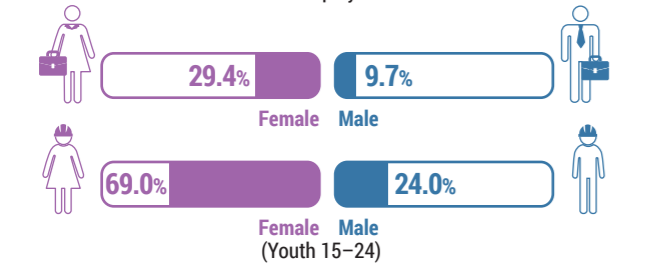


## LABOR MARKET AND POPULATION CHARACTERISTICS

### UNEMPLOYMENT RATE (2015)

**13.53%**

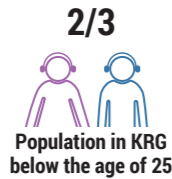
Total Unemployment Rate



**14.8%**

Female labor participation rate

Percent of women aged 15-64 employed or seeking employment

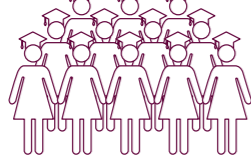


**10,000**



2012

**41,000**



2015

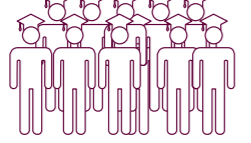
Educated unemployed females

**9,000**



2012

**26,000**

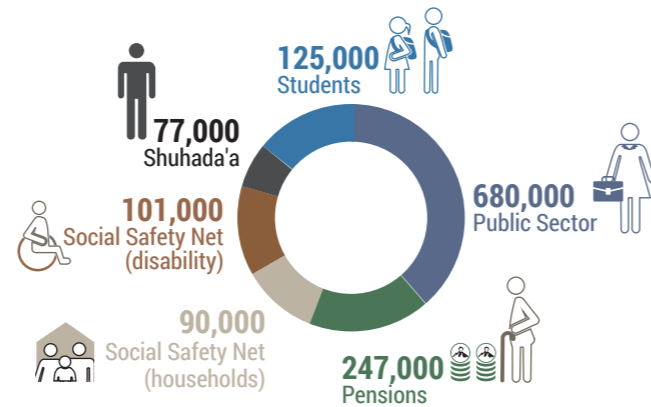


2015

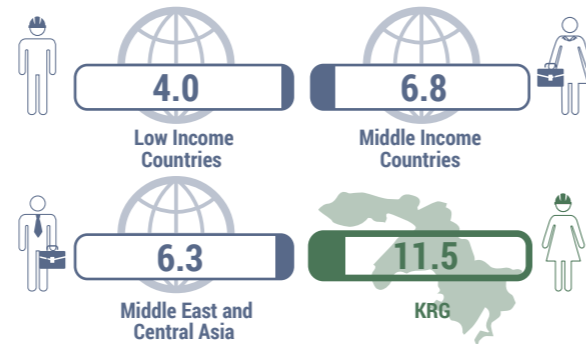
Educated unemployed males

## PUBLIC SECTOR CHARACTERISTICS

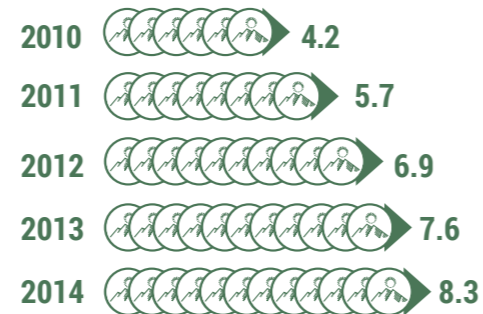
### PUBLIC SPENDING ON WAGES AND TRANSFERS (1.32 MILLION TRANSFERS PER MONTH)



