentioned by Mustafa Mahmoud Abdel-Al : (The world website of Islamic economy)

Although, Islam assured the poor rights in the resources of the public treasury and in Zakat as a symbol of social solidarity. it also urged the poor to work, and thus linked the problem of poverty with seeking of work. From such, Islamic view, we deduced the basic elements of the modern concept for poverty, which represented in the current concept of extreme poverty edge. These are the items represented in the minimum subsistence which is the current concept of the poverty line, the extreme right of the poor on the state is a concept of social welfare, and to urge an individual to work to be withdrawn out of poverty, is the concept of individual responsibility and the need for adoption positive of behaviors . One of the informative sayings, that were ever been said in the poverty issue, what had been said by Ali Ibn Aby Talleb, may God be pleased with him " If poverty was a man, I would have killed him " . We recognize here that the definition is not religious as much as it is a human definition, correlates between poverty & its causes.

In spite of this religious genuine Islamic heritage calling to work and earn money, according to the psychological analysis of poverty in Arab societies it is related to the positive behaviors of the poor individual, noting the general dependence of the individual on the state as the main sponsor, who must in the culture of the poor to provide everything.

A – Composition definition of poverty and Standards of its calculations at the International level

It is agreed that poverty includes two cases:

- State of material deprivation, its most important manifestations in the lower consumption of food quality and in quantity, and the deterioration of health status, educational level, housing situation. As well as the denial of ownership of durable goods and other materialistic assets, the loss of reserves to face difficult situations and emergency such as illness, disability and unemployment,

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- A state of deprivation of the intangible, its most important manifestations is marginalization, dependence on the State, and weak capacity and empowerment.

As a whole, poverty is a state of weakness or loss of material, social and cultural resources.

To measure these two cases the following must be adopted:

- Food basket that contains the resources necessary for daily living, estimated at 2400 calories per day per person for the case of poverty, and 1800 calories for the case of extreme poverty (or absolute);
- Non-food basket includes : clothing, housing, transportation, water, electricity, health services, and education.... etc.

Proceeding from the assessment of the basis requirements to live with both dimensions, materialistic & non materialistic, the World Bank defines the poverty line according to living standards and social norms:

- The poverty line in developing societies, relying on the purchasing power in 2008 is estimated at 1.25 dollars per day and per person for one dollar threshold adopted in 1999. According to this definition, an estimated number of poor people in developing countries, reaches the extent of 1.4 billion people;
- The poverty line in middle-income countries is estimated at 2 dollars a day. These include the threshold of 2.6 billion people.

B - Evolution of Poverty Definition and its standard of calculations in the case of Tunisia

– The old methodology adopted

Tunisia began to follow the phenomenon of poverty, and calculating its ratios since 1980, based on the methodology adopted by the World Bank at that time according to the results of national survey on household

consumption done in that year. Based on this methodology, the poverty line is defined according to two criteria:

- Food expenditure that is estimated on the basis of the cost of minimum daily calories per capita needed,
- Non-food expenditures estimated on the basis of the structure of expenditure for the poor category of housing, clothing, transportation, education,...

On the basis of both criteria, poverty ratios has been adjusted since 1980 to 2000, and updated according to the evolution of consumer price indicators, based on consumption surveys that take place every five years. These surveys highlighted that the poverty rate declined from 12.9% in 1980 to 4.2% in 2000, then to 3.8% in 2005.

- The New Methodology Adopted

In consistency with the development of international approaches in applied poverty assessment, Tunisia has adopted a new methodology in calculating the poverty line and selects the poor category of populations through adopting:-

- Food expenditure;
- Non-food expenditure.

Difference between the two methodologies lies in the following:-

- Adoption of a unified specimen combines between urban and rural areas to calculate the poverty line in the new methodology instead of choosing two reference specimens of poor families in the old methodology;
- The adoption of the most ideal needs indicator of calories (2213 calories per person / day) to estimate food component of the poverty line rather than minimum needs indicator of calories (1807 calories), adopted on the old methodology.

C - Poverty Facts in Tunisia

- Social Reality

Poverty line is calculated according to the new methodology based on a standard specimen reference of the population ranges from the level of spending each year between 360 and 480 dinars for the year 2005. On the basis of defining poverty line according to price index and necessities, the rate of poverty declined rapidly from 22% in 1975 (about 1.2 million poor people) to 3.8% in 2005 (376.000 poor individual).

- Economic reality of poverty in Tunisia

Follow-up of poverty in Tunisia is conducted through periodic surveys and studies to learn about the level of household expenditure, and stand on the discrepancy between the various segments of society, and between the major geographical themes and between cities, villages and rural areas.

Approach of poverty is based on following the evolution of household food and non food expenditure, and the evolution of its restructuring, and its impact on general health status through adoption of "physical indicator".

D - Defining Poverty Line in Tunisia and Conclusions

The methodology of calculating the poverty line is based on adopting a common reference slice of the population, their level of annual per capita spending ranges between 360 dinars and 480 dinars in 2005. Noting that the level of expenditure determining poverty line has developed in the last thirty years.

Determine poverty lines are based on the following three levels:-

- Determination of the ideal amount of food needs of calories (which exceeds the minimum level of food needs that were previously used);
- Determination of non-food needs of basic services;

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- Estimate the cost of consumption of these needs per person/year.

In light of these principles, an assessment of poverty lines on medium average and estimate the poverty line at the national level as follows:

Category	Poverty line (D)
Metropolitan	489
Medium-sized and small cities	429
Rural areas (non-municipal)	378
The national level	400

The most important conclusions from this data are as follows:-

- Continuous expansion of the middle class level of the population

The middle class spending per capita ranging between 585 dinars to 4000 dinars in the year formulates the most wide category as they represent 81.1% of the total population in 2005.

And this middle income segment still expanding from period to another, where it has increased from 70.6% in 1995 to 77.6% in 2000 and then to 81.1% in 2005.

- Continuers recess of poor category population .

The number of poor people, by adopting food and non – food component indicators, is estimated by 376.000 individual, which represents 3.8% of the total population . The number of poor individuals are gathered in 59.000 family, namely. 2.6% of the entire families reaching the amount of 2.240.000 families in 2005 .

The number of poor people had been reduced to reach 183.000 inhabitants during the Decade 1995-2005 and the poverty rate fell from

6.2% to 3.8%, despite the increase in the number of population reaching approximately one million residents during this period.

E - Poverty Composition

The available data on the phenomenon of poverty shows the following:-

- Geographical composition

Poverty is a phenomenon traditionally urban than rural. The historical follow up of the Tunisian case confirms this geographical feature of poverty with the exception of breakthrough during the year 2005.

- Social Composition

Tunisian social structure shows that peasants workers, farmers, and unemployed, represent the highest proportion in the structure of poverty.

D – Expenditure Structure of Poor Segments

- Nutrition Factor

Food expenditure represents for poor people at poverty threshold determined by 400 Tunisian dinars – a main pillar in the poor family's budget, as the per capita expenditure on foodstuff is estimated by 52.2% from entire expenditures against 34.8% at the national level.

This ratio does not include food passing through market channels. If we consider self-consumption derived from the domestic agricultural product that does not pass through the market, the nutrition section holds more weight in particular that the phenomenon of poverty has become mainly a rural phenomenon.

Nutrition expenditure includes grains, meat, fish, eggs, milk, sugar, oils, fresh vegetables, fruits, citrons, beans, coffee, and tea.

The self-consumption out of total consumption for the poor segment represents high rates in some foodstuff such as: eggs 52.6%, and citrons 38.2%, dairy 32.8%, meat 16.6%, grain 8.7% and beans 7.5%.

- Non-Nutrition Factor

The expenditure on non-nutrition for the poor segment represents the ratio of 47.8% of total spending. This includes the items related to services :-

- Housing expenses, estimated by 23.1%, including rent, municipal fees, building housing, energy costs, fuel, maintenance and repair of housing, furniture, furnishings, household and electric equipment, covers ... etc.;
- Expenses of clothing, shoes, personal supplies, estimated at 4.7% of total expenditure;
- Health care expenditure is estimated at 1.3% of ordinary and extraordinary medical expenses, and pharmaceutical products and the cost of cleaning;
- Expenses of transportation, estimated at 4.7%;
- Expenses of education, training and driving, culture and entertainment events, estimated to be 8.4%.

G - Qualitative Analysis of Poverty Phenomenon in Relation to Labor market and other variables

- Evident from the foregoing, that poverty phenomenon mainly associated with rural areas as the number of the poor in the rural areas reaches (284,000), this is double the number of the poor in urban areas (128,000). The poor segment is characterized by a social structure that is composed mainly by low-level non-peasants workers (157,000), workers in the agricultural sector (farmers and rural workers) about (85,000), little less those unemployed (35,000). All

these segments constitutes (278.000), from total numbers of poor estimated by (376.000) that represents 74 % of the poor segments.

