

Volume04, Issue 05, 2024,

Publish Date: 17-05-2024

Doi <https://doi.org/10.55640/ijbms-04-05-19>

INTERNATIONAL JOURNAL OF BUSINESS AND MANAGEMENT SCIENCES

(Open access)

Factors and Social Effects of Women's Employment in the Private Sector a Field Study in Babylon Governorate

Asst. Lect. Ahmed Bassim

Department of Business Administrative, college of Administrative sciences, Almustaqbal University, 51001, Babylon, Iraq

Ali Salih Mehdi

Department of Business Administrative, college of Administrative sciences, Almustaqbal University, 51001, Babylon, Iraq

Ammar Abdul Amir Kamel

Department of Business Administrative, college of Administrative sciences, Almustaqbal University, 51001, Babylon, Iraq

Mohammed Ahmed Jawad

Department of Business Administrative, college of Administrative sciences, Almustaqbal University, 51001, Babylon, Iraq

Noor Al-Huda Mohammed Khaled

Department of Business Administrative, college of Administrative sciences, Almustaqbal University, 51001, Babylon, Iraq

ABSTRACT

The field study aims to identify and understand the issues and challenges faced by women in the labor market in the Babylon governorate and analyze the social factors that affect women's participation in work and their professional progress. These factors may include cultural and social constraints, challenges women face in balancing professional and personal life, discrimination in career opportunities and promotions, and other related matters.

The sample size is relatively small relative to the total community size. This small size may affect the study's ability to represent the opinions and orientations of all women working in the Babil governorate. However, the study can provide some preliminary signals and analysis on the issue of women's labor in the province and the opinions of working women in this regard.

The field study, with its rigorous data collection and statistical analysis, has concluded that there are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the problem of women's work and its social dimensions. These differences, based on variables such as age, place of residence, marital status, point of work, and type of work, are of significant importance. They highlight the diverse challenges and experiences of women in the labor market, underscoring the need for targeted interventions and policies.

KEYWORDS: Variables such as age, place of residence, marital status, point of work, and type of work.



©The Author(s) 2024. **Open Access** This article is licensed under a Creative Commons Attribution 4.0 International License, which permits use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license, and indicate if changes were made. The images or other third-party material in this article are included in the article's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the article's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder. To view a copy of this license, visit <http://creativecommons.org/licenses/by/4.0/>

INTRODUCTION

It cannot be denied that there is a long history of social injustice to which women have been subjected, and their energies and efforts have been exploited in many societies and cultures. It is important to look at these historical experiences to understand the challenges facing women in today's societies and to work towards equality and social justice.

Through these developments, women have acquired an important economic role in pastoral and agricultural societies. They were contributing to the provision of food and animal resources to society, working to organize daily life and define social roles and responsibilities. However, we must note that these developments were not equal

between different societies and cultures. In some societies, the role of women has been restricted and prevented from fully participating in agricultural work and making economic decisions. However, in some other societies, women have been given great freedom and responsibility in achieving economic and social development. When the religion of Islam emerged, it established a new approach to the treatment of women and their position in society, raised their value and granted them new rights and freedoms. Islam believes in the integration of men and women and that each of them has an important and complementary role in social and family life. Islam considers that women enjoy their rights and

dignity and have an independent personality and freedom to make decisions and participate in public life. She is seen as a wife and mother and enjoys a great position in society, and she is guaranteed the rights that allow her to perform these roles in the best way and in the fullest form in Islam and encourages the search for knowledge and learning, and allows women to leave their homes to get education and participate in work and worship, however, this exit is kept within an organized framework in accordance with Islamic etiquette and lofty values. Throughout history, Iraqi women have witnessed social and political developments and made important contributions to the humanitarian and cultural field. Iraqi women have worked in various fields including education, medicine, arts, literature and social work.

Through social changes and civilizational progress, positive developments are being achieved in the status of women in Iraq and other regions. Many individuals and organizations seek to promote women's rights and empowerment in society, strengthen their participation in public life and decision-making.

First topic: methodological framework

First: the problem of studying

Certainly, Iraqi (Babylonian) women face challenges and obstacles in their quest to achieve equality, social and economic justice and achieve equal participation and the desired justice requires continuous efforts to change the traditional view of the role of women in society and reform legislation and implement the necessary reforms. The views of women working in the province of Babylon vary and are affected by several variables

1. Age influences a woman's views, awareness and life experience.
2. The place of residence plays a role in determining the prospects of a woman and the job opportunities available to her.
3. Marital status and educational level in the views of women.
4. The employer and type of work may also have an impact on the different visions and

experiences of working women.