### EMPLOYMENT IN PUBLIC SECTOR AS % OF POPULATION



### GROWTH OF SALARIES AND WAGES



Basic Salaries and Wages (includes military and police) in Iraq Dinars Trillions

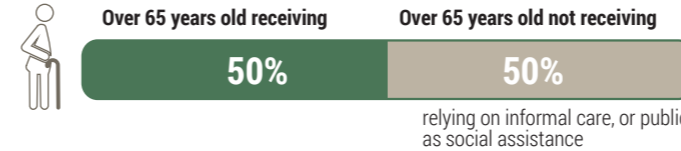
## PENSIONS AND SOCIAL INSURANCE

### PENSIONS AND SOCIAL INSURANCE SPENDING IN 2014 (ESTIMATED AT IQD 1.257 TRILLION, OR 4.5% OF NON-OIL GDP)

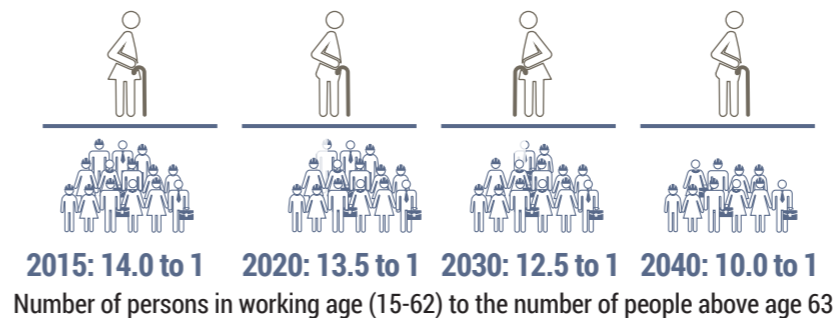
Total KRG Labor Force (~ 1.3 million)



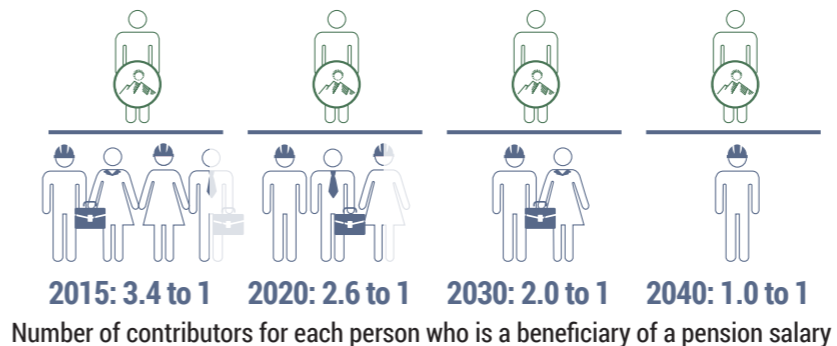
Number of People Receiving Pensions Now (~ 247,000)



### POPULATION SUPPORT RATIO

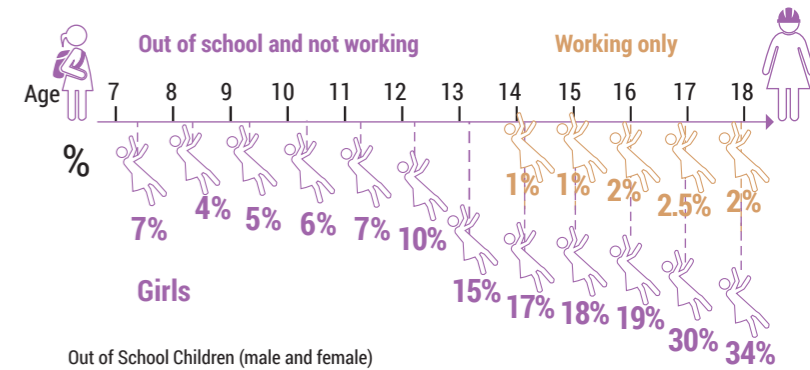
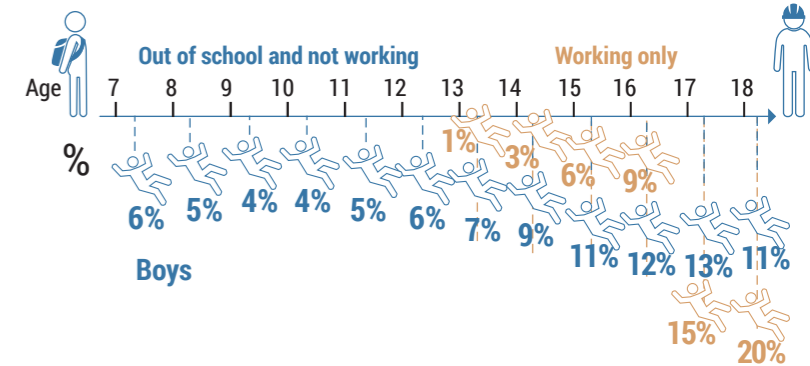
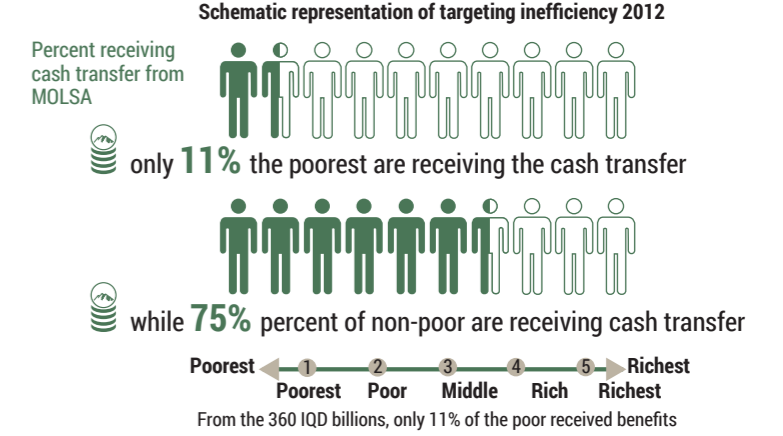


### PENSION SYSTEM SUPPORT RATIO



## SOCIAL SAFETY NETS

### INEQUITABLE AND POORLY TARGETED SOCIAL SAFETY NETS



Out of School Children (male and female)  
Girls start dropping out of school around the age of 12 while boys drop out around the age of 15 to join the labor force.

## STRATEGIES

THE SOCIAL PROTECTION STRATEGIC FRAMEWORK IS AN INTEGRATED PACKAGE OF STRATEGIES

### LABOR MARKET

- Create an effective labor supply of well-equipped job seekers and skilled workers through the education and training systems and market driven incentives
- Take measures to reduce the duality between employment in the public sector and private sector and thus contribute to a more dynamic private sector
- Develop regulatory and institutional frameworks based on timely data analysis, well-designed employment policies, and constructive dialogue among the social partners

### PENSIONS AND SOCIAL INSURANCE

- Implement parametric reforms to the current schemes to ensure financial sustainability and move towards integrating public, private and other (occupational) pension schemes
- Design and implement conventional and alternative mechanisms to expand pensions and social insurance coverage
- Design and implement an Unemployment Insurance program

### SOCIAL SAFETY NETS

- Use poverty as a benchmark of eligibility for Social Safety Net Programs (incl. PDS)/provide social care for vulnerable, disadvantaged groups
- Protect human capital by providing incentives for better health and education social partners

#### Requiring Coordinated Legislative Action

- Labor Law
- Pensions and Social Insurance Law
- Social Assistance Law

#### Requiring Renewal of Social Protection Institutions

- Ministry of Labor
- KRG Social Insurance Authority
- KRG Social Assistance Institution

#### And a Set of Social Protection Programs

- Educational Retention and Completion
- Civil Service Reform
- Private Sector Employment Promotion
- Integrated Old-Age, Disability and Survivorship Pensions
- Expansion of pension coverage through contributory and non-contributory schemes
- Unemployment Insurance
- Poverty Targeting
- Conditional Cash Transfers

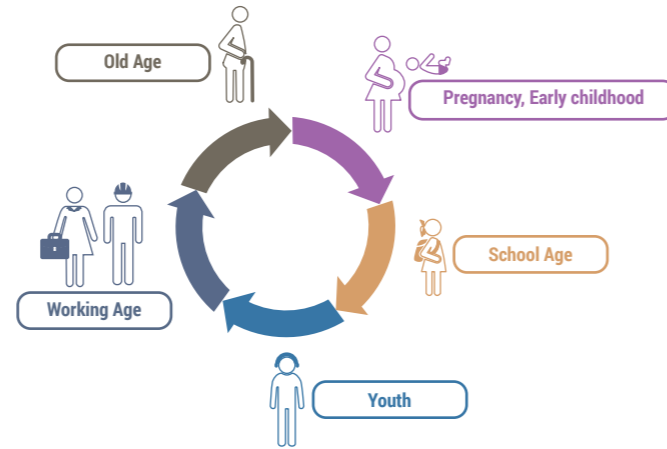
Opportunity

Resilience

Equity

## LIFE CYCLE TOWARDS RESULTS

A PORTFOLIO OF PROGRAMS THAT TOGETHER PROVIDE EQUITY, OPPORTUNITY, AND RESILIENCE WITHIN A LIFE-CYCLE APPROACH



THE EXPECTED RESULTS AFTER FIVE YEARS WILL ALL CONTRIBUTE TO THE ACHIEVEMENT OF VISION 2020 GOALS



#### Opportunity

- Universal basic education achieved; private sector demand-driven skills development; university education increasingly linked to jobs.
- Public sector size rationalized and numbers of migrant workers contained and utilized in a beneficial way for employment in the private sector.
- Improved employment administration and programs through better the use of LMIS and social dialogue.



#### Resilience

- Transparent financing mechanism of social insurance is in place, increasing fairness and equity.
- Financial sustainability of social insurance schemes are improved and maintained.
- Social insurance coverage has expanded for wage earners and beneficiaries.



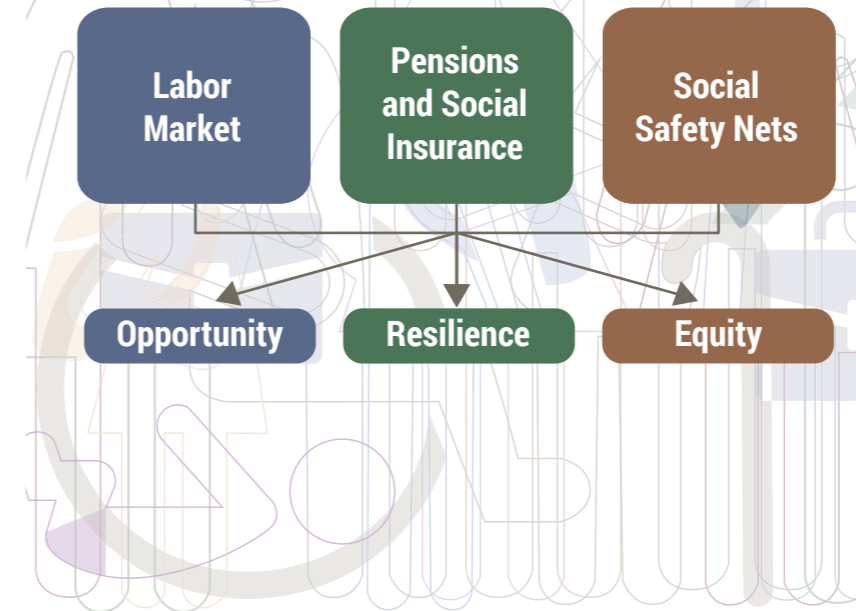
#### Equity

- Poverty rates in KRG decline through application of better targeting and conditional cash transfers.
- Social care programs are in place to provide inclusive support to all vulnerable individuals and groups.
- A database is in place to ensure financial and administrative efficiency and support reduction in inclusion and exclusion errors.



## KURDISTAN REGIONAL GOVERNMENT

### SOCIAL PROTECTION STRATEGIC FRAMEWORK



## KRG VISION 2020 PUTTING PEOPLE FIRST

### Labor Market

A private-sector labor market in which employees can find jobs, can move to better jobs when they want, and are rewarded for their work, and in which employers can find qualified employees and freely employ who they want.



Opportunity

### Pensions and Social Insurance

A comprehensive pension system ... and reforms that will include the creation of a state pension system that makes the prospect of joining our growing private sector attractive.



Resilience

### Social Safety Nets

To improve living conditions of the poor, address the causes of poverty, and foster upward mobility. Our goal is to redesign our programs so that by 2020, assistance is targeted to those in need and creates economic opportunity for all.



Equity