



The Human Line Organization’s Parallel Report to the State of Kuwait’s Report Submitted to the Committee concerned with the Convention on the Elimination of All Forms of Discrimination against Women

August 2017

In reviewing the periodic report submitted by the state of Kuwait to the Human Rights Committee, the Human Line Organization hopes that its report would be beneficial in presenting helpful information and shedding light on some of the important issues concerning human rights in the country.

About the Human Line Organization:

The Human Line Organization is a civil society organization, established in 2012, that is committed to enhancing and advocating human rights. The organization works on raising awareness, providing training on human rights concepts and procedures, legal observing of human rights violations, and the preparation of human rights reports. It also aims to provide solutions to these violations and further the culture of tolerance, peaceful co-existence and constructive dialogue.

HLO’s Programs:

- **The Tolerance Training Program**, established in 2013. A training program for youth on the basic principles of human rights, acceptance, and importance of cultural diversity through the use of interactive teaching and training methods.
- **Taqabal: Kuwait’s National Mental Health Awareness Campaign**, established in 2013 this campaign aims to raise awareness on mental health and eliminate stigma associated with people living with mental illnesses. A work in collaboration with the Ministry of Health.
- **HLO’s Human Rights Training Program**, offering free workshops on human rights to the public in an effort to spread human rights education (for ages 18 and above).
- **Raf Initiative**, launched in 2016 this initiative aims to enrich libraries around Kuwait with scarce resources. Through the first phase of the initiative, 7000 books were donated to the 4 libraries at prisons. A work in collaboration with the Social Work Society.
- **One Roof Campaign**, launching in Q4 of 2017. This campaign aims to raise awareness about domestic workers’ rights through a legal guide and shift social perceptions of domestic workers among individuals in society. A work in collaboration with the Social Work Society and the Ministry of Interior.

1- Executing the Terms of the Convention in Kuwaiti Laws:

Although article 70 of the Kuwaiti constitution states that international conventions ratified by Kuwait have the force of law, the judicial and executive authorities, however, have not taken enough measures to implement this article. After reviewing the training and workshop schedule organized by the Kuwait Institute for Judicial and Legal Studies presented to judges and prosecutors¹, it was made evident that there was no special training on the Convention given to members of the General Department of Investigation. In addition, the Civil Service does not provide special training programs for employees on sexual harassment or discrimination on the basis of gender in the work environment.²

Recommendations:

1. Including the essential conventions on human rights within the regular training curriculum for lawyers and members of the judicial authorities as preliminary measures leading to the court delivering its judgements in accordance with human rights standards.
2. Synchronizing national legislation with the clauses of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

2- Legal Awareness:

The state does not provide legal awareness for women apart from the *Wracati* Project, which was funded by the government and organized by the United Nations Development Program in its preliminary phase.³ This project aims to raise legal awareness on women's rights in various fields. *Wracati* Project aims to spread its message online through its website in addition to a mobile application and a helpline. However, the discontinuity of government funding for this project and its dependence financially and administratively on civil society has limited its ability to gain more exposure and spread awareness on a national level.

Recommendations:

1. The state of Kuwait should launch, participate in or finance largescale national campaigns, which aim to actively educate women and raise awareness on their legal rights.

3- Legal Discrimination Against Women:

Article 29 of the Kuwaiti Constitution stipulates that gender discrimination should be prohibited. The National Unity law criminalizes calling for, prompting or the act of spreading ideas that call for the dominance of one gender over the other. As of yet, no cases were raised on the basis of gender discrimination, even though there exists numerous discriminatory practices, administrative decisions and discourses. There is much concern that the court might find some types of discrimination as permissible and find that Article 29 does not apply to them as per the notion of Islamic Shari'a stipulated in Article 2 of the Kuwaiti Constitution.

Legal Discrimination Against Kuwaiti Women Married to Non-Kuwaitis

Kuwaiti Nationality Law discriminates between men and women in the right of passing nationality.⁴ Where Article 2 of the Kuwaiti Nationality law indicates that nationality is passed by blood mandatorily through the father whereas Article 5 of the same law allows the nationality to be passed to the children through the mother on certain conditions that are nonobligatory such as the death of a husband or her divorce from him.⁵ In the case that nationality through the mother is passed, the children are considered naturalized citizens (denied full rights of native-citizens), which delays their right to vote and hinders their right to be elected and hold ministerial office.

As a result of the Kuwaiti mother's inability to pass her nationality to her children, severe economic effects ensue. For instance, in contrast to a Kuwaiti man married to a non-Kuwaiti woman, a social allowance for children is not provided for the children of a Kuwaiti women married to a non-Kuwaiti man, which leads to her having a fixed salary even when there is an increase in the number of her family members. Moreover, she is not allowed to apply for government housing,⁶ although if 5 years have passed on her marriage or if he has children she is permitted to apply for housing with less qualities and a smaller size than that granted to a Kuwaiti man whilst paying a reduced rent.⁷ She is also denied rent allowance granted to Kuwaiti men with families.⁸ She is however allowed to apply for a rent allowance in the case that her husband is unable to work due to health conditions or is residing outside the country.⁹

Children of a Kuwaiti mother are provided with free public education in the same schools attended by Kuwaiti children. However, they are banned from the opportunity to apply for government scholarships for universities and higher education abroad, as this opportunity is made available for Kuwaiti students only.¹⁰ In the situation that children of Kuwaiti mothers enroll in the higher education program at Kuwait University they will receive a monthly remuneration of 200 K.D. while Kuwaiti students are paid 400 K.D. Both Kuwaiti students and students of Kuwaiti mothers are expected to work for the same number of hours at the Science Department.¹¹

Legal Discrimination Against Non-Muslim Women

The law prohibits non-Muslims to work in the Investigation Department¹², Public Prosecution, and the Judiciary.¹³ The articles of Law 51/1984 regarding Personal Status discriminate between a Muslim and non-Muslim woman. A Muslim woman is granted custody of her son until puberty and custody of her daughter until her daughter gets married¹⁴ while the law stipulates that a Non-Muslim mother's custody of her Muslim child ends once the child reaches the age of 7 or as soon as they begin comprehending and are familiar with the concept of religion.¹⁵ The law moreover prohibits a non-Muslim woman from inheriting her Muslim husband while the law permits the husband to inherit his non-Muslim wife.¹⁶

Kuwaiti women who do not follow the Muslim or Christian religions undergo numerous problems especially Kuwaiti women who follow the Baha'i religion. Their problems begin with registering themselves as Baha'i in the religion column on their official documents as they are only provided with three specific choices, which are 'Muslim', 'Christian' and 'Other'. As a result, a person's religion is not specified once they choose 'Other', which results in a number of underlying problems namely those relating to the Personal Status Law and in particular issues of marriage and inheritance. The Department of Legal Authentication under the Ministry of Justice prohibits Kuwaiti women who do not follow the Muslim or Christian religions from authenticating their marriage contract at the department. In the situation that these women get married abroad, the Department of Legal

Authentication refuses to certify their marriage contract. Although a person following the Bahai' religion was able to win a court case with a verdict stating that the marriage contract should be authenticated, the Department of Legal Authentication refused to take the verdict as a precedent and amend its decision on the basis of the verdict. Therefore, any Baha'i woman wishing to get married is required to receive a separate court case in order to authenticate her marriage contract. The court moreover refuses to certify the determination of heirship proceedings and any related official documents even with the approval and consensus of all heirs.

An apostate or a Muslim woman who has converted to another religion suffers from additional discrimination since her marriage contract is deemed void upon her conversion to another religion.¹⁷ The law moreover prohibits her from getting married regardless of the religion of her husband.¹⁸ In this case, the state refusing to certify her marriage contract results in several underlying severe consequences especially in a country that prohibits consensual sexual relations. As a result, if she chooses to have a religious marriage based on her religious beliefs, even though the state does not recognize this marriage, she will be condemned and imprisoned for consensual intercourse.

Additionally, the Personal Status Law in Kuwait definitively denies a Muslim who has converted to another religion her right to inherit from any person whether they are Muslim or follow a different religion. Furthermore, in the situation that a Muslim woman who has renounced her religion is naturalized by a non-Muslim state, her possessions and money will be transferred to her Muslim next of kin who have the right to inherit.¹⁹ Moreover, Kuwaiti Nationality Law denies the right of naturalization to a non-Muslim person unless they announce their conversion to Islam where a period of 5 years on their conversion to Islam needs to pass before they are naturalized. The person moreover is subject to lose their citizenship if they perform an act that is deemed or shows the inclination of renouncing their Islamic religion.²⁰

Recommendations:

1. Holding employees and administrators in the government sector accountable for issuing discriminatory decisions based on gender.
2. Educating women on how to protect themselves against discrimination based on the National Unity Law.
3. Amending the Kuwaiti Nationality Law to give equal rights to both women and men in passing the nationality to their children.
4. Removing the reservations placed by the state on Paragraph 2 of Article 9 of the CEDAW.
5. Granting equal rights to government housing to Kuwaiti women married to non-Kuwaiti men as the rights granted to Kuwaiti men married to non-Kuwaiti women.
6. Granting equal rights to the children of Kuwaiti-women married to non-Kuwaiti men as those granted to Kuwaitis without any exceptions or exclusions.
7. Amending Article 4 of the Kuwait Nationality Law to allow a person to apply for Kuwaiti citizenship without the condition of being a Muslim.
8. Removing the administrative policies issued by the Department of Legal Authentication on authenticating the contracts of non-Muslims and the determination of heirship.
9. Amending Articles 18, 49, and 294 of the Personal Status Law to remove discrimination based on belief against any Muslim who converts their religion.
10. Granting both citizens and residents their basic civil rights like marriage and in issues of personal status without any discrimination on the basis of belief.
11. Amending Article 3 of the Public Authority for Investigation Law under the Ministry of Interior and Article 19 and 61 of the Law related to Regulating the Judiciary to remove the condition of Islam from applying to work at the Judiciary and the Public Authority for Investigation.

12. Amending Articles 192 and 293 of the Personal Status Law to eliminate discrimination between Muslim and non-Muslim women.

4- Discrimination on the Basis of Legal Capacity:

Although civil law does not discriminate between men and women with regard to their legal capacity²¹, women in Kuwait are subject to discrimination in legal capacity due to discriminatory laws and procedures in several ways.

