



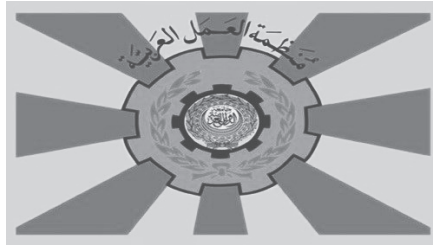
Arab Labor Organization

Summary of
The SIXTH Arab Report
On

[Employment and Unemployment in the Arab Countries]

**"Labor Markets in Arab Countries:
Analysis of the Present and Looking Forward to the Future"**

2018



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**** Introduction**

It is a great honor to present to the Arab reader and to those concerned with economic and social affairs and the employment and unemployment issues in the Arab countries this important report of the Arab Labor Organization, which is one of the main pillars of the joint Arab action system "the Arab report on employment".

This report has become one of the most important analytical documents of the Arab reality in its developmental aspects in recent years. In the successive editions of this report since the publication of the first issue in 2008 until the sixth issue, which we are presenting today in early 2018, the report contained extensive data and information as well as in-depth analyses on employment and unemployment issues. It has also provided useful content for Arab policymakers and decision makers in the field of development and labor issues in general. One of the greatest merits of this report is that it maintains its regularity periodically every two years with the exclusive potential of the Arab Labor Organization.

Over the past 10 years, this report has been an important reference for Arab researchers and officials in the field of development and employment affairs. The report also emphasized the idea of Arab solidarity and close cooperation in order to find effective solutions to the various economic and social problems.

The Arab Labor Organization (ALO) ensured in all of its activities and publications, including this important report, the principle of dialogue and cooperation between the three parties of production: governments, employers and workers, as the most appropriate entry point for advancing the joint Arab action.

I congratulate the Arab Labor Organization for it has been and will continue to be a strong platform for activating Arab cooperation in issues related to the fight against unemployment, especially the unemployment of Arab youth, the educated groups of them, and more specifically females. In addition to the issues related to labor mobility among Arab sending and receiving countries, promoting productive employment and creating decent jobs for everyone.

Finally, I would like to express my high appreciation from the Arab league and from me personally for every sincere effort such the effort we see in the report the Employment and Unemployment in the Arab Countries in order to promote the ways of Arab cooperation for social and economic advancement by all available means
And prepare for a better Arab future for all

Only Allah guides to the straight path

**Ahmed Aboul Gheit
Secretary-General of the Arab League ,**

**** Introduction**

One of the greatest concerns of the Arab Labor Organization is the issue of Employment and Unemployment. The Organization has devoted many of its activities and publications to addressing this issue in various aspects. In the context of the continuous efforts made in this regard, Arab Labor Organization issued a series of reports on "Employment and Unemployment in the Arab States" regularly every two years. The aim of these reports is to cover, to the extent possible, the Employment and Unemployment issue from various perspectives. The previous reports have dealt with important and varied topics; the first report, issued in 2008, dealt with the "active policies and mechanisms" in Employment and Unemployment from different perspectives such as "operating strategies and policies", "The role of the informal sector", and "labor and employment legislation". The second report issued in 2010 addressed "pressing issues" such as the impact of the global economic crisis, labor productivity and Arab Labor mobility. The third report, in 2012, focused on "Reflections of Arab Popular Protests on Employment and Unemployment" whether in the economic or social fields, government policies followed and Arab cooperation, etc. In the fourth report, in 2014, the new perspectives of employment in the Arab region were explored, such as entrepreneurship, developing innovative capacity, new modes of work, the role of development partners and civil society. The fifth report, in 2016, focused on "Supporting Competitiveness to Enhance Employability" which dealt with the development of human resources, knowledge and innovation, circular migration and the business environment. Now comes the sixth report, in 2018, to build on the previous reports issued over the last ten years. With its main subject "The Labor Markets in the Arab Countries: Analysis of the Present and Looking Forward to the Future", which is dealt with by taking a closer look on the employment and

unemployment issues in the Arab countries within the general framework of labor markets.

Taking up this issues was based on the trends adopted by "the Arab Labor Organization" to reduce unemployment, enhance employment, regulate labor mobility between Arab countries, and promote cooperation, dialogue and consensus between the three parties involved in production (workers, employers and governments), as well as providing the data and information necessary on Labor Markets in Arab Countries.

The axes and their sequence in this report have been chosen to reflect the previous trends in order to contribute to understanding the current reality and looking ahead in the field of employment ... **The First Theme** , serves as a key entry point for the whole report, covered the topic "**Arab Labor Markets: Key Features and Future Directions**". While **the Second Theme** entitled "**the Arab Economic and Social Developments and their impacts on Employment**" presented an analytical overview of the global and Arab economic and social developments, and includes analysis of the implications of previous developments on unemployment and labor markets in the Arab countries, focusing on youth unemployment, especially university graduates.

The Third Theme of the report relates to "**the Vocational Training Role in Qualifying Youth for Labor Market**". It specifically addresses the challenges facing the development process of the technical and vocational education in the Arab countries in terms of the essential preparation and reviewing of training programs to be in line with the needs and requirements of the labor market with regard to the trained technical competencies.

Whereas **The Fourth Theme** of the report dealt with "**Social Dimensions of the Employment and Unemployment Issues within the Framework of the Universal Declaration of Social Justice**". This Theme is based on a number of

significant strategic objectives that include, promoting employment, providing social protection, encouraging social dialogue, respecting the fundamental principles and rights at work set out in the conventions of the International Labor Organization (ILO).

The Fifth Theme of the report tackles a very important field, as it focuses on **"the role of the agricultural sector in the Arab labor markets and the requirements of transition to a green economy to support employment"**. The Theme is divided into several sections dealing with the role of the agricultural sector in the Arab economies, and its role in creating jobs and combating unemployment at the current transition stage.

While **the Sixth Theme** discusses the **"Migration issues and their implications for labor markets"**. It deals with the impacts of migration on sending and receiving countries, while specifically focuses on migration and its impacts on the economy. It also demonstrates that the inter-Arab migration has doubled according to the digest of statistics.

The Seventh Theme is concerned with **"Recent Technological Developments and their Impact on Global Labor Markets in General and on Arab Labor Markets in particular"**. This Theme illustrates that Information and Communication Technology (ICT) helps to maximize the employment opportunities, based on networking among different work sites, and to increase the globalization of skills.

The Eighth Theme of the report entitled **"Poverty and Unemployment: threatening social peace in the Arab world"**. It reviewed in detail the conditions of poverty and unemployment and the close relationship between them and the threat of social peace in the Arab countries.

The Ninth and final Theme discussed **"the [Blue Economy] or the economy of the water bodies as an effective means and important economic**

tributary". The Theme illustrates the Blue Economy role in development, combating unemployment and enhancing employment from the international experiences, with reference to Arab experience and expertise in that field.

This issue of the "**Arab Employment Report**" series will, hopefully, present a modest contribution to achieving its target: analyzing the present and looking forward to the future on the issue of employment and unemployment in the Arab countries through various visions... In conclusion,

I would like to thank the participants who prepared "the Sixth Arab Report on Employment and Unemployment in the Arab States", which we hope will benefit the concerned three parties in production process in all the Arab countries in order to develop the working environment and promote the sustainable functioning and reforming of the labor markets.

Allah is the Arbiter of Success

Fayez Ali Al-Mutairi

Director General

Of the Arab Labor Organization

THE FIRST THEME

Arab Labor Markets: Key Features and Future Directions

Section One:

Characteristics of Labor Markets in Arab Countries

The characteristics of the Arab Labor Markets are determined in light of several main factors that primarily include:

1. Labor Laws and Regulations.
2. Wages Systems.
3. Prevailing Wage Levels.
4. Availability of decent work conditions, in particular:
 - a. The availability of an integrated social protection system for workers that includes health insurances, unemployment insurance, and pensions; and to formulate an effective policy for dealing with insurance and pension fund allocations, to avoid wasting insured funds.
 - b. Availability of necessary labor services, at the appropriate level.
 - c. Allocate the appropriate increases in wages and salaries, in proportion to the increase in prices, taking into account the productivity increase rates. This can be achieved through providing the foundations and elements of the properly balanced relationship between the sides of the triangle (wages, prices and productivity).
5. The appropriate legal and institutional framework for the relationship between the three parties of the production (government, employers and workers' organizations).