To understand the views of women working in Babylon governorate and their relationship to women's work in the private sector and its social dimensions, studies and opinion polls can be conducted to identify

Their different opinions and experiences. The listed variables can also be analyzed

(Age, place of residence, marital status, educational level, employer and type of work) to understand how they affect the views of working women and by understanding and analyzing these data, future efforts and reforms can be directed to strengthening the role of women in society and providing equal and fair opportunities for participation in socio-economic life

Second: the importance of studying

The study on the dimensions of women's work and its contribution to women's socio-economic empowerment provides a deeper understanding of the impact that women can achieve in society. Here are some of the reasons why this study is important:

1. Women's social empowerment: women's work contributes to strengthening their position and role in society through studies can identify the obstacles and challenges faced by women in obtaining job opportunities and professional advancement can also identify policies and programs that can be implemented to enhance women's participation in the labor market and enhance their social status.
2. Women's economic empowerment: employment is an opportunity for women to achieve economic independence. Studies can reveal the economic benefits of women's participation in the labor market including increasing family income and improving the standard of living can also identify important investments in education and training of women to promote employment and economic development.
3. Inclusive development: women are an essential element of inclusive development if women are socially and economically empowered, they contribute significantly to

achieving sustainable development. The study can provide evidence and data confirming the importance of women's empowerment and contribute to identifying policies and procedures that promote their participation and empowerment.

4. Changing the Social Outlook: through the study, it is possible to uncover the erroneous social outlook and prejudices that affect society's recognition of the role of women in the labor market. Studies can contribute to changing stereotypes and promote awareness of the importance of empowering women and enhancing their professional status.

In general, studies on the dimensions of women's work play a crucial role in sensitizing society, politicians and decision makers to the importance of women's socio-economic empowerment. By understanding these

Study objectives

1. Identify the problematic of the work of Babylonian women and their social dimensions: This objective aims to understand the issues and challenges faced by women in the labor market in Babylon governorate. These issues can include limitations of the traditional pattern of gender roles, unequal employment and promotion opportunities, work-related violence, and sex discrimination. This goal aims to highlight those issues and understand their impact on women and society.

2. Getting to know the point of view of women working in Babylon governorate towards women's work and its social dimensions in the light of some variables:

This objective aims to study the views of working women in the Babel governorate regarding women's work and its social impact. These views can include the challenges faced by women in the labor market, the role of women in society, and the impact of women's work on their personal lives and social relationships. These theoretical destinations are analyzed in the light of some variables such as age, place of residence, marital status, educational level, employer and type of work. This objective aims to understand the

diversity and multiplicity of views among working women and the impact of different variables on their visions and experiences in short, the study aims to understand the challenges of Babylonian women's work in the private sector and its social impact and analyze the views of working women towards this topic in the light of some major social variables.

Fourth: study questions

1. What is the problem of women's work and its social dimensions
2. Is a woman's work affected by the age change
3. Is the work of women affected depending on the variant of place of residence
4. Is a woman's work affected by the variable marital status
5. Is the work of women affected depending on the variable level of Education
6. Is the work of women affected depending on the variable of the employer

Fifth: a summary of previous studies

The work of Iraqi women in the private sector has witnessed remarkable development over the years, and several previous studies have been conducted on this topic. However, please note that most of my information is up to date until 2021, I do not have immediate access to recent research. However, I can give a general summary of the developments that have been made in this area since the fall of Saddam Hussein's regime in 2003 and the end of the previous regime, the job opportunities available to Iraqi women in the private sector have increased. Many international and local organizations have provided support to enhance women's economic participation and promote their rights in the labor market some studies indicate that many Iraqi women work in the private sector in areas such as education, professional and technical services, healthcare, marketing and sales. Iraqi women have played an important role in bringing about social and economic change in the country, through their participation in work, achieving financial independence and contributing to the growth of the local economy. However, there are still challenges facing Iraqi women in the labor

market, including sexual discrimination and social and cultural restrictions. Some studies indicate that the employment rate of Iraqi women in the private sector is still low compared to men, and some women suffer from difficulty accessing job opportunities and providing high-quality jobs, so supporting the promotion of gender equality, improving job opportunities and providing an equal and inclusive work environment for women in the private sector is an important part of promoting comprehensive development and sustainability in Iraq.

Sixth: samples of the study

The study focused on 50 working women in Babylon governorate

It included an analysis of the different types and levels of jobs available in the private sector.

Seventh: study concepts and terms

1. Working woman: is a woman who participates in the workforce and works in a professional or functional field to achieve material income. This job may be salaried or self-employed. This includes women who work full or part-time in

the public or private sector or own their own business. Examples of working women's jobs include: doctors, lawyers, teachers, engineers, administrative staff, managers, entrepreneurs, service workers, and others of various professional specialties.

2. Women working in the private sector: women who work in non-governmental and non-profit companies and institutions. Women employed in the private sector may occupy a wide range of jobs and professions in various industries and sectors, including manufacturing, technology, trade, finance, services, hospitality, communications, and others.