- According to these data, it is clearly show that the phenomenon of poverty is very much tied to their levels of education, skills, and Labor productivity in economic sectors, particularly in the farming sector. This is reflected negatively on the level of wages. But the relationship between the variables of unemployment and poverty seems weak. In addition, we will discuss in the following the hypothesis put forward in the introduction with respect to this relationship in the case of Tunisia.

H – Relative Link between Poverty and unemployment phenomenon

Poverty phenomenon in developed countries often associated with the phenomenon of unemployment. However, this relationship is uncertain in developing societies by virtue of the different economical, social and cultural circumstances.

Unemployment in accordance to the international standards agreed upon is known as status of not working, search for and accept it. This definition makes work a prerequisite for economic integration and social networking in the advanced economies. The idle for a long time and the erosion of employing the unemployed in these communities often leads to material poverty, and thus to living on the margins of society, isolation, loss of social self, and self-centered. The correlation of unemployment with poverty in most cases, leads to the loss of housing. The dimension of the housing in the case of France, for example presents 31% of all poor families, which led to the enactment of families bankruptcy law.

In developing economies, unemployment resulting from insufficient demand for the work, takes other forms by virtue of the structure of these economies, characterized by temporary work and working in the informal, sector (formal). These extensive economic activities contribute significantly to the absorption of surplus Labor, so there is no full unemployment in the western concept.

The nature of the economy in developing countries make unemployment not associated with low skills, contrary to what observed in developed economies.

Comparison between developing and developed countries on the issue of unemployment leads to some conclusions that seem at first glance paradoxes. So that the analysis of unemployment in Tunisia shows that the lowest unemployment of the economically active registered in the low levels contrasting to the intermediate, higher levels as unemployment of the illiterate do not exceed the rate of 5.7%, and unemployment at the primary level reaches 12% in 2008.

The unemployment rate is lower for segments of the elderly compared with slices of youth the more educated and trained. The paradox here is that the protected sectors such as farming and traditional industries, the informal sector contribute to the absorption of unqualified employment and alleviation of unemployment and poverty reduction. But it does not help to improve Labor productivity, and increase the level of wages and improved living conditions. Thus, these sectors include a high proportion of poor workers.

On the other hand, according to the available data, contrary to what is observed in developed countries, the relationship between unemployment and poverty is relatively weak. This relationship is reflected from the following facts: The number of individuals who live in families of breadwinners not working by 203.000 people. However, based on the determined poverty line only 35.362 people (out of 203 000) at a rate of 17.4% are poor and gathered in 5747 family of poor breadwinners.

It follows from these data that about 83% of the individuals who live in families whose breadwinners are unemployed, do not live in poverty. This indicates that financial resources for families headed by unemployed is financially provided, may be derived from an individual or individuals in the family working, or derived from the state. This indicates also to voluntarily unemployment, where job market data refers to relative widening to this phenomenon, especially among young people from higher levels of education, who set their expectations and aspirations regarding the level of remuneration and sector, and

educational competence with the proposed job or the opportunity available.

According to a more comprehensive analysis the approach of general indicators of unemployment and poverty shows that the relationship between these two variables is an inverse relationship, i.e. the relatively high level of unemployment does not affect poverty. Despite the slight decline in unemployment between 1995 and 2005 of 0.7%, poverty declined at a faster pace estimated in the same period, 2.4%.

I - Policies and Tools of Treading Poverty Phenomenon in Tunisia

According to this general perspective of development and the role of the State, human development policies based on the principle of complementarity of various economic, social, cultural and environmental dimensions, and measure the impact of this on a regular basis and regular living conditions. This stated goal of various dimensions was built on, an accurate reading of the economic and social realities of Tunisian society, and diagnosis challenges that could be factors leading to poverty, and work on to combat to overcome. These challenges include the need to further promote employment, reduce unemployment, employment of incomers to labor market, organizing and supporting the informal sector, and reduce school drop-out alleviating illiteracy, support the empowerment access to experiences and services, and support policies of housing ownership, improving individual social services, such as: health coverage and social protection, community services to improve living conditions such as supply of drinking water, and electricity supplying, secure connectivity sanitation, care for the environment, reduce differences of regional and local level of development, and rationalization of investment of resources, fair equity between generations.

Each of these dimensions melt in the concept of sustainable development in its broader sense, which participate in its implementation the institutions and civil society organizations and particularly those in the local development associations, which have a significant role in

diagnosing the needs of local communities, and propose solutions to secure it.

This comprehensive developmental approach has enabled bounding the phenomenon of poverty in the lower levels, which estimated as we have seen with 3.8% in 2005.

To achieve this composition style indicator, there were numerous programs and mechanisms, all aimed to ensure sustainable development.

Without going into details, these various programs and mechanisms can be summed up in four major categories.

- Mechanisms of Economical Integration

State has focused on the priority of employment because of its preventive role of poverty and marginalization and exclusion, as it provides sustainable solutions, contribute to improving domestic demands, and improve the level of consumption and increase the capacity to confront the growing social needs.

- Mechanisms of Social Integration

This approach aims to promote personal capabilities through the adoption of a number of empowerment programs, including:

- Developing legal ground to ensure equality between men and women in the texts and in practice at various levels, including economic participation, which contributed to increase in the proportion of economically active women from 23.6% in 1994 to 27.3% in 2008, and increase the proportion of workers from 23% to 26% in last two referenced years, and despite of the fact that the annual increase in requests for employment for females is twice, the increase in requests for employment for males;
- Program of Adult Education (literacy), which freed more than 500 thousand people from illiteracy since the sixties;

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- National Program for the family computer which targets limited income families;
 - National program to help needy families, the disabled and the elderly who are unable to work. This program is based in its interventions to a national register of poverty updated annually in order to follow closely the development of social and economic status of limited income families, and control needs as to grant temporary or permanent (allowances) to ensure a minimum income, as well as social security coverage and free treatment. Depending on the results as periodic follow-up, delete the families from the list of beneficiaries of Permanent Grants, if its financial status proved to be improved and came out of the poverty line. Based on this criterion, number of 10,700 families had been withdrawn from poverty in 2008, and other families were added to the circle of poverty. By the same token, 13000 families were recorded as poor in 2008.

The program includes also mechanisms for economic integration of the poor and the disabled who are able to work through training and rehabilitation, and funding sources of income (livelihood);

- Programs, of financial subsidies and situational in-kind and religious occasions month of Ramadan, the school return, as well as difficulties of family health emergency or climatic (floods, cold and heat waves ...);
- Programs, of educational services for children belonging to low-income families to provide them equal educational opportunities starting from pre-school ages;
- Programs for the advancement of persons living with disabilities through integration school and training in the ordinary course and in specialized institutions, and economic reintegration in paid work or independent, and social integration through the adaptation of the surrounding area (roads and corridors in buildings open to the public) to facilitate the performance of their affairs, and their access to Internet services.

- Mechanisms of geographic integration

This approach aims to reduce regional and local differences through a number of mechanisms that intervene in the economic and social areas to ensure sustainable development from the inside (endogène) . This approach is based especially on:

- Strengthening elements of integration of inhabitations in less developed regions within their own geographic and economic area through creation of a dynamic local economic movement depend on human resources development, promotion of employment and the creation of industrial and crafts shops, ... etc.;
- Improving living conditions in these areas through the processing networks and public establishments and collective services such as playgrounds, children clubs, in addition to collective centers for the aged people.

3-2 The case of Sudan

Although Sudan could have been considered a food basket of the Middle East, based on the aspirations that prevailed in the seventies, that the Arab Countries provide the necessary funding, which has not been achieved because of the exaggerating in those expectations. There have been many efforts in drafting ambitious projects which require great funding that exceeds the real capacity of Gulf financiers and especially in terms of readiness to engage in investments of this scale. However, this ought not to be a hinder to what might be achieved, particularly as that the regional and international circumstances have changed. There are still great opportunities for Sudan to revive those aspirations according to Sudan abilities to export agricultural products, such as: cotton and corn. Sudan has a huge amount of livestock needed by the Arab and African countries.

The growth of the Sudanese economy will continue for a long time depended on its ability to export agricultural products as well as oil. The Sudanese economy can increase the value added of these products,

such as: agricultural products, livestock products and fish, as well as crude oil.

On the other hand, it must seek the development of the agricultural industry (i.e.) processing of agricultural products as food industry, and canning of agricultural products, livestock, dairy and others to form the basis of agro-processing without entering into a maze of other industries. As well to focus on the agro-processing as a base for strategic sustainable value. This is the best way to ensure high rates of employment. This was endorsed by the report of the International Labor Organization in the eighties, in 1987, which noted that the contribution of the industrial sector was weak, as it processed products for exportation and it did not contribute to the reducing unemployment rates. On the other hand, in order to increase the rate of Labor force participation, Sudan's economy should focus on the agro-processing companies or small and medium enterprises, because large enterprises, particularly public sector institutions were not efficient for the development of agriculture sector and manufacturing of industrial products or agro-processing, for reasons summarized as follows:-

First: Agriculture is a key dimension of poverty reduction, and contributes to food security and to stimulate non-oil exports. On the other hand will provide agricultural inputs to manufacturing, particularly agro-processing, and above all, will provide rewarding job opportunities for the rural sector. Here comes the least trading of agricultural production inputs starting from agricultural credit, fertilizers, energy saving, especially in irrigated areas without rain.