The most important dimensions related to the determinants of the Arab labor markets that are associated with the previous characteristics are the following:

- 1- Sectorial distribution of employment, where most of the employment is concentrated in activities relating to the first and third sectors (agriculture, mining and extractive industries, on the one hand, and services on the other). Correcting the productive system is the natural step to redress the situation in the labor market.
- 2- The expansion of the "informal sector", whereas it reaches the extent of being the largest employer in many Arab countries, it dominates more than 50% of employment in most Arab countries, according to some estimates.

Section Two:

Arab Labor Markets: Wages, Prices and Productivity

Consideration of wages can only be done in the light of its relationship with prices and productivity. If we are to achieve social protection, there must be a coherent and coordinated relationship between these three sides. Any wages increases should go hand in hand with a balance of prices and productivity. Regardless of prices, the second dimension of the wages issue is labor productivity, which remains low in most Arab countries compared to global productivity rates. According to the estimates of the "Unified Arab Economic Report", the average worker productivity of the industrial output, in dollar, at current prices, is about \$ 323,000 according to 2007 report (calculated by dividing the total industrial output by the number of workers in the sector). The productivity of the worker in industrial sector has increased in 2015 to reach about \$ 34.4.

Section Three:

The Future Role of Labor and Employment Structure with a Particular Emphasis on the Industrial Sector

The change in global manufacturing is closely related to the change in the labor and employment structure, especially in terms of the increasing importance of the service side of the industrial production process.

There are two aspects to mention in this regard:

- A. The increasing importance of labor and employment in the service sector, compared to the manufacturing sector, and the increasing importance in the service component in the latter sector, compared to the "in kind" or "commodity" component.
- B. The growing importance of the high skill component, which is associated with knowledge, experience and talent.

With regard to Arab countries, we can identify the most important indications as follows:

- 1. The migration of labor-intensive technologies and industries from the industrialized economies to the developing countries should be leveraged to attract the products of the recent global innovation in the textile and garment industry, in accordance with the trends in the developed and growing economies. As well as adapting those trends to be consistent with the realities of the comparative and competitive advantage.
- 2. A planning scheme for migration and mobility of labor should be developed where the qualification of a highly skilled segment of the scientific - technological work force will be upgraded. Then consider the export of part of them to the advanced industrial economies that are eager to fill the deficit in the skilled labor balance. A fortiori to other Arab labor-receiving economies, which employ foreign non-Arab labor to fill the gap in specialized skills and expertise.

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3. The development of the educational - training system should be reconsidered to build the base of skills and talents needed to keep abreast of the global wave of innovation.

Section Four:

Safety Nets within the Social Protection System

The following are some guidelines for the development of a policy in the field of social safety nets for Arab countries:

- The need to expand the coverage for social assistance to the poorest and most vulnerable groups.
- To achieve the "correct targeting" of support and subsidies programs so as to reach the beneficiaries, based on comprehensive scientific studies.
- To build an effective health insurance system.

THE SECOND THEME:

The Arab Economic and Social Developments and Their Impacts on Employment

A number of events have occurred around the world that affected the performance of the global economy. The year 2016 began with a significant decline in oil prices. This decline has negatively affected the performance of the international financial markets. The decline in growth rates in major countries has also continued, especially in the United States and China, which both are largely considered the key drivers of the global economy.

Section One:

The Global Economic Developments

- 1- The global economic growth:** The global economy has experienced an extended period of decline in growth since the global financial crisis of 2008 to 2016. This was due to factors that have negatively affected the performance of the global economy.
- 2- Inflation:** Inflation rate has declined further since the global financial crisis of 2008. It has already recorded a large-scale decline in various groups over the past few years.
- 3- Unemployment:** According to the International Labor Organization (ILO) data, the number of unemployed persons in the world reached 197.7 million person in 2016 compared to about 197.1 million person in 2015. However, the unemployment rate in the world declined in 2016 to about 5.7% compared to 5.8% in 2015. This was due to the decrease in the unemployment rate in developed countries in 2016 to about 6.2% compared to 6.7% in 2015. Despite this decline, the unemployment rate is still high, even higher than the global average of 5.7%.
- 4- Trade and Payment:** The performance of global trade in goods and services has been disappointing, reflecting the slowdown in China and the decline in US imports.

5- External public debt of developing countries:

A combination of internal and external factors have contributed to worsening the debt crisis in the developing countries. The total external debt of these countries in 2016 amounted to \$ 8,642.8 billion compared to about \$ 8,296.00 billion in 2015.

6- Developments in international oil markets:

Oil markets underwent diverse changes in 2016. International oil prices dropped below \$ 30 per barrel in April, prompting OPEC to suggest a possibility of freezing the production and oil prices continued to rise above \$ 50 per barrel. On November 30, the announcement of reaching the production reduction agreement has been made, and prices rose from \$ 43 to \$ 54 per barrel.

Section Two:

The Economic Developments in Arab Countries

1- Economic growth

The gross domestic product (GDP) in the Arab countries as a whole has declined in 2015-2016 due to several factors, at the forefront of which is the decline of oil prices in international markets. Thus, the GDP of the Arab countries as a whole at current prices reached about \$ 2,342 billion in 2016 compared to \$ 2,433 billion in 2015.

2- Public finance

The financial developments in the Arab countries during 2016 reflected the low levels of prices in the oil international markets and the uncertainties about the future prospects. The total revenues and grants in the Arab countries as a group declined

By about 12.9%. Also the total public spending in the Arab countries as a group declined by about 11.2%.

As with regard to the overall situation of the public budgets, developments in both revenues and expenditures resulted in a deficit of about \$ 235.5 billion dollars in 2016, compared to a deficit of about \$ 253.0 billion dollars in 2015

3- Arab Foreign Trade:

Data indicates that the total Arab commodity trade during 2016 amounted to about \$ 1,610 billion dollars compared to \$ 1,718 billion dollars in 2015. This decrease is due to the decline in the levels of domestic demand since a number of countries reduced the levels of public spending, in addition to the measures taken by some countries because of pressures exerted on the exchange rate of local currencies in those countries.

Section Three:

The Social Developments in Arab Countries

1- Poverty in the Arab States:

Despite the progress made by a number of Arab countries in reducing the overall level of income poverty, they have not been that successful in overcoming other aspects of poverty, particularly in the areas of education, health and the standard of living in general as indicated by the multidimensional poverty Index. The poverty Index measures the degree of the individual deprivation in the areas of health, education and standard of living.

2- Population:

In 2015, the total population of the Arab countries was estimated at 387 million. During the period from 2005 to 2015, the average population growth reached about 2.6%. This high rate exceeds that in the other major regions of the world.

3- Adult Literacy:

Despite the great efforts made to reduce the illiteracy rate in the Arab countries during the period 2010 to 2016, the illiteracy rate is still high in some Arab countries as it exceeded 20% in seven Arab countries.

4- Education:

Noting that about half of the children in some Arab countries do not receive primary education or do not receive the basics of education even when they attend school. Further noting that in 2015, the rate of total enrollment rate in higher education in Arab countries was about 30%, which is higher than the other developing regions rate (29%) and less than the global average rate of about 35%.

Section Four:

International and Arab Developments Implications on Unemployment in Arab Countries

1- Unemployment rate:

In 2016, the unemployment rates were on the rise in some of these countries and remained almost stable in others. These results are good but modest in the Arab labor market during 2016, and that is due to the declining employment growth rates in the public sector, and its slow growth in private sector, as well as the limited capacity of the private sector to absorb the rapid increase in the number of unemployed.

2- Unemployment among youth:

Arab countries as a group have managed to reduce the unemployment rate among youth by about 0.8 percentage points on average each year during the period (2003 to 2009). However, the unfavorable developments of the international economic environment represented in the impact of the global financial crisis and the internal conditions experienced by some countries of the region have precluded moving forward in this positive direction. It also resulted in high rates of unemployment among youth that reached one of the highest levels in the world according to international data. The proportion of unemployed youth in the Arab countries increased to rates higher than in different geographical regions.

3- Unemployment among university graduates:

The percentage of university graduates among the unemployed in six Arab countries ranged between 30% and 42%, which is high, and considered an indicator of the misalignment between the labor market and the output of university education.

THE THIRD THEME:

The Vocational Training Role in Qualifying Youth for Labor Market

Section One:

Recognition of the Importance of the Technical and Vocational Education

Even though the Arab generations still consider the university as the first choice for youth, the youth themselves have begun to believe that technical and vocational training is the most appropriate way to build a successful and distinct career path. Not just the young people who share this view, but also the employers are now aware of the benefits of this type of programs. The employers benefit from having active trainees who are keen to learn and innovate new ideas, and are ready to evolve and structure commensurate with the requirements of the labor market.

Lately, the recognition of the importance of the technical and vocational education is not just limited to Arab countries, but the whole world. For example, the statistics of European university education indicate that university enrollment rates have reached record levels. In Britain, it reached about 50% of all secondary students. The matter that prompted industry entities in Britain to call for a return to the interest in vocational education, because of the noticeable lack of the skills required to fill many jobs. Especially with Britain's willingness to exit the European Union [Brexit], and reducing the proportion of European immigrants to it.

**** Technical and vocational education versus higher education:**

Most Arab countries undertakes efforts in the development of technical education and vocational training systems. These efforts are made in terms of policies, objectives, institutional structure, programs, methods and means of education and training, etc. in order to bridge the gap between the requirements of the labor markets and the outputs of technical schools and vocational training centers. Despite all of these efforts, some Arab countries need to make further efforts to improve the quality of the outputs of the technical education, vocational training and professional skill levels. These efforts are important to keep up with the global standards, meet the needs of the labor market from new professions and disciplines, and to contribute in increasing the employability

of graduates of institutes, technical schools and vocational training centers. Thus, reducing the unemployment rate among this group and further increasing its role in meeting the needs required to implement the economic and social development plans in countries competing in the external labor market.

In order to address the global chronic unemployment, education policies tend to turn into so-called reverse conversion. Whereas many literary disciplines graduates choose vocational and technical education in technical and community colleges.

Section Two:

Technical Education and Vocational Training in Arab Countries

For several decades, some Arab countries have begun a comprehensive establishing process for an education system that allocates considerable scope for technical and vocational training. That system should seek to develop training programs that combine the acquisition of professional skills and their adaptation to demand trends in the labor market.

It should be noted that many objectives have been achieved, but the challenges remain. The most important of such objectives are the development of training programs that are constantly reviewed to be in line with the needs and requirements of the technical trained competencies in the labor market. So that the number of graduates in each specialization fits the number of employment opportunities available. Taking into account the changes in quality of required training skills and competencies that are compatible with market shifts. In addition to the demographic growth challenge facing the Arab society where training should be available and accessible to everyone.

Section Three:

The Global Key Experiences in Vocational Education

- **The South Korean Experience:**

The rapid economic growth in Korea during the 1980s and 1990s was mainly due to the technical and vocational training system in which the government invested heavily. The state planned, financed and organized programs for labor force development. Because of the application of the most advanced technologies by the private sector institutions, this has led to great attention and focus on vocational and technical education. The training institutes focused on the general skills needed by the most industries. Particular attention has been given to training capacities and specialized skills that address the needs of companies in the technological field.

- **The Malaysian Experience:**

Malaysia sought to be one of the world's major developing economies in 2020. In doing so, Malaysia relied on bringing foreign investment to its domestic market. This required an efficient and technically skilled workforce to meet the demands of the labor market needed by foreign investors. It is not enough for the employee to possess an education certificate only, but he must be equipped with a range of technical skills that increase the cost-effectiveness of work. Thus, schools, universities and training centers have introduced a large number of development programs for technical and vocational training. The Government has allocated a huge budget for the technical and vocational training system, accompanied by many incentives for companies and youth to promote technical training.

Nevertheless, Malaysia faces several challenges regarding the technical and vocational training. The most important of which is the supply-demand mismatch, which illustrates the lack of competencies necessary

to respond to the needs of the labor market. Besides, the training system also experience limited support from government, as most of which is directed towards academic education.

Section Four:

Building a Strong System for Vocational Education

In order for the vocational and technical training system to be successful and effective, several principles should be implemented, the most important of which are:

1- Harmonization of the business sector requirements through a genuine partnership with labor market:

It is important to create partnerships and strengthen the cooperation between the business sector and the training institutions. Whereby reaching out to the business sector set out the training and educational requirements to respond to unrealized desires. This outreach also permits to maintain a close linkage between technological developments and the refreshing of training skills.

2- Quality of outputs:

Quality of the training system outputs is determined by industry partnerships through cooperation with actors and workers in the vocational and technical training sector. Graduation and qualification of trainees should be linked to competence and skills. This can be achieved through the establishment of a skills accreditation system and recruitment and quality standards.

3- Financial support to the training system:

The training system needs sustained support from the state. As the state is responsible for developing plans and strategies to support Technical and Vocational Education and Training (TVET). Developed countries use tuition, taxes and business sector support to provide material support to the vocational education and training system. Developing countries rely on international organizations such as the World Bank.

Conclusion: The success of the Vocational Training System depends on the state support through its policies that support vocational education and training systems and providing infrastructure to help creating a strong and effective training system. As well as the provision of an effective funding system for vocational education and training and all the means and equipment required.

THE FOURTH THEME:

Social Dimensions of the Employment and Unemployment Issues within the Framework of the Universal Declaration of Social Justice

The (ILO) Declaration on Social Justice for a Fair Globalization, issued by the International Labor Organization in 2008, is a sign of international interest in job creation. This declaration came as part of the international efforts to confront the financial and economic crisis that has been and continues to be a serious threat to the destiny of humanity. Since this crisis posed risks that has affected people's standard of living, their development choices and their future guarantees as the shadows of poverty and unemployment continue to the present day.

Section One:

Arab Social Structure

Labor force seen to be a vital part of the composition of the population. It has a significant impact on the nature of the economy and its level of development, according to the qualitative composition (male and female) of the population in each Arab country and the age structure as well, in addition to the composition of the educational levels and so on.

It is noted that if the size of the population is commensurate with the adequacy of resources, the outcome of the socio - economic development will be significant. Especially, if that development is accompanied by technical, institutional and political adjustments to expand people's choices to make decisions that are responsive to their future quality of life.

It is clear that the composition of the family in terms of type, quantity and dependency has causal relationship to economic laws that govern consumer behavior. In the Arab society, there is a preference for males. For poor families, early entry into the labor market is an opportunity to achieve the desired benefits of child labor to strengthen the (family economy). Thus, the procreation process became economic as well as being an instinctive survival process.

For many reasons, the Arab social structure faces the challenge of migration. Either migration from the countryside to the city or vice versa in the societies that were subjected to terrorism and internal wars, people migrate from the city to the countryside in pursuit of safety and security. There are also waves of migration abroad, which is an economic, social and human loss. This is because

it drains the highly qualified and highly educated Arab productive forces (known as the adverse transfer of technology).

Some Arab countries have suffered from the excessive increase in population compared to their development capacity. They have allocated huge resources and potential to invest in population-related activities such as health services, education and housing. These activities also require Arab skills that contribute to raising the quality of these services that was overtaking in developed countries.

Section Two:

Social Protection and the Working Environment

Since 1948, human rights legislations and social justice movements have contributed to the promotion of social protection, concept and practice, as protectionist measures that meet the objective of basic needs, to ensure a minimum standard of living in accordance with Article [25] of the 1948 Universal Declaration of Human Rights. Although these measures dominated by the material aspect, they have psychological and social dimensions that subsequently paved the way for the concept of social security. In the light of the Millennium Development Goals (MDGs) for the period from 2000 to 2015, the primary goal "Eradicate extreme poverty and hunger" called on the international community to reduce the proportion of people below the poverty line by 2015, and to choose the appropriate policies to achieve development plans.

Undoubtedly, the unorganized work environment is often a heavy burden on the labor market. The exemplary environment of work, humanely and objectively, tends to recognize the rights of workers, especially the rights of poor and women. The benefits of utilizing the growth factors and their manifestations are realized when opportunities for education, qualification and training of the workforce are created, partnerships based on taking social responsibility are promoted, and the right to negotiate and dialogue to resolve crises is exercised.

The exemplary work environment also strengthens the advantages of social production networks and expands the basic services, especially health, education and employment for young people who are empowered in educational and vocational training, and who are able to participate seriously in the development of production and productivity.

Section Three:

Social Policy and Employment Issues

A new approach to social and employment policies is required to devote attention to the development of the Arab human element at all stages of the employment process, and to provide the requirements of the decent jobs.

The employment policy is a system of specific procedures through which the institutions, structures and elements of the labor market accede to protect the rights and obligations of the supply and demand parties of the labor force in all labor sectors. As well as adaptation of the labor force to developing production requirements and raising labor productivity. One of the most important functions of the employment policy is the creation and adjustment of conditions for the ongoing employment generation to reduce unemployment, ensure decent wages to meet the living requirements consistent with human dignity. In addition to prevent skills deterioration, as the unemployment consume competencies, expertise and skills on the long run.

For all of the above, the Arab Labor Organization has spared no effort to address unemployment and address the inability of the Arab labor market to generate decent jobs. The Arab Employment Decade (2010 – 2020) constitutes a significant shift from theory to actual practice that is supported by a well-monitored mechanism to achieve the goals for which it is intended. The most important of these goals in the context of this research are the following:

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- a. To raise the standard of living for workers and their families, to meet their basic needs through decent wages, to expand the benefits of social security systems in the health, cultural and social services and grant pensions that considers the inflation rates and the high living standards.
 - b. High level of vocational and administrative training is required to raise the rates of production and productivity, and to ensure the transition to productive work and limit the consumerism, which reduces the Arab potential to increase rates of economic and social growth.
 - c. Achieving the principles of equality and equity in the distribution of economic and social programs and activities among all sectors. Along with considering the needs of the agriculture sector and rural development means on an equal footing with the support provided to the city. It is appropriate to say that employment policies will maintain the balance and cooperation between all sectors, and will perpetuate the value relationship between the countryside and the city. This relationship is a safety valve for the preservation of equality and social justice.
 - d. The selection of contemporary work systems and modern rules is an urgent demand for an integrated Arab market. As well as eliminating the schemes that make the Arab society a market for the disposal of foreign goods on the one hand, and enabling development outcomes to reach the poor and vulnerable groups to achieve the social dimension of development efficiently on the other.

THE FIFTH THEME:

**Role of the Agricultural Sector in the Arab Labor Markets and the
Requirements of Transition to a Green Economy to Support
Employment**

Section One:

Challenges of the Agriculture Sector and the Arab Food Security

The agricultural sector plays an important role in the Arab economies. It is a major source of income for a significant proportion of the population. In addition to its role in providing food security requirements, being an important tool to expand and diversify the resources base that is used as input to other economic sectors. This is illustrated by addressing the relative importance of the Arab agricultural output and agricultural labor force.

In terms of agricultural labor force in particular, and their share of the total labor force: the available data indicate that the labor force in the agricultural sector reached 29.7 million workers in 2015 representing 22.5% of the total labor force in the Arab countries compared to 38.1 million workers and 29.36% of the total labor force in 2010. This decline in the labor force in the agricultural sector is due to the migration of labor of the agricultural sector to other sectors, especially in cities. This is due to the low incomes and seasonal nature of the agricultural sector compared to other economic activities, as well as the use of technologically advanced methods and the increasing mechanization of the agricultural sector.

With regard to the challenges facing Arab agriculture and food security, we note that despite the availability of many agricultural resources, whether natural or human, the agricultural sector did not achieve the required increase in agricultural output to meet the increasing demand for food. This is reflected in a food gap that increases year after another in light of the rapid population growth in the Arab world.

Section Two:

The Joint Arab Cooperation in the Agricultural Field and its Impact on Labor Markets

FIRST- The intraregional agricultural funding and investment in Arab countries:

Arab countries have established a number of Joint Arab Action institutions to support and promote agricultural development, including the Arab Organization for Agricultural Development (AOAD), the Arab Center for the Studies of Arid Zones and Dry Lands (ACSAD), and the Arab Company for Livestock Development (ACOLID) that was established in 1974. According to the company's annual report for the year 2016, the number of the agricultural projects undertaken by the company reached nearly 39 projects in various areas of agricultural, animal and rural development in the Arab countries, with a total investment of about \$ 577.61 million by the end of 2016. In addition to The Arab Investment Company that was established in 1974. Moreover, the Arab Authority for Agricultural Investment and Development (AAAID) that was established in 1976, and contributed to many investment projects throughout the Arab countries. According to the annual report of the AAAID for the year 2016, the total investments by the end of the year amounted to \$ 571 million, through 40 companies in which the AAAID contributes throughout the Arab countries.

Given the belief of the Arab Labor Organization (ALO) in the importance of promoting the sector of the agricultural workers in terms of the work they do and their livelihood as a basis in support of production and national economy, The ALO issued the Arab Convention No. (12) Of 1980 on Agricultural Workers. IT also issued the Arab Recommendation No. (4) Of 1980 on the Development and Protection of the Labor Force in the Agricultural Sector.

The data also indicate a decline in the amount of Arab development assistance provided by various Arab financing institutions regarding the agricultural sector and livestock. The funding amount available to the agricultural sector in 2015 reached nearly \$ 269.2 million, which is equivalent to 4.2% of the total funding allocated to all sectors compared to \$ 483.5 million in 2014 and 7.0% of total funding allocated to all sectors in the same year.

To US \$ 483.5 million in 2014 and 7.0% of total funding allocated to all sectors in the same year.

- **Intraregional agricultural investment in Arab countries:**

Data indicate that the cumulative number of agricultural projects created as an outcome of the intraregional Arab investment during the period from 2003 to 2016 amounted to 169 projects with 6.6% of the total number of Arab investment projects in different sectors. While the cumulative number of agricultural jobs provided as an outcome of the intraregional Arab investment in the agricultural sector amounted to 45,167 jobs with 8.0% of the total number of jobs provided by Arab investment projects in various sectors. The cumulative cost of the agricultural projects amounted to \$ 9.2 billion with 2.8% of the total cumulative cost amount of the intraregional Arab investment projects in the same period.

Section Three:

Role and Position of the Agricultural sector in the Egyptian economy

The data indicate the continuous increase in the value of the Egyptian agricultural output that amounted to about \$ 36.4 billion in 2015 compared to \$ 29.1 billion in 2010. Nevertheless, its contribution to the GDP during the same period does not reflect the importance and potential of this sector to other economic sectors. Whereas the agriculture sector share of contribution decreased from 14.0% in 2010 to 11.2% in 2015. This may be attributed to the limited funding and investments directed to the agricultural sector compared to other sectors, in spite of the importance and capacity of this sector

to absorb the steady increase of labor, provide raw materials for many other sectors, in addition to its key role in achieving food security.

With regard to the per capita agricultural output, the table data indicate that, except in 2013, the per capita average is increasing, reaching \$ 414 in 2015 compared to \$ 370 in 2010. This rate is higher than the average for the Arab countries over the same period.

***Agricultural Labor Force:**

- Data show that the total labor force in Egypt is increasing consistently. It reached 28.4 million people in 2015 compared to 26.1 million people in 2010. However, the percentage of the agricultural labor force in Egypt is decreasing reaching 23.6% of the total labor force in 2015 compared to 25.7% in 2010. This is mainly due to the increasing migration rates of rural people in general and agricultural labor in particular. In addition to the seasonal nature of agricultural work, as well as the lack of infrastructure and services in rural areas than in urban areas.

Section Four:

The Impact of the Agricultural Reclamation and Resettlement Projects on job Creation and Unemployment Combat

1- The relative importance of the reclaimed cultivated land to the total cultivated land:

Agricultural reclamation projects play a major role in achieving agricultural development, reducing unemployment and achieving food security. The data indicate the continuous increase in the area and proportion of reclaimed cultivated lands to the total cultivated area, as it reached about 1.3 million hectares, representing 34.2% of the total cultivated area in 2015 compared to 1.1 million hectares representing 29.7% of the total cultivated area in 2010.

2- Reclamation and resettlement projects during the period from 1982 to 2000 and its impact on job creation:

Despite the growing interest in land reclamation **in Egypt** beginning in 1952, the real start of land reclamation occurred since the early 1980s, when the state reclaimed large tracts of land.

The State has distributed reclaimed land to various categories of the population, most notably young graduates. The purpose was to limit the unemployment problem and create new job opportunities for young people, as well as small farmers, with a view to the rapid access of these communities to maturity, providing sources of employment for other beneficiary groups, and improving the living standards for the underprivileged small farmers.

- **National project for serving and developing graduates' lands:**

This project contributed to solve the problem of unemployment, especially among the young graduates. According to the statistics of the Ministry of Agriculture and Land Reclamation, the number of graduates who benefited from the project in the first stage in 1987/1988 reached about 2,247 graduates. Their number reached 47,500 graduates by the end of the fifth plan of 1992/1997 distributed over an area of 101.3 thousand hectares. The main and subsidiary villages were built to accommodate them. Besides the graduates, the project included other groups of **(underprivileged)** small farmers who were **affected** by the amendment of the Landlord and Tenant Act, along with a number of widows and divorcees.

Furthermore, the total number of beneficiaries of the project of all groups according to the statement of the Ministry of Agriculture reached about 69,508 beneficiaries on an area of 133.2 thousand hectares.

The beneficiaries of this project faced many obstacles that directly affected the stability and continuity of a large number of them in these new societies. These obstacles have been addressed in many studies.

- **The “One Million and A Half Acres of Land” national project:**

The State has begun to plan and implement a national project for the reclamation and cultivation of one and a half million acres (630.3 thousand hectares). The project aims to achieve integrated development by establishing new agro-industrial communities, redistributing population outside the valley and the delta, creating new direct and indirect job opportunities and reducing unemployment.

According to the project plan, between 46% and 54.8% of the total area will be cultivated. The rest of the area will provide services and factories for the production of agricultural products and other integrated industries. This will enable the absorption of large numbers of people,

create significant job opportunities for young people in these new communities, provide stability and growth factors and allow for the positive participation in GNP.

Upon the completion of the project, the total population will be approximately 1.5 million people working in various economic activities of the project. The first phase of the project has been delivered, the second and the third phases are about to be delivered.

Section Five:

Requirements of the Transition to Green Economy to Support Employment in the Agricultural Sector

Hence the importance of the green economy as it adopt sustainable projects such as clean production, renewable energy, rational consumption, organic agriculture, waste recycling, reducing harmful emissions (carbon), replacing fossil fuels, reducing unemployment and increasing income for poor families.

Some examples of the jobs created by the green economy include the renewable energy sector. This sector is expected to provide more than 20 million jobs internationally in 2030, including 60% in bioenergy, one third in solar energy, and nearly 10% in wind power. Furthermore, the employment in the organic farming sector is expected to increase by 30% per hectare compared to non-organic hectare in the western part of Africa. This sector will also provide 178,000 jobs in Mexico.

- **Requirements of the Transition to Green Economy:**

The requirements of the transition to a green economy can be summed up in reviewing and redesigning the governmental policies to stimulate shifts in production, consumption and investment patterns. In addition to the emphasis on rural development in order to alleviate rural poverty and increase resources, and paying attention to water sector by controlling and rationalizing water use and preventing its pollution. As well as working on sustainable investments in the field of energy and the procedures of improving energy efficiency. We also refer to the adoption and development of vocational training programs and development of skill-sets aligned to green activities requirements, and improve energy efficiency. As well as the other activities affecting the environment and sustainability of resources.

THE SIXTH THEME:
Migration Issues and their Implications on Labor Markets

Section One:

Migration in the Arab Region: Trends and Changes

The Arab region is one of the most important sending and receiving regions in the world. Despite the fact that the Arab region is a receiving and sending area for migrants, the size of its current migrant inflows is much larger than the number of migrant outflows. The Arab region is also has significant internal migration, especially to the Gulf Cooperation Council (GCC) Countries, Libya and Jordan. The number of migrants from abroad is far greater than the intraregional migration numbers, which means that the region can be, theoretically and quantitatively, self-sufficient if there is complete freedom of labor movement within the region as is the case with the EU region. The available statistics show that the proportion of migration flows in the region is almost equivalent to the rate of emigration from the region. It has also been shown that most migrants from outside the region have a low level of education and have only simple skills, which are the same characteristics of migration from the Arab region to the European Union. Means that there is a consensus between supply and demand in the labor market in the region.

The number of migrants to all Arab countries in 2013 is estimated at more than 30.3 million people, more than double the number in 1990. The region also experienced the proportion increase of migrants to the total population from 6.5% in 1990 to 8.25% in 2013, meaning that the Arab region not only includes the largest immigrant community to its population, but also the fastest growing. It is noted that the most migrants to the Arab countries are males as they represent 68% of the total migrants. This proportion is much higher than the world average. However, in terms of the migrants' educational level in the Arab region, the majority of them are uneducated or pre-secondary and they do manual works. The skilled migrants represent not more than 15%.

The GCC countries attract the greater share of the Arab and foreign migrants in the Arab region.

The intraregional migration in the Arab region is estimated at about 22 million in 2013, up from 12.1 million in 1990. This increase is due to the growing demand for migrant labor to the GCC countries after the oil boom in the region during the period from 2001 to 2013.

Despite the large increase in the total number of migrants to the Arab region countries during the period from 1990 to 2013, the proportion of migrants to the total population of the region has only changed marginally from 5.3% in 1990 up to about 5.9% in 2013. This is below the proportion listed in the European Union (EU) in 2014, amounting to 7%.

The destination and nature of migration differs in the Arab Maghreb countries than in the Arab Mashreq countries. Whereas migration in Arab Maghreb countries mainly flow to Europe with the aim of permanent residence. While the migration of the Arab Mashreq citizens is inter-Arab (i.e. between the Arab countries) with the aim of temporary residence in most cases. Owing to this difference in destination and nature, the labor market and remittances are also significantly different, as we shall see later.

Section Two:

Results of the Empirical Studies on Labor Migration

Impact of immigration on labor markets in receiving countries:

Several studies have been conducted in this regard; however, most of them are related to the situation of the United States of America (USA). These studies are mostly based on samples of the population census. Conclusions that can be drawn from all of these studies is that: there are no negative effects of immigration on employment and wages for local labor. If there are any, they are very vulnerable and are limited to short term. The few studies currently available confirm and agree that there are no negative impacts, as many believe. For the developing countries that attract many migrant workers, there are no empirical studies on the impact of this migration on their labor markets.

Impacts of migration on labor markets in countries of origin:

Due to the Scarcity of empirical studies on the subject, we will turn to a brief presentation on the channels through which migration can affect the labor markets in the countries of origin. As detailed below:

FIRST: The outflow of migrants:

It is the first channel where the outflow of migrants from a country represents the exit of those migrants from the labor market in the country of origin. Thus, relieves pressure on the labor market especially if those migrants are totally or partially unemployed, and that directly causes the unemployment rate to decrease in the country of origin.

SECOND: The return migration channel:

Return migration has implications for the labor market in the country of origin both quantitatively and qualitatively. The quantitative aspect of return migration affects the labor market if the return is forcible, large and sudden. For example, return migration because of the security situation in the receiving country.

In any case, the benefits accrued to the returned migrant himself or to the society as a whole depend on the way in which the return was made. If the return is optional, then the effects of the experience, training and savings in the diaspora are positive. As in this case, the returned migrant has planned and prepared for his return, allowing himself to make better use of the assets he gained from diaspora, savings and knowledge, after his return. In case of the forcible return, the effects could be catastrophic to the returned migrant and his family.

THIRD: The impacts of emigration on training, education and skills:

The following is an analysis of the impact on training, education and skills in the country of origin for those who wish to migrate, whether the migration is legal or illegal. Many studies on young people who wish to migrate indicate that they usually try to improve their educational level in order to improve their chances of emigration, and obtaining decent jobs in the country of emigration. It was noted that there is a great turnout from those youth to form themselves, not only in their specialties, but also in other areas, such as languages, computers and public culture, and that usually cost them a lot.

FOURTH: The impact of emigration on the labor market in the country of origin

This effect is represented in the remittances usually made by migrants. As they send part of their income to their home countries for supporting their families primarily, and may be saving part for investing after his return.

Most studies on North African countries proved that most of the migrants' income is devoted to improving the family standard of living, and only a very small proportion is allocated to productive investment. With regard to the impact of remittances on the family members, most of the empirical studies confirm that their impact varies from one member to another.

Section Three:

Migration and Its Implications for the Labor Market – Algeria Case

Below are data on some migration indicators from Algeria, according to various sources. The National Economic and Social Council estimated the total Algerian community abroad in 1995 at 1,075,000 according to statistics submitted to the Council by the Algerian consulates abroad. About 0.8 million of this number are only in France. While the French sources estimate the number of Algerian migrants in France for the years 1990 and 2006 at 574,000 and 691,000, respectively. The Organization for Economic Co-operation and Development (OECD) estimates the Algerian community living in its member countries in 2000 at more than 1.3 million.

Algeria is now witnessing a significant shift in the migration of its citizens in terms of structure and destination. It is noted that the gross rate of emigration, as well as the rate of emigration of highly educated people decreased from 6.2% in 2000 to 5.9% in 2015. As for gender distribution, statistics show very marginal differences between genders in favor of males to the gross migration, and in favor of females to the community in OECD countries in 2002, 2005 and 2006. It is also noted that the gender gap has increased during the period from 2000 to 2006 because of the fact that the recent migrant females' numbers are higher than that of males.

Figures also show that the proportion of people with higher education increased significantly during the same period: from 16.5% to 19.3%.

Despite the diversity of its trends in the past two decades, the Algerian community is still concentrated in France, which captures approximately 90% of the Algerian community. More than 50% of the Algerian community in Spain migrated recently, and more than 40% are in Canada, Belgium and the United States, while less than 8% are in France for the same year. As for the relative weight of the skilled people in the total migrants of Algerian community is no different from Moroccan community. Whereas most of the highly educated people migrate to Canada, Britain and America, a fact that reflects the selectivity policy pursued by these countries.

The main beneficiaries of the change in the Algerian labor market since the beginning of this century are the unskilled groups. This is due to the huge investments made by the state in the sectors of housing, public works and agriculture on the one hand. As well as the expansion of the trade and services sector because of the oil boom that enabled Algeria to have considerable financial potential, most of which was spent on imports from abroad. This led to an extraordinary expansion of the services sector in general, as well as the creation of jobs associated with that expansion.

The remittances of Algerian migrants are often given the utmost importance when making migration studies. As they are considered a source of financing for foreign transactions, development projects and income projects for families and relatives of migrants in their countries of origin. The actual size of the remittances for Algeria can be regarded as minor when compared to hydrocarbon revenues. The weakness of the remittances size can be attributed to several factors: the most important of which is that Algerian migration is mostly permanent rather than temporary. Second factor is that most of the migrants' income is spent on the family in the receiving country.

Third factor is the lack of attention of the Algerian authorities to this source, because of the availability of the hydrocarbon source or because of the fact that funds transferred from migrants go directly to the beneficiaries.

The remittances of Algerian migrants through official channels averaged about \$ 1.6 billion annually during the period from 1990 to 1999, and increased in the last decade to more than \$ 2 billion. After the global financial crisis, the remittances were affected only marginally, as most of them were limited to the remittances of retired migrants returning permanently to Algeria.

However, the average annual remittances of migrants to Algeria far outweigh the value of foreign direct investment (FDI) and the value of Algeria's exports outside hydrocarbon during the period from 1990 to 2016¹. However, it represent an average of about 1.5% of GDP, it provides the families of migrants with decent income, as well as providing the inhabitants of the poor mountainous areas, the main source of migration, with incomes that allow them to improve their conditions.

World Bank, World Development Indicators, Various Years ¹

THE SEVENTH THEME:

**Technological Developments and their Impact on Global Labor Markets in
General and on Arab Labor Markets in particular**

Section One:

Recent Technological Developments

Modern technology is the main engine of change in societies in the present era. It is divided into many modern techniques, the most important of which are:

- **Automaton (or Robot):** which has been increasingly used, particularly in developed countries. According to some statistics, the number of robots used in all countries of the world in 2013 did not exceed 1.2 million robots. This number increased to 1.5 million in 2014, and even reached more than two million in 2016 with the possibility of an additional million units by 2019.
- **Artificial Intelligence:** which substitutes human beings in various fields, where devices can mimic human mental abilities for their ability to think critically. This kind of business is now used in various fields such as finance, transportation, aviation, telecommunications, and other activities. According to some estimates, about 50% of the known businesses in today's world will be exclusively done by artificial intelligence systems.
- **Autonomous Vehicles:** which have led to the expansion of new markets of machinery and equipment such as drones and unmanned vehicles (autonomous).
- **3D Printing:** where 3D printers can print overlapping and complex parts, they are used in many industries, medical and health sector, and other activities ...
- **Computer Algorithms:** they represent the set of precise rules for computer processing aimed at obtaining specific results. These techniques have replaced man, as in stock exchanges and in building complex mathematical models.

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- **Concept and Characteristics of the Knowledge Economy:**
 - **This economy is not of scarcity, but rather of abundance.** With the development and spread of the digital technology, the characteristics of this new system are the abundance of what may be called the raw material. As knowledge develops, which is known for not being consumed (not consumed or depleted) but self-generated, and even increases with consumption, the marginal cost of any subsequent version of the initial version is gradually reduced until it approaches zero. Every consumer of information in society is also a creator or innovator thereon.
 - **An economy that is open to the world.** Where no country can create and develop its knowledge without sharing or importing modern knowledge from others. Certainly, the role of the Information Technology and Communication (ICT) in this economy helps to share information and the globalization of creativity and innovation.

Section Two:

Modern Technologies Impact on Labor Market

Many economists have agreed that the world is witnessing the dawn of the digital revolution (the so-called Fourth Industrial Revolution) that has a profound and comprehensive impact on labor markets in various economic sectors through creating new jobs with new skills in which smart automation and robotics are the new labor force.

This may be evidenced by the increasing number of industrial robots operating worldwide (about 3 million units in 2019), as well as the accelerated use of modern machines in all economic activities. The matter that raises many questions about the jobs and the future of labor markets. As well as how to counter the repercussions of the proliferation and acceleration of using robotics and its intelligent automation, especially as it produces unemployment and deterioration of working conditions and even social life itself.

Now what are the economic sectors most concerned with the spread of modern technologies and therefore more influential in the labor markets?

Some statistics and data show that the most important sectors that use industrial robots are the automotive industry by nearly 70% of the robots used worldwide, the electrical and electronic industries, metal and machinery industry².

The report of the International Federation of Robotics (IFR) also indicates that the world average for robots used in the labor market for the year 2015 reached 69 units per 10,000 employees in the manufacturing sector. The most intensive markets in using these machines are South Korea, followed by Singapore, Japan and Germany.

In the same area, a report issued in July 2016 by the "Mckenzie" Institution, based on analyzing more than 800 profession in the US Labor Market, highlights that the professions that is most vulnerable to automation and robotics are those that belong to the industrial sector (59%), food services (73%), retail trade (53%) and tourism and hotel sector (73%). This is due to the significant progress in these activities at the technical and technological level, thereby being significantly exposed to automation.

On the other hand, there are some other sectors that are less likely to be automated and have robots replacing human energy, such as human resources development activities, creative and cognitive work, and all activities in software, advertising, education and health care.

According to the International Federation of Robotics (IFR) Report ²

However, according to some specialists in that field, it is expected that all these jobs, even the senior ones that are paid high-level wages, such as managers, doctors, engineers and even presidents and general managers are aware that in the near future a large proportion of their work will be automated.

The views of economic experts have differed with regard to the effects of these new technologies on labor markets. Some believe it will push for increased jobs, especially those related to ICTs around the world. Others believe that these new systems will increase unemployment rates and hence poverty and marginalization.

Some economic studies confirm that although contemporary technology has become the main driver of development, this progress negatively affects labor and employment opportunities. Because the new productive arts will eliminate hundreds of thousands of jobs, professions and occupations carried out by workers and thus lead to unemployment and increase the number of the unemployed. Artificial intelligence as well has replaced the human beings who have been doing these jobs before. In other words, it is expected that the use of robots and intelligent machines will replace human beings in many functions and fields, particularly in routine functions and activities that do not require high skills. The new generation of these technologies is rapidly evolving, it thinks, interacts and responds like a human being, and is able to carry out precise and specialized work such as rescue operations, medical services, human organ imaging, surgeries, etc.

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- The emergence of new patterns at work:

The focus here is on studying most widespread pattern in recent years, which has radically changed in not only the productive relations between all parties concerned, but also in the commercial and service sector: that pattern is called "telecommuting".

Certainly, the revolution of telecommuting occurred after the emergence of Personal Computers (PCs) in 1981, as well as the emergence of laws regulating this form of work in the industrialized countries. According to some data and statistics, at least 9% of French employees were working remotely in 2010 and this percentage is likely to increase to 40% at the end of 2020. This proportion for 2010 is up to 39% for Finland, 21% for Belgium, 28% for USA and Sweden, 23% for the United Kingdom and 19% for all European countries.

Thus, telecommuting can help to create new jobs, as evidenced by the Call Centers in Tunisia, which created employment opportunities, especially for those with higher degrees.

The online talent platforms are certainly working to enhance the efficiency of the labor market by pooling data on candidates and jobs in a wider geographical area, thereby directing workers to the jobs available today. It also reduces the duration of unemployment, especially at the youth level, and it has the ability to link the appropriate role to the right person and thus enhancing the productivity of enterprises and companies.

- **What are the future trends of the labor markets?**

Employment prospects or job opportunities will be very difficult in the future for those with limited training or qualifications, insufficiently qualified and less-technically skilled job seekers.

Young people will face many risks at the beginning of their careers, and women who traditionally occupy care-focused jobs will be affected. The development of the machine and health-care monitors will affect their jobs in the future, as unemployment rates among these groups will increase if the required training is not obtained, or the skill levels are not raised in the future.

- The number of talents' and "skill-hunting" agencies that exist today among artists and athletes will increase.
- The number of self-employed workers will increase. For example, the study (or survey) in the United States in 2014 concludes that self-employment represents at least 34% of the total employment in the country and is expected to increase in the coming years to more than 50% of the total employees.
- Wages will be promoted as a result of the increase of microenterprises, entrepreneurship, productivity of companies, as well as the decrease in production costs and increased demand for skilled distinctive labor.
- The vocational education and training for jobs will expand, as all these changes in the labor markets will bring all governments many challenges in the field of education, training and continuous training in the future. These challenges will reach the public tax system as well, where the design and visualization of all social, health protection, retirement and unemployment programs will surround the old system of work and scheduled work, and achieve a decent living for all segments of society.

Section Three:

Arab Countries and the Recent Technological Developments

What are the challenges and difficulties faced by Arab countries in the field of knowledge and communications technology? .. Perhaps the following will answer:

- Weak investment in science and technology, which is reflected by the modest proportion of students enrolled in scientific and technological branches, and the proportion of expenditures on scientific research and development fields compared to those of other industrialized countries.
- The lack of clear vision in the priorities of scientific research and the promotion of innovation and invention. The matter that led to the continuation of "the pursuit of dependency rather than creativity" and the logic of import rather than the ideology of manufacturing.
- The waste of women power in the Arab countries due to high unemployment among them. According to some studies and data from the World Bank, the contribution of Arab women in the labor market does not exceed 23% compared to 65% in East Asia and 59% in the OECD countries. This is an affirmation that Arab women can find many new jobs in the modern technology sector, especially since the new patterns of employment allow women to work at home and in their spare time without moving to work.

THE EIGHTH THEME:
Poverty, Unemployment and Threat to Social Peace in the Arab World.

The Arab countries face major challenges at the current stage, the most important of which are: the high rates of poverty and unemployment. Those are the two main challenges in the region because of their impact on the social and political structure and the degree of stability and security in the Arab region. Poverty and its associated unemployment create an environment conducive to forms of extremism, violence and delinquency, as well as the other manifestations of instability that constitute a threat to social peace.

This Theme starts with introductions on poverty, unemployment and social peace. Then, presents the situation of poverty and unemployment in the Arab world, and concludes by revealing the role played by poverty and unemployment in the threat of social peace.

Section One:

Concepts and Clarifications

1. Poverty Definition:

Poverty is a very complex phenomenon. It is regarded as based on economic dimensions. Poverty in the whole society is measured by the GDP per capita. The United Nations often defines "absolute poverty" as "a situation of acute deprivation of basic needs, including food, safe drinking water, sanitation services, housing, education and information". This definition indicates that absolute poverty is not only economic poverty but also social poverty. Absolute poverty differs from relative poverty, which is often measured by income per capita compared to the average income in society.

In recent years, the economics and sociology literature has tended to use broader definitions of poverty. Foremost among those contributions is the reliance on the capability poverty methodology.

In this sense, poverty lies in the lack of a number of capabilities, such as the ability to earn an adequate income, education, wellness, freedom to engage in economic activity and freedom of participation in public life. Human development reports summarize the multiple dimensions of poverty.

2. Unemployment Definition:

A widespread definition of unemployment recommended by the International Labor Organization (ILO) states that, "The unemployed person is an individual over a certain age without work, while he is able to work, wants and seeks work at a prevailing wage level but cannot find it". Unemployment is expressed in percentage of the labor force (unemployment rate) which is one of the main measures of the performance of an economy; most of the world countries concentrate on keeping it low.

3. Social Peace:

Social peace can be defined as a situation of "positive peace" in which we can achieve higher levels of cooperation, as well as the pursuit of social justice and equality.

Section Two:

Poverty Conditions in the Arab World

1. Poverty in the Arab States on the World Map:

Annual data for 2013 indicate that the global poverty rate is 10.7% of the world's total population, or that 767 million people are considered poor. Despite the considerable decrease in poverty rates and the number of poor people during the period from 1990 to 2013, poverty is still unacceptably high and remains an obstacle to development challenges in the world.

If we address the geographical distribution of poverty, we would find that South Asia and sub-Saharan Africa had the greater share of poverty during that period, ranging from 15.1% for South Asia and 41% for Sub-Saharan Africa. As to the Arab Region, whose data have been integrated into the Middle East and North Africa, it was one of the lowest regions of the world with regard to income poverty with a rate of 2.8% according to 2008 data.

The "Inequality in the Arab World" report issued by the United Nations Economic and Social Commission for Western Asia (ESCWA) (2017) showed poverty conditions in the Arab region by relying on a measure of poverty line estimated at \$ 2 a day, where the poor people proportion reaches 19% of the Arab population. If we take the poverty measure estimated at \$ 2.75 a day, the proportion will reach 40%.

Despite the lack of the recent data on multidimensional poverty in the Arab region, this region has seen an increase in the poverty index after 2010, possibly as a result of the unrest and armed conflicts in the region. In 2012, for example, extreme poverty proportion reached 7.4%, and in some countries up to 21.6%.

Section Three:

Unemployment Conditions in the Arab World

1. Unemployment in the Arab States on the global unemployment map:

Unemployment is one of the most important challenges faced by many developed and developing world countries. The ILO estimates indicate that there are 197.7 million unemployed people in the world in 2016. In addition, it shows the high rate of youth unemployment, which is three times the rate of unemployment among the other age groups.

Data indicate that the Arab region is experiencing higher rates of unemployment than in developing countries. It is worth noting that addressing the issue of unemployment is closely related to the nature and fields of economic growth in the Arab region. Arab economies were affected by the slowdown in global economic growth in recent years, coinciding with the decline in oil prices and political tensions in the region since 2011, which has led to a decline in Arab countries' GDP growth.

2. Variation of unemployment among the Arab countries:

Over the past decades, Arab countries have adopted policies and measures that aimed at creating more job opportunities, especially for young people. This has helped improve employment growth rates in Arab countries during this period. However, developments in the global and regional environment and the internal situation in the Arab countries have prevented further efforts in creating job opportunities. The matter that resulted in high unemployment rates, especially among young people.

Over the next two decades, the region will face an unprecedented challenge. In 2000, the total number of Arab labor force reached 104 million workers, and would rise up to 185 million by 2020. This means that the economies of this

region will have to provide 80 million new jobs over the next two decades. With the high unemployment rate, the more ambitious goal of absorbing unemployed people, as well as creating opportunities for new entrants to the labor market, seems to mean the need for nearly 100 million jobs by 2020.

Section Four:

Factors Explaining Poverty and Unemployment in the Arab World

Some of the explanatory factors for poverty and unemployment in the Arab world can be presented as follows:

1. Population in the Arab region:

Population growth rates and high fertility in the Arab region play a role in the increase in unemployment rates, especially among young people in the region, which is one of the highest in the world. The age group under 24 years draw the largest share of unemployment in most Arab countries. The high rate of population growth has led to the emergence of a large number of young people looking for work in various Arab countries.

2. Urbanization, immigration and emigration in the Arab world:

Currently, more than half of the world's population live in urban areas. In the Arab region, rapid urbanization, sometimes characterized by randomization or lack of integrated urban planning, has resulted in the growth of a large number of (slum) areas in the Arab region. These slum areas are experiencing an obvious deterioration in infrastructure services and educational services, and there is a decline in the living standards of a large segment of the slums population, who often suffering from poverty, unemployment and marginalization.

The Arab region has witnessed a significant movement of people from rural to urban areas, where young people and young women abandon the difficult farm work to seek jobs in urban areas that are supposed to be safer and better paid. Rural migrants, mostly unskilled, come from inland agricultural areas, mountains and oases.

Rural migration to urban areas have clear social and economic impacts. As rural migration has led to the formation of urban communities with a large population, which suffer from environmental pollution and insecurity, widespread poverty, unemployment and crime.

Section Five:

Poverty, Unemployment and Social Peace

The analysis we present here suggests that poverty and unemployment are strongly related to conflict and instability. Most of the studies on wars and armed conflicts have confirmed that poverty plays a major role in driving peoples into civil wars and armed conflicts, weakening the state and making it more difficult for it to provide goods and support for the poor people. We refer here to some of the factors resulting from poverty and unemployment, which lead to the threat of social peace, as follows:

1. Social Distancing:

The conditions of poverty and unemployment lead to social exclusion and disintegration within society. This situation produced two processes that could threaten social peace:

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- a. The extreme difference between the sectors of society... A study conducted by the Arab Institute for Urban Development indicates that 60% of the slums in the Arab community are located on the outskirts of cities, and another 30% are outside the urban scope.
 - b. Relative Deprivation: Poverty and unemployment are expanding the basis of relative deprivation. Studies have confirmed that relative deprivation cases are related to crime and delinquency.

2. Wars and Conflicts:

The Arab region has witnessed many wars and armed conflicts over the past years, and these conflicts are still growing and overlapping. The Arab Human Development Report of 2016 confirmed the high number of wars and armed conflicts in the Arab world during the period from 2002 to 2015. The armed conflicts have a great impact on the social peace condition in the Arab countries, thus contribute to exacerbating the problems of poverty and unemployment in the countries in which they occur. In such circumstances, the spread of poverty and unemployment is expected to threaten social peace.

THE NINTH THEME:

BLUE ECONOMY

Water Bodies as an Effective Means and Important Economic Tributary

Introduction:

The Blue Economy concept evolved after (Rio 20+) Conference in 2012 to underline the sustainable management of marine resources, based on the premise that the proper ecosystems, or "ecological", of the water bodies are more productive and are required for the sustainability of marine-based economies.

The Blue Economy or the Blue Growth aims at further harness the potential of the oceans, seas and coasts to reduce poverty and sustainably manage water resources.

Section One:

Economic Indicators of Water Bodies

The seas and oceans are responsible for the provision of a large part of the food security requirements to the peoples of the world. The marine and coastal environment is also a major resource for the important global tourism industry. The seabed currently provides about 32% of the world supply of hydrocarbons. The advanced technologies open new horizons for the development of marine resources from biological prospecting to the extraction of mineral resources on the seabed. The sea also provides enormous potential for the production of renewable energy from sources of wind, waves, tides, heat and biomass.

The East Asian marine economy is a strong example on the economic importance of this development stream. Where East Asian countries depend on the sea and ocean in varying degrees. For those countries, the marine economy is a major source of income and employment, as well as a source of food, medicine, energy, entertainment, tourism, transport and trade.

Section Two:

Blue Economy Fields and Blue Growth Initiative

FIRST: the traditional fields of Blue Economy, the most important of such fields are:

- 1- Oil and marine gas.
- 2- Recreational and commercial fishing:
- 3- Aquaculture (fish farming).
- 4- Ports and marine shipping and transportation services.
- 5- Maritime tourism.
- 6- Maritime industries.
- 7- Communications

SECOND: Modern economic fields of the marine economy:

There are many non-traditional economic activities based on the use of marine and coastal resources that include:

- 1) Renewable energy.
- 2) Seabed mining.

Section Three:

Fisheries, Aquaculture and Labor Force

Fisheries and aquaculture are an important source of food, nutrition, income and livelihoods for hundreds of millions of people worldwide. The fisheries and aquaculture sector provides a source of income and livelihood

for millions of people around the world. According to FAO estimates, the number of people employed in this sector estimated at 56.6 million working in the primary sector of capture fisheries and aquaculture in 2014, 36% of which are fully employed in this sector and 23% are partially employed, and the rest are either seasoned or unspecified.

Section Four:

Some International and Arab Experiences in Exploiting the Resources of the Blue Economy

FIRST: The European Vision "Integration of blue economy into blue growth"

Blue growth in the EU represents the maritime dimension of the EU Sustainable Development Strategy 2020. This strategy covers five key areas: employment, Research and Development (R & D), climate and energy, education, social inclusion and poverty reduction.

SECOND: Arab Experiences:

1- Morocco: Tourism strategy and Morocco vision 2020:

The Morocco vision 2020 is to continue to make tourism one of the main drivers of Morocco's economic, social and cultural development. Its goal is to make Morocco one of the largest twenty global destinations by 2020 and to make it as a reference for sustainable development in the Mediterranean region.

Several key tourism development programs focusing on culture, beaches and nature have been identified. These programs focus on sustainable tourism and on achieving high value-added from water bodies.

2- The Egyptian experience in the utilization of marine resources:

Egypt has endeavored in recent years to make the maximum utilization of its marine resources spanning the Red and the Mediterranean Seas with a length of about 2,665 km. For this purpose, the Egyptian State has launched a number of projects in various fields based on the utilization of available marine resources. Examples of these fields include marine transportation and shipping, aquaculture, as well as coastal tourism.





Arab Labor Organization in brief

Arab Labor Organization is one of the specialized Arab organizations operating within the League of Arab States scope. It is the first Arab organization that is concerned with work and labor at the national level. It is unique to all other Arab organizations in applying the tripartite representation system based on the participation of governments, employers and workers in all the Organization's activities and its constitutional and regulatory bodies. This is out of the belief in the importance of joining the parties of the production in the Arab world to be a basic pillar of Arab unity, and in recognition of the fact that cooperation in the work field is the best guarantee to Arab human rights of having a decent life based on social justice. Along with the effective cooperation basis to develop the Arab society on solid and sound.