Personal Status Law

The personal status law has detracted from the capacity of women in the marriage contract as it denies a maiden (*beker*) under the age of 25 the right of contracting her own marriage without the permission of her legal male guardian (*wali*)²², unless she raises charges against him for abusing his right over her. The matter is then left subject to the discretion of the Judge²³. A woman who has been previously married (*thayeb*) or who is above the age of 25 is not required to get the approval of her male guardian to get married again, however, he needs to be notified and his opinion should be heard, which is a new restriction that is not based on Islamic Shari'a. Nonetheless, she is still not permitted to contract her own marriage unless through a Judge who can only do so after listening to her male guardian.²⁴

Although all official contracts and procedures require the signature of the persons concerned, both the law and administrative policies do not stipulate hearing a woman's direct verbal approval or having her signature on the marriage contract. As a procedure, only the verbal consent of the male guardian is required, which may lead to marrying her off without her knowledge or consent. Attempts by civil society organizations were made on this issue, where they requested to meet with the Head of the Legal Authentication Department to present him with official documentation outlining the problem at hand and the reason behind the meeting, however, their meeting request was not answered.

The Capacity of Applying for a Military Position in the Police

The Women Police Academy opened registration for applicants wishing to enroll in the police sector in various positions such as lieutenant, under officer, under corporal and policewoman. The female applicant should not be less than 18 years of age and not more than 35 for the position of lieutenant while the rest of the positions require the applicant to be between the age of 18 to 29. However, the requirements of registration state that the review of the female application should be in the presence of a parent or guardian although people who are 18 or 21 years old in some cases are not required by Kuwaiti law to have a guardian oversee their legal proceedings and are considered adults and are granted full legal capacity to undergo their own affairs. In comparison, male applicants are not required to have a parent or guardian present when applying for the same positions in the police.

Approval for Surgeries

The approval of a husband or a male relative is required in some public hospitals when undergoing a surgery for a woman. Obstetricians and gynecologists request the signature of husbands in all obstetrics and gynecology operations and surgeries as a common practice. However, after referring back to circulars and procedures issued by the Ministry of Health it was made evident that

written procedures and regulations for consenting to or refusing healthcare do not discriminate between men and women on the basis of gender since it only requires the patient himself to sign his/her consent papers if they have reached 21 years old. However, these circulars are not made available for patients to look over and review and are moreover not always abided by as practices.

Personal Autonomy and the Right to Rent Housing

Most landlords refuse to rent their housing space to single men or women especially if they were nationals. There is no legal justification to landlords' continuous refrainment from renting to single women but is believed to be due to social norms that are not acceptant of women living on their own. Moreover, there are no laws that provide protection for tenants from refraining to rent out space for any discriminatory reason.

In the case that a woman who has reached 21 years of age chose to be independent and live autonomously without her family's consent because she was undergoing verbal, physical or sexual abuse or for any other reason, the family in most cases reports her as absconding to the police. While reporting the daughter to concerned authorities as absconding does not go beyond it being a notice to the authorities about a missing person that might be in danger, however, police usually use this notice to justify forcibly bringing women back to their families. This has become a common practice whereby the police circulate a notice of arrest among police officers that is not in accordance with the law since it was issued by the police and not an investigation unit. Once a woman is found by the police, she is escorted to the police station where she is joined with her family at the station. If a woman knows her rights and is accompanied by a lawyer, she will be able to leave on her own without being forced to go back with her family. However, in most cases a woman's lack of awareness and knowledge of the law is abused and she is taken back to her family against her will.

Recommendations:

1. Amending Article 30 of the Personal Status Law to enable women to contract their own marriages without the need for a legal male guardian or a judge.
2. Making the required administrative and legal changes to necessitate women's signature on the marriage contract.
3. Issuing administrative decision on an adult female's right to decide on her treatment plan and circulating these decisions among patients and medical staff.
4. Ending illegal practices of arresting women who have been reported by their families to be absconding, which restrict a woman's rights to freedom of choosing her housing and thereby punishing anyone who engages in such conduct.

5- Personal Status:

Child Marriage

Article 24 of the Personal Status Law legalizes marriage of a minor from puberty.²⁵ However, article 26 of the same law determined the minimum age of marriage as 15 for women and 17 for men.²⁶ Statistics of studies that were conducted between 2008 to 2011 show that the number of marriages of minor girls under the age of 15 range from 51 to 261 per annum.²⁷ Whereas the number of marriages for girls aged between 15 to 19 years old range between 2662 to 3051 annually, which makes up about 14.5 to 21% from the total number of marriages. Studies conducted between 2012 to 2015 state that statistics concerned with marriages of girls between the ages of 15 to 19 dropped from 2896 (20.2%) to

2443 (15.8%) of the total number of marriages. On the other hand, the marriage of minors below the age of 15 drops from 60 children in 2012 to 0 in 2013 and the years following, despite the fact that the state did not take any action to curb this phenomenon of marriages for children less than 15 years old. The statistics collected by the state on marriage are not in accordance with the standards of this convention as these statistics are inclusive of those who are married at 19 years old rather than 18 years thus making it difficult to know the real number of child marriages in Kuwait through the state's official statistics.

Divorce due to Harm

The Kuwaiti constitution allows a woman to ask for divorce only if the reason was if harm is inflicted on her; therefore she is eligible to get her rights and property as a divorced woman.²⁸ She is also allowed to initiate the divorce and pay compensation, which is known in Islam as (*khul'*), in which the wife is obliged to pay financial compensation to the husband with his consent.²⁹ Although the court takes into account three types of harm which are physical harm, non-spending³⁰ and verbal abuse and defamation³¹, in which the wife needs no more than two witnesses to prove the harm, however, this procedure is not guaranteed as the evaluation of the harm is subject to the court's discretionary authority. The court may not be convinced of the harm that has been inflicted on the woman and thus refuse to grant her a divorce.

The Guardianship of a Woman Over Her Children - Educational Guardianship

Kuwaiti laws divide the responsibility of caring for a child into guardianship and custody. Custody is defined as caring and rearing, which directly goes to the mother, after which comes her mother and then the mother's female relatives.³² After that it would go to the father's female relatives or the father himself. On the other hand, guardianship is the authority, which entails the control exerted over the child's finances and personal affairs to ensure their best interest and is divided into financial guardianship and legal guardianship.³³ It is placed in the hands of the father then the father's father and is then followed by a sequence of male relatives as determined by article 209 of the Personal Status Law.³⁴ Article 210 of the Personal Status Law states that: 'With the consideration of the custody provisions, a legal guardian is responsible for: the supervision of the child's affairs, protection, educating him/her and righteously raising him/her. Therefore, the official administrative procedures related to a child's educational affairs fall under the guardian's responsibilities, which is usually granted to a father rather than the custodian (mother), which may create a few obstacles for a mother who has custody over her child if she chooses to change her child's school due to their changing of homes (when finding an alternative of a school with closer proximity to their house) or finding a better school. These obstacles would arise because schools refrain from registering a new student unless his/her father (guardian) is present. However, a noticeable improvement was made to this situation through the Child Right's Law, which gave educational guardianship to the custodian.³⁵ Yet, this law does not grant the custodian full guardianship of the child but only educational guardianship. Thus, financial guardianship and issuing of official papers are still with the father.

It was evident after inquiring from various sources that some schools apply the new law with the custodian having educational custody over the child. However, several other schools were not informed of the new law, thus, they do not apply it. The Ministry of Education's website has not been

updated as per the new law and does not refer to the custodian's educational guardianship in any way.³⁶

Recommendations:

1. Amending Article 24 of the Personal Status Law to determine 18 as the legal age for entering into a marriage contract.
2. Amending the age groups set in official statistics to 15-18 instead of 15-19 years to be able to know the average of child marriages.
3. Amending Article 126 of the Personal Status Law to allow women to ask for a divorce without providing evidence for harm.
4. Amending Article 209 of the Personal Status Law to allow women to have guardianships over their children with what would ensure their best interests.
5. Taking the necessary steps to raise awareness and notify schools and parents of the legal amendments regarding educational guardianship as stipulated in the Child Right's Law.

6- Women's Detention in Mental Health Centers and the Mental Health Law:

Kuwait lacks the minimum standard of laws required to regulate the procedures of treating and admitting people living with mental illnesses to the Kuwait Center for Mental Health. Currently, minimal administrative decisions regulate matters relative to in-patients but lack sufficient measures that would be provided by laws to protect this segment's basic rights of treatment, freedom, and essential civil rights. Some patients suffer unjustified detention because their families refuse to receive them and there are no substitute shelters to accommodate them. Kuwait Center for Mental Health attempts to help patients with such cases who are in no need of staying at the hospital and whose family refuse to receive them by granting them an administrative discharge as per the recommendations of the Review and Capacity Board. However, there are procedural problems that the Kuwait Center for Mental Health faces when implementing the discharge for children whose families refuse to receive them since there is no legal cover that would force a custodian to receive their child or deliver them to alternative families or centers that would be willing to receive them. Moreover, there are no adequate or suitable institutions that would receive such cases.

Some families take advantage of the absence of a law that regulates the admission of mental health patients in order to pressure doctors into detaining female family members, claiming that they suffer from a mental illness, whereas this woman might not be suffering from a mental illness that would require her involuntary admission to the hospital or she might not be suffering from any mental illness at all. The real reason for the family wanting to incarcerate her at the Kuwait Center for Mental Health in some cases would be that she chose not to follow social norms and did not adhere to the ethics and values that the family sees fit or to seize her money and possessions and assume power over them.

An evaluation of the circumstances of the detention, has led us to find that female patients are not able to exercise outdoors or enjoy adequate and regular leisure-time outdoors as per international standards because there is no fence surrounding the premise; therefore, the hospital is not able to prevent them from escaping.³⁷ Child in-patients are not allowed to spend leisure-time outdoors without prior approval from their guardians.

Recommendations:

1. Passing a Mental Health Act to regulate mental health treatment and patients' rights in accordance with the standards set by the WHO.

7- Girl's Detention in Juvenile Detainment Centers:

Article 23 of the Juvenile Act banned solitary confinement for the purpose of discipline and punishment.³⁸ The new Juvenile Act came as a substitution to the previous one, which did not ban solitary confinement.³⁹ Solitary confinement was practiced regularly as part of the previous act's legal framework. The confinement took place in a room called the Isolation Room. This room had dual usage whereby it was used for medical isolation for new comers for a duration of a week until their medical examinations from any infectious diseases were complete as well as being used as a tool for disciplining juveniles. Civil society organizations got a chance to visit institutions affiliated with juvenile centers including The Social Welfare Home for Girls and The Social Hospitality Home for Girls, which are both within the same building. During the visit, the condition of the Isolation Room was checked and it was found that it was a small room without any windows or a source of fresh air or natural light. The source of light in the room came from a lamp while the source of ventilation was an AC, both of which were controlled by switches located outside the room. The room has no furniture other than one dirty mattress placed on the ground. In addition, the bathroom is placed outside the room, therefore, whoever is confined in the room must ask the guard to take them to the bathroom. The detained is not allowed to exercise or to go outdoors regularly for an hour a day during her detainment in the isolation room. Moreover, there is no doctor that passes daily to ensure that the person is physically and mentally capable of handling solitary confinement.

