



Kurdistan Regional Government
Council of Ministers
Department of Media and Information

News Service

Job Creation and Workers' Rights in the Kurdistan Region

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Summary

- To date, 303,000 workers in the Kurdistan Region have been registered in the social security scheme. Notably, 225,000 of these registrations occurred within the last five years alone. Furthermore, more than 61,000 projects have been officially registered under the scheme.
- The minimum monthly wage for an unskilled worker has been set at IQD 450,000.
- Between 2024 and the end of 2025, a total of IQD 70 billion was distributed in end-of-service payouts to more than 17,625 workers.
- In any given project, 75% of the workforce must be citizens of the Kurdistan Region, while the remaining 25% may consist of foreign labour.
- The 5500 Hotline for worker consultations and grievances has received and resolved hundreds of complaints over the past two years.
- Workers are entitled to 20 days paid annual leave. Additionally, sick leave may be extended for up to 180 days for illness and medical treatment.



Worker Enrollment in the Social Security Scheme

In the Kurdistan Region, significant efforts have been undertaken to protect workers' rights and promote equal employment opportunities for the local workforce, in accordance with Labour Law No. 71 of 1987.

Up until 2019, approximately 78,560 workers were registered in the social security scheme. However, since the Ninth Cabinet of the Kurdistan Regional Government assumed office, the number of registered workers has increased to over 303,000. Of this total, 258,000 are local workers and 45,000 are foreign workers.

Project Registration

As of the end of 2025, more than 61,000 projects in the Kurdistan Region have been registered under the social security scheme. The distribution across the governorates and districts is as follows:

Governorate / District	Number of Registered Projects
Erbil Governorate	26,000
Slemani Governorate	19,000
Duhok Governorate	10,000
Halabja Governorate	536
Soran District	1,906
Garmian District	1,994
Zakho District	1,987
Total	61,423



Note:

- 1- *The Raperin District is included within Slemani Governorate.*
- 2- *The Directorate of Social Security in Halabja Governorate and the districts of Rapareen, Zakho, Garmian, and Koya were all established under the Ninth Cabinet of the Kurdistan Regional Government.*

Worker Pensions

According to the amended Social Security and Pension Law for Workers No. 39 of 1971, employers are required to provide social security coverage for every worker from their first day of employment and to register them with the Directorate of Social Security for Workers. Employers must contribute 17% of the worker's salary to the Social Security Fund each month, consisting of a 5% deduction from the worker's salary and a 12% employer contribution.

Benefits of Social Security for Workers

Pension Rights: Any registered worker is eligible for a pension in the event of death (whether at home or at work), regardless of age or length of service. Registered workers are also entitled to retire based on their age and years of social security contributions.

Work Injuries: If a worker is injured because of an accident at work or in the course of employment, the Social Security Fund covers medical treatment



costs and provides compensation for the period during which the worker is unable to work.

Transfer of Service: Workers may transfer their years of service from the private sector to the public sector upon government employment, in accordance with applicable regulations.

End-of-Service Benefits: Workers are entitled to end-of-service payout in line with the procedures set out in the relevant laws and regulations.

Medical Care: During periods of illness, the Social Security Fund covers the worker's treatment costs.

Maternity Leave: Female workers are entitled to maternity leave with compensation based on their most recent wage, paid by the Social Security Fund.

Currently, approximately 1,007 workers in the Kurdistan Region have retired from private-sector projects and are receiving their monthly pensions without delay. Between 2024 and the end of 2025, more than IQD 70 billion was paid to 17,625 workers in end-of-service benefits.

Government Support for Job Creation

In 2022, the Kurdistan Regional Government issued Decree No. 172 to *Safeguard the Employment Rights of Citizens*. The decree stipulates that:



- At least 75% of the workforce in all projects must be citizens of the Kurdistan Region.
- Foreign labour must not exceed 25% of the total workforce in any project.

To date, 90% of projects have complied with the decree. As a result of non-compliance, 50 projects have been referred to the courts, and legal proceedings have been initiated against a further 207 projects for potential prosecution. Following the decree, 627 projects requested local labour, resulting in the recruitment of 2,180 local workers to replace foreign workers.

Minimum Wage Standards

Under Provision No. 9410 of 3 August 2025, the Council of Ministers, supported by the Committee for Determining Minimum Wages, decided the following:

- The minimum monthly wage for an unskilled worker is set at IQD 450,000.
- The daily wage for workers must not be less than IQD 15,000, and total monthly pay must not fall below the minimum wage established for an unskilled worker.



Job Opportunities in the Ninth Cabinet

- Over the past five years, more than 140,000 job opportunities have been created for citizens of the Kurdistan Region.
- Approximately 40,000 jobs were generated through companies and small projects, particularly in the agricultural, industrial, and tourism sectors.
- Numerous opportunities have been facilitated through the official portal kar.molsa.gov.krd.
- The government has successfully provided 48,000 jobs for the youths of the Region through both permanent and contract-based employment.

The Workers' Fund and Rights Protection

In accordance with labour laws, the Kurdistan Regional Government has established a dedicated Social Security Fund for Workers. This fund is responsible for paying worker bonuses and retirement pensions, with current capital standing at IQD 1.5 trillion.

Summary of Workers' Rights

Based on the amended *Labour Law No. 71 of 1987* and *Social Security Law No. 39 of 1971*, the following rights are guaranteed:



1. A formal contract must be signed between the employer and the employee to protect the rights and obligations of both parties.
2. Standard working hours are 8 hours per day. Any additional work requires overtime pay.
3. Every employee is entitled to one fully paid day off per week.
4. Employees have the right to 20 days of paid annual leave.
5. Employees may request leave from their employer at any time.
6. Employees are entitled to 30 days of sick leave per year, which may be extended to 180 days if necessary.
7. Employees must not be required to perform duties while medically unfit to work.
8. Pregnant employees must not be assigned heavy labour to protect their health.
9. Employers must facilitate workers' duties, provide a healthy and safe working environment, and offer opportunities for cultural and technical development.

Support for Workers' Rights

To safeguard these rights, the Ministry of Labour and Social Affairs has established a dedicated hotline. Workers can call 5500 to seek advice or file complaints, with full protection of their privacy. Over the past two years, more than 300 complaints have been received and investigated, with the vast majority successfully resolved.

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