

The Impact of Governance in Reducing the Phenomenon of Unemployment: An Exploratory Study in the Ministry of Tourism, Culture and Antiquities

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ABSTRACT

Given that business organizations in general and tourism organizations in particular operate today in an environment characterized by environmental change and uncertainty, which places them in front of a constant challenge to adapt to these changes, This is achieved by adopting a governance policy for rules, procedures, controls, relationships and systems between it and its board of directors, shareholders and stakeholders to ensure discipline, transparency and justice, which supports the achievement of quality and excellence in performance far from the personalization of power, which in turn leads to social and human development and the elimination of unemployment by providing new job opportunities. Hence the idea of this research came as an attempt to explain the relationship between governance (as an independent variable) and unemployment (as a dependent variable) to find out the availability of the requirements of those studies in tourism and hotel organizations and their role in eliminating unemployment, with the possibility of reaching results through which recommendations can be formulated that contribute to supplementing Tourism and hotel thought and the tourist library with a new vision on the relationship between search variables.

Keywords: *Governance; unemployment*

INTRODUCTION

The importance of governance is increasing in light of the direction of administrative organizations in general, and tourism and hotel organizations in particular, in order to achieve the optimal use of available economic resources in order to increase economic growth rates and achieve economic and social welfare, and follow detailed and advanced mechanisms for their implementation. Governance calls for the existence of effective, transparent and accountable institutions, the rule of law, and the fight against corruption at all levels, as it moves it to a new space based on scientific foundations and systematic knowledge bases directed towards achieving human development, which enhances democracy, improves the standard of living, reduces unemployment and poverty rates, provides job opportunities, and supports justice. And equality through the high level of income and welfare of society, and thus there is a strong correlation between the characteristics of governance and its role in reducing the phenomenon of unemployment.

The research dealt with the analysis of the impact between governance and unemployment in the Ministry of Tourism, Culture and Antiquities, and the research started from a problem represented by the extent to which the ministry's interest in adopting the characteristics of economic governance and its role in reducing unemployment and minimizing its effects, and included the importance of research by providing information on studies of governance and unemployment that would contribute by enriching new concepts for administrative leaders in the concerned organizations. The objective of the research was embodied by trying to monitor the extent of the impact of the importance of the characteristics and

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dimensions of governance and the definition of the impact of its six characteristics being one of the pillars of the application of good governance for the rational and fair management of financial and human resources in the concerned ministry. The hypothesis of the research was that there is a significant effect between governance and unemployment.

The research reached a number of conclusions, the most important of which is the presence of a significant role and impact of economic governance in reducing the phenomenon of unemployment by the Ministry of Tourism, Culture and Antiquities, the research sample. And showed the most important recommendations, which represented the necessity of activating the prominent role for applying the characteristics of governance, represented by transparency, accountability, discipline, decentralization, and participation in strengthening methods of eliminating the effects of unemployment in the ministry under study, And emphasizing the need for workers in the various organizations of administrative leaders to participate in the decision-making process when developing strategies for the work of their organizations, and to develop a scientific mechanism studied in granting incentives and incentives in a way that encourages the unemployed to compete for these job positions, whether in the public or private sector.

THE FIRST TOPIC: GOVERNANCE

Preface

Most countries and organizations have committed themselves to applying the concept of governance because of the benefits it achieves at the economic level, as it is one of the basic pillars on which the various economic units are based and the existence of effective and efficient public institutions that respond to the needs of society and the promotion of social justice by adopting the concepts of transparency, integrity and credibility. In this section, we will discuss the concept of governance, its importance, objectives, characteristics, and determinants, as follows:

First: The concept of governance:

The term governance (in language) is the process of control and control through the rules and foundations of control in order to achieve rationality, and the English term (Governance) means strengthening the monitoring of the company's activity and following up on the performance of those in charge, (Al-Yasiri, 2015: 74).

Governance can be defined as the exercise of administrative, economic, and political authority to manage all state affairs, which includes mechanisms, processes, and institutions through which citizens express their interests, exercise their legal rights, fulfill their obligations, and reconcile their differences (Weiss, 2000: 798). He defined it (Tariq, 2007: 8) as a set of relations between the company's management, its board of directors, shareholders and stakeholders, and includes the structure through which the company's objectives are clarified, the means of achieving them, and monitoring performance through procedures in which justice is applied. (Alewi, 2010: 29) indicated that the concept of governance is that system through which institutions and companies are managed, Directing, organizing and monitoring it, or the procedures that it directs, manages and monitors its performance so as to ensure access to the achievement of its mission and the goals set for it, i.e. it guarantees the interests of all parties (Managers), Employees, Suppliers, Customers, and Controllers. stake holders, share holders, and the general public. It is also seen as developing internal and external mechanisms for exercising control, holding the board of directors accountable, and senior executive management in the company, (Mohsen and Abdul Hussain, 2011: 17).

Second: The Importance of Governance

The importance of governance lies in its formation of a set of relations between the executive management of the organization, its board of directors and all shareholders and stakeholders, and it provides the structure through which the main goals of the organization can be set, and the means to achieve these goals and monitor performance can be determined. The importance of governance can be stated as follows: (Al-Douri, 2009: 366)

1. It is considered an essential factor in creating a good business climate, as it helps to attract investment, improve the efficiency of investment operations and maximize the benefit from them, and works to increase the value of the country or the institution, and support its competitiveness in a way that helps it to bring local and international sources of financing for expansion and growth, and to create job opportunities new.
2. It works to determine the strategic direction of the state or organizations by making the right strategic decisions to conserve resources.
3. Reduce conflict situations in the organization and increase cases of integration and interaction between stakeholders, by increasing the effectiveness of disclosure, accountability and control, and contribute to achieving the best

investment of available intellectual capital and increase the space for innovation and creativity that leads to success and excellence.

4. It is considered a comprehensive system if it is invested by the state or the institution according to an organized approach that makes it able to adapt to the variables of the external environment, reduce conflict and increase integration with stakeholders to achieve competitive advantage.