Second: The issue of decentralization and reform of the sector requires a re-consideration of a number of things and especially that the countries have limited scope for the imposition of direct and indirect taxes, which is essentially the mandate of the central government. On the other hand, the state had to provide all social services of learning and health. It must be in charge of the financing of such services, through central budget for each state. But with the growing budget deficit and high public debt, the past years have witnessed a significant decline in the states budget allocated by the central government through the right of subsidizing the

states. This is despite the drop in expenditure in the face of public budget deficit and stability, however, the combination of budget components are subject to significant deficiencies and effectiveness in reducing poverty.

Third: Sudan is one of the few countries that follow the Islamic banking system, since 1984, which began in 1992, and face challenges in following the banking system, which does not depend on the interest as a tool of the banking systems in other countries. The question is do the feasibility of this system was revised since its inception? What are its benefits if compared with the prevailing financial systems in the world?

Fourth: There is no doubt that oil has become of a paramount importance in the equation of economic growth in Sudan oil revenues as it has increased during the past recent years, oil exports now account more than five times other exports of Sudan. The question remains is about the efficient management of oil revenues and its contribution to development in the Sudan, particularly in removing poverty.

Opportunities after Peace Convention

The comprehensive peace convention signed in Naivasha in January 2005 presents a major turning point in the modern history of Sudan. This agreement put an end to civil wars for almost a quarter of a century. It must be a focus of any strategy or policy development in Sudan over the years. This agreement included a number of protocols, which included many of the basic principles of achieving peace and security, and distribution of wealth. Among the important principles contained in that agreement, establishing a democratic system based on the principles of good governance, taking into consideration the cultural and ethnic diversity, religious and gender equality for men and of women in Sudanese society. Among the principles as well, the agreement of the parties to find a prompt solution to the economic, social and cultural problems, and the establishment of a state of peace and the need to meet the challenges base on justice and human rights principles.

The question that arises is: What are the opportunities created by the challenges that resulted from the signing of the Comprehensive Peace Convention, which committed both parties to work hard to implement,

perhaps the most important challenges to become a viable opportunities are represented in the following:-

- Reaffirm of the political will, and to maximize the benefit of conditions and climates of peace achieved,
- Sustainable growth in the economy, which began in the Nineties,
- Structural transformation of the Sudanese economy.

The sustainability of the growth process in the national economy depends on the growth rate of gross national income in the process of peace in accordance with the index, which was prepared by Dr. (Ali Abdel Gadir Ali - Planning Institute in Kuwait), which measured risk through the possibility of outbreak of civil war if there is no real growth in GNP in the transition period equal to or greater than the rate of growth in gross national product, which had been achieved in the nineties. The process of sustainable growth, the statistics show that investment flows in the sector of trading in securities of the nineties cannot be underestimated, where peace-building phase post 2005 were based upon. It should be a stage for increasing the flows or foreign direct investment in Sudan, and assuming the desired improvement in the investment resources provided by the peace process, it is expected that there will be a step in the growth of productivity, and growth level of the national economy.

The restructuring of Sudan's economy has become an urgent necessity starting from institutional restructuring, and strategic decision-making and serious restructuring. The discovery of oil and its exportation give Sudan a golden opportunity to diversify the structure of the national economy, and gets out of the temple which Sudan inherited since the beginning of the nineteenth century, such a structure, which revolves around the leadership of the traditional agricultural sector to the Sudanese economy. No doubt that the transformation or restructuring of the Sudanese economy, as well as its traditional sectors, starting from agriculture, requires serious decisions and pivotal role of the state, and strategic planning with clear objectives.

With regard to poverty and employment, the Interim Constitution has included focusing on achieving the Millennium Goals, and designing a comprehensive framework for the call of peace or for the sustainability

of peace to be linked to a strategy to eliminate poverty. This requires to design Poverty Remove Strategy Program (PRSP), and activated the National Action for strategic planning, and plan a five-year strategy aimed at developing the agricultural sector and other sectors, and the preparation of Sudan's membership in the International Trade Organization (WTO) and the commitments contained in the protocols of the CPA and in particular with regard to the objectives of poverty eradication strategies, and others.

4 - Labor Productivity in Arab Countries

4-1 The Concept of Productivity

Productivity in the economy of a particular country is the rate of what can be obtained from the value of production divided by the rate of expenditures in order to obtain this production. This rate takes an adequate method that proportionalize between the output of goods and services and inputs of the work, machineries and raw materials. We can speak about the overall productivity of the national economy, where it is defined by GDP proportioned to the total labor force, or the product of each worker, or the productivity of a particular economic sector, and is defined by the contribution of the sector in GDP proportioned to the total number of manpower in the sector or the product of each worker in the sector.

4-2 Size of Labor Force

Number of manpower in the Arab Countries in 2007 is estimated by 125 million people and thus the proportion of participation in the workforce to the total population is an average of about of 39.2% in 2007 to the Arab nation. It is and noted, the decline in this ratio compared with the Mediterranean world and the developing countries, which reached about 71% and about 70.7%, respectively, in 2006, 2007. This is due to a rise in the number of population under 15 years old and the weak contribution of women in the Labor market, as the percentage of women of the total workforce at the level of the Arab

countries 28.1%, and rates vary from country to country ranging between 33.4% in Iraq, to 67.5% in Qatar. 25.2% of the total Arab workforce works in the agriculture sector, 15.4% in industry, and 9.4% in the services sector.

Service sector domains the largest proportion (59.4%) of workforce in Arab countries, followed by agriculture (25.2%), while the industrial sector do not absorb except 15.4% of the workforce. It should be noted that the proportion of workers in the agricultural sector declined from 33.6% in 1995 to 25.2% in 2007.

Still women's share in the Labor force in Arab countries is low, it does not exceed 28.1% in 2007, and this considered the lowest among other major regions in the world. It should also be noted, that in the Countries that more opportunities are available to women to participate in the Labor market, the traditional division of Labor prevailed, as women can not find opportunities to work except in certain sectors, such as: health, education and services.

Noting the relative decline of the educational level of the Labor force, as rates of literacy remain high in a number of Arab Countries. Training and vocational and Technical Education do not obtain the attention required to provide the skills, according to Labor market needs, resulting in all of this weak Labor productivity in the Arab world.

Increasing proportion of employment in government and public sector, where employment is concentrated in many Arab countries in government and public sector, as appointment in the government sector and public is not subject to standards of efficiency and productivity prevailing in the private sector, which may indicate a high rate of hidden unemployment among workers in this sector.

4-3 Gross Domestic Product (GDP)

The recovery continued in the economies of Arab countries in 2008, where estimates of GDP growth in the Arab countries in constant prices and national currencies show clear contrast in performance between

different countries. GDP of the Arab Countries has increased from 1505 billion dollars in 2007 to about 1899 billion dollars in 2008, registering a growth rate at current prices amounted to 26.2%, compared to 15.1% in 2007, and then decline after that in the estimates for the year 2009 to compare the aggregate, recorded in 2007.

4-4 Contribution of Agricultural Sector

The agricultural output for the Arab Countries has reached 103.4 billion dollars in 2008, an increase of 14.2% for the year 2007. The contribution of the agricultural sector in GDP for the Arab Countries (at current prices) 5.4% in 2008. The relative importance of agricultural output in GDP varies significantly in the Arab countries, since it is high in the Arab countries with suitable agricultural resources. This proportion in Sudan reached 29.3% in 2008, and with in Syria 20.4%, and ranged between 13.1% and 7.8% in Morocco, Egypt, Mauritania, Yemen, Tunisia and Lebanon. Favorable weather conditions in some countries in 2008 and expand in the use of modern technologies in agriculture, such as the use of production inputs of improved seeds and fertilizer had lead to the increase of plant and animal production, the increase included the majority of agricultural crops and livestock production and less production of fish .

In terms of per capita in agricultural output the average was increased by 11.6% in 2008 to reach 319 dollars at the Arab level. The average per capita from agricultural output in 2008, has varied between 441 dollars to 735 dollars in each of Saudi Arabia, Sudan, Syria, Lebanon and the UAE, and between 146 dollars to 384 dollars in Iraq, Oman, Libya, Egypt, Algeria, Morocco and Tunisia, while was 126 dollars or less in the Arab countries with low agricultural potential, namely Mauritania, Yemen, Jordan, Kuwait, Bahrain, Qatar and Djibouti.

4-5 Contribution of Industrial Sector

The total GDP of the industrial sector in 2008, is about 993.3 billion dollars, compared with about 735.3 billion dollars in 2007, it rose by 35.1%. This is due to the significant increase in the proceeds of the

extractive industry of oil. The contribution of Arab industrial sector in Arab gross domestic product raised in 2008 to reach 52.3% compared with the contribution by 48.9% in 2007. The record output of extractive industries grew by 38.6% and increased its contribution to GDP to reach 43.4% for 2008, while manufacturing industries although the output has been growing by 20.2% in 2008, but its contribution to GDP continued to decline since 2003 to reach 8.9 in 2008.

In spite of this development, however, the industrial sector in the Arab region is still employing only the proportion of 15.4% of the total workforce. Compared with other countries, the employment rate is relatively high in the countries of modern manufacturing, such as : Singapore, Malaysia, Argentina, Brazil and some industrialized countries such as Germany and Italy, due to the significant contribution of small and medium industries in the industrial sector in these countries, while the industrial sector in the Arab region consists mainly of extractive industries of capital-intensive and low employment as well as manufacturing industries dominated by large factories of intensive Capital and technology, and limited in the generation of job opportunities.

As a result of this unprecedented development for the Arab industrial gross domestic product, its contribution has increased to GDP significantly in recent years, from 48.9% in 2007 to 52.3% in 2008.

4-6 Contribution of Productive of Social Service Sector

Clear concern with the development of the service sector appeared in most Arab countries in (tourism, insurance, banking, health services, and communications), the private sector has played a major role in the service sector in recent years, especially since the revenues resulting from this investment were relatively high, in addition to the attraction of this sector for investment of short and medium term, which corresponds to the concerns of the private sector basis. The services sector came in second place in terms of its contribution to GDP, reaching 36% in 2008. Production services include trade sector, restaurants, hotels, transport, storage, finance, insurance and banks. The productive services

sector includes as well housing and utilities, government services, and other services.

The service sector employs about 59.4% of the total workforce at the level of the Arab countries; this percentage varies on the level of Arab Countries individually from 83.7% to 86.7% in Arab countries including Qatar, Kuwait, Jordan and Saudi Arabia, about 70.8% to 75% in the Arab region, including Iraq, Bahrain, Algeria and Libya. The productivity of the worker in the services sector is estimated by 7,000 dollars.

5 – The Arab Standard Classification of Occupation 2008;

The classification and occupational description plays a vital role in the organization of vocational work and in human resources issues on both the supply and the demand sides of manpower or the links and channels that relate between both sides. We can say in general that the organization of occupational work requires, in addition to a sophisticated system for the classification and job description, other systems for evaluation and testing and certification, etc., which in turn requires an effective system of education and developed governance, appropriate legislation, effective participation of the private sector and a comprehensive system of human resources information.

It is well known, that the vocational standard classification of occupation provides the main base for the collection of statistics and data that are used for the purposes of building information systems for human resources that will help to conduct research, studies and analysis to obtain useful knowledge that would help the decision-maker to formulate policies and decision-making.

It is worthy to note, that the production of components of the human resources information systems is accomplished on five levels, starting at the individual level through academic researchers, moving to the institutional level, where institutions work with various public and private sectors to produce data and information of interest to them, then the national level, where an accredited central point based on national level holds the compilation and harmonization of data and information

from various sources to issue it in an integrated manner at the regional level; the concerned organizations will be in-charge of issuing regional information systems, as required, at last, there is the international levels where a number of international systems related to human resources information, are available.

The groups benefiting from the human resources information systems include planners, policy makers, employers, trade unions enrolled in rehabilitation and training programs, personnel in services of education and employment, guidance and counseling, researchers, academics and others.

The general structure of Arab Standards Classification of occupations (2008) consists of five main dimensions:- the levels of vocational work, economic sectors, structural classification in terms of distribution to vocational groups, the mechanism of coding, and vocational descriptions of work. This standard classification has achieved a development to the classification that was released in (1989) both in terms of numbers of vocations and occupations that was it dealt with, or their contents and the requirements of new technologies and harmonization with the international standard classifications.

Thus, we can summarize areas of the Arab Vocational Standard Classification of occupations, as follows:-

- a) The supply of workforce, in terms of the preparation of educational and training programs at different levels in response to the requirements of the Labor market;
- b) The demand of the workforce locally, regionally and globally;
- c) Links and channels between the supply and demand, such as employment services, guidance and counseling, research, studies and others;
- d) The relation between levels of the occupational work in one hand, stages and levels of education on the other hand;
- e) Descriptions of occupations and jobs, taking into consideration developments in this area and the overall direction for the preparation of workers to the Knowledge Economy;

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- f) Arabic Network for Labor market information which will hopefully be implemented and built on the basis of Arab Standard Classification of occupation;
 - g) Occupational standards that form standard references for assessing individuals' possession of skills and information necessary to perform their jobs.

In regard of the most important results and expected impacts for the issuance of new Arab Standard Classification of occupation, it includes, providing the general framework of co-operation between Arab countries in the areas of human resource development, unifying of reference standards, testing and evaluation principles and vocational qualifications, and assist in the mutual recognition of qualifications of workers and their levels, support the building of databases, information systems, employment services, guidance and provide a channel link reliable between employers and job seekers, and so on. The work to be completed in these areas, requires the issuance of another type of classification, is the standard classification for education, which is concerned with the systems of education as regards its levels, programs, specializations and outputs.

Finally, it should be noted that the optimal investment of the Arab Standard Classification of Occupations requires work to raise awareness and inform of its importance and usage, and provide training services and capacity development to different targeted categories, the preparation of guides to be used, and exert efforts to increase harmonization with the international classification standard, as well as, the expansion in the Arab terms equivalent to occupations, and description of any new occupations needed in the future.

6- Arab Qualifications Framework & Occupational Standards;

6-1 Concept and Objectives

a) Concept

The framework of qualifications means classification of educational qualifications in accordance with a set of criteria linked to levels of gained learning either through formal education or through informal and irregular education. These standards could be built on the basis of the implicit characteristics of qualifications itself, or on explicit basis, in form of clear and defined set of level descriptors reflecting the learning outcomes. The recommendations of the European Qualifications Framework included the following definition: "a tool for classifying qualifications according to a set of criteria for specific levels of gained learning".

B - Objectives

Qualifications Framework aims to achieve:

- Coordination and integration of subsystems for national qualifications in a unified framework on national levels;
- Improve the transparency of granting qualifications and procedures access;
- Improve the quality of qualifications;
- Provide opportunities for advancement or progress in its framework to meet the aspirations of individuals on one hand, and the needs of the Labor market on the other;
- Provide a tool to control and ensure the quality of education and training systems and its outputs.

6-2 International Experiences

Reviewing Arab and international experiences explores the points of strength and weakness, in order to avoid or offset, and invest it in the development of Arab framework qualifications.

Following is a review of some of the leading international experiences:

A. The Experience of the European Union

European qualifications framework consists of 8 levels ranging from 1 (lowest) and ending with 8 (highest). Each level has been defined in terms of learning outcomes, which have been grouped in to three descriptors; as follows:

- **Knowledge:** deals with the theoretical knowledge and knowledge associated with facts (Factual);
- **Skill :** include cognitive / mental skills that includes the use of logic, creative thinking, self-learning skills, practical and performance skills which include manual skills and the skills to use methods, materials, tools and equipment;
- **Efficiency:** The framework limits the definition of efficiency in two branches, namely: Autonomy and Responsibility.

B. The Irish Experience

National Qualifications Framework

The Republic of Ireland completed the National Qualifications Framework in 2003. The framework consists of 10 levels covering education levels from the primary stage ending with higher and advanced stages. This framework has adopted as a basis for classification on both qualification characteristics and the concept of learning outcomes in terms of three main descriptors, which are knowledge, skill and

efficiency, the main descriptors were classified into groups of sub descriptors as follows:-

- **Knowledge** and is classified as: Breadth and Kind of knowledge;
- **Skill** and classified as: Range and Selectivity of skills;
- **Efficiency** and is classified as : Context and Role of efficiency, and learn how to be educated and insight.

C – The Scottish Experience

The Scottish qualifications framework consists of 12-level, and is described at each level in terms of 5 majors descriptors: knowledge and understanding, practical skills and applied knowledge, general mental skills, communication, information technology, and calculations skills (digital), independence, accountability, and working with others.

D. The Australian experience

Structural framework

The Australian Qualifications framework includes all qualifications issued by official bodies authorized and licensed, covering the general education sector, the education and vocational training sector, higher education sector. The Australian Qualifications was classified into 15 eligible qualifications including all education sector stages and types in to three sectors:-

- Qualifications of education and vocational training sector;
- Qualifications of the high education;
- Qualifications of public education, (schools).

6-3 Arab Experiences

A. Tunisian Experience

The National Qualifications Framework in the Republic of Tunisia is called (National Scale of Skills) and it presents a frame of reference linking the certificates issued by components of the development of

human resources system with the skill levels corresponding to them. The National Scale of Skills has been issued with formal Order No. 2130 in 2009.

Tunisia National Scale of Skills consists of seven levels of skill, and each level is defined in terms of six descriptors, namely are: complexity, autonomy, responsibility, adaptability, knowledge, practical knowledge and behaviors.

Terminologies of descriptors have been defined as follows;

- Complexity: the complexity of the vocational activity in view of the diversity of performed operations and its technical level;
- Autonomy: the margin of necessary intervention for the completion of vocational activity;
- Responsibility: The degree of necessary responsibility for the completion of vocational activity;
- Adaptability : the ability to cope with changes and unexpected variations in the domain of the job.

6-4 Arab Qualifications Framework

A. Purposes

- Provision of an objective reference for setting up or development of National Qualifications;
- Mutual recognition at the bilateral and collective of national qualifications built up according to Arab Qualifications Framework;
- Facilitate the mobility of citizens for the purposes of learning or employment between Arab Countries;
- Provision of a mechanism for data collection, to be exchanged and compare them at Arab level to rationalize the investment in the fields of training and vocational, technical education and higher education at the national level;
- Recognition of the learning experiences gained through non-formal and irregular education;
- Provision of practical opportunities for the application of the principle of continuous education (for life).

B. Reference

The following could be adopted as key references in the preparation of the Arab Qualifications Framework:

- Skill level categories, according to Arab Vocational Standard Classification 2008;
- Education levels according to International Standard Classification of Education ISCED 97;
- Certificate given by institutions of training and education with its different stages and types;
- Arab and International experiences and expertise.

6-5 Occupational Standards

A - Concept

Word standard means a reference tool for measurement and comparison, "meter" for an example is a reference tool to measure the length, as well is the kilogram is a reference tool to measure the mass. In the vocational field, vocational standards describe what worker must perform in the job and the acceptable level of performance in the labor market. Thus the standard describes precisely and clearly the knowledge, skills and behaviors required of the worker in a said occupation, as well as describe circumstances and conditions surrounding the occupation itself, as well as dealing with the problems that arise in the vicinity of the job. Thus; the occupational standard becomes a criterion reference to compare what the individual owns of knowledge and skills that enable to judge his abilities and capabilities. Each occupational qualification has a number of vocational standards of its own, depending on the occupation specifications.

Occupational standards focus on actual results associated with employment, and that these results must be measurable or liable to observation to represent therefore an objective standard for comparison and judgment.

In order to deal with the occupational standards as a reference tool, it should reflect the levels of job performance standards, and not training performance standards, as they will be used as criteria reference for comparing training performance level with practical performance in order to develop level of training and promotion to be as close as possible to the practical level or more identical to achieve conformity between the outputs of training and the specific needs of the Labor market.

In order that the occupational standards reflect the practical performance levels, it should be prepared for and follow up its promotion through the active partnership of expert and aware practitioners representatives of economic activity sectors (vocational sectors), and not to be confined to specialists representing training and vocational and technical occupation institutions.

6-6 Arab Vocational Standards

A - Purpose

- Provide an objective and uniformed Arab reference to set up and /develop:-
 - Programs and curricula for training and vocational/technical education in accordance with the specific needs of the Labor market (employment specifications).
 - Arab occupational testing in the light that it represents the Arab Criteria reference, and the issuance of occupational qualification licenses in addition to vocational labor practice licenses issued by accredited centers and legally authorized to issue such licenses.
- Collective recognition of occupational Qualification certificates issued by the authorized national centers.
- Provision of progress and promotion basis within the framework of skill scale (skill levels).
- Facilitate the mobility of workers between the Arab countries.
- Promote qualitative aspects of the output of training and vocational and technical education system.

B – Fields of occupational Standards

The occupational standards include competences in the following fields:-

- Specialization Competences related to the vocation itself.
- Employability Competence, such as: communication, problem solving, decision-making, writing reports, team spirit, and others.
- Personal or Life Competences, such as: technology information, foreign language, mathematics and others.

C - Priorities of occupational Standards

The process of preparing vocational standards covering vocational groups in Arab Vocational Standard Classification 2008 requires enormous efforts, and large financing and long time to prepare for. In order to minimize the effort, money and time, to agree on occupation groups constituting a priority in terms of the importance to be adopted as regulated occupations where vocational work should not be practiced in it unless after obtaining license to practice occupational work (Certificate of Vocational Qualification). As well as, in terms of their importance in:

- Support export-oriented industries to improve the competitive advantage of these exports in world markets by raising employment productivity and reducing its costs.
- Support the Labor extensive vocational sectors to reduce unemployment rates.
- Facilitate the Inter-Arab labor mobility between Arab countries and particularly in the vocations, which represented a priority in average of mobility.
- Replace Arab laborers gradually as an alternative to non-Arabs.
- Regulate the practice of vocational work in organized vocations.

D- Role of ALO and Action Mechanism

*** Role of ALO**

ALO as an expertise and an Arab national institute concerned with gathering the social partners (Governments, organizations of employers and workers organizations), handles organizing seminars and training

workshops, and the formation of task forces within the limits of adopted budgets.

*** Action Mechanism**

ALO Constitutes an Arab working group comprising representatives of social partners; and this working group is assigned for the following:

- Collecting data and information available on Arab Labor markets and range of workers (nationals, Arabs and foreigners), according to occupational groups (the fourth factor in Arab Standard Classification of occupations 2008) and by sub-sectors of economic activity;
- Studying the Arab and international experiences in the field of regulated occupations;
- Studying the Arab and international experiences in the field of occupation standards;
- Determining the criteria of selected regulated occupations at the Arab level;
- Proposing a list of regulated occupations in the light of the selection criteria specified;
- Setting a model for occupational description and analysis (occupational Profile) of one of the occupations in accordance with the methodology of their choice;
- Preparation of a model of occupational standards for an occupational qualification in a specific occupation and specific skill level;
- Preparation of a model for a occupational test (theoretical and practical);
- Review the results in an Arab symposium include representatives of social partners and training providers and vocational education;
- Introducing observations and amendments proposed by the participants in the symposium on results of the work group;
- Training of Arab task forces to prepare standards and vocational tests in the core Labor standards in the occupations chosen. ALO is responsible to formulate Arab task forces and issue its mandate;

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- Monitor and evaluate and recommend the adoption of the achievements of the Arab task forces;
 - According to the followed mechanisms and regulations, ALO shall adopt the Arab vocational standards and the Arab vocational tests .

7 - Training and Vocational and Technical Education in Arab Countries

7-1 Reality of Education and Training in Arab Countries

According to UNESCO report (2009) that about 58 million of population of Arab countries is illiterate and more than two-thirds of them are women, representing 28% of the number of adults in the Arab countries. As well 50 million people will enter the Labor market throughout the Arab world in 2010, and a hundred million will enter in 2020, and the proportion of entrants to secondary education did not exceed 60% of the age category of 15-18 years old, compared to nearly 95% in developed countries.

A - Preliminary education / pre-school

Despite the increase in the number of enrolled students in the preliminary education of Arab countries, where the number enrolled reached 3 million children approximately according to UNESCO statistics in 2006, recoding an increase of 26% against statistics in 1999. Despite of that, the Arab world still suffers from the limited coverage of preliminary education to children in this category. The rate of enrollment reaches totally 18%, which is the lowest in the world, even this rate reaches 10% in some Arab countries, such as: Yemen, Djibouti, Iraq and Mauritania. As well, the majority of preliminarily education in the Arab countries provided by private schools, where enrollment rate reaches 76% from the total numbers of enrollment, which becomes difficult for the poor children to benefit from its services due to its high costs.

B - Basic Education

Basic education from age 6-12 years, may be called the primary stage, its duration of (6) years. This is a compulsory stage in most Arab countries. The number of children enrolled in primary education for the first time is more than 7 million children in 2006 according to statistics of UNESCO report 2009, with an increase of 14% to statistics of 1999. The increase comes in most of the poorest countries in the Arab world. In Djibouti increased by more than 81%, although the net enrollment rate at this stage is the less in Arab world of 40% according to the statistics of 2006, while the average net enrollment in Bahrain, Tunisia and Egypt had reached the highest level with a percentage of more than 97%. Noting that, it is expected to have an increase in enrolling in this stage with more than 4 million children in 2015, which means a great challenge for the education system in Arab countries in the provision of financial and human resources necessary to provide appropriate basic education for such a large number of children.

C - Intermediate and Secondary Education

Preparatory and secondary education stage and its duration is (6) years from age 12 to 18. The report of the UNESCO in 2009 shows that the number of enrolled students in preparatory and secondary education in the Arab world reaches more than 28 million students in 2006, with an increase of 24% for the year in 1999. The average number of enrolled in preparatory education increased from 60% in 1999, to 68% in 2006. As well net enrollment rate increased from 52% to 59%. The number of enrolled students in this type of education in the Arab world is growing in spite of access difficulties in some Arab countries. The percentage of moving from primary to intermediate education in the Arab world reaches to 92% in 2005, and the rate in Algeria, Iraq, Djibouti and Mauritania is 76%, 70%, 73% and 48% respectively.

7-2 Higher Education in Arab Countries

According to the first Arab report on Cultural Development issued by the Arab Thought Institution, higher education has achieved a significant growth in the last twenty years, as the number of universities reached 395 universities in 2008, while its number forty years ago, was no more

than 30 universities. The rate of private university education represents 48% of the total Arab universities. According to a report by UNESCO for 2009, the total number enrolled in this type of education is more than 7 million students in 2006, an increase of more than 36% compared to the number of enrolled in 1999. Enrollment rate at this stage reaches the proportion of 22% in 2006. Proportion of the total enrolled in this phase differs from a country to another, while it is 2.4% in Djibouti, and 3.5% in Mauritania, and 9.4% in Yemen, we find a proportion of 48% in both Lebanon and Palestine. The percentage of those enrolled post graduate studies and masters and doctorate do not exceed 2.5% in Arab universities, while reaches 20-25% in Western universities.

7-3 Training, Vocational and Technical Education in Arab Countries

A - Technical Education

Technical education includes educational preparation and skill and technical knowledge, which is provided by formal educational institutions for a period of not less than two years after high school. It aims to prepare technicians in various technical areas, in Egypt, graduates of this system receive a certificate of technicians diploma, while in Algeria graduate receives diploma of high technical education, in Iraq diploma of technical education, and in Saudi Arabia intermediate technical Diploma. These institutes that offer such type of education, are called "technical institutes or community colleges or technical colleges or technology training institutions.

B - Vocational / technical Education

The students whom terminated successfully the preparatory stage (9 years of general education), can join this kind of education, as it represents one of the secondary education tracks. Graduates – at the end of this stage – perform the exam of general Secondary Education Certificate / Vocational branch, the successful students granted secondary or vocational baccaloria certificates.

C - Vocational Training

This system is not related to specific educational stage or a particular category, and is performed in vocational training centers, work production and sites, or sharing between the training centers, work and production places. It aims to prepare skilled workers in various fields of industry, agriculture, health, administration and others. This type of training in some Arab countries is called, "vocational education" or "vocational training" in Algeria and Morocco.

7-4 The Significant Challenges Facing Training, Vocational, and Technical Education in Arab Countries

- a) Multiple supervising bodies on training, vocational and technical education;
- b) Lack of coherence between the systems of training and development plans;
- c) The absence of Labor market information;
- d) Dropout phenomenon of the system of training vocational and technical education;
- e) Weak conformity between the outputs of Training and Vocational and Technical Education and Labor market needs;
- f) Weakness of training staff working in educational training institutions;
- g) Lack of training environment;
- h) The highly centralized system in managing, training and vocational and technical education;
- i) Limited finance allocated to the system of Training and Vocational and Technical Education.

7-5 ALO Efforts to Improve Training, Vocational, and Technical Education Levels in the Arab World

In order to achieve the target of human development, ALO has adopted recently three major documents in field of supporting Training and Vocational and Technical Education in the Arab world; which are as follows:

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- a) Arab Strategy for Training Vocational and Technical Education;
 - b) Development of Arab Centers for Training of Trainers;
 - c) The Establishment of Arab Society for Training and Technical and Vocational Education institutions.

a) Arab Strategy for Training, Vocational and Technical Education

The Arab Labor Organization has adopted the draft of the Arab strategy for Training, vocational and technical Education with the view of formulating an Arab vision for education and vocational and technical training, based on sound scientific studies and objective accurate extrapolate of Arab world current and future needs, to be a reference for decision makers to promote this vital sector and enable it to face the requirements of the 21st. century efficiently and effectively. To that end, it composed a team of Arab experts to prepare and draft the strategy document, which have been presented in the Arab Forum for Education and Technical and Vocational Training, convened under the auspices of the Custodian of the Two Holy Mosques, in Riyadh in January 2010. The Forum approved the Strategy and was adopted by the (37th) Session of the Arab Labor Conference. The team had studied the Arab situation, surveyed the results of the studies, research and related conferences recommendations, as well as reviewing national, regional and international similar strategies, and study of the responses the formal educational and training organs in the Arab countries, and group of related social partners whom were asked about the strategy of themes and main contents of the strategy. In this context, a comprehensive Arab strategy document was prepared covering various related issues, which have been classified into eight fields:

1. Planning and Governance.
2. Funding.
3. Efficiency and effectiveness.
4. Non-formal education and vocational and technical training.
5. Vocational standards.
6. Information systems.

-
7. The role of government and private sectors
 8. The international dimension.

b) - Developing Arab centers for training of trainers in the fields of training vocational and technical education

In the Arab Forum for vocational and technical education and training, which was held in Riyadh during the month of January 2010, four training centers, was selected for trainers from the existing sites in Arab countries, which will be further chosen.

ALO has to play the supervisory role of these centers and to work on:

1. Adopting the center chosen at the Arab level.
2. The search for sources of funding for the centers selected and funding system, including the self-financing.
3. Communicate with the International Labor Organization and other regional and international organizations to support the center, selected financially technically and develop its work.
4. Conducting special training courses for trainers of trainers and supervisors along with developing training and learning packages.
5. Help chosen centre to receive trainees from Arab countries.
6. ALO shall conduct different information and media activities to introduce the selected centers.

c) - Establishment of an Arab Society for Training of Vocational and Technical Education Institutions:-

Part of the efforts of ALO is to strengthen the role of Training and Vocational and Technical Education in the Arab world in order to keep up with progress in the field of training and human development, and facilitate to the Arab citizen who wishes to achieve development and self-development to reach the aspirations of knowledge and skill. The organization has worked for establishing a society for training and vocational and technical education institutions with the aim of achieving

greater coherence and coordination between those who are concerned with field of vocational and technical education and training.

Society major objectives will be:

1. Development of scientific and training thought in the field of vocational and technical education and training, and work on its developing and revitalization.
2. Developing services of vocational and technical education and training.
3. Achieving scientific and vocational communication between the workers in the field of vocational and technical education and training.
4. Offer scientific and vocational advice in the field of vocational and technical education and training.
5. Coordination between educational and training institutions in all aspects of upgrading level of its services and organization.
6. Introducing the personnel of vocational and technical education and training and related centers.

8 - Labor Market in Arab Countries

8-1 General characteristics and challenges

a) Population

Predictive estimates of population in Arab world indicate that population in 2015 will hit 385 million ⁽¹⁾, with an increase reaches up to: 20.3% of estimates of the population in 2005. Such high increase in population of Arab countries will result in return to an increase in number of people (workforce), which will enter the Labor market.

B - Structure of Age Category

The proportion of age structure of population in the working age group (15-64) comparing to total population of age is generally considered very

¹ Human Resources Development Report 2008, p. 231-233.

high, which requires that these countries should provide many new various job opportunities, whether through creating or through the process of replacement of foreign employment by Labor citizenship.

We find that more than ten countries of Arab countries represent the proportion of people who are of working age (15-64) reaches 60% of the total population, imposing a clear challenge to the makers and designers of future plans of labor in those countries, as well as political decision-makers taking into account the rehabilitation of the workforce to be in conformity with the requirements of the Labor market, in the first place and continuing to find and create new jobs, secondly.

C - Distribution of Work Force

The proportion of the workforce of individual's economically active in male is 76% of the total proportion of the labor forces. As for the woman her participation in the labor force does not exceed more than 24% of the labor force during the period from 1990 to 2005 ⁽¹⁾. Therefore this is an indication of a complete waste of the energies and strengths of human resources capable of working in the Arab world, which is revealed by weak investment and functioning of resources, which are of great importance for Countries.

There are many countries with low and declining representation of women in the labor force, we find that there are some Arab countries, the participation rate of women in the Labor force do not exceed 20%, such as : Yemen 12.1%, UAE 14.5%, Qatar 14.7%, Syria 15.1%, Saudi Arabia 15.5% and 17.0%, in Algeria.

D - Participation Rates in Labor Force

Rates of participation in economic activities vary in Arab Countries in terms of representation between male and female, as well as in terms of total labor force participation in economic activities of the labor market. Where total participation of the total Labor force in the

¹ Human Resources Development Report in Arab World, issued by Arab Organization of Education, Culture and Science, page 38.

country ranges between 39% of labor force in Yemen to 73.5% in the Comoros, as well, the rate of participation is raised in each of Bahrain, Qatar and the UAE.

As for the participation of women in the labor force, they ranged between 9.6% of the Labor force in Yemen and 60% in the Comoros. However, involvement of women in the Labor force in the Arab Countries is too low.

E - Unemployment and Inactivity Case

Data of the Human Development Report contained in the Table (5) show significant increase in the number of unemployed in the Arab countries. Noticeably that; this percentage is raising annually at a rate of 3%, which is one of the biggest challenges facing the Arab countries.

It should be noted here, that the President of the Arab Business Council ⁽¹⁾ has noted that the unemployment is the most serious problem facing the Arab world in the coming years, where he explained that the proportion of Arab unemployment is extremely high and on the contrary of that, Arab receiving countries at the same time, host more than 12 million foreign workers, according to the report of ALO.

8-2 Case Study: Labor Market in the Kingdom of Saudi Arabia

a) -Unemployment in Saudi Arabia

According to the Department of General Statistics in Saudi Arabia, the average of unemployment in the Saudi labor force from 2000 to 2006 is 10.34%, this ratio is higher than that has been observed in the Human Development Report, as it is likely, that this report calculated on the total workforce.

It is worthy to note that, there are institutions and other bodies, of public and private sectors or interested in studies and the reality of the workforce in Saudi Arabia, had reached different rates from the rates

¹ Training and Technology Journal, Oct. 2005 (Shafiq al-Gabra)

reported by the general statistics authority, for example the estimation of the Workforce Council for the unemployment rate in the Kingdom is different from the figure estimated by the Saudi American Bank, for example.

B - Facts of Saudi Labor Market

Data refers to the high numbers of immigrant workers in the private sector jobs which reached in 1999, 2,080,663 at an estimated rate : 77.3% of total number of workers in the private sector. These numbers continue to increase and thus the acquisition of job opportunities in the private sector prevailed till it reached in 2005 to 4,738,823 workers at an estimated rate of: 88.4% of the total workers in private sector.

8-3 Public Expenditure on Education

The rate of per capita expenditures spending on education in Arab countries is about 340 dollars, the maximum limit reaches to 1300 dollars in the GCC countries and to less than 200 dollars in some Arab countries. This is average of expenditures is considered low and modest when compared to the rate of expenditure in industrialized countries, which is about 6500 dollars.

8-4 Treatment

Correction and reform of the Arab labor market take two key and integrated dimensions:

- a) Work and focus on reform and the national address (self) namely within the State itself, through the reform of education and training system on one hand, and to develop programs meaningful and effective in terms of population growth on the other hand, especially if we take into consideration the fact that many Arab countries are characterized with low incomes.
- b) To be oriented to the Arab Integrated Action to face the challenges of unemployment through supporting and strengthening the conclusion of bilateral conventions between the Arab countries on various commercial, industrial, and educational services.

8-5 Globalization and Arab Labor Market

Freedom of global capital transfer and its functioning in the manufacturing processes and production in the receiving countries (Arab) can be considered as a positive indication of the concept of globalization in terms of creating new jobs and diversified opportunities in the labor market of the receiving State which contribute in addressing the problem of unemployment or at least to reduce it. Such positive functioning of the concept of the global market, requires the preparation and rehabilitation of national manpower in Arab countries, on scientific and vocationally basis so as to harmonize with the requirements of the new jobs that often rely on the knowledge of "information" and technical skills and behavior of high-quality and adaptation.

8-6 Role of ALO

According to the entire challenges facing Arab countries, and its labor market, ALO should undertake various roles and functions in line with its competence and its role in terms of raising the efficiency of Arab labor force to reduce the wide spread of unemployment through:-

- a) Support and promote economic activity between Arab countries, whether bilateral or others;
- b) Design and implement programs in Arab countries to show how to link between education, training and employment;
- c) Support the process of nationalizing technology beside, horizontal and vertical expansion in scientific and applied specializations between Arab students, in order to enhance the capital base of knowledge among the Arab Labor force;
- d) Raise the awareness of the need and importance of the contribution and participation of females in the Arab Labor force;
- e) Raise the awareness of the importance of regulation (control) on rates of population growth in Arab countries;
- f) Work on the establishment of an Arab center for Labor Market Information which includes all information relating to job-seekers

and job opportunities available in the private sector, explaining the requirements for both parties in terms of conditions to be provided in the job-seeker such as qualifications and experience ... etc, as well as information on the location and nature of work, quality, and remuneration and other benefits;

- g) Correction of training courses tracks and rehabilitation programs provided by institutions concerned with training and rehabilitation, through a link to the needs and requirements of the Labor market;
- h) Develop Arab programs for support and promote the establishment of self-small projects in Arab countries.

9 – Labor Culture in Arab Countries

1. Population, Economic and Social Challenges

1.1 Population

Estimated total population in the Arab countries around 334.5 million people in 2008, with a growth rate estimated at 2.4% per year. The rate is high, and surpasses its counterparts in the major regions of the World except sub-Saharan Africa. This rise in population growth rate is due to the high fertility rates as estimated at 3.6 children per woman of childbearing age, compared to global average of 2.6, 1.9 in East Asia, and Latin America 2.5.

This high rate, lead to increase the proportion of the population less than 15 years to the total population, leading to high rates of dependency on the Arab level, to standard levels, if compared with other regions in the World, and the entry of nearly 4 million new workers to the Labor market, this necessitates the creation of nearly 40 million new jobs in the period from 2010 to 2020.

1.2 Economic Developments

The rate of per capita of GDP at current prices in the Arab Countries has raised from 4755 dollars in 2007 to 5858 dollars in 2008 . Recorded 10

Arab countries, increase in average per capita income by more than 20% in 2008 before falling in the estimates of 2009. The rest of the Arab countries achieved increases exceeded 10%, except for Sudan, where it recorded an increase in average per capita income of 5.3%.

It is noted, as well, that there is income discrepancy and bad distribution of wealth, not only among the Arab countries, but also within the country itself. ILO has monitored a decline in the worker share of the world product, but more than that, it watched a decline in the real level of wages in some developing that, it watched a countries, which is considered one of the major problems of the contemporary development, as the working classes did not benefit from the new economic opportunities and the high increase of the World income, due to the openness of markets, the over flow of capitals overseas, in the same time, labor markets were not liberated with the same extent of markets opened to goods and capitals.

1.3 Reality of Poverty in Arab Countries

Data from the World Bank following up the levels of poverty in the world points that poverty rates in the financial sense in the Middle East and North Africa (which covers the Arab countries) is in continuous recess, with reduced rates of poverty from 4.2 % in 1999 to 3.6 % in 2005. This ratio is the lowest compared to developing countries and the adoption of the emerging international standard poverty line estimated at 1.25 \$ person per day, representing 11 million poor people . Attributing, reason of poverty low rate in Arab region in many cases to family's socio-economic interdependence.

1.4 Education

The upward trend is noted, in net enrollment rates for basic education in the period 1999-2006 in most Arab countries. The data also indicate that all Arab countries except Djibouti, Sudan, Yemen, and Iraq has provided almost equal opportunities for male and female enrollment in primary schools.

Rate of gross enrollment in secondary education in 2006, according to available data, exceeded 80% in Jordan, UAE, Bahrain, Tunisia, Algeria, Saudi Arabia, Oman, Kuwait, Lebanon, Libya, Palestine, Qatar and Egypt, while the rate range between 22% and 48% in Djibouti, Sudan, Iraq, Mauritania, and Yemen.

As for the development of net enrollment rate in secondary education in the same period in some Arab countries, this rate has increased Jordan from 32.8 to 82.3%. While Tunisia, Kuwait and Saudi Arabia have witnessed a well improvement in this index with increasing by more than 20 percentage points in each of these countries.

Rates of gross enrollment in higher education varies greatly between Arab countries, Libya leads, the Arab countries in the index entry in higher education where the average is 58% in 2006, followed by Lebanon about 48%. While there are still indicators of Djibouti, Mauritania and Sudan are low and below the rate of 7%.

The Arab average years of schooling of the (stay of students in the education system) by about 10.9 years in 2006, this remains within the bounds of the rate of developing countries which is 10.2 years and the global average of 10.8 years.

Available data indicate that the rates of school dropout is still high in some Arab countries, reached in 2005 in Mauritania, 55.4%, and in Yemen 40.5%, Iraq 29.9%, Morocco 26.3%, and Sudan, 25.7%. Dropout rates increased in the period 1999 - 2005 in Jordan, Algeria, Sudan, Lebanon and Palestine.

The proportion of illiteracy among adults (15 years and above) in the Arab Countries was estimated with 28.1% in 2006, and thus surpasses to those regions of the world, all except the regional South Asia and sub-Saharan Africa. The rate of illiteracy among youth (aged 15-24 years) is estimated 13.9%.

1.5 Training, Vocational and Technical Education

Vocational and Technical Training and Education in Arab countries has focused on the supply driven and not on demand driven, and this affects to a large extent in the low conformity between the outputs of Training and Vocational and Technical Education to the specific needs of the Labor market, leading to prevalence of unemployment among graduates of Training and Vocational and Technical Education System. The responsibility of harmonization is not located on the providers only, but also extend to the private sector, because it is the beneficiary of these outputs, training within enterprises has become one of its basic functions to support skill and close gaps between the features of certificate and the features of the workplace. This is what the economic institutions is carrying out in different regions, as these institutions in the European Union, for example, allocates 20% of the total wages for continuous training. The relationship between education and vocational and technical training on the one hand, and between development and the Labor market on the other hand, is an organic relationship between education, development and the Labor market in both the public and private sectors.

This tripartite relationship imposes the inevitability of partnership to achieve success in these three areas, education, development and labor. Outputs of education in general are gathered in development projects, and work sites in productive and service sectors. The success of development and growth of institutions depends on the quality of these outputs and its conformity to the existing and projected needs. Through it, the evidence of the success of the educational institution is enhanced, and its entitlement to support and its worthiness of care and development.

The distribution of students after ending the stage of basic education to the tracks of secondary education and its branches in accordance with the rates of academic achievement in basic education, which are converted to students who have higher rates to the path of academic education, and lower to the track of secondary education, vocational / technical, and more lower to the course of vocational training. This led to a negative perception about vocational education and training to students, parents and society, and thus consolidate it as the only choice. Add to that the

path of vocational education and training is a closed or a terminated stage in most Arab countries (Note, opening a channel of higher education partially accounted for only 5% of the graduates of vocational education).

The percentage enrolled in the course of vocational education and training 20% of the total students enrolled in secondary education in the Arab countries as a group.

Education systems and vocational and technical training in most Arab countries facing a number of old renewable issues, non-intractable, if there is goodwill access and serious intention. The process of reform and renewal, starts with the recognition that there is a problem first, and then investigate its causes, and propose alternative solutions, and work to achieve the most appropriate and the most idealistic solutions .

Issues facing education systems and vocational and technical training in the Arab Countries can be classified as follows:-

Quality, connectivity, harmonization, conformity effectiveness and balance.

2 - Labor Market Indicators

2.1 Labor Force

The workforce in the Arab countries in 2007 estimated about 128 million workers. This represents 39.2% of the total population in the Arab Countries of the same year, and notes the low rate of participation in the workforce compared with the Mediterranean world and the developing countries, which reached the 71% and about 70.7%, respectively in 2006 and is due to the high number of population under 15years old and the weak contribution of women in the Labor market.

The participation of women in the workforce in the Arab countries is of low participation rate the 28.1% in 2007. This rate is the lowest among the world's major regions if compared with the global average rate of participation of women, which reached 56.6% in 2007.

The annual growth rate of the labor force, 3.3% in the period 1995 to 2007, ranging rate at the State level between 9% and in Qatar, and 6% in both Kuwait and Jordan, and 7% in the UAE, has exceeded the revised index in 7 other countries, Algeria, Syria, Somalia, Iraq, Oman, Mauritania and Yemen.

64% of total workforce concentrated in 5 countries, with an estimated size of the workforce in Egypt reaching, 29.9 million workers, Sudan's 14.8 million workers, Morocco, 13.9 million workers, Algeria, 13.2 million workers and Iraq's 9.8 million workers. The largest proportions of labor force are concentrated in the service sector where 59.4% of the labor force of the Arab countries, followed by the agricultural sector 25.2%, industry 15.4%.

Social Insurance against unemployment do not exist in Arab countries (except in Algeria and Bahrain) , or incomplete systems, such as supporting graduates in Kuwait, and this is what makes the work in the public sector, whether government or in enterprises owned by the government, attractive, not in terms of wages, but in terms of security career and social development. It is estimated that over 30% of the workforce working in the public sector in Tunisia and Egypt, and 50% of workers in Jordan, and nearly 60% in Algeria, while the global average is 11% only.

Increasing share of employment in government and public sector, particularly in the Arab Gulf countries, where national employment is concentrated in government and public sector, while the focus of migrant workers in the private sector. The appointments in the public sector is not subject to standards of efficiency and productivity prevailing in the private sector, which may indicate high rates of underemployment between the categories of national staff. Immigrants employment is concentrated in the sectors of industry and wholesale and retail trade, banks, hospitals, restaurants, hotels, domestic services and personal.

The informal sector covers the unrecorded enterprises, as well as the establishments not integrated, which occupy less than 5 workers, including individuals who employ their family members or others on the

basis of seasonal terms with the exception of agricultural activities. It is estimated that non-agricultural employment in the informal sector, ranges between 30% to 65% in Arab Countries, as it is estimated 30% in Algeria, and 35% in Tunisia, 40% in Egypt and 63% in Morocco. Work in the informal sector is characterized with poor stability and the low effectiveness of organized social safety networks.

2.2 Unemployment

The good economic performance of Arab countries was accompanied with progress in addressing the problem of unemployment, however, Arab countries as a group still maintains the highest rate of unemployment (14.5% in 2007 to 2008) compared with the various regions of the world, with the global average of 5.7% in 2007.

There has been no change in the distribution of unemployment rates among the Arab countries, which recorded its the highest levels in the Arab countries with the lowest incomes, or in countries of whose economies had been influenced by instability, such as: Somalia, Palestine and Iraq. Table (7) illustrates unemployment rates in Arab countries, individually.

As for the women's unemployment ranged from two to four times of male unemployment, which adversely affects the rate of participation of women in the Labor force, where women's participation rate is 28.1% against a global average of up to 56.6% in 2007.

The phenomenon of unemployment emerged in rural areas, while it was confined to the cities, due to the deteriorating situation in the agricultural sector in the Arab countries as percentage of workers in this sector declined from 33.6% in 1995 to reach 25.2% in 2007, due to the traditional pattern of agricultural production and poor outcome. This threatens food security on one hand, and widespread unemployment and poverty in rural areas on the other.

The average unemployment rate for the age group 15-24 years in the Group of Arab Countries reaches to 30%, compared with an average rate

of world 14.4%. Problem of high unemployment rates among the educated graduates from universities and colleges, which reaches to 26.8% in Morocco and 19.3% in Algeria, 17.7 % in Jordan. It was noted that 94% of the unemployed in the Arab Republic of Egypt are in the age group 15-29 years, reflecting a lack of consistency of education plans to the needs of the Labor market.

It is estimated that the total number of economically active population will reach 146 million activists in 2020 as a result of population growth rate of 2.3% per year, and the growth of working population up to 3.4% per annum. This requires the creation of nearly 40 million new jobs by the year 2020 to respond only to job, as previously indicated.

3 - Towards a New Labor Culture

In the light of previous challenges, the stakeholders in the Arab countries, including the educational, informational and human resources development services can cooperate, in a synergy to promote a new culture of labor focuses on:-

- Advocate that labor is a value, wages are paid for work and that production means perfection, this is not for hours spent by the worker/employee in the workplace only, as productivity of Arab economies is the lowest rates in the world (0.7%);
- Establishment of a national network to be in charge of vocational guidance and career, and the development of vocational life. It should be responsible of the individual from the basic stages of education, secondary stages, in training, vocational and technical institutions, high education, institutions of higher education institutions, and in employment agencies, beside the provision of the necessary guidance equipment to enable the bodies to perform its role and functions, which aims at:-
 - Assist individuals in making decisions related to their academic and occupational choice in accordance with their abilities and readiness;
 - Direct the unemployed and job seekers to work in the private sector, due to saturation of the public sector and its declining role in

recruitment, and its inability to meet the demands of employment. This calls for improved working conditions in the private sector and terms of reference, and the gradual integration of the informal sector in the formal sector, as well as, expanding the network of social security;

- Promote the culture of leadership and initiative among students in various stages of education and encourage the establishment of micro, small and medium-sized enterprises so as the graduate turns from been job-seekers waiting for the opportunity of work with wages to employer or an agent for his own account.

3-1 Guidance and Vocational Guidance System

■ At the national level

Accompanied by Guidance and career counseling accompanies the individuals in all levels of education, and continues with him over his vocational career. It is natural, therefore, that agencies responsible for providing guidance to be increased. It seems clear, the need for the participation of economic official organs of civil society in the preparation of national guidance and vocational guidance, its implementation and evaluation and development. To ensure the harmonious efforts of different agencies and activities in the direction and guidance, these bodies must be linked together in a national network. The national network includes members representing the main bodies :-

The Ministry of Education, occupational training bodies, technical education bodies, higher education bodies, organizations of employers and workers, the Ministry of Labor, employment agencies, Civil Service Council, media organizations and non-governmental organizations. The network must have unit of reference to ensure coordination, harmony work, its efforts and activities and integration.

The reference unit to be linked with one of the existing institutional structures, to be authorized with powers enabling it to carry its tasks. It can, for example, be linked to the body in charge of human resources development at the national level.

■ On the Arab level

- Labor markets in Arab countries are similar to each other to a great extent, gap between them seems to be limited and normal, and therefore the market, are ready to become a single market.
- Similar policies in education, training and employment in Arab countries, the outcome of this similarity is reflected, including the outcome of heredity and environment in the likeness of the general characteristics of individuals, while keeping some of the distinctive features in some of them naturally.
- In the light of the similarities mentioned, it seems that coordination and integration in policy of guidance and career counseling programs and its tools is desirable.
- To achieve coordination and integration in policy guidance, vocational guidance and, programs and tools in the Arab countries, the need to link national networks connected to a unified Arab level, is a necessity.
- Having a network of Arab unity as the central reference for coordination to ensure the integrity of its efforts and activities.
- The central reference unit should be linked with a supervising body for example; ALO.
- Provision of manpower and material requirements necessary to enable the central unit to carry out its tasks.

3-2 Support Micro-Enterprises

Recently most of the countries, among which are the Arab countries, seek to encourage small enterprise projects sector, with the aim of creating job opportunities through the establishment of these projects, as well as improving employment opportunities through improving the performance of the existing small enterprises and its promotion and development. To

achieve economic development and all these targets, the countries seek to provide different forms of subsidiaries and support to this sector.

In order to cover different forms of support, the trend of stage support was adopted, according to stage. The stage can be classified into: Pre-start stage, Start stage, Running stage, and Grow and Development stage.

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