Although almost a year has passed after amending the law, a number of civil society organizations have received complains about the detainment of girls in the Isolation Room at The Social Welfare Home for Girls and The Social Hospitality Home for Girls as a punishment method for a period that reached up to weeks. One of the detained girls also complained that she was not permitted to shower during long periods of her detainment in the Isolation Room.

While ignoring a detained person's right to belief that should be guaranteed to all detainees by the Juvenile Care Center's administration, the detainees are forced to take part in religious programs and activities that teach them religious piety, regardless of their religion or personal beliefs whether they are similar or contradictory to what they are being forced to learn. All detained girls are also forced to wear a head scarf (*hijab*) and *abaya*, when they go out on field trips even though they might not be Muslim. When they are inside the Juvenile Center they are forced to wear their *abayas*. However, the boys being detained in the Juvenile Center are not forced to wear any specific uniforms during fieldtrips or at the Center they are detained in.

Recommendations:

1. Take the necessary procedures to guarantee the enactment and application of Law (111) of year 2015, which bans the use of solitary confinement as a form of discipline and punishment.
2. Guarantee the freedom of belief to juvenile detainees without forcing them to enter any religious programs, engage in religious teachings or practices against their will as per the UN standards of protecting juveniles who are deprived of their liberty.

8- Education and Training of Women

Discrimination in School

A female student who gets married is automatically expelled from school as per the administrative policies of the Ministry of Education in Kuwait even if the student is still within the compulsory school age.⁴⁰ This would then lead her to enroll in Learning Centers for Adults and Evening Schooling for Eradicating Illiteracy, both of which offer a lower quality of education. In this case, the chances of the girl dropping out of school are higher if she is transferred from her school to any of the Evening Schooling institutions as it will be hard for her to go to the Learning Center in the evening since her husband goes to work in the morning and comes back home in the evening, which makes it hard for her to balance between her marital and family obligations and her educational responsibilities and school hours at the same time.

Discrimination in Training Opportunities

Public Authority for Applied Education and Training (PAAET) offers its educational services through gender segregated educational institutions. It is considered as the only institute that awards diplomas, and higher diplomas that are accredited for employment by official entities in Kuwait. Some of its disciplines offer a Bachelor's degree as well. PAAET does not offer women professional training in some institutes, including The Construction Training Institute, The Higher Institute of Energy and Industrial Training Institute, with the exception of the Prosthetics Specialization offered at the Industrial Training Institute and a Firefighter Inspector Course if requested by the Kuwait Fire Service Directorate (KFSD).⁴¹ These institutes offer different types of training in mechanical, construction and architectural fields, amongst others. This thereby prevents women from getting accredited vocational training in various fields.

Discrimination in training also extends to a number of other programs, for example, the Manpower and Government Restructuring Program in cooperation with the Australian Academy for Studies and Training conducted a training course for Kuwaitis in the field of Occupational Health and Safety for males only.⁴² The Ministry of State for Youth Affairs also announced conducting a training program for males between the period of 12 to 16 March 2017 for Crisis Management to train the participants in various field such as "evacuation and shelter, fire extinguishing and first-aid."⁴³

Discrimination in College Acceptance Rates

Colleges and institutes that fall under the College of Basic Education under the PAAET have different acceptance rates for males and females in some specializations. The below schedule shows acceptance rates for 2017-2018:⁴⁴

College	College of Basic Education	College of Business Studies		College of Health Sciences		
Major	Library and Information Sciences – IT – Music Studies	All Disciplines		Nutrition Sciences	Pharmaceutical Sciences	Environmental Health
Males	70%	Arts 65%	Sciences 60%	55%	70%	65%
Females	75%	Arts 70%	Sciences 65%	60%	75%	70%

Discrimination in Student Housing Regulations

Kuwait University offers housing for female and male students whose social situation proves that they are in need of housing, however, there are two different sets of regulations with varying rights and restrictions for each of the male and female student housings.⁴⁵ With regards to female students for example, we find that the regulation procedures require the permission of a parent and the housing supervisor in case a student chooses to stay the night outside the housing, whereas the male student requires the permission of the housing supervisor only. Each of the female and male student housings have different curfews, which entail that a female student is not allowed to stay outside the housing past 9.30 p.m. without prior permission whereas male students should not stay out past 12 a.m. without prior permission. Male students are moreover allowed to stay out till 1 a.m. on Thursdays and Fridays and official holidays. Male students can receive their male visitors, whereas female students can only receive their parents and those who are authorized to visit. If the students wanted to travel, only female students are required to get prior permission from their parents and have it verified by the concerned official bodies in order to be able to travel.

Recommendations:

1. Amending the bylaws and student affairs regulations to remove the clause concerned with expelling a girl who gets married from school.
2. Eliminating the discrimination being practiced by PAAET and other entities in the country that restrict training in certain specializations to males only.
3. Eliminating the discrimination by PAAET with the differences in acceptance rates between female and male students.
4. Amending Kuwait University's student housing regulations to eliminate gender based discrimination.

9- Discrimination in the Field of Employment:

Executive and Commanding Positions

The Civil Service Law divides jobs into executive and commanding jobs. The executive jobs include: "Prime Minister, Deputy Prime Minister, Minister, Governor, Director of Diwan, Director of Bureau, and Deputy Director of Bureau." Whereas the commanding jobs include: "President of Civil Aviation, Undersecretary of Ministry, Undersecretary of Diwan, General Manager, Secretary General, Managing Director, Assistant Undersecretary of Ministry, Assistant Undersecretary of Diwan, Assistant General Manager, Assistant Secretary General, and Assistant Managing Director." These positions are not assigned based on promotions but through a decree. The State does not provide statistics on Executive positions; however, after investigation it was shown that there are only three women in such positions. The Kuwaiti Government consists of 15 ministers, of which only 1 is a female minister in comparison to 14 male ministers. Women, moreover, do not occupy the position of a Governor or Director of Diwan.

According to the Labor Market Information System for Employees in the Government Sector as of 30/6/2016,⁴⁶ Kuwaiti women are represented in 10% of executive positions in the country, 446 of these positions are occupied by males as opposed to 53 women. This percentage does not include military executive positions, which are not assigned to women at all.

Positions for Males Only Under the Labor Law

Article 23 of the Kuwait Labor Law stipulates that "The employment of women in dangerous, hard or harmful to health trades and works shall be prohibited.⁴⁷ Also, women shall not be employed in such jobs, which are violating to their morals and based on the utilization of their femininity in a manner which is not in line with public morals. Moreover, women shall not be employed in institutions which provide service exclusively for men. The Minister of Social Affairs & Labor, in consultation with the Consultant Committee for Labor Affairs and the specialized Labor Organization, shall issue a decision to specify these jobs and entities." Based on this law, two ministerial decrees were issued, which prohibit women from working in certain jobs specified as:⁴⁸ working with paint, working in the manufacturing of

asbestos, manufacturing of chlorine and soda, manufacturing asphalt, working in quarries and mines, working in slaughterhouses, manufacturing and handling pesticides, working with metal melting and shaping furnaces, handling firecrackers and anything related, operation and maintenance of machinery, manufacturing and maintaining electric liquid batteries, manufacturing or working with organic fertilizers, extraction of petroleum and natural gas and the manufacturing of petrochemicals, manufacturing of sand bricks or any manufacturing in which there is exposure to silica dust, strenuous work that requires taxing physical effort and hard work including construction work, all work that require handling lead and benzoyl and arsenic and phosphor or any substances included in the occupational diseases table.”

In an attempt to analyze the reasons behind such prohibitions, we found that it most likely stems from the stereotype of women as “physically weak” and in need of protection from harm. Whereas the ban in certain jobs is based on the effect of this job on women during pregnancy; however, this ban includes all women whether pregnant or not.

Based on this law, no work permit is given to any woman (a resident of Kuwait or wishing to move to Kuwait) to work in any entity that includes these jobs. Also, the large oil sector in Kuwait which provides one of the highest paid jobs in Kuwait is categorized under this law, and; therefore, decline hiring women in certain jobs. For example, Kuwait Petroleum Corporation announced job opportunities for Kuwaiti fresh graduates with a diploma (technical specialties) for males only. These job opportunities are:⁴⁹

- Diploma in Petroleum Engineering – Exploration and Development.
- Diploma in the Mechanics of Development – Manufacturing Engineering.
- Chemical Manufacturing Technology.
- Diploma in Petroleum Engineering – Production and Export.
- Diploma in Industrial Electronics.
- Diploma for Boat Commander.
- Diploma in Mechanical Power.
- Diploma in Electric Machinery.

The law does not provide any protection from gender based discrimination during employment in jobs that are not included in the decisions of the Ministry of Social Affairs. On this basis, employers are able to specify jobs for males only in their job advertisements. For instance, a local telecommunications company advertised a job in their call center for males only.⁵⁰

Jobs for Males Only in Military, National Guard, and Fire Service Directorate

The law does not prohibit women to work in the military, the national guard, or the fire service directorate.⁵¹ There is no available or published data on the number and sex of those working with the military or the national guard. After further investigation, it was discovered that there are no women working in these two institutions. Women have not been accepted in officers’ training at the fire service directorate, whereas only one class of 22 women have been accepted in a training for sergeant – supervisor in the fire service directorate. This was approved to facilitate their easy access to women’s only spaces; however, they were not given any tasks related to fire fighting. It is unclear whether there were any rejected female applicants since these entities do not allow access to the names of applicants.

The reasons could be the common conception that women are not allowed to apply for such jobs, not providing a proper employment announcement or opening registration period for women in a suitable manner, or the stereotype surrounding women's abilities to perform strenuous and dangerous jobs. These reasons combined led women to refrain from applying for these jobs.