Third: Governance Objectives:

There are several objectives that can be achieved in organizations when applying corporate governance :

1. Finding the structure through which the goals of the organization are determined and the means of achieving its goals and monitoring performance.
2. Evaluating the performance of senior management, achieving justice, strengthening the right to accountability, and raising the degree of confidence.
3. Establishing an effective and renewable legislative framework that takes into account flexibility and the requirements of development.
4. Organizing development and innovation programs in organizations to lead to the optimal, efficient and effective use of resources and sources.
5. Integration of policies and their consistency between the various governing legislative, executive and security institutions, creating a long-term government plan for the economy and society, and providing the political will for all of that.
6. Developing human and financial resources.
7. Protecting the organization's assets and the rights of shareholders and stakeholders.
8. Distributing roles and responsibilities and not confusing tasks through tight organizational structures.
9. Improving the economic efficiency of the organization and improving its performance.
10. Developing the means and methods of external and internal control systems. (Hani, 2009: 23)

Fourth: Governance Characteristics:

The Application of Governance in a good manner required the availability of particular Characteristics, who:

1. **Transparency:** The absence of transparency and lack of clarity in legislation and laws is the cause of many personal judgments in a way that does not serve the public interest. It has been defined as “openness within government policies and decisions, and such openness and provision of required information will reduce the extent of misuse of resources and support the public ability to hold governments accountable.” and its chain of transmission” (Rogers, 2007: 2). It is “the free flow with low cost of information that can be understood and documented in a timely manner” (Kaufman & Kraay, 2013:6). Transparency in the business environment achieves the following:
 - A- Preventing erroneous administrative practices at work and combating administrative corruption in all its forms and forms.
 - B- Concerted efforts, adequate support and commitment at the level of senior administrative leadership, in addition to the success of coordination and the development and implementation of plans within a specific timetable.
 - C- Enhancing the capabilities of the administrative bodies to keep abreast of the changes and developments surrounding them.
 - D- Updating regulations and laws, simplifying procedures and making them clear, understandable and transparent in the correct sense, achieving administrative development and closing the doors to red tape and complicated procedures.
 - E- It enhances administrative oversight and increases its efficiency and practice through its accuracy and clarity of applicable administrative procedures.
 - F- Revitalizing financial markets by achieving credibility in providing information.
 - G- Attracting foreign investments and preserving local investments. (Al-Amiri, 2010: 68)

Accordingly, it can be said that transparency helps and encourages a culture of openness, besieging the culture of secrecy, and developing means of communication through the technical revolution that has brought about tremendous developments in communication methods and data collection.

2. **Accountability:** The United Nations Development Program (UNDP) defines accountability as “asking officials to provide the necessary clarifications to stakeholders on how to use their powers and discharge their duties, take criticisms directed at them and meet the requirements required of them, and accept responsibility for failure,

incompetence, deception or fraud.” (Hoss, 2008: 40). Accountability has a pivotal role in directing the daily activities and operations of the institution and expresses the value system of society before it is mere mechanisms. Its importance is embodied in the following: (Fawzi, 1999: 189)

A - directing the energies of the institution to strategic goals.

B - Organization of individuals and their performance with the strategy of the institution.

C - Work to improve the methods used in the facilitation of business.

D - Giving impetus to work developments and the progress and prosperity of the administrative process.

C - Accountability works to achieve creativity and innovation, and its activation leads to better work completion.

H - Accountability determines points of failure in the performance of work.

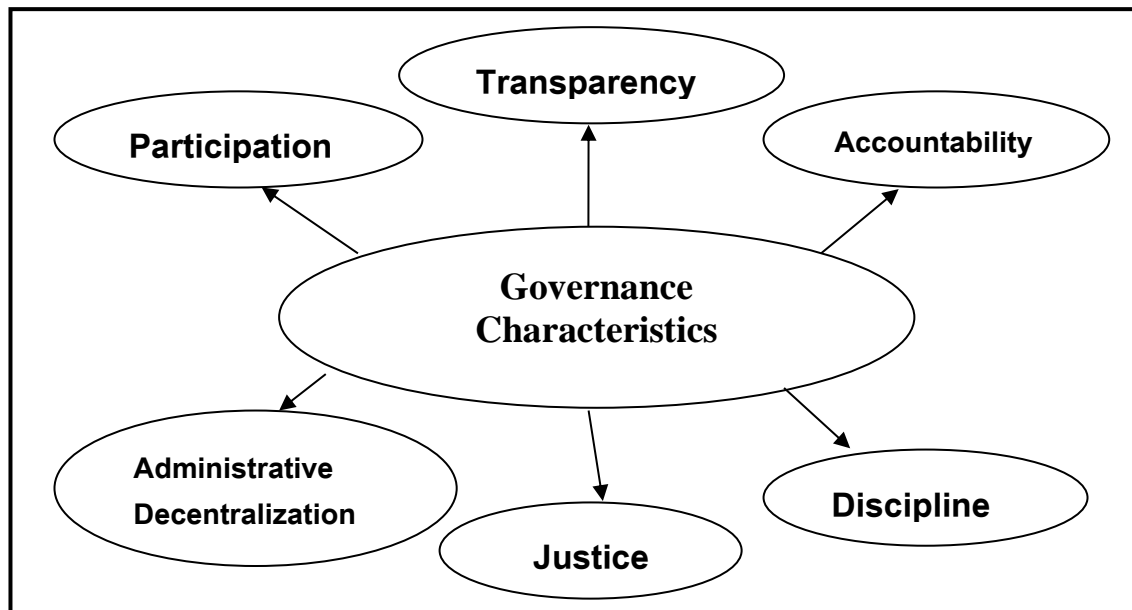
3.Participation: It means that everyone has a role and an opinion in voting and making decisions that affect their lives, whether directly or through legitimate mediating institutions that represent their interests. This kind of broad participation is based on freedom of organization and expression, and on the capabilities of constructive participation. Institutions are the fulcrum on the path of the state to governance, and institutions of governance are formal and informal rules in society, as the formal rules are a set of laws and regulations, while the informal rules come from the cultural history and experiences of each society and are reflected in the system of beliefs and communications. In order for participation to be effective, group members must have ample and equal opportunity to include their demands on the government’s agenda, and to present their concerns as an expression of the options they prefer as the final outcome of the decision-making process (Al-Kinani, 2015: 25).

4.Justice: The principle of justice means people obtaining their rights in a balanced manner in their society in terms of status and wealth, as well as enjoying equitable participation in development processes by obtaining and discovering its components, as stated in the (Rawles) principle that justice is the corrector for relations and the harmony of society because it is a long-term guarantee that is verified Economic and social systems, leading to sustainable balanced development, (Al-Taie and Al-Falahi, 2010: 28). Thus, the organization's governance system guarantees fair treatment for all and that they receive compensation in the event of infringement of their rights.

5.Discipline: That is, following the appropriate ethical method and achieving balance in the interests of all parties, which is discipline, control and governance with all the meanings of these words. If you imagine a country in which there is no strong central government, what happens. As it means a political, economic and other security breakdown, and things get out of control, as chaos leads to difficult problems for all parties, and then everyone will seek to get out of these problems and ensure control and discipline in society, (Hammoudi, 2010: 15).

6.Administrative decentralization: One of the methods of administrative organization that is concerned with the involvement of a large number of subordinates in the process of administrative organization, by transferring decision-making authority to the lower administrative levels, and one of its advantages is achieving a balance between levels and authorities. Poor decisions affect one department, not the whole organization. Helps train lower-level bosses. It speeds up the problem-solving process and decision-making. It helps managers to devote themselves to important decisions, and not to be preoccupied with what is subsidiary to them. contribute to the emergence of ideas and innovations; As a result of the enthusiasm of the members at the various administrative levels, and their desire to solve the problems facing them, and to raise their morale; as a result of their positive participation. It is characterized by flexibility, encourages positive competition, and intellectual refreshment (Jahin, 2011: 138).

The following figure shows the characteristics of governance.



(Figure1): Governance Characteristics

Source: Al-Kinani, Mohsen Mahdi, Governance is a path for the development of the Iraqi tourism in the light of the tourist, which is the students in the city and the Antiques, the thesis the themes, the Als Mustansiriya University of the Administration and Economics, 2015, P. 29.

Fifth: Determinants of Governance:

There are three types of determinants working to achieve the goals of the organization are:

1. **Internal Determinants:** It includes the internal rules, foundations, and systems that determine decision-making and the distribution of powers within the organization between the general assembly, the board of directors, executive managers, and sub-committees, which include a set of factors related to the organization's internal capabilities and resources, such as the vision and strategy of the organization, the pattern of decision-making, the flexibility of organizational structures and communication systems, the distribution of powers and responsibilities, and the availability of knowledge. Financial and technical skills and other factors that contribute to strengthening the ability of business organizations to develop effective governance structures capable of fully coordinating between the strategic goals of the organization and the goals of beneficiaries inside and outside the organization. (Ibrahim and Karim, 2003: 296)
2. **External Determinants:** Which refers to the general climate for investment in the state and its importance ensures the implementation of laws that regulate the good management of the organization and reduce the conflict between the social and private return, such as the laws regulating economic activity such as the laws of the stock market, tax and cash, and the efficiency of the financial sector (banks and money market) in providing the necessary financing for projects, and the efficiency of the regulatory agencies and bodies (the Capital Market Authority and the Stock Exchange), as well as the efficiency of some organizations and professional bodies (associations of accountants, lawyers, financial and investment consulting companies, credit rating, and others). (Yahyaoui and Bouselma, 2012: 8)

THE SECOND TOPIC: UNEMPLOYMENT

Preface:

Unemployment has become, for more than a quarter of a century, a structural problem affecting the economies of the countries of the world, which necessitates that there is a lack of literature and current economic thought to understand the problem of unemployment and get out of it with radical solutions that simulate reality and changing environmental

conditions. In this section, we will discuss the concept of unemployment and its measurement, types, effects, reasons for its emergence and means of treatment, as follows:

First: The Concept of Unemployment and its Measurement

Unemployment is a social and economic phenomenon that has an effective impact on society, whether it is developed or developing. It was defined as a state of involuntary cessation of work due to the impossibility of its existence (Hussain, 1992: 45). It is also seen as the person's disengagement from work in the event that there is no available person who is able and willing to do so within the limits of the age of ability to work, (Al-Sarahneh and Hassan, 2000: 33). From the point of view of (Al-Dabbagh and Shubr, 2014: 84), unemployment is represented by the presence of people who want to work and cannot find job opportunities commensurate with their academic and practical qualifications. He adds (Amal, 2022: 503) also that it is represented in the presence of people in a society who are able to work and are qualified for it at the required type and level and are willing and looking for it and agree to enter it in light of the prevailing wages and do not find it during a certain period of time.

Thus, unemployment is based on three basic criteria and conditions, which are the presence of individuals:

- Are able to work and do not find work, whether paid or at their own expense.
- Available for work and within the limits of the age of ability to work and willing and able to do so, whether for wages or at their own expense.
- Looking for the desired work without success, whether with pay or at their own expense, and under normal circumstances.

Unemployment is measured by (calculating the unemployment rate), which is an economic indicator of special significance and importance because it indicates the extent of unemployment among people who are willing and able to work. 84), that is, the ratio between the number of unemployed persons and the total members of the labor force in the country.

Second: Types of Unemployment:

There are many types of unemployment, the proportions of which vary in their presence in societies based on the degree of their progress or backwardness, and the most prominent of these types are

1. **Periodicity:** appears due to economic cycles, emerges in recession, and disappears in economic prosperity.
2. **Frictional:** It occurs due to the movement of workers between different regions in search of work, i.e. the period of searching for available capabilities and comparison between them.
3. **Seasonality:** linked to climatic conditions and social customs, such as the disappearance of refreshment and beverage workers in the winter, and the unemployment of carpet industry workers in the summer. In addition to the seasonality of tourism during its peak and recession seasons.
4. **Structural:** resulting from shifts in demand or technological change, that is, in the event that the qualifications of the available workers do not match the demand in the labor market, (Al-Dabbagh and Shubar, 2014: 85-86)
5. **Disguised:** Existence of surplus labor that is not actually productive and exceeds the actual need for work and does not affect the volume of production if withdrawn from their places of work. It includes workers who work below their level of production.
6. **The unemployed:** It is the apparent idleness from which part of the available labor force suffers, i.e. the presence of individuals who are able and willing to work and looking for it at the prevailing wage level, but to no avail.
7. **Partial:** It includes individuals who work for reasons beyond their control for fewer hours than normal working hours and wish to work full time if job opportunities are available.
8. **Forced nationality:** It is the unemployment imposed on women in a compulsory manner due to the difficulty of customs and traditions, to reach about (50%) of the productive labor force, (Ramzy, 2002: 33). This is reflected in the small number of women working in the tourism and hotel sectors, and their disruption of their role in the production process.

Third: The Effects of Unemployment:

Unemployment constitutes a major cause of most social diseases in any society, and a clear threat to social, psychological, political and economic stability. These effects can be summarized as follows:

1. **Social effects:** Unemployment is an expression of poor and unfair social relations, as the unemployed feel frustrated, despaired, and not belonging to the state. All kinds of crime, intellectual deviations, and feelings of hatred and hatred spread towards the classes that live in poverty. Unemployment helps to increase the state of what is called social fragmentation. Frustration and lack of self-confidence, especially among young people with intermediate and university degrees, which leads them to think of emigrating to other societies.
2. **Psychological and physical effects:** Unemployment leads to cases of psychological and personal disorders, unhappiness, dissatisfaction, a sense of helplessness and incompetence, which leads to mental ill health, depression, helplessness, boredom and dissatisfaction, which results in a state of feeling low and self-respect, which leads to the unemployed individual. To physical exhaustion and health suffering. (Ahmed, 2000: 83)
3. **Economic effects:** Economic motives come at the forefront of the effects of unemployment, which are generated as a result of lack of job opportunities, low wages, and the corresponding increase in the standard of living. As for its effects on the national economy, if partial unemployment occurs in society, the demand will decrease due to the decrease in purchasing power, and this forces producers to reduce production and dispense with part of the employment, which increases unemployment, which generates a state of economic recession, (Al-Dabbagh and Shubar, 2014: 87) .

Fourth: Causes of unemployment in developing countries:

Its Causes due to: (Saleh, 2004: 90)

1. Economic underdevelopment, the higher the population inflation, the higher the unemployment rate, because the rapid increase in population growth and the imbalance that occurs between the forces of supply and demand and the labor market, the population growth leads to an increase in the growth of the labor force.
2. The scarcity of economic resources leads to a lack of job opportunities for the unemployed, especially with the large transfers that the global economy is going through and its repercussions on the national economy, which constitutes an additional burden on the state to proceed with development processes.
3. Employing individuals in temporary jobs that do not require experience and with low wages and without a contract or insurance, which increases the problem of unemployment.
4. The labor market is unable to absorb graduates with various types of qualifications, yet the labor market is unable to absorb them.
5. Failure to update and develop work methods and methods, and failure to expand production facilities or implement new projects.
6. The spread of illiteracy or the low level of education, which prevents the development of training and training programs in accordance with the requirements of the constantly changing and renewable labor market in light of the technological boom.
7. The spread of a culture of contempt for manual, muscular work and the glorification of mental work associated with public office.
8. Not enacting laws regulating and encouraging investment and attracting investors. Therefore, we find that some investors are satisfied with employing their family members and refuse to expand their projects. Because this requires more labor and this means more judicial problems

FIFTH: Means of addressing unemployment: It is represented by various policies that work in order to reach the full utilization of the labor force: (Al-Dabbagh and Shubbar, 2014: 87)

1. Follow the method of proper manpower planning and mobilize all available capacities.
2. Develop plans that ensure that economic growth exceeds population growth.
3. Enacting laws encouraging government and private investment and supporting them from the state.
4. Establish labor offices in order to employ them and provide subsidies to those who cannot obtain work.
5. Keeping pace with technological and scientific progress and harnessing it to provide job opportunities.
6. Work to organize expatriate workers and not compete with local workers.
7. Paying attention to the establishment of specialized governmental financial institutions that work to encourage the establishment of small and medium projects for young people.

THE THIRD TOPIC: THE PRACTICAL SIDE**First: Research Methodology:****1. Procedural Definitions:**

- **Governance:** It is a set of procedures, decisions, and regulations taken by the departments of tourism and hotel organizations towards their employees and stakeholders, which are characterized by transparency, discipline, participation, and the establishment of justice to achieve excellence in performance.
 - **Unemployment:** The community does not use the labor force fully or ideally under conditions beyond their control, which leads to a lower level of well-being for the members of society than it could have been reached.
2. **Research Problem:** It is Possible to Summarize the Dimensions of the problem with these answers:
- To what extent are tourism and hotel organizations interested in adopting governance policies that help reduce unemployment?
 - What is the level of awareness of the administrative leaders of the need to develop the strategies used in order to govern their management in the various aspects of work?
 - What is the impact of governance and its importance in reducing the phenomenon of unemployment among the research sample?
3. **The Importance of Research:** The Importance is commenting in:
- Providing information on governance procedures that contribute to enriching new concepts for administrative leaders.
 - Formation of a clear vision about the characteristics of governance that serve administrative leaders and decision makers in tourism and hotel organizations.
 - It is considered an incentive and a starting point for future studies that serve the same field by providing information.
4. **Research Goals:**
- Highlighting the most important effects of unemployment in the tourism and hotel organization and developing appropriate solutions to end this phenomenon.
 - An attempt to monitor the importance of the characteristics of governance and its role in eliminating unemployment in tourism and hotel organizations in Iraq.
 - Demonstrating the extent of administrative leadership's interest in the issue of unemployment and their belief that combating it has a prominent role in economic development.
5. **Research Hypothesis:**
1. **Main Hypothesis:** There is no significant effect between governance and unemployment.
 2. **Alternative Hypothesis:** There is a significant effect between Governance and unemployment.

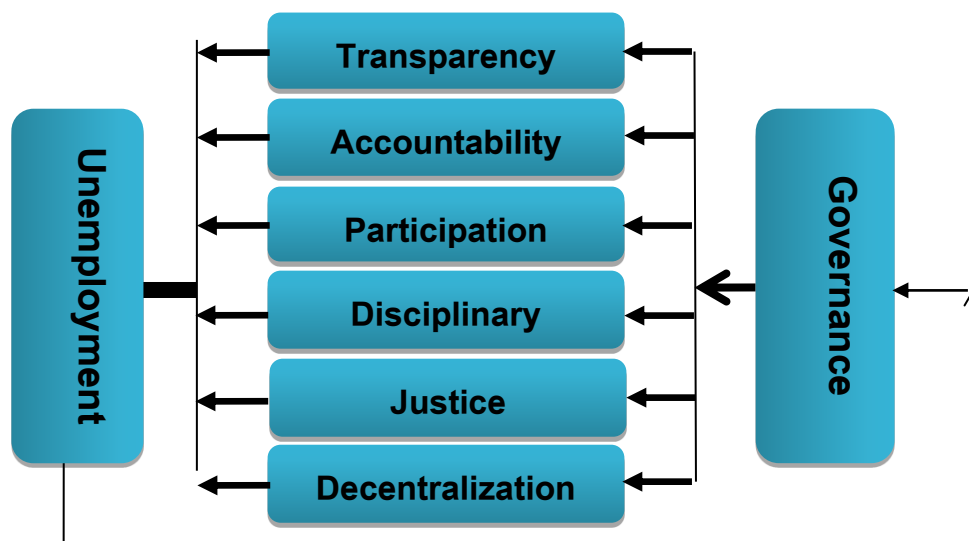
3. Research Model:

Figure (2)Hypothetic Model of the Study

Source: Prepared by the Authors

7. Research Sample:

The Research Sample that is selected from the Administrative Leaders in the Ministry (head managers , heads of departments , and the directors of divisions), and the total questionnaire forms that distributed Were (50) questionnaires, and After Being indicated by those concerned as their answers were Benefit to research project, and All questionnaires were restored valid.

8. Data Collection Methods : The questionnaire was designed according to the objective of the research and its hypothesis, by relying on theoretical literature related to the subject of the research

9. Statistical Methods: A number of statistical methods appropriate to the nature of the data were followed, and the results were calculated, extracted and processed by computer using the V29 Amos statistical program.

Second: Honesty and Stability Tests:

The researchers aim by applying the validity tests to prove the efficiency and accuracy of the questionnaire paragraphs in representing the subject of the research, which states (the effect of governance in reducing the phenomenon of unemployment) the best representation, depending on the method of assertive constructive validity, while the researchers rely on the stability coefficient (Cronbach's Alpha) to confirm the reliability The data obtained from the respondents' answers to the questionnaire items, and the results were as follows:

1. Confirmative constructive validity test

The researchers deduce from the results of the (KMO) scale presented in Table (1) that the size of the sample studied is appropriate and sufficient to apply the confirmatory factor analysis method with high efficiency. The Bartlett Test, as the result of the statistical test will be significant when the value of the (Chi-Square) calculated for the test is significant.

Table (1)

Unemployment	Governance	Tests	
0.829	0.821	KMO Value	
287.92	249.34	Calculated Chi-Square Value	Bartlett Test
0.00	0.00	Sig. Probable Value	
{ The Kaiser – Meyer – Olkin Measure } : KMO			

KMO and Bartlett Test results

Source: Prepared by the Researchers According to the results of AmosV29 Program

As for proving that the questionnaire with its seventeen paragraphs can be applied to the studied sample with high efficiency, the two researchers invest the most important quality indicators of matching the model, which give a complete picture of the extent to which the model as a whole matches the research data (Tigza: 2012, 242). The results of applying the factorial analysis method to the research data through the data of the Amos statistical analysis program, the twenty-ninth edition, were all significant, confirming the fulfillment of the validity condition in the questionnaire items. And as documented in the following Figure (3) and Figure (4), and the following Table (2):

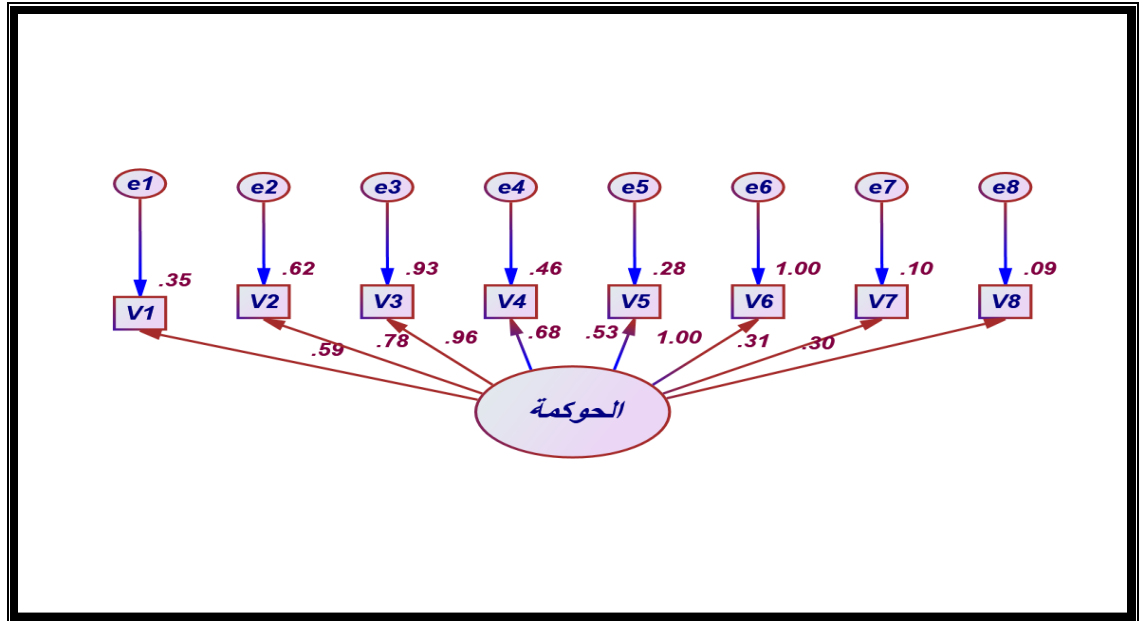


Figure (3): Governance assertive Factor Analysis Chart

Source: Prepared by the Researchers Based on the Data of the Statistical Amos V29 Program.

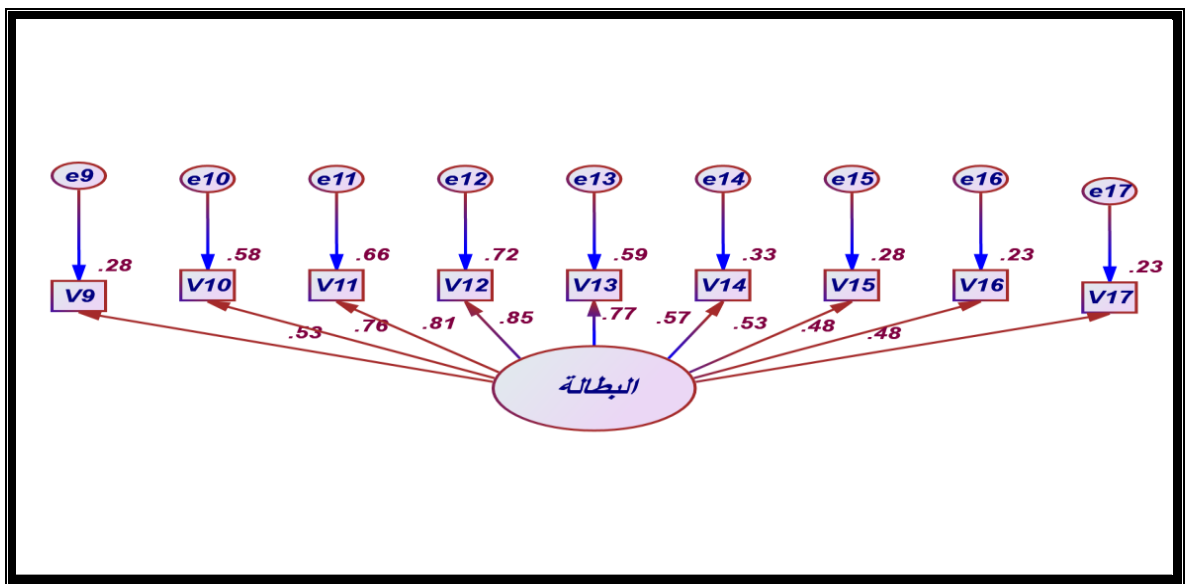


Figure (4): Unemployment assertive Factor Analysis Chart

Source: Prepared by the Researchers Based on the Data of the Statistical Amos V29 Program.

Table (2): The data of the quality indicators of the model to measure the validity of the governance and unemployment items

Standard acceptanceFor the matching index	The value of the cursor		Matching indicators
	Unemployment	Governance	
Be the value of the cursor less than 5	1.432	0.733	The Relative Chi-Square
The value of the indicator is confined(0.05 and 0.08) ForThe model that matches the high-sample data sample data,If they areThe value of the cursorLess than (0.05) the model matches very large sample data,In otherwise do not accept the form	0.079	0.001	Root Mean Square Error of Approximation (RMSEA)
The value of these indicators are immunized between zero and one always ... and they are performed from the one, the most firmly and the most extensively was better than the value of and more 0.90	0.901	0.945	NORMED FIT INDEX (NFI)
	0.930	0.987	Comparative FIT Index (CFI)
	0.934	0.998	Increased Fit Index (IFI)
	0.907	0.995	Tucker-Lewis Index (TLI)
The total results of the aggressive worcial analysis were suffering and thusDocumentingThe extension of the paragraphs of the paragraphsSeventeenIn the search for the search for the searchThe effect of governance in the limit of unemployment phenomenon)Good representation			Comment Researchers Results

Source: Prepared by the researchers according to the data of the confirmatory constructive validity test.

2. Stability Test for Resolution.

Table (3) confirms that the value of the stability coefficient (Cronbach's Alpha) for the totality of governance items amounted to (0.851), which indicates a high stability in the governance items. While the value of the stability coefficient for the total items of the questionnaire was (0.922), which proves that the items of the questionnaire passed the stability test successfully.

Table (3) results of the stability test (Cronbach's Alpha) for the questionnaire items

Comment Finder	Stability level	Facility coefficient	Search variables	
Having a stabilityHighIn paragraphsGovernance	High	0.851	Governance	X
Having a stabilityHighIn unemployment paragraphs	High	0.855	Unemployment	Y
Having a stabilityHighIn the optical paragraphs	High	0.922	The entirety of questionnaire	

Source: Prepared by the Researchers According to the results of SPSS V29 Program

3. The descriptive analysis of the level of the sample's responses to the governance and unemployment items.

The two researchers document the positivity of the paragraphs by means of (One Sample T test) in case the result of the test is significant, which confirms the approval of more than 60% of the studied sample on the content of the paragraph, otherwise the paragraph will be negative, while the researchers will rely on the weighted arithmetic means to indicate the level of answers The sample on the paragraphs of the questionnaire and the standard deviation to show the extent of inconsistency of the sample's answers and on the scale of the intensity of the answer (relative importance) to show the percentage of the sample's agreement with the content of the paragraph. While the researchers relied on the matrix of the strength of the answers to know the degree of agreement of the sample, as listed in detail in Table (4) .

Table (4) Matrix of the strength of the answers to the paragraphs of the questionnaire

Approval	Relative importance % The intensity of the answer %	Power of answers on the cycle of the questionnaire	The value of the micro- calorial module is set out in the period	Category
A lot too	From 10% to less than 36%	Not completely agree	From 1 to less than 1.8	The first
A few	From 36% to less than 52%	Non-agreement	From 1.8 to less than 2.6	The second
Medium	to less than 68% %52	Neutral	From 2.6 to less than 3.4	The third
A large	From 68% to less than 84%	The agreement	From 3.4 to less than 4.2	The fourth
Too big	From 84% to 100%	Agreement is completely	From 4.2 to 5	The fifth

Source: (Karnilev: 2002,56)

1) Descriptive analysis of the level of the sample's responses to the governance items

Table (5), which indicates the opinions of the study sample in the paragraphs of the independent variable, documents governance. The sample on the total governance paragraphs (76.50%), which is more than the neutral relative weight (60%), which confirms that the degree of agreement of the sample members on the content of the governance paragraphs was large, while the T value calculated according to the (One Sample T test) was (8.669). The probability value was recorded (0.00), which is less than (0.05), which indicates that the employees in the Ministry of Tourism, Culture and Antiquities favor the application of governance.

Table (5) The level of the study sample's responses to the governance paragraphs

Approval	Interpretation of the test result	Probabral value	The value of (T)Calculated	The intensity of the answer %	Standard deviation	The direction of the answer	Arithmetic mean Weighted	Conference securities	Code code
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	5.429	75.6%	0.90540	agreement	3.7800	An administrative pyramid to delegate the powers and determine the size of the .responsibility for all employees	V1
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	9.358	78.4%	0.69517	agreement	3.9200	A positive requirement in the adoption of .new ideas provided by employees	V2
Too big	The value of the middle compound is preparing on the middle comprehensive middle	0.00	7.699	85.2%	0.98765	agreement	4.2600	A scientific foundation in granting incentives .and compositions	V3
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	6.682	76.8%	0.88893	agreement	3.8400	Dealing balance with workers and .stakeholders alike	V4
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	4.487	77.2%	0.90230	agreement	3.8600	Develop legislation and visual laws in commensurations and administrative .specialties	V5
Too big	The value of the middle compound is preparing on the middle comprehensive middle	0.00	7.989	86.4%	0.96120	agreement	4.3200	Share of staff for administrative leaders in decision-making	V6
Medium	The value of the middle compound is preparing on the middle comprehensive middle	0.00	4.149	65.2%	0.44309	agreement	3.2600	To promote neglected tourist places and improve the social and economic level in the .region concerned	V7
Medium	The value of the middle compound is preparing on the middle comprehensive middle	0.00	4.257	67.2%	0.59796	agreement	3.3600	Faced with financial and investment burden .for the tourist areas	V8
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	8.669	76.5%	0.79771	agreement	3.8250	Governance	X

Source: Prepared by the Researchers According to the results of SPSS V29 Program

Table (5) also achieves that the levels of importance of paragraphs within governance have been distributed among the highest level of response achieved by the sixth paragraph among all the paragraphs of the independent variable with a strong response that constituted (86.4%), which is more than the neutral relative weight (60%), which confirms the agreement of most of the study sample. The importance of employee participation to administrative leaders in the decision-making process .

While Table (5) documents that the seventh paragraph has achieved the lowest level of response among all the governance paragraphs, with a strong response that constituted (65.2%), which is more than the neutral relative weight (60%), which confirms the agreement of more than half of the study sample on the need to promote tourist places Neglected tourism and upgrading the social and economic level in the concerned area gives positive returns on the tourism sector and citizens alike.

2) Descriptive analysis of the level of the sample's responses to the Unemployment items

Documents table (6), which indicates the opinions of the study sample in the paragraphs of the dependent variable unemployment, as it becomes clear that the weighted arithmetic mean for all its paragraphs amounted to (3.8267), which is greater than the value of the hypothetical mean (3), and the standard deviation was recorded (0.75809), while the severity of the response of individuals was The sample on the total unemployment items is (76.53%), which is more than the neutral relative weight (60%), which confirms that the degree of agreement of the respondents with the content of the unemployment items was large, while the T value calculated according to the (One Sample T test) was (10.516). The probability value was recorded (0.00), which is less than (0.05), which indicates that the employees in the Ministry of Tourism, Culture and Antiquities are interested in the risks of high unemployment rates in Iraq.

Table (6) also achieves that the levels of importance of the paragraphs within unemployment were distributed among the highest level of response achieved by the twelfth paragraph among all the paragraphs of the dependent variable with an answer intensity that constituted (81.2%), which is more than the neutral relative weight (60%), which confirms the agreement of most of the sample. The study revealed the presence of a sense of low self-respect and the need to accept governmental and non-governmental charitable donations.

Table (6) documents that the sixteenth paragraph has achieved the lowest level of response among all the items of unemployment, with a strong response that constituted (69.6%), which is more than the neutral relative weight (60%), which confirms the agreement of more than two-thirds of the study sample that unemployment encourages deviant behavior such as murder, theft, suicide, and drug use.

Approval	Interpretation of the test result	Probabral value	The value of (T)Calculate d	The intensity of the answer %	Standard deviation	The direction of the answer	Arithmetic mean Weighted	Conference securities	Code
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	4.944	76.8%	0.89765	agreement	3.8400	Lead to the distribution of income and .wealth	V9
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	8.654	78%	0.73540	agreement	3.9000	Deviation of social standards of decent .human behavior	V10
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	9.442	77.6%	0.65900	agreement	3.8800	The education and immigration of the country shall not continue to request a .work	V11
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	7.360	81.2%	1.01840	agreement	4.0600	The feeling of self-reaction and not to respect and to face the governmental and .non-governmental charity donations	V12
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	7.180	78%	0.88641	agreement	3.9000	The proliferation of intellectualization and joining the bad guys and engaging in the .ranks of the criminals and the title	V13
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	8.663	77.6%	0.71827	agreement	3.8800	Admission to any work even if it is not suitable for scientific qualifications for the .student's work	V14
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	8.057	76.4%	0.71969	agreement	3.8200	Generate the situation of the response and the hearing of the frustration and labor .force	V15
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	6.725	69.6%	0.50467	agreement	3.4800	Encourages the devoid behavior such as .the killing, theft, suicide and drug abuse	V16
A large	The value of the middle compound is preparing on the middle comprehensive middle	0.00	7.235	76.53%	0.75809	agreement	3.8267	Unemployment	Y

Table (6) The level of the study sample's responses to Unemployment paragraphs

Source: Prepared by the Researchers According to the results of SPSS V29 Program

4. The Impact of Governance in Reducing the Phenomenon of Unemployment

It is concluded from Table (7) and Figure (5), and according to the data of the following multiple linear regression analysis, the acceptance of the main hypothesis, which states (there is a statistically significant effect of governance in reducing the phenomenon of unemployment) with a confidence rate (95% to 99%), as the value of The calculated F value is (23.832), which is significant, while the value of the coefficient of determination is (82%), which indicates the percentage of governance interpretation of the changes that occur in reducing the phenomenon of unemployment, while the correlation coefficient ratio between the independent variable and the dependent variable is (0.907), which confirms the presence of a strong direct correlation Between governance and reducing the phenomenon of unemployment, according to the opinions of the research sample.

Table (7) Results of testing the hypothesis of the impact of governance in Reducing unemployment

		F Test		Specificati on factor R ² %	Interpretation	Linkage between the two variables
Test result	Probabral value	The Calculated F value				
Accept the hypothesis	0.000	23.832	82%	A strong boycott link between governance and reducing the unemployment phenomenon	0.907 **	
There is a clear impact of governance in reducing the increasing phenomenon of unemployment in Iraq					Comment Researchers	

Source: Prepared by the Researchers According to the results of SPSS V29 Program

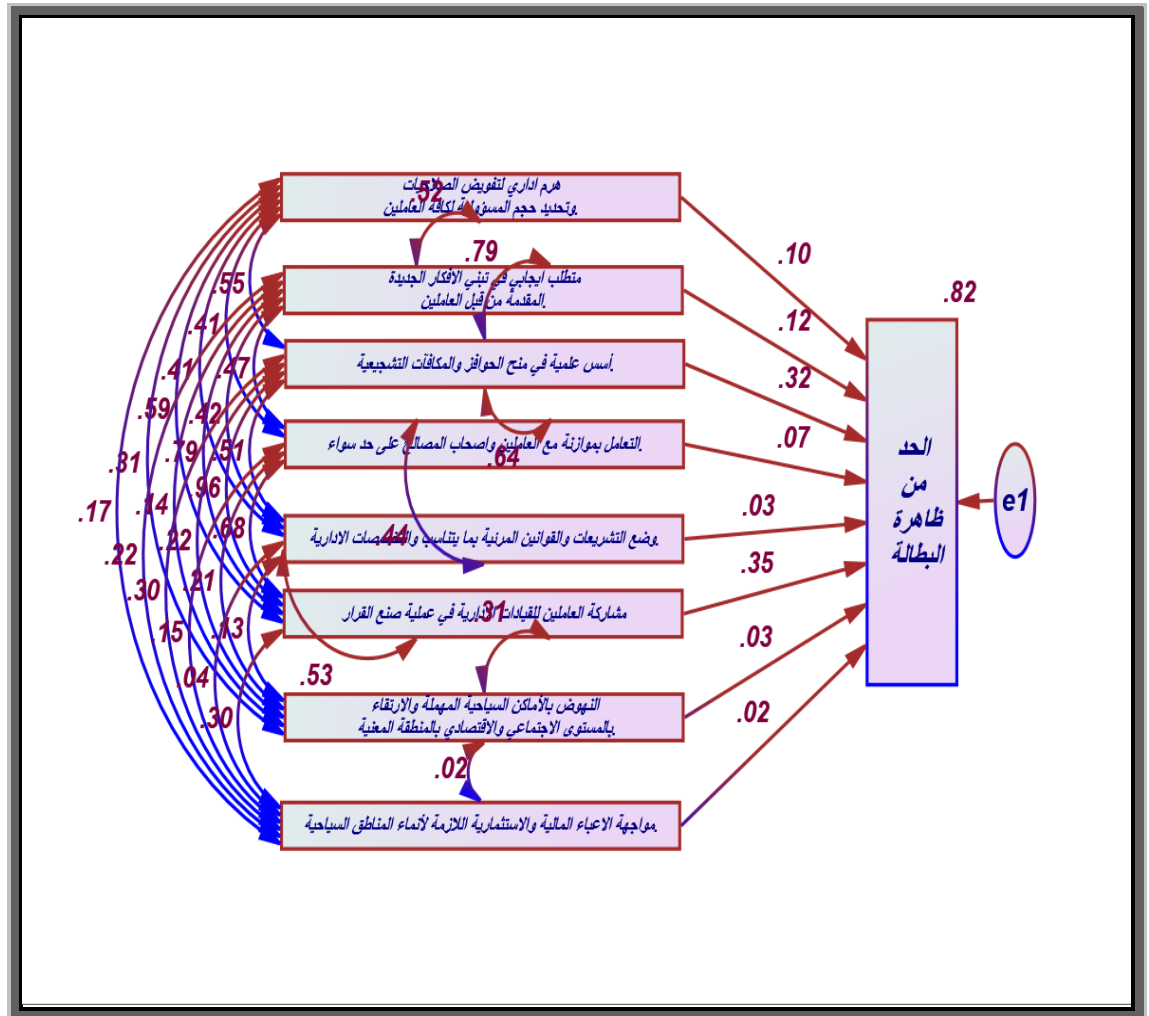


Figure (5)
The effect of governance items combined in reducing unemployment according to the results of the Amos V29 statistical program

It can be concluded from the previous analysis that the most influential factors in reducing the phenomenon of unemployment are as follows:

- A - Participation of employees to administrative leaders in the decision-making process.
- B- Laying down scientific bases for granting incentives and rewards.
- C - Governance is a positive requirement in adopting new ideas presented by employees.
- D - Building an administrative pyramid to delegate powers and determine the level of responsibility for all employees.

FOURTH TOPIC: CONCLUSIONS AND RECOMMENDATION

First: Conclusions

1. There is a clear impact of governance in limiting the exacerbation of the phenomenon of unemployment and the serious repercussions it leads to on society and the individual.
2. The participation of workers in the administrative leadership in the decision-making process, strengthening their capabilities and enabling them to participate effectively and include their demands and raise their concerns as an expression of the options they prefer, contributes significantly to reducing the phenomenon of unemployment.
3. Laying scientific foundations in granting incentives and rewards leads to a significant reduction in the phenomenon of unemployment.

4. Governance is a positive requirement for adopting new ideas presented by the employees of the organization because it achieves the principles of good governance that are based on the foundations of a solid structure that evaluates administrative work.
5. The need to build an administrative hierarchy to delegate powers and determine the level of responsibility for all employees.

Second: Recommendation:

1. Optimal employment of the clear impact of governance in reducing the exacerbation of the phenomenon of unemployment in order to confront this ever-growing problem, especially as it contributes to providing new job opportunities in various vital sectors in Iraq.
2. The need for workers in the various organizations of the administrative leadership to participate in the decision-making process when developing the organizations' work strategies, especially since the workers are in constant contact with the beneficiaries of the service provided by their organizations and are fully aware of their needs, problems, and their economic and social status, as they represent the vital link between citizens and senior leaders.
3. The need to make maximum use of the positive returns when developing a well-studied scientific mechanism for granting incentives and rewards to encourage the unemployed to compete for these job positions, whether in the public or private sector.
4. Making the most of the creative ideas of the employees of the organization and employing them to serve the work and raising the motivation of competition among the workers for creativity and generating new ideas that contribute to the development of the work and increase its moral and material returns in the labor market.
5. The need to place administrators and employees in training courses in the field of their specializations outside the country to keep pace with the latest global developments in their field of work in light of building a carefully studied administrative pyramid to delegate powers and determine the size of responsibilities for all work members.

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M / QUESTIONNAIRE

Respected virtuous professor.. Respected virtuous professor.. Peace, mercy and blessings of God be upon you

We in Put in your hand the questionnaire of the Research named ((**The Impact of Governance in reducing the Phenomenon of unemployment**)), Which represents an exploratory study of the opinions of a sample of administrative leaders in the Ministry of Tourism, Culture and Antiquities, and given your scientific and professional expertise in your field of work, we thank you for your cooperation with us in answering the paragraphs of the questionnaire by placing (√) in front of the option that you deem appropriate for the questions raised, which will support this research to reach To accurate scientific and practical results that contribute to the development of the tourism sector in the labor market.

God is the guardian of success

**Asst. Prof Dr. Dr. Abdul Hakim Jamil Shukri
Maha Abdulsattar Abdul-Jabbar**

Please indicate your opinion on the adoption and attention of the Ministry at:

Don't agree to ever	Don't agree	Not sure	Agreed	You agreed completely	Paragraphs	T
The base is bBeing a: Governance:						
					An administrative path to delegate the powers and to .identify the liability of all for employees	1
					A positive requirement inAdopting new ideas provided .by employees	2
					A scientific foundation in the granting of the thIncentives .and compositions	3
					.Dealing balance with workers and stakeholders alike	4
					Develop legislation and visual laws in commensurations .and administrative specialties	5
					Share of staff for administrative leaders in decision-making	6
					Promoting neglected areas and higher social and .economic levels in the region concerned	7
					Faced with financial and investment burden for the .development of tourism areas	8
TEffects in several levelsAndSuch as: Unemployment:						
					.Lead to the distribution of income and wealth	9
					Deviation of the social standards of the decent human .senator	10
					The education and immigration of the country shall not .continue to request a work	11
					The feeling of self-reaction and not to respect and to face .the governmental and non-governmental charity donations	12
					The proliferation of intellectualization and joining the bad .guys and engaging in the ranks of the criminals and the title	13
					Admission to any work even if it is not suitable for scientific .qualifications for the student's work	14
					GenerationThe situation of the response and the resistance .of the frustration and labor capacity	15
					,Encourages the devoid behavior such as the killing, theft .suicide and drug abuse	16
					Physical and psychological health	17