The second topic: the theoretical framework of the study

The importance of women's work-

Work is important for women and for man in general, work gives women the opportunity to develop and grow

It contributes to building self-confidence and self-reliance in addition to

Total	Female	Male	year
12.5	16.5	11.8	2014
14.8	25.9	12.8	2015
14.0	25.0	11.9	2016
13.1	25.6	10.3	2017
12.7	24.4	10.1	2018
12.9	24.1	10.3	2019
12.5	21.7	10.4	2020
12.9	21.2	11.0	2021
12.2	19.9	10.4	2022
12.6	22.2	10.6	2023

Table No. (1) above shows the low participation rate of working women in the labor market compared to men, as the unemployment rate in

their ranks for 2014 was (16.5%) compared to (11.8%) for males and at a general rate (12.5%) for the same year. However, it began to increase

significantly, reaching its peak in 2015, where it reached (25.9%) compared to (18.8%) for males and at a general rate (14.8%) in the same year. However, the unemployment rate among females remained around this rate in the following years and remained high compared to the male rate until it reached (22.2%) in 2023 compared to (10.6%) for males and a general rate of (12.6%) the same year. This leads us to imagine the extent to which the female workforce is disrupted and their participation in family income and overall development resources in general is low.

The reality of women's contribution to the labor market in Babylon governorate
The economic literature indicates a low percentage of female participation in the labor market, with the revised economic participation rate reaching (11.5%) in 1990, (12.3%) in 1995, and (14.1%) in 2012. The majority of women

participating in the labor market were also distinguished by their high levels of education and their concentration in the education sector and in the age groups (30-39) years, and the high unemployment rate among them reached (21.2 %) compared to (11.5 %) among males. Studies also indicate that the percentage of married women in the labor force has decreased to (7.4 %) of all women in the labor market, as well as the short period of their participation in the labor force (Department of Statistics 2014).
The aim of social statistics in developed and developing countries is to provide accurate data on poverty, unemployment, education, health, housing, gender equality and many other social issues. These data enable governments, development organizations and civil society to better understand social challenges and guide policies, programs and projects to meet the needs of local communities as shown in Table 2:

Table No. (2)
Female social indicators between 2014 and 2023

2023	2014	Indicators
%13.7	%11.1	Percentage of women who head their families
%10.9	%10.6	Marriage rate
%2.9	%2.1	Divorce rate

The data shown in Table (2) indicate
The above points to a rise in the socio-economic roles played by women in the management of Family Affairs and decision-making. The increase in the percentage of women heading their own households from 11.1% in 2014 to 13.7% in 2023 indicates an increase in women's independence and their participation in taking responsibility for the family. This rise is attributed to several factors, including increased legal and social immunization of women, increased employment and educational opportunities, changing social roles and cultural orientations. It is worth noting that

the slight increase in the marriage rate during the said period can be explained by various factors influencing the decision to marry, such as socio-economic conditions and cultural changes. understanding and analyzing these changing trends in women's social roles requires the development of accurate and reliable indicator rules and relying on social statistics to collect the required data. These data contribute to understanding the evolution of social roles and guide policies and programs that support women's empowerment and enhance their participation in society and decision-making.

The achievement of progress in gender equality in education in Iraq over the past three decades is an important achievement. Female literacy rates have increased since 1979 until 2023 from 51.7% to about 90%. According to the available data, Iraq ranks fifth in the Middle East Region and thirty-seventh globally in gender parity of education, with a percentage of about 89.9%. This reflects the progress that has been made in reducing the gender gap in the field of Education. It is worth noting that Iraq is one of the eight countries in the Middle East region that show an inverse gender gap in the field of Higher Education. This improvement is attributed to the fact that female university enrollment rates have increased more than males in Iraq. The greater participation of women in higher education enhances their role in academic and professional fields and contributes to their empowerment and gender equality in society. Despite this progress, there is still a need to continue efforts to achieve further progress in gender equality in education. We must continue to improve the quality of education and provide equal opportunities for learning and personal development for all, regardless of gender. The leadership participation of women in all areas should also be further enhanced and awareness of the importance of empowering women and girls in society should be promoted.

Women's work from a social perspective

Women work inside and outside the home for several material and social reasons, and these

reasons depend on several factors and circumstances, and the following are some of the social perspectives that form the basis of women's work :

1 . Economic: A woman may be forced to work to provide for her basic material needs or to support her family. economic conditions may be tight, and therefore work becomes a necessity to maintain an adequate standard of living.

2. Economic and social empowerment: working outside the home enhances women's independence and economic and Social Empowerment. Work may contribute to strengthening the position of women in society and increase the ability to make decisions and participate in public life

3.O for personal growth and professional development: work can be an opportunity for a woman to develop her skills and abilities, achieve personal and professional growth. Working outside the home can provide opportunities for continuous learning and development .

4 . Equality and rights: working outside the home promotes the concept of gender equality and women's rights. Work contributes to achieving gender equality by providing women with fair opportunities to access jobs, leadership positions and achieve professional advancement.

5 . Socializing and interacting: work can be an opportunity to connect with others and socialize outside the home. A woman can gain a social network and professional relationships that strengthen her integration into society .

Table No. (3)

Female	Male	Practical status
95.8	82.8	Salaried employee
1.6	6.3	Employer
2.0	10.3	Self-employed
0.2	0.4	Works for the family without pay
0.3	0.2	Works without pay

100.0	100.0	Total
-------	-------	-------

Table 3 above shows that the gap between the percentage of women business owners and the percentage of men is a wide gap, where the percentage of women business owners is about 1.6% compared to 6.3% for men. The percentage of unpaid work is the highest among women and amounts to about 0.3% compared to 0.2% for men. This reality leads to the fact that household chores and work performed by women in the Family Service are not counted in the calculations of family income and indicators of economic development. This reduces the level of women's economic independence and affects the appreciation of their role and contribution to development.

Social factors affecting women's work

There are several social factors that affect women's work, the most important of which are:

1. Education and rehabilitation: it cannot be denied that the education base has expanded in recent years among society, especially among women, opening the door for them to work outside the home. The education and qualification of women provides them with more opportunities, since most professions require certain levels of academic or technical education. The proliferation of schools, technical institutes, middle and universities has facilitated the education of girls, especially under laws and legislation that encourage and facilitate the education of women. However, we must note that this fact is not a general rule that applies to all educated women. Some of them get married during the period of their studies and qualification, and often leave the labor market. In addition, in some cases the stable material situation of the family can be a factor that makes a woman unwilling to work.

2. The age of marriage has begun to rise as a result of the increasing percentage of education among women. Many women prefer to get married after finishing their university studies, which leads to an increase in the age of marriage

and its delay, and, consequently, the fertility rate decreases. It is worth mentioning that in the Babil governorate, the average marriage age reached about 25.9 years for women and 29.8 years for men in 2000, and increased to about 27.2 years for women and 30.4 years for men in 2015, according to statistics from the Department of statistics, all these factors contribute to women's orientation towards work outside the home. By increasing the marriage age and delaying it, women can devote more time to acquiring the skills, education and qualification necessary to work in various fields. In addition, delayed marriage gives women a greater opportunity to achieve economic independence and aspire to more challenging and fulfilling career paths..

3. Women's view of work: it is a view related to the psychological and social reality of women, as many women prefer to work at home and take care of the family, despite the availability of job opportunities for them because of the economic feasibility of their work outside the home because of the control of men over their income. We find forms of injustice and blackmail of women, where the husband, father or brother disposes of the woman's salary and digests her right to do so, which can result in forms of anxiety, depression and psychological problems that may lead her to quit work. Women's perception of work is also influenced by society's perception of their work in general and the prevailing social misconceptions about women's work. In Iraqi society, men are responsible for providing for the family, and therefore women are not forced to work except in exceptional compelling circumstances. In addition, the directive of socialization is for women to work at home first and avoid working in some professions that are still viewed negatively by society - such as nursing, acting and others (Al - Dhani, 2010).

4. Migration of males inside or outside the country, and this migration is an influential factor in women's work, the number of rural migrant workers has increased, leaving agricultural work,

and heading to cities, or to other countries, it has changed the situation of rural women at work. On the other hand, the migration abroad, especially by the male workforce towards other countries, has affected the work of women, which has formed a shortage of manpower in some professions, which led to women entering the field of vacant jobs.

5. Women's marriage: many studies have been conducted on the impact of marriage on women's work, which have shown that there is a relationship between women's work and marriage, it has been found that the majority of unmarried women plan to leave their jobs after marriage, and that a high percentage of married women are thinking of leaving their jobs after having children, and that a percentage of them will leave work because they are unable to reconcile their household duties and work requirements.

6. There are legislations and laws related to women's work, such as granting maternity leave, Social Security, retirement, work appropriate to the nature of women, taking into account their social conditions, equal wages with men in the event of equal work, the availability of education, rehabilitation and training opportunities, literacy centers, etc., which would increase job opportunities for women.

More than half a century ago, the international community adopted a set of conventions and charters related to human rights in general. At the global level, the UN Charter of 1945 was dedicated to the principle of equal rights "we, the peoples of the United Nations, To reaffirm our belief in fundamental human rights, in Equal rights of men and women".

The Iraqi constitution, in its twenty-sixth and twenty-second articles, has guaranteed the right of women to work and education within the limits of their capabilities, and within the right of a citizen, man or woman, to hold public office. The first national charter came to emphasize the equality between men and women, and non-discrimination between them in rights and duties, and stipulated that women are partners with men in the development and development of Iraq

society, which requires affirming their constitutional and legal right to equality, education, guidance, training and work, and enabling them to participate in building society.

However, there are some obstacles that have prevented women from being able to participate in public work. Women's participation in civil society institutions, including political parties, professional and labor unions, and various voluntary labor organizations, continues to collide with the traditional cultural and social heritage that has shackled women and prevented them from obtaining their full rights as a citizen standing on an equal footing with men before the law, and as a result, a stereotypical image of women has been enshrined in the minds of wide segments of our society instead of a balanced image of them. Perhaps the most sectors of our women prefer and influence disapproval of public work. Stay on the sidelines of participation.

The impact of these factors persists despite the significant progress that has been made on the role and status of women in our society, due to the availability of political will, on the one hand, to empower women and high readiness.

Talking about the participation of women in the institutions of our civil society is not complete without a quick pause in front of women's labor organizations, which, regardless of their different purposes, directions and functions, include more than one hundred and twenty thousand activists, whose mission is to promote women's participation and empowerment. These organizations have become one of the pillars of Public national action today, and their developmental role extends beyond the concerns of women to the concerns of the Family, Youth, childhood and old age, and they play a very important developmental role and contribute to the development and development of local communities, especially in the less fortunate areas within cities and rural and rural areas.

Women's organizations in various Babil governorate, including the business and professional women's forum, play an important role in qualifying women for work and production, and enabling their activists to

perform their roles in public work. these organizations provide a bright image of our country at the national and international levels, through active attendance at all regional and international conferences.

There are psychological effects of women's work related to the suitability of work for the personality of women, their abilities and skills, as well as the quality of the conditions and conditions of work performance, boring routine work or hard hard work, contributes negatively to women's mental health and an important and influential factor is also the feeling of injustice and lack of rights in addition to the lack of rewards and encouragement.

Dimensions and implications of women's work

There is no doubt that women's work outside the home has important dimensions both on the family and society, and it is natural that a woman's work in the first place is to take care of her family and take care of her husband and children, but there are force majeure circumstances that force her to leave her home to work outside, and as a result, some:

1. Family disintegration: a woman's work outside her home and leaving her children without care and upbringing may lead to their loss, and social pests abound in society as a result of this in the absence of the father and mother from home because they are busy with work, that is, as a result, family disintegration and destruction occurs.
2. The woman is physically exhausted as a result of doing things contrary to the nature of her physical formation, and mentally exhausted because of the thoughts she experiences towards her children as a result of leaving them at home, in nurseries, at nannies or neighbors, where she constantly keeps thinking about what will happen to them during her absence.
3. The spread of some phenomena of corruption in society as a result of her going out to work is indecent, morality may liquefy and adultery may spread, especially if a woman works in jobs that do not observe the Sharia controls in terms of being alone and socializing.
4. High divorce rates: many studies have

shown that the divorce rate is increasing steadily as the percentage of women entering the labor market increases, as divorce is often the result of women neglecting their home and children as a result of going out to work. Which leads to the emergence of marital disputes that will lead to divorce.

5. Increasing male unemployment rates: there are those who consider women's work outside the home to increase male unemployment rates in society, as women compete for available job opportunities, especially in jobs where both sexes may trade, such as medicine, engineering, education, management, etc., and due to the nature of women and their physical composition, especially during pregnancy, they need rest, so they are given sporadic vacations, which disrupts work and increases the cost of production and low productivity, in addition to the fact that working women are increasing their requirements, which affects their income and may lack the desired economic benefit from this work.

Proposals to address the repercussions of women's work

Women's work has become a social reality. they work outside the home in all societies. the percentage of their participation in work is constantly increasing with the increase in the percentage of their education and qualification, especially in light of the socio-economic changes that societies are going through today, and with the affirmation that women's first job is domestic work, and taking care of the family in order to maintain and raise them a good upbringing, which reflects positively on society and its development. However, there are different circumstances that force her to work outside the home in addition to her work inside the home, as it was shown earlier, and women's work outside the home has become a reality, and there are downsides that may result from this, so some suggestions can be made to address those downsides as follows:

- Expanding the fields of part-time work, so that it allows women to participate in it part of their time, and the rest to do housework and take care of their family.

- Full-time housework if she finds that there is a conflict with her work outside the home, and her inability to reconcile them, this will save the woman from environmental problems and enhance her status with her family members and lead to her cohesion and success in the future.

- Taking into account the nature of the work that suits the woman's physiological composition, so that she does not perform work that is not suitable for her nature, and helping her in finding such appropriate work.

Percentage ratio	Redundancy	Category	Variants
27.9	24	15-25	Age:
32.6	28	26-35	
27.9	24	36-45	
11.6	10	46 and over	
100.0	86	Total	
72.1	62	City	Place of residence
27.9	24	Rif	
100.0	86	Total	
72.1	62	Married	Marital status
20.9	18	Single	
2.3	2	Divorced	
4.7	4	Widower	
100.0	86	Total	
18.6	16	Primary	Educational level
18.6	16	Secondary	
23.3	20	Diploma	
34.9	30	Collectors	
4.7	4	Postgraduate studies	
100.0	86	Total	
53.5	46	Government	The employer
46.5	40	Special	
100.0	86	Total	
39.5	34	Teaching	Type of work
27.9	24	Managerial career	

25.6	22	Manual professions	Variants Age:
7.0	6	Dealing with the public	
100.0	86	Total	

Table (4) shows that the most prominent recurrence of the age variable reached (28) for the age group (26-35) by a percentage of (32.6), the least recurrence for the age group (46 and over) came with a frequency of (10) and a percentage of (11.6), and the most prominent recurrence of the place of residence reached (62) for the category (City) by a percentage of (72.1), the least recurrence for the category (rural) with a frequency of (24) and a percentage of (27.9), while the most prominent recurrence of the marital status variable (62) for the category (married) by a percentage of (72.1), the lowest frequency for the category (divorced) came with a frequency of (2) and a percentage of (2.3), the most prominent frequency of the educational level variable was (30) for the category (University) by a percentage of (34.9), and the lowest frequency for the category (graduate) came with a frequency of (4) and a percentage of (4.7), and the most prominent repetition of the employer variant reached (46) for the category (government) with a percentage of (53.5), and the least repetition for the category (private) with a frequency of (40) and a percentage of (46.5), in

addition, the most prominent repetition of the type of work variant reached (34) for the category (teaching) with a percentage of (39.5), and the least repetition for the category (dealing with the public) with a frequency of (6) and a percentage of (7.0).

Answering the study questions:

This part includes the results of the study aimed at identifying the problem of women's work and its social dimensions. The results will be presented based on the study questions.

In answer to the first question: What is the level of problematic of women's work and social dimensions

The arithmetic averages and standard deviations were extracted for all paragraphs that measure the problematic of women's work and its social dimensions, Table (6) below shows this. The following gradation has been adopted to judge the degree of estimation of the arithmetic mean:

- Arithmetic average (1.66 and below) low grade point.
- Arithmetic average (1.67-2.33) average grade.
- Arithmetic average (2.34 and above) high grade point.

Table No. (5)

Arithmetic averages and standard deviations of paragraphs that measure the problematic of women's work and its social dimensions (n=86)

Score	Rank	Standard deviation	SMA	Paragraph	N.
Elevated	3	0.50	2.72	Women's work is a respectable business and an urgent need	1
Medium	12	0.77	1.98	A woman who needs to work is a woman from poor categories	2
Elevated	2	0.52	2.77	I'm taking a job to help my family	3
Medium	11	0.70	2.28	Every working woman is a woman	4

				who suffers from the burdens of life	
Elevated	5	0.56	2.67	Work helps in the formation of self-independence	5
Elevated	7	0.57	2.63	Women's work is a suit that is needed by all women and from all classes	6
Elevated	1	0.51	2.79	Working women are respected by society	7
Medium	10	0.68	2.33	I prefer working in educational professions over others	8
Elevated	6	0.72	2.60	I don't have a problem with my family because of my job	9
Elevated	7	0.59	2.51	Economic reality is my real business reason	10
Medium	13	0.87	1.81	My parents watch me as I leave and return from work	11
Elevated	4	0.55	2.70	Women's work is a reality in modern society	12
Elevated	9	0.66	2.53	I'll let my daughter do whatever she wants	13
Elevated	-	0.24	2.49	Overall average	

It appears from Table (5) that the arithmetic averages of all paragraphs that measure the problem of women's work and its social dimensions ranged between (1.81-2.79), where the highest was paragraph (7), which states "working women are respected by society" with an arithmetic average of (2.79) and a high degree, followed by paragraph (3), which states "I accept to work to help my family" with an arithmetic average of (2.77) and a high degree, and in the last place paragraph (11), which states "my parents are watching me during my exit and return from work" with an average account (1.81) and an average grade.

The overall average of the paragraphs that

measure the problematic of women's work and its social dimensions was 2.49, to a high degree.

Answering the second question: Are there any significant differences in the problem of women's work and its social dimensions due to variables (age, place of residence, marital status, educational level, employer and type of work)

To answer this question, arithmetic averages and standard deviations were extracted that measure the problematic of women's work and its social dimensions, attributed to the study variables (age, place of residence, marital status, educational level, employer and type of work), and Anova variance analysis was applied to detect

the problematic of women's work and its social dimensions, and Table (7) below shows that:

Table No. (6)

The results of the analysis of variance (ANOVA) to detect differences depending on the variables of the study (age, place of residence, marital status, educational level, employer and type of work)

Statistical significance	Vale (f)	Standard deviations	Arithmetic averages	Number	Category	The variable
0.02	3.159	0.19	2.58	24	15-25	Age:
		0.26	2.50	28	26-35	
		0.27	2.37	24	36-45	
		0.15	2.51	10	46 for more	
0.00	8.932	0.22	2.53	62	City	Place of residence
		0.26	2.29	24	Rif	
002.0	3.522	0.26	2.49	62		Marital status
		0.18	2.62	18	Married	
		0.00	2.43	2	Single	
		0.18	2.69	4	Divorced	
0.52	0.803	0.34	2.58	16	Widower	Educational level
		0.25	2.43	16	Primary	
		0.29	2.49	20	Secondary	
		0.13	2.47	30	Diploma	
		0.18	2.46	4	Collectors	
0.048	2.510	0.25	2.49	46	Postgraduate studies	The employer
		0.24	2.48	40	Government	
042.0	2.716	0.23	2.55	34	Special	Type of work
		0.24	2.40	24	Teaching	The variable Age:
		0.22	2.52	22	Managerial career	
		0.29	2.36	6	Manual	

					professions	
--	--	--	--	--	-------------	--

Table (6) shows that there are statistically significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (age), where the value of (f) (3.159) was reached at the level of statistical significance (0.02). to detect the locations of differences, the Scheffe test was applied and Table (8) below shows this. Table (6) also shows the presence of statistically significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (place of residence), where the value of (f) (8.932) was reached at the level of statistical significance (0.00). to detect the locations of differences, the Scheffe test was applied and Table (9) shows this. Table (6) also shows the presence of statistically significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions depending on the variable (marital status), where the value of (f) (3.522) reached the level of statistical significance ($\alpha \leq 0.002$). to detect the locations of differences, the Scheffe

test was applied and table (10) shows this. In addition, Table (6) shows that there are no statistically significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions, depending on the variable (educational level), where the value of (f) did not reach the level of statistical significance ($\alpha \leq 0.05$). Table (6) also shows that there are statistically significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions depending on the variable (employer), where the value of (t) was (2.510) and the differences were in favor of the employer (government) with an arithmetic average (2.49). Table (6) also shows the presence of statistically significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (type of work), where the value of (f) (2.716) was reached at the level of statistical significance (0.049). to detect the locations of differences, the Scheffe test was applied and table (11) shows this.

Table No. (7)
The results of the Scheffe test (scheffe) to detect the locations of differences on the problem of women's work and its social dimensions depending on the variable (age)

More46	45-36	35-26	25-15	SMA	Number	Age Group:
0.07	*0.21	0.08	-	2.58	24	25-15
-0.01	0.13	-		2.50	28	35-26
-0.14	-			2.37	24	45-36
-				2.51	10	More46

Table (7) shows that there are differences in the problematic of women's work and its social dimensions between the category (15-25) with an arithmetic average (2.58) and the category (36-45) with an arithmetic average (2.37) and the differences were in favor of the category (15-25) with an arithmetic average of (2.58).

Table No. (8)

The results of the Scheffe test (scheffe) to detect the locations of differences on the problems of women's work and its social dimensions depending on the variable (place of residence)

M.	R.	City	SMA	Number	Place of residence
-0.06	*0.24	-	2.53	62	City
*-0.30	-		2.29	24	Rif

Table (8) shows that there are differences in the problem of women's work and its social dimensions between the category (camp) with an arithmetic average (2.59) and the category (rural) with an arithmetic average (2.29). the differences were in favor of the category (camp), and between the city and the countryside in favor of the city with an arithmetic average (2.53).

Table No. (9)

The results of the Scheffe test (scheffe) to detect the locations of differences on the problems of women's work and its social dimensions depending on the variable (marital status)

Widower	Divorced	Single	Married	SMA	Number	Marital status
-0.2	0.06	-0.13	-	2.49	62	Married
-0.07	-0.19	-		2.62	18	Single
*-0.29	-			2.43	2	Divorced
-				2.69	4	Widower

Table 9 shows that there are differences in the problem of women's work and its social dimensions between the category (widower) with an average calculation (2.69) and the category (divorced) with an average calculation (2.43) and the differences were in favor of the marital status (widower), with an average calculation (2.69).

Table number (10)

The results of the Scheffe test (scheffe) to detect the locations of differences on the problem of women's work and its social dimensions depending on the variable (type of work)

Dealing with the public	Manual professions	Managerial career	Teaching	SMA	N.	Type of work
*0.19	0.03	0.15	-	2.55	34	Teaching
0.04	-0.12	-		2.40	24	Managerial career
0.16	-			2.52	22	Manual

						professions
-				2.36	6	Dealing with the public

Table (10) shows that there are differences in the problem of women's work and its social dimensions between the category (teaching) with an arithmetic average (2.55) and the category (dealing with the public) with an arithmetic average (2.36) and the differences were in favor of the category (teaching) with an arithmetic average of (2.55).

Fourth topic: results and recommendations

By presenting the results of the previous statistical analysis and answering the study questions, the results and recommendations can be summarized as follows:

A: results

* The results showed that there were significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (age); where they were between the category (15-25) with an arithmetic average (2.58) and the category (36-45) with an arithmetic average (2.37) and the differences were in favor of the category (15-25) with an arithmetic average of (2.58). This is consistent with the study of the Supreme Population Council and the Department of Statistics, 2015, which found that the percentage of unemployed women from the age group (15-24) amounted to 45.8%, while their percentage from the age group (25-36) years and over reached 54.2%, and this is also consistent with the study of the Supreme Population Council (2013), which found a low level of women's participation in the labor market at fertile age.

* The results showed that there were statistically significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (place of residence); where they were between the category (camp) with an arithmetic average (2.59) and the category (rural) with an arithmetic average (2.29) and the differences were in favor of the category (camp), and between the city and the countryside in favor of the city with an arithmetic average (2.53). (Peebles et al. 2015)). However, she disagrees

with the statement of a study (best, 2006), which confirmed that a woman who is able to reconcile her work with her family can work anywhere where she had the right opportunity.

* The results showed that there were statistically significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions depending on the variable (marital status); where it was between the marital status (widower) with an arithmetic average (2.69) and the marital status (divorced) with an arithmetic average (2.43) and the differences were in favor of the marital status (widower), with an arithmetic average (2.69). This is consistent with what was stated in a study (Supreme Population Council, 2013), which found that a high percentage of women's participation in the labor market reduces their fertility rate and that their chance of getting a job is lower if they are married because of their preoccupation with family and family.

* The results showed that there were no significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions, depending on the variable (educational level), where the value of (f) did not reach the level of statistical significance ($\alpha \leq 0.05$). This is in line with the study (Dababneh and Barghouti, 2012), which stressed the need to pay attention to the renewal of the educational system and improve the work environment, legislation and services supporting women in order to achieve an effective economic and social empowerment of women. It also disagrees with what was stated in the (final report of the United Nations Development Program, 2013), which

confirmed that educated women get more opportunities in the field of employment, and also disagreed with a study (the Supreme Population Council and the Department of Statistics, 2015), which concluded that educational and awareness-raising policies at the state level had a positive impact on reducing the illiteracy index and the high percentage of women with university education, which had a positive impact on obtaining appropriate job opportunities and empowering them socially and economically.

* The results showed that there are statistically significant differences at the level of significance (0.05) in the problem of women's work and its social dimensions depending on a variable (for example, a party); where the value of (t) was (2.510) and the differences were in favor of a party, for example (government) with an arithmetic average (2.49). This is consistent with the study (al-daqa, 2007), which found that women prefer working in the government sector over the private sector to achieve job security and stability.

* The results showed that there were significant differences at the level of significance ($\alpha \leq 0.05$) on the problematic of women's work and its social dimensions depending on the variable (type of work); where they were between the category (teaching) with an arithmetic average (2.55) and the category (dealing with the public) with an arithmetic average (2.36) and the differences were in favor of the category (teaching) with an arithmetic average of (2.55). This is consistent with the study (Supreme Population Council, 2014), which found that women's work in the education sector is characterized by flexibility and a favorable environment for working women, in addition to legislative privileges and gender equality in wages.

RECOMMENDATIONS

* Promote equal employment opportunities: equal and fair employment opportunities for women in the private sector should be promoted, including the provision of training opportunities, skills development and appropriate promotions.

* Provide an appropriate work environment:

there should be an appropriate and encouraging work environment for women, including policies and procedures to combat gender biases, discrimination and sexual harassment.

* Support entrepreneurship for women: support, funding and resources should be provided to support women who want to start their own business and work in the private business sector.

* Promote awareness and education: awareness of the importance of women's participation in the private sector should be strengthened and education about women's rights in the field of work and the opportunities available to them should be strengthened.

* Promote work-life balance: measures and policies that support work-life balance should be provided, such as maternity leave and the provision of day care services.

* Encourage cooperation and partnerships: cooperation and partnerships between the private sector, the government and non-governmental organizations should be strengthened to support Babylonian women in obtaining employment opportunities and developing their skills.

These are some of the positive recommendations that can be adopted to enhance women's participation in the private sector in Babylon through the implementation of these recommendations can enhance women's economic empowerment and enhance their role in sustainable development.

REFERENCES

1. (2006) women's juristic and Social Work Regulations, unpublished PhD thesis, Saudi Arabia: King Abdulaziz University. Pp. 1-28.
2. Department of Statistics.
3. Rapid assessment results report-on women's economic empowerment (2012) ,
4. The problem of Arab women's work and its socio-economic dimensions, Morocco: Center for studies and research, Arab Center for sources and information on violence against women 2007. Pp. 1-11.

5. (2000) Ibn Khaldun's industrial psychology: a study in the sociology of work, Saudi Arabia: Journal of King Saud University, Vol. (13), No. (2). Pp. 377-408.
6. (1983) towards strengthening women's economic work in the Arab world in the Arab future, Beirut: Arab future magazine, Center for Arab unity studies, issue (48). Pp. 96-97.
7. (2010) the need for an unemployed woman to work .. Is it physical or social... The social perspective of the transition of Arab women's work from inside the home to outside it, Morocco: Center for studies and research. Pp. 1-5.
8. (2010) women's work in Islam, Morocco: foundation for civil dialogue, no. (3178). Pp. 3-6.
9. Temporary labor law No. 26 of 2010 published in the Official Gazette.
10. The Supreme Population Council and the Department of Statistics (2015) study the women's empowerment map 2014.
11. Supreme Population Council (2014) activation of women's participation in the labor market "policy summary".
12. Supreme Population Council (2013) determinants of women's contribution to the labor market and its impact on fertility ‘
13. ESCWA (Arab Organization for science and technology) (2014) annual report, Lebanon: Beirut.
1. (2009) women and work in Jordan: a case study of the tourism and ICT sectors. European Training Foundation, Jordan. Pp. 1-36.
2. Peebles, D. (2015) factors affecting women's participation in the private sector in Jordan. National Center for Human Resources Development, Jordan. Pp. 1-64.
3. United Nations Development Programme (2013). Jordan poverty reduction strategy, Jordan. Pp. 1-258.
4. Zubaidi, F. (2011) an overview of women's leadership issues in Jordan. Journal of politics and Law, Vol. 4, No. 2. Jordan. Pp. 67-73.