Male Only Jobs at the Public Prosecution

Despite the verdict that was issued in 2012 regarding the obligation of the Ministry of Justice to accept the application of females to be hired as junior legal researchers in order to facilitate their work as public prosecutors later on and the fact that the job announcement has been actually made in 2013 and women were allowed to apply; however, the applications were denied in the following years for the same position. The reason given behind this is the need to evaluate the experience and performance of women as public prosecutors. The justifications for this evaluation were not clear and neither were the standards nor the reasoning behind how the performance of this group of women can reflect the performance of all women in Kuwait at different periods.⁵² Although 22 of the women accepted as junior legal researcher were hired as public prosecutors in 2014, the president of the supreme judicial council declared in 2015 that accepting females will be halted for several years in order to evaluate their experience before going further.⁵³ This was said despite admitting that females have exceeded the performance of their colleagues while studying at the Kuwait Institute for Judicial and Legal Studies.⁵⁴ In August 2016, the Ministry of Justice announced accepting applications again but limited applicants to males only, which indicates the refusal to hire women in prosecution.⁵⁵ It is important to note that for citizens, working in prosecution is the only path towards working in judicial positions.

Lack of Female Representation of Kuwait Internationally

The number of women who hold diplomatic positions does not exceed 16, none of whom is currently an ambassador. Six of these women are newly hired in 2017 based on the new diplomatic and consular law,⁵⁶ which eliminated discrimination against women that prevented them from applying to diplomatic attaché positions mainly restricted to males. This law allows women instead to work as political researchers for several years before moving to the diplomatic field. Most female diplomats work in the General Diwan at the Ministry of Foreign Affairs, except for four women who are diplomatic affiliates in external delegations.

The law does not guarantee sending diplomats to delegations abroad, because hiring someone to fill the positions of ambassador and minister plenipotentiary is done through selection of certain individuals. It also does not guarantee promoting women who work at the ministry to ambassador or minister plenipotentiary. It is important to note that women only fill 10% of executive positions in Kuwait whose candidates are chosen through selection. Furthermore, women do not represent Kuwait officially in international organizations or the United Nations.

Male Only Jobs under the Civil Service Law

Although the Civil Service Law does not exclude women from applying to any job; however, some entities that follow this law exclude women from applying to certain jobs without legal justification.⁵⁷ This is likely based on the prevalent stereotypical notions of women. For example, Kuwait Institute for Scientific Research announced in May 2015 certain job openings for males only, which are:⁵⁸

- Research Assistant – BA Physics
- Research Associate – MA Civil Engineering/Physics
- General Vocational Jobs – BA Mechanical Engineering

In October 2016, the Environment Publics Authority announced jobs for males only:

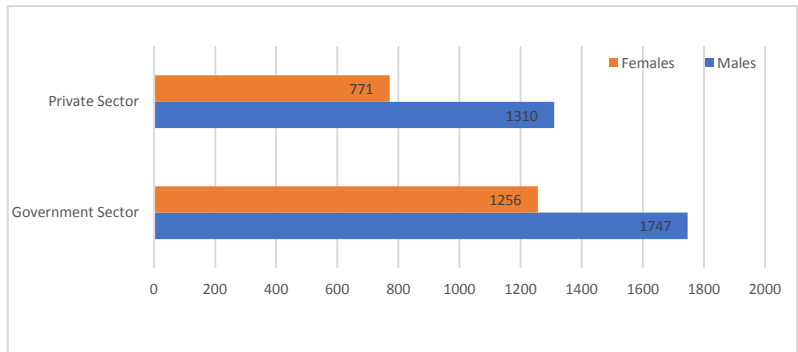
- University degrees in:
 - Engineering (Mechanical, Civil, Industrial, Computer).
 - Sciences (Chemistry, Biology, Geographic Information System, Computer).
 - BA (Marine Navigation, Environment Health, Media and PR, Press and Media).
- Diploma: (Secretarial, Marine, Chemistry, Accounting, Resource Management).⁵⁹

In July 2017, the Bank advertised jobs that were specified for Males only in the field of Computer Sciences for university graduates and the field of Computer for graduates of the Diploma in Science Technology from PAAET.

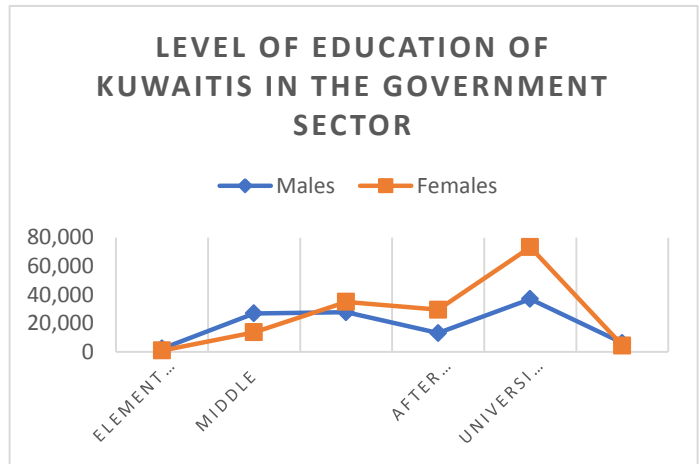
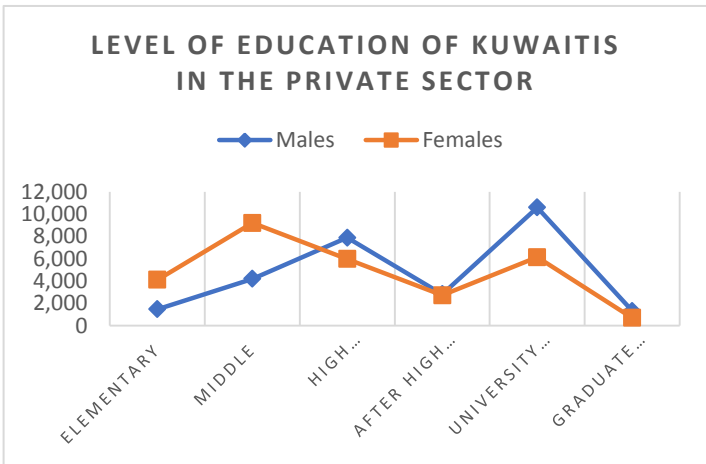
The Economic Impact of Excluding Women from Certain Jobs

The Labor Market Information System’s database of 2016 indicates that there is a wage gap between women and men in the public and private sectors, according to the following table.⁶⁰

Nationality	Type	Males	Females	Gap in Percentage
Kuwaiti	Government Sector	1,747 KD	1,256 KD	71.8% of a man’s salary
	Private Sector	1,310 KD	771 KD	58.8% of a man’s salary



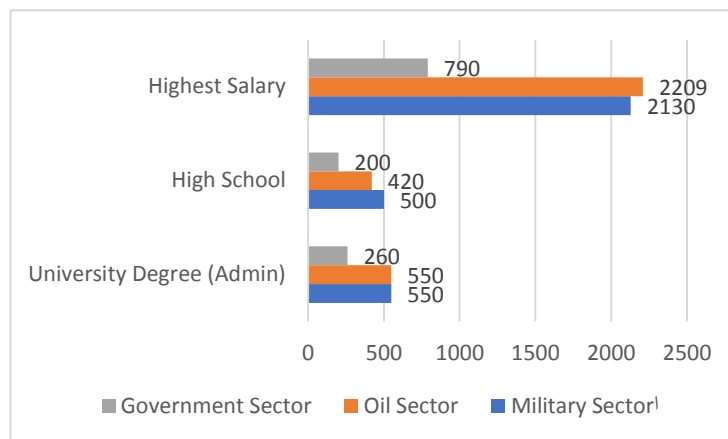
The wage gap can be realized more clearly if we look at the level of education of those working in Kuwait based on the system of statistics of the labor market for both the government and private sectors in 2016, which indicates an increase in the percentage and number of educated Kuwaiti females compared to Kuwaiti males in the public and private sectors, according to the following table and data.⁶¹



Nationality	Sector	Level of Education	Elementary	Middle	High School or Equivalency	Post-High School, Pre-University	University Degree	Graduate Degree
Kuwaiti	Government	Number of Males	2,175	26,821	27,663	13,083	36,894	6,148
		Percentage of Males	71%	66%	44%	31%	33%	59%
		Number of Females	894	13,623	34,892	29,391	73,264	4,312
		Percentage of Females	29%	34%	56%	69%	67%	41%
	Private	Number of Males	1,472	4,200	7,887	2,830	10,610	1,323
		Percentage of Males	26%	31%	57%	51%	63%	66%
		Number of Females	4,109	9,210	5,979	2,720	6,136	692
		Percentage of Females	74%	69%	43%	49%	37%	34%

To understand this gap, one can refer back to the fields men and women work in. Most Kuwaitis work in the government sector, the oil sector,⁶² or the military⁶³; the salaries in the oil sector and military are significantly higher than the government sector. In the military sector, women are only allowed to join the police force, in which the presence of women is new and rare. In the oil sector, women are allowed to work at certain restricted jobs only, mainly of administrative nature, for they are not allowed to work in excavation or any strenuous work according to the labor law. In addition, women are hindered from entering the prosecution and juridical fields, which offer high salaries. There is also the large number of jobs that exclude women in the private sector. The following table shows a simple comparison in the basic salary without considering the allowances that make the salary gap between these jobs even larger:

First Basic Salary	Military Sector (National Guard – Military – Fire Service Directorate – Ministry of Interior)	The Oil Sector	The Government Sector
University Degree (Admin)	550	550	260
High school	500	420	200
Highest Salary	2130	2209	790



Job Discrimination Based on Marital Status

The Fire Service Directorate announced a fire sergeant training course for women and specified that applicants should not be married.⁶⁴ This was done without any legal basis. While in the government sector, some employees mentioned that in many cases the hiring process for pregnant applicants gets delayed until after they deliver.

Although Article 24 of the Labor Law prohibits the employer from the termination of a female employee during leave of absence due to health issues related to pregnancy, there is no legal text or mechanism to protect women from termination due to pregnancy and not filing for leave of absence. Some employees in the private sector stated that there are companies which fire female employees because they are pregnant. Also, the law does not prevent the employer from refusing to hire a woman based on her marital status or being pregnant. Some women who applied for jobs in the private sector

stated that they were asked during the interview about their marital status and their plans to marry and have children. In addition, some employees in the private sector indicated that there are companies that follow the policy of not hiring women to begin with.

Although the Private Sector Kuwait Labor Law stipulates in Article 25 that the employer shall establish a nursery for the children under the age of four years inside the premises of the work where the number of female workers exceeds fifty persons, or the number of the workers exceeds 200 persons. However, almost all institutions do not abide by this law, due to the absence of effective mechanisms to ensure the application of this article of the law. The Civil Service Law does not require government entities to provide nurseries for the children of employees; therefore, none of the ministries provide nurseries.

Discrimination in Leave

The Civil Service Committee Decree (1/1993) Article 1 section (b) discriminates in maternity leave by allowing Kuwaiti and non-Kuwaiti female employees married to Kuwaitis only a leave of absence with half the salary for four months following their maternity leave, whereas non-Kuwaiti female employees married to non-Kuwaitis do not have this option.⁶⁵

Recommendations:

1. Selecting more women for executive, commanding, and ministerial positions.
2. Amending Article 23 of the Labor Law and administrative decisions based on it in order to eliminate discrimination against women in job opportunities.
3. Making the necessary changes to enable women to have military jobs in the army, the national guard, and the fire service directorate.
4. Eliminating gender-based discrimination in job requirements for public prosecutors.
5. Eliminating gender-based discrimination in hiring requirements, which is practiced by several governmental entities subject to the civil service law.
6. Working on adopting a policy to accept more women into the diplomatic and consular fields.
7. Pursuing policies that increase the number of women on diplomatic and consular delegations, and selecting a larger number of women to work as ambassadors and consul.
8. Nominating women for positions in international organizations and organizations in the United Nations.
9. Issuing the necessary laws and decrees to prevent discrimination in governmental jobs based on marital status or pregnancy.
10. Amending the labor law in order to provide effective protection for women who face elimination due to pregnancy.
11. Ensuring the application of the labor law regarding establishing nurseries in institutions that fulfil the requirements of the law.
12. Establishing nurseries in governmental institutions with a certain number of female employees.
13. Eliminating discrimination in maternity leave between Kuwaiti and non-Kuwaiti women.

10- Human Trafficking

Despite issuing law 91 of year 2013 regarding combatting human trafficking and smuggling immigrants,⁶⁶ Kuwait still suffers from two forms of human trafficking which are forced labour and sexual slavery. Female immigrants and specifically domestic workers are the most known victims of those violations.

Forced Labour

Foreigners' entry and residency in the State of Kuwait is regulated by the Alien Residence Law 17/1959⁶⁷ and its bylaws,⁶⁸ which determines their type of entry visa including domestic work and employees in the government and private sectors. A non-Kuwaiti worker requires a sponsor (*kafil*) to enter Kuwait to work and continue working. Kuwaiti laws require that the sponsor is the employer and no other. The rules and regulations governing the labour relationship grant employers significant power over the worker, which in some cases is abused. The laws and regulations governing the employer-employee relationship are divided into three: private sector labor is regulated by Private Sector Labor Law 6/2010 and the Alien's Residence Law, the government sector is regulated by the Civil Service Law and the Aliens' Residence Law, while migrant domestic workers are regulated by the Aliens' Residence Law and the Domestic Workers Law 68/2015.⁶⁹

An employee in the private sector is required to obtain approval from her current employer to allow her to work elsewhere before the end of the contract unless she files a complaint - of which the outcome is uncertain - against the employer to the Ministry of Social Affairs and Labor proving the employer committed a breach of contract.⁷⁰ On the other hand, the sponsor has the right to terminate the worker's residence permit at any time by simply reporting the worker to be absconding, however, there is no effective mechanism in place to prove the worker's absence.⁷¹ In such cases, the concerned authorities arrest, detain, and deport the worker in circumstances where a worker is not always aware of the whereabouts of her captivity and the actions taken against her.⁷² This may lead some employers to coerce their employees into forced labor, which is considered a form of human trafficking.

Domestic workers need prior permission from the sponsor to change their work, and there is no complaint mechanism that compels employers to transfer the residency of their employees. In the event that the worker works elsewhere, without the consent of her original employer, her residency shall be canceled and considered a violation of the Aliens' Residence Law and she will be deported. According to the current system, the employer pays an amount that may exceed US \$ 3,000 as a

recruiting fee for domestic workers to the recruitment agency. Consequently, some employers, whose workers want to transfer their work, demand their workers, or the new employer, to pay a fee for their approval.

Some domestic workers are subject to violations, such as working excessively long hours without sufficient rest, lack of privacy, being confined to the household, preventing them from acquiring mobile phones, and withholding their official documents, all of which are common practices despite them being against the law.⁷³ Although the Domestic Workers Law⁷⁴ guarantees many rights to domestic workers, it does not provide deterrent penalties if any rights were violated.

If the worker is able to file a complaint, the most she can get is the payment of her deserved wages and repatriation since contracts do not stipulate any penalties on the employer except in the case of terminating a contract.

Most workers are unaware of their rights because of the language barrier, and lack of knowledge and proficiency in the language used in contracts makes them susceptible to deception in the terms of the contract, where they could be led to believe that they would be taken to work in commercial jobs and later they would be surprised that they were recruited as domestic workers. A number of such cases of domestic workers from Ghana and Zimbabwe have been documented. There are recorded cases of forced confinement practiced on workers by civilians, which prevent the domestic worker from leaving the house to file a complaint. Although captivity is criminalized by law, authorities rarely act in an effective manner in such cases.

Sexual Slavery

Migrant workers, especially domestic workers, are subject to become victims of sexual slavery. Due to the freedom female workers lack in changing their work place according to their will and the fact that some of them undergo unfavorable working conditions or as a result of them desiring a better job opportunity, female workers might leave their jobs and either seek people who promise them a better job opportunity or they independently search for help to find a better job opportunity. These women are considered easy prey for those working in sexual slavery since these women are aware that their status is illegal and are wary of dealing with the authorities for fear of being arrested due to an absconding report against them. These women are sold either by people they had known and believed to be helping them or by strangers who offered them help but their true intentions were later revealed. They are then forced into practicing sexual intercourse with a large number of men every day for

meager sums, and are sometimes forced to practice sex without condoms, which puts them at risk of sexual diseases and frequent pregnancies that require frequent self-induced abortions to remove the fetus.

In 2014, an administrative decision was issued to amend the name and authorities of the “Protection of Public Morals Department” to the “Protection of Public Morals and Anti-trafficking Department” under the Ministry of Interior, which constitutes a great development in dealing with victims of human trafficking. This grants the department authority over various cases most notably sexual exploitation, bondage, and bondage-like practices. The department has sufficient expertise, which enables them to differentiate between cases of voluntary prostitution and sexual slavery. The necessary legal procedure is usually taken to protect victims and not raise charges against them. However, the decree which led to establishing the department does not oblige all parties in the Ministry of Interior and the Department of Investigation to request their assistance in all cases and consult them based on their experience and training on differentiating between cases of voluntary prostitution and human trafficking, which may make some female victims of human trafficking susceptible to being charged with prostitution.

If the victims are rescued, they are placed in the Foreign Workers’ Shelter. Although this shelter provides basic services for the workers from a suitable place to live, access to food, clothing and medical care⁷⁵, it still lacks qualified psychologists and social workers who are competent in dealing with victims of human trafficking to help them overcome the ordeal they went through and be able to return home and integrate into their families and society.

Withholding of Travel Documents

Withholding workers' travel documents is considered illegal by law, except there are no penalties imposed on those who break this law other than the Domestic Workers’ Law, which inflicts a reduced penalty that does not exceed stopping the issuing of work visas to the employer for a short period of time.⁷⁶ However, many employers confiscate their employee’s travel documents. The withholding of official travel documents negatively affect the employee whereby it hinders her from filing a complaint against her employer or appointing a lawyer since there is nothing which verifies her identity in front of the official authorities. It may also lead her to be detained for a longer time to await deportation until her new documents are issued as a replacement.

Recommendations:

1. Amend the legislation to abolish the current sponsorship (*kafala*) system and eliminate the biased and unbalanced power dynamic evident in the relationship between employer and employee of which the employer has advantage over the employee.
2. Amend legislation and regulations to enable the worker to be the decision maker when it comes to changing her workplace, and to ensure her protection from imprisonment and deportation in the event that she refuses to continue working.
3. The country shall make the necessary amendments to its regulations to enable the worker, who files a complaint, to remain in the country and to continue working elsewhere.
4. Provide capability and take appropriate action to properly activate the Anti-trafficking Law.
5. Take necessary measures to ensure that domestic workers are informed of their rights and the mechanisms of filing complaints, hold employers accountable if they detain domestic workers, and publish statistical information on these cases.
6. Modify the laws, penalties, and procedures used to provide effective measures to protect the workers from having their official travel documents withheld by their employers.
7. Equipping the Foreign Workers' Shelter with the necessary tools to be able to provide the required support to victims of human trafficking and forced prostitution.

11- Violence against Women:

Procedures followed to report cases of domestic violence are the same procedures followed in other standard cases, which do not afford confidentiality or protection for the person reporting the case. It is believed that most women refrain from reporting a complaint in case of incurring violence due to social stigma. Many women have confirmed, as have many lawyers, that the staff responsible for registering and investigating the complaints of domestic violence urge women not to register or proceed with the complaint for social reasons, in a manner that is contrary to the impartiality required of these staff members and one that weakens a women's determination to continue with the complaint procedures.

Marital Rape

Kuwaiti law does not criminalize marital rape as marriage permits sexual intercourse between spouses.⁷⁷ The law therefore does not require the wife's consent for the sexual intercourse to be considered legal. Consequently, sexual intercourse without the wife's consent is not considered rape in the legal sense. However, the law criminalizes any act of violence committed such as beatings or

threats of death that are practiced as a means leading to rape. Marital sexual intercourse is also legally required to be void of beatings, since the marital bond does not permit them. Similarly, the law does not allow anal sexual intercourse, therefore coercion to have anal sex is considered a crime of forced sexual assault.⁷⁸

Honor Crimes

The Penal Code, in its Article 153, reduces the penalty of any man that surprises his wife, mother, sister, or daughter in the act of adultery (in flagrante delicto), and kills her or the man committing the act with her or both.⁷⁹ The law does not grant women who commit equivalent crimes this benefit. This provision is not derived from the provisions of the Islamic Shariah, which criminalizes the killing of women in cases of adultery and allows punishment by the state only if there are witnesses. In this case, the victim is also presumed to have committed an illicit sexual relationship without having the ability to explain the situation or attest for her innocence.

Marriage of a Woman from Her Kidnapper

Kuwaiti law punishes a person convicted of kidnapping by imprisoning them for periods ranging from 3 -15 years and may lead up to the death penalty as per Articles 178⁸⁰ and 180⁸¹ of the Penal Code. However, the same law excludes in Article 182, the kidnapper who legitimately marries the woman he has abducted with the consent of her guardian and a request from the guardian for not punishing the kidnapper.⁸² It should be noted that Article 109 of the Criminal Procedures and Trials Law does not allow filing a criminal case against the kidnapper unless it is based on the request of the abductee or her guardian, meaning that the crime of kidnapping does not fall within the realm of public rights.⁸³ There is moreover a legal opinion that when charges are dropped against an abductee they are not extended to include associated acts such as sexual assault and rape (assault by penetration). However, there is a precedent from the Court of Cassation, which extended the pardon to the rest of the associated crimes.⁸⁴

The law also allows the rapist impunity if he marries his victim and she grants him amnesty, as she may be under social pressure to marry him to avoid scandal. The Criminal Procedures and Trials Law, in Articles 9⁸⁵ and 241⁸⁶, allows the Public Prosecution or the court judicial discretion to choose to act on the public right or not. There is at least one case in which the rapist was pardoned when the victim's guardian waived the abductee's personal right for kidnapping and rape after the kidnapper married the victim. The court accepted the amnesty for both crimes and the acquittal of the accused without appealing the section on public rights in the case.

The Detainment of Women by Men in Primary Detention Centers

Although the detention of women in prison is carried out by female guards in accordance with the prison law, it does not include the pre-trial detention centers.⁸⁷ In practice, women are imprisoned by men in all the primary detention centers in Kuwait. This may subject women who are in a vulnerable position to harassment, sexual assault or rape.

The situation is worsened by weak mechanisms for establishing a complaint for redress. The General Department of Investigation and both the Criminal Evidence and Forensic Medical Departments fall under the jurisdiction of the Ministry of Interior and not to the judiciary, which may

affect the impartiality of the investigation of complaints filed by women in detention of which security personnel are involved in.

It should be noted that although the registration for the entry of women into the police force in 2010 was opened, they have not been screened to work in police stations until this moment. However, they were screened for work in other sectors. Consequently, there are no women in primary detention centers to take over the task of detaining women.

Shelters for Battered Women

There are no government or private shelters to accommodate battered women, which leads many assaulted women to refrain from filing a complaint against their assaulters due to the absence of a place to shelter them after the complaint is filed.

Due to the absence of shelters, the Women’s Cultural and Social Society, a civil society organization, sponsored the *Wracati* Project to work toward establishing the legal structure and framework for such shelters.

In 2017, the newly formed Supreme Council for the Family (SCFA) met where its President, the Minister of Social Affairs and Labor, Hind Al-Subeih, stated that the inception of Family Shelters that offer listening and psychological services for battered women is being discussed, along with a strategic vision for the operational framework of these centers in accordance with international standards.⁸⁸ However, no practical steps have been taken yet to establish this shelter.

Statistics on Violence Against Women:

The specialized authorities do not provide sufficient statistical information on domestic, physical, sexual, and psychological violence. Most of the published statistics are based on the type of case and information on the sex of the offender, if found, without specifying the gender of the victim. This makes it difficult to detect the magnitude of the problem of violence against women, ergo making it difficult to find solutions. However, with reference to the statistics published by the Ministry of Justice for cases presented before the Court of Appeal, it is possible to reach a rough understanding of some aspects of violence against women.⁸⁹

Crime	Kidnapping with Intent of Rape or Sexual Assault	Kidnapping of a Minor or Person Lacking Mental Capacity	Rape of a Female	Sexual Assault (without consent)	Sexual Intercourse with a Female Below the Age of 15 or lacking Mental Capacity	Sexual Assault of a Person Lacking Mental Capacity
2013	22	2	19	98	NA	24
2014	75	5	30	132	4	10
2015	40	11	23	118	2	29

Support Lines

Kuwait does not have hotlines that support battered women around the clock, but there are helplines run either by certain government bodies or civil societies.

Although the Awqaf General Secretariat provides a psychosocial support telephone service through the Listening Center during official morning and evening work hours, this service is not sufficient for battered women since its role is limited to providing educational and social guidance and does not offer security or legal or support.⁹⁰ Whilst writing this report, calls were made to this number several times over several days, but the helpline was not answered.

The Community Police aim to achieve partnership and cooperation between the police and the society to prevent crime through methods, plans and social initiatives.⁹¹ The community police receive reports via telephone calls between 9 am and 9 pm from either the victim herself, police stations, Ministry of Social Affairs or civil society groups specialized in women's issues. Based on these phone calls, a file is opened to investigate a victim's case and therein she will be provided with social or legal support or will be transferred to the relevant authorities to complete the proceedings. During the preparation of this report, calls were made several times over several days but the phone was not answered.

The *Wracati* Project, which was established with government funding and under the organization of the United Nations Development Program (UNDP) in its first phase, and later taken over in its subsequent stages by the Women's Cultural and Social Society (WCSS), a civil society organization, provides a guidance service line for women who wish to inquire about their legal rights within the scope of the studies carried out by this project only.⁹²

Lack of Anti-Harassment Laws in the Work Environment

Kuwaiti law criminalizes various forms of harassment with different penalties, whether this harassment is committed by an act or sign of indecency in a public⁹³ or private place⁹⁴ or incitement to immorality whether publicly⁹⁵ or privately⁹⁶ or through the Internet⁹⁷; or sexual harassment⁹⁸ without consent. However, if the harassment is committed over the telephone, it is classified as telephone misuse.⁹⁹ Furthermore, the law does not address the different contexts of harassment, such as when the harasser is the victim's manager or teacher or someone taking responsibility over her.

Moreover, the Private Sector Labor Law does not provide penalties for harassment in the workplace, however, it outlines punishments for acts against public morals in the workplace, which can be punished by dismissal without notice, compensation or remuneration.¹⁰⁰ This article, however, does not include harassment of female employees by their colleagues or managers who misuse their position outside of work environment and hours using different means of communication. In this case the employer has the option of imposing a penalty on the employee committing the harassment, but he is also entitled to refrain from punishing the employee without giving any justification. The law provides no administrative protection for the employee in the event that the harasser is the employer.

There is no explicit provision in the Civil Service Law rendering workplace harassment punishable.¹⁰¹ However, the harasser could be punished in the workplace since he has committed a violation of the Civil Service Law as he has desecrated the dignity of his job post and has taken in his behavior a route that does not garner his job the due respect. There is also no explicit provision in the Police Force Order Law of penalties for harassment in the workplace both towards female colleagues and women who deal with them in their official capacity. However, it is possible that the harasser may be punished within the framework of committing an act that is contrary to his military dignity.¹⁰²

The articles referred to in the abovementioned Labor Laws cannot effectively deal with harassment, especially if the harasser uses a functional authority over the victim. Also, they do not provide any protective measures for the victim of harassment if they report their case.

Recommendations:

1. Amend legislation to provide special procedures for reporting cases of domestic and sexual violence.
2. Provide adequate training for staff charged with registering complaints of violence against women to ensure that they do not violate the required neutrality while performing their duties, especially with regards to registering the complaint of abused women.
3. Launching campaigns aimed at removing negative societal perceptions towards abused women who submit legal complaints.
4. Amend legislation to criminalize marital rape.
5. Abolishing Article 153 of the Penal Code to remove the reduced sentence of what is known as ‘honor crimes’.
6. Abolishing Article 182 of the Penal Code, which allows the exemption of the kidnapper from punishment in the event of marrying his victim.
7. Amendment of Article 109 of the Criminal Procedures and Trials Law for the purpose initiating the clause of public right in all cases of rape, to ensure that the rapist does not escape punishment in case social pressure is exerted on the victim to marry him.
8. Take the necessary administrative and legislative measures to ensure there is no detention of women by men at all stages of detention and not only in prison.
9. Separate both the General Department of Criminal Evidence and the Forensic Medical Departments from the Ministry of Interior and include them under the judiciary to ensure their independence.
10. The distribution of female police officers in police stations and primary detention centers similarly to their male colleagues, and enabling them to supervise women in detention.
11. Establish shelters for female victims of domestic violence, which provide them with protection against violence, rehabilitation and empowerment.
11. Disseminate accurate and comprehensive statistical information on violence against women in general and domestic violence in particular.
12. Establish a 24-hour hotline providing security, legal and psychological support for victims of domestic violence.
13. Amend the Private Sector Labor Law, the Civil Service Law and the Police Force Order Law, allowing for effective mechanisms to combat harassment and provide clear and stipulate clear and binding penalties for anyone who harasses a worker within the work environment, with more stringent penalties if the harasser has authority over the harasser.

12- Equal Opportunity to Participate Actively in Sports

Kuwait actively supports sports as the government is considered to be a main source of funding for sport clubs¹⁰³ among other resources that make up a small fraction of the club’s revenue¹⁰⁴. The clubs offer their services to citizens free of charge, including women eager to exercise and women registered in sport federations.

Laws pertaining to sports do not discriminate against women. However, discrimination is unambiguously present as shown by administrative decisions and customary practices. The law discriminates between a club member, and a club player; the player does not have the right to be a member of the general assembly, consequently having members in the all-inclusive clubs does not mean they necessarily participate in the club's sports.

In Kuwait, there are a total of 18 all-inclusive clubs with membership open to both females and males, as the law is general and does not specify that clubs offer their services to either gender. However, the board members of all clubs are males and by custom, the clubs offer their services to males only.¹⁰⁵ As a result, women are authorized to exercise in only three sport clubs that are classified as specialized clubs.¹⁰⁶ Specialized clubs are generally defined as those clubs where specific sports are played, however, female sport clubs are specialized not based on the sports but on which gender is allowed to engage in the sport itself, limiting the membership and type of sport for women and creating discrimination, which is unacceptable.

All three female clubs are smaller in size and have less facilities within them than the all-inclusive clubs. Sports that are publicly funded and made available for women are generally less than those made available for men. In total, the country spends 9 million Kuwaiti dinars on male clubs in comparison to 1.5 million Kuwaiti dinars spent on women sport clubs, which is only 15% of what is spent on the all-inclusive male clubs.

Women are not given the opportunity to become professional athletes as widely as men are, and as a result, women cannot make money from practicing such sports professionally. Professionalization in a sport requires that a sport federation organizes a league since being registered as a professional athlete is not attainable without two consecutive years of constant training.¹⁰⁷ Games federations should be responsible for organizing such leagues, however, they have only done so for men. The Kuwaiti Women's Sports Federation was formed around 10 years ago, to exclusively, and solely, organize leagues for women and thereby halt the role of all games federations. However, in addition to the illegal and unjustifiable gender-based discrimination in unions and restricting all female sports to one federation, the Kuwaiti Women's Sports Federation has only organized two leagues since it was established 10 years ago, which were a basketball and table tennis league that were both held in the year 2013. The presence of the Women's Federation disabled women from using the fields and courts of the Games Federation, which they needed more crucially due to the poor conditions of the facilities made available for women. In addition, restricting female sports to three clubs and excluding them from the all-inclusive clubs makes organizing female leagues difficult due to the small number of participating teams, which requires the all-inclusive clubs to open their door to female players in order to increase the number of participating teams. Yet, clubs refrain from forming teams when the sport is not played in a league. Usually, during leagues, the club teams that perform best receive a monetary amount that becomes a source of income for the club.¹⁰⁸ Since there is no active league in certain female sports and no guarantee of return, the all-inclusive clubs refrain from opening their doors to female sports due to the lack of return.

Recommendations:

- 1- Establish necessary procedures to encourage the 18 all-inclusive clubs to accept female athletes in all type of sports.

- 2- Offer sufficient space according to thoroughly measured standard specifications within female clubs to enable all females through all ages the opportunity to participate in sports available for men in facilities of equal quality.
- 3- State to allocate adequate resources to equally spend on female sports as it does on male sports.
- 4- Permit women to participate in the Games Federation and to use its facilities and participate in the leagues they organize.
- 5- Enabling women to become professional players by removing the obstacles in the way of organizing game leagues in different sports.

13- Policies and Studies:

Research and Studies

Despite the State's need to conduct numerous studies to investigate the difficulties faced by women and propose solutions and policies accordingly, we found after research that State bodies such as the National Assembly and Council of Ministers have not conducted, published, or funded such studies. Through our research, we found that the studies conducted at Kuwait University (KU) and the Public Authority for Applied Education and Training (PAAET) consist of only three studies, which have been published by institutions that fall under KU and PAAET in the last four years.

State Policies for the Advancement of Women and Elimination of Discrimination

The Kuwait Development Plan issued by the Ministry of Planning encompasses all State plans. Women were included in the 2015-2016 plan and previous plans under a section titled Women and Youth. Approximately 40,000 Kuwaiti Dinars was allocated for women's projects as part of this plan, which equals 0.1% of the total spending on the plan amounting to 4,050.2 million KD.

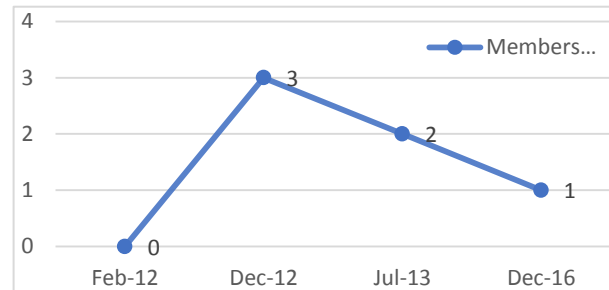
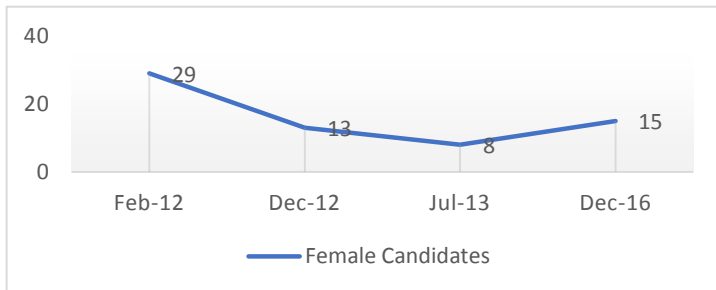
In 2017, the state announced its "2035 vision", which abandoned the section on Women and Youth and some projects specific to women that were present in previous plans, except for one project that was placed as part of 'Reforming the Disorders of the Labor Market' program under the clause on "Development of Kuwaiti women's craft and economic skills." This project aims to empower a specific segment of society economically, who are women that receive social aid from the Ministry of Affairs due to their unemployment status whose number is approximately 2,000 females out of the total 673,400 Kuwaiti women, covering around 0.3% of Kuwaiti women only.¹⁰⁹ During 2015-2016, the plan succeeded in training 1,970 out of the 2,000 women receiving social aid, and moving 100 women from being recipients of social aid to productive workers. However, the plan does not offer sufficient projects to enable women and empower them to compete in the fields of economics and commerce where active female participation is limited compared to that of men.

The 2015-2016 Development Plan does not include a specific plan to eradicate discrimination against women, except for a project that was initiated with an aim to review and remove discrimination existing in 5 legal codes; however, this project was removed from the 2015-2016 Development Plan without it achieving its goals and was not included in the later plan. Additionally, the 2015 – 2016 Development Plan did not include a specific plan for protecting women against violence, except for a

project comprised of two training sessions that were planned but not executed. This project was later removed from the coming year’s plan.

The 2015-2016 Development Plan did not include a plan for political empowerment of women despite the dire need for such plans. Issues demanding attention include the absence of a law regulating the work of political parties and a legal means to ensure the political empowerment of women within the framework of political parties. The current state of affairs shows there is not one political party led by a woman or that any of the existing political parties support women to run for office during elections. Even though women took part in previous Municipal Council’s cycles, women’s representation in the National Assembly decreased from 4 women seats in the first council in 2009, when women were granted the right to be elected, to only 1 woman’s seat currently since the elections in 2016, which were the elections of the current parliament.¹¹⁰ The number of female candidates and members in the National Assembly has generally decreased in recent years as shown in the following table:

Election Year	Total Number of Candidates	Female Candidates	% of Female Candidates	Seats in National Assembly (out of a total of 50)	% of Female Seats
December 2016 ¹¹¹	454	15	3.2%	1	2%
July 2013 ¹¹²	418	8	1.9%	2	4%
December 2012 ¹¹³	294	13	4.2%	3	6%
February 2012	398	29	6.8%	0	0%



Moreover, the municipal council—a council that is partially elected with 16 members and includes another 6 appointed members—includes no female elected members, however, 2 female members were appointed during two consecutive previous cycles, but none was appointed during the latest cycle:

Election Year	Total Members	Elected Female Members (out of a total 10)	Appointed Female Members (out of a total of 6)	Total Number of Seats (out of 16)
2013 ¹¹⁴	16	0	0	0
2009 ¹¹⁵	16	0	3	3
2005 ¹¹⁶	16	0	2	2

Recommendations:

- 1- State to demand and fund research and studies through its institutions or independent agencies in an effort to discover and investigate the problems faced by women in Kuwait and enable the State and civil society to create policies suitable for remedying and resolving such problems.
- 2- Establish plans and policies that aim to empower women, eradicate discrimination against women, and provide sufficient resources and necessary review to ensure its execution.
- 3- State to initiate plans and strategies and provide sufficient resources to empower women politically.

14- Stereotyping:

School Curriculum

There is no clear direction or policy that the state follows to tackle stereotyping of gender roles. Rather, the stereotyping of gender roles is ingrained by the state through a variety of practices, the most evident being the school curriculum. In reviewing textbooks from all educational levels, elementary level textbooks visually portray young boys leaving the house unaccompanied four times more than girls are portrayed in similar situations.¹¹⁷ The imagery in the textbooks also portray that a woman’s sole responsibility is housekeeping, whereas boys are portrayed to be participating in various activities, including sports. Some of the textbooks represent the father as the figure that provides for necessities, knowledge, security, and stability. On the other hand, the mother’s duty is limited to her children’s and household’s requirements even if she may be depicted as possessing a higher academic standing.¹¹⁸ In another textbook, the content indicates that a 6-year-old girl must obey her 7-year-old brother, despite the very minor age gap.

Most school textbooks use masculine pronouns to address the reader, in spite of the fact that the book is aimed at both sexes. The school curriculum in all levels has omitted mentioning female pioneers in the fields of science, arts and politics, with a minimal reference to female religious figures/scholars. High school textbooks contain text that mentions the necessity of gender segregation

and also refers to women as a source of temptation that should be approached with caution. The textbooks also mention that a woman is biologically weak thus making her unable to perform certain jobs.¹¹⁹

Area and street names

After reviewing the names of all areas, streets and squares in Kuwait, the findings show that there are 6 squares named after male figures, while none are named after female figures. There are 245 streets and 13 areas that are named after men, some of which include Kuwaiti public figures, as opposed to only 8 streets named after prominent female historical figures. There is only one area named after a woman, and it is named after prophet Mohammed's daughter.¹²⁰

Segregation

Although the interaction of both sexes in educational and professional settings is an important factor in eliminating female stereotypes, the state enforces gender segregation in public schools that offer free educational services. This results in solidifying the stereotypes of females among youth and deprives parents and students from the opportunity of choosing an integrated educational setting. The state also enforces segregation in both public and private higher education institutions, as well as the Public Authority for Applied Education and Training (PAAET) in accordance with Article 1 from the Higher Education Law¹²¹ and Private University Establishment Law.¹²² Segregation in universities has created inequalities in the process of registering university courses due to the lack of faculty and staff. As a result, students appealed this law at court as non-constitutional since it unjustly hinders equal educational opportunities for both genders. The court ruled that the law is constitutional and will be upheld, although in practice the law does not necessitate a complete gender segregation in buildings and courses but is content with segregating their seating based on gender within a classroom (sometimes by placing a partition in between).¹²³

There exists segregation that is imposed by law and segregation that is imposed as a result of practices that are directed and imposed by some officials in segregating the workplace and offices on the basis of gender in government institutions and establishments even though this causes injustice in the distribution of office space and hinders employees from formulating healthy and professional work relationships that might be beneficial in advancing their career.

Recommendations:

1. Eliminate gender stereotyping in all school curricula.
2. Increase the focus in curricula on women's achievements that demonstrate their abilities and competencies in all fields
3. Register more areas and streets under the names of women, especially female citizens who have contributed to the advancement and development of the country with their achievement.
4. Abolish law 24 of year 1996 regarding segregation and amend law 34 of year 2000 concerning the establishment of private universities, to repeal the segregation clause at educational institutions.

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- ¹ <http://www.kijs.gov.kw/ar/default.aspx>
- ² http://www.csc.net.kw:8888/csc/train_assets/prog_guide_2017.pdf
- ³ <http://www.wracati.com/services/hotline>
- ⁴ Emiri Decree no. (15) of year 1959 concerning Kuwaiti Nationality Law (15/1959) Article (2).
- ⁵ Kuwaiti Nationality Law (15/1959), Article 5.
- ⁶ Ministerial Decree no. (31) of year 2016 issued by Minister of State for Housing Affairs on the bylaws of Housing Affairs, Article (3).
- ⁷ Article no. 28 Ibis (a) and Article 28 Ibis (b) of law no. (47) of year 1993 concerning Housing Affairs (47/1993).
- ⁸ http://www.housing.gov.kw/elan_20150520.aspx
- ⁹ <http://kuwaitalyawm.media.gov.kw/content/20163695>
- ¹⁰ <http://www.mohe.edu.kw/site/Ar/pdf/sch2.pdf>
- ¹¹ <http://www.kuniv.edu/COGS/ar/UsefulLinks/Scholarship/index.htm>
- ¹² Law no. (53) of year 2001 concerning the General Department of Investigation in the Ministry of Interior (53/2001), Article no. (3).
- ¹³ Decree of law no. (23) of year 1990 concerning the regulation of the judiciary (23/1990), Articles no. (19 and 61).
- ¹⁴ Law no. (51) of year 1984 concerning Personal Status (51/1984), Article (194). *The custody of a mother for her son ends once he reaches puberty and ends for her daughter upon the daughter's marriage.*
- ¹⁵ Personal Status Law, Article (192).
- ¹⁶ Personal Status Law, Article (293).
- ¹⁷ Personal Status Law, Article (49).
- ¹⁸ Personal Status Law, Article (18).
- ¹⁹ Personal Status Law, Article (294).
- ²⁰ Kuwaiti Nationality Law, Article (4).
- ²¹ Law decree no. (67) of year 1980 on issuing civil law. Article (96).
- ²² Personal Status Law, Article (29).
- ²³ Personal Status Law, Article (31).
- ²⁴ Personal Status Law, Article (30).
- ²⁵ Personal Status Law, Article (24).
- ²⁶ Personal Status Law, Article (26).
- ²⁷ https://www.csb.gov.kw/Socan_Statistic.aspx?ID=12
- ²⁸ Personal Status Law, Article (126).
- ²⁹ Personal Status Law, Article (111).
- ³⁰ The Court of Cassation ruling – Personal Status – no. 581/ dated 22 – 03 – 2010 of year 2009. Woman from the Jafaari sect divorces her husband because he does not spend on her.
- ³¹ The Court of Cassation ruling – Personal Status – no. 187/ dated 06-04-2009 of year 2007. Sunni sect due to the defaming and verbal abuse practice by husband on the wife.
- ³² Personal Status Law, Article (189).
- ³³ Personal Status Law, Articles (208) and (211).
- ³⁴ Personal Status Law, Articles (209).
- ³⁵ Law no. (21) of year 2015 concerning the Rights of the Child, Article (40).
<http://kuwaitalyawm.media.gov.kw/content2015-للسنة-21-رقم-قانون>
- ³⁶ <http://www.moe.edu.kw/student/Pages/Regulations.aspx>
- ³⁷ Standard Minimum Rules for the Treatment of Detained People
- ³⁸ Law no. (111) of year 2015 of the Juvenile Act.
- ³⁹ Law no. (3) of year 1983 concerning Juveniles (3/1983).
- ⁴⁰ <http://www.moe.edu.kw/student>
- ⁴¹ <http://www.paaet.edu.kw/mysite/Default.aspx?tabid=7551&language=ar-KW>

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- ⁴² <https://ibb.co/ewuT5a>
- ⁴³ <http://www.alanba.com.kw/ar/kuwait-news/724550/23-02-2017-%D8%A7%D9%84%D8%B4%D8%A8%D8%A7%D8%A8-%D8%AA%D8%B7%D9%84%D9%82-%D8%A3%D9%88%D9%84%D9%88%D9%8A%D8%A9-%D8%A5%D8%AF%D8%A7%D8%B1%D8%A9-%D8%A7%D9%84%D8%A3%D8%B2%D9%85%D8%A7%D8%AA>
- ⁴⁴ <http://www.paaet.edu.kw/mysite/Default.aspx?tabid=7551&language=ar-KW>
- ⁴⁵ http://www.sa.kuniv.edu.kw/?page_id=1967
- ⁴⁶ https://www.csb.gov.kw/Socan_Statistic.aspx?ID=13
- ⁴⁷ Law no. (6) of year 2010 concerning Labor in Private Sector <http://www.gcc-legal.org/BrowseLawOption.aspx?country=1&LawID=3635>
- ⁴⁸ Ministerial Decree no. (186/E) of year 2010 concerning the employment of women. Article, (5) and Administrative Decision no. (839) of year 2015 concerning regulating work in the Private and Oil Sectors. <http://kuwaitalyawm.media.gov.kw/content/%D9%82%D8%B1%D8%A7%D8%B1-%D8%A7%D8%AF%D8%A7%D8%B1%D9%8A-%D8%B1%D9%82%D9%85-839%D9%82-%D9%84%D8%B3%D9%86%D8%A9-2015%D9%85>
- ⁴⁹ <https://ibb.co/fXfqJv>
- ⁵⁰ <https://instagram.com/p/BXIV7KWhPEg>
- ⁵¹ Law no. (32) of year 1967 concerning the military <http://www.gcc-legal.org/LawAsPDF.aspx?country=1&LawID=3298> and Law no. (2) of year 1967 concerning the establishment of the National Guard and Law no. (36) of year 1982 amended in law no. (37) of year 2002 concerning the Fire Service Directorate. http://www.kfsd.gov.kw/portal/page?_pageid=55,844676&_dad=portal&_schema=PORTALftp://extftp.kfsd.gov.kw/Contents/Resolution/dec10.pdf
- ⁵² <http://www.annaharkw.com/Annahar/Article.aspx?id=446617&date=30032014>
- ⁵³ <http://alwatan.kuwait.tt/articledetails.aspx?id=396874&yearquarter=20144>
- ⁵⁴ <http://www.alanba.com.kw/ar/kuwait-news/552888/21-04-2015>
- ⁵⁵ <https://ibb.co/m9ngQa>
- ⁵⁶ Law no. (79) of year 2015 on amending some articles of law no. (21) of year 1962 on the regulations of both the diplomatic and consular sectors.
- ⁵⁷ Law Decree no. (15) of year 1979 concerning Civil Service (15/1979) <http://www.gcc-legal.org/LawAsPDF.aspx?country=0&LawID=1013>
- ⁵⁸ <https://ibb.co/c9VCWF>
- ⁵⁹ <https://drive.google.com/open?id=0Bx7g7TR45TTDvW9qVW5qenZGdms>
- ⁶⁰ http://lms.csb.gov.kw/Survey/Documents/IntegratedData/IntegratedDB_2016_30062016/pdf4.pdf
- ⁶¹ https://lms.csb.gov.kw/Survey/Documents/IntegratedData/IntegratedDB_2016_02042017/8.pdf
- ⁶² http://alshahed.net/index.php?option=com_content&id=104248:-----483-3250-&Itemid=419
- ⁶³ <http://www.alanba.com.kw/ar/kuwait-news/172689/16-02-2011>
- ⁶⁴ <http://www.kuna.net.kw/ArticlePrintPage.aspx?id=2099643&language=ar>
- ⁶⁵ <http://www.csc.net.kw:8888/csc/law/3.jsp#s28>
- ⁶⁶ <http://www.gcc-legal.org/LawAsPDF.aspx?country=1&LawID=4111>
- ⁶⁷ Emiri Decree no. 17 of year 1959 on the Alien's Residence Law (17/1959)
- ⁶⁸ Ministerial Decree no. (640) of year 1987.
- ⁶⁹ <http://kuwaitalyawm.media.gov.kw/content/%D8%B1%D9%82%D9%85-68-%D9%84%D8%B3%D9%86%D8%A9-2015>
- ⁷⁰ [http://www.manpower.gov.kw/docs/Decision/%D9%82%D8%B1%D8%A7%D8%B1%20%D8%A5%D8%AF%D8%A7%D8%B1%D9%8A%20%D8%B1%D9%82%D9%85%20\(%20%20842%20\)%20%D9%84%D8%B3%D9%86%D8%A9%202015.pdf](http://www.manpower.gov.kw/docs/Decision/%D9%82%D8%B1%D8%A7%D8%B1%20%D8%A5%D8%AF%D8%A7%D8%B1%D9%8A%20%D8%B1%D9%82%D9%85%20(%20%20842%20)%20%D9%84%D8%B3%D9%86%D8%A9%202015.pdf)
- ⁷¹ As per Article (25) of the Aliens' Residence Law bylaws.
- ⁷² <http://www.gcc-legal.com/LawAsPDF.aspx?opt&country=1&LawID=2696>
- ⁷³ As per the standard regulations of the law and based on decision 200E/2011
- ⁷⁴ Law no. (68) of year 2015 concerning domestic workers.
- ⁷⁵ http://www.manpower.gov.kw/Eewaa_Center.html

- ⁷⁶ <http://kuwaitalyawm.media.gov.kw/content/%D8%B1%D9%82%D9%85-68-%D9%84%D8%B3%D9%86%D8%A9-2015>
- ⁷⁷ Personal Status Law, Article (1).
- ⁷⁸ Penal Code, Article (191).
- ⁷⁹ Penal Code, Article (153).
- ⁸⁰ Article 178 of law no. (16) of year 1960 of the Penal Code (16/1960).
- ⁸¹ Penal Code, Article (180).
- ⁸² Penal Code, Article (182).
- ⁸³ Law no. (17) of year 1960 of the Criminal Procedures and Trials law (no. 17/1960) Article (109).
- ⁸⁴ Court Appeal no. (242) of year 2006, Penal.
- ⁸⁵ Criminal Procedures and Trials Law, Article (9).
- ⁸⁶ Criminal Procedures and Trials Law, Article (241).
- ⁸⁷ Law no. (26) of year 1962 in regulating prisons (26/1962) Article no. (4).
- ⁸⁸ <http://www.kuna.net.kw/ArticleDetails.aspx?id=2588095&Language=ar>
- ⁸⁹ <https://www.moj.gov.kw/sites/ar/Pages/Contents/Statistics/StatisticBook.aspx>
- ⁹⁰ <https://www.e.gov.kw/sites/kgArabic/Pages/Services/AWQAF/ListeningCenter.aspx>
- ⁹¹ Established by Ministerial Decree no. (2008/2411).
- ⁹² <http://www.wracati.com/services/hotline>
- ⁹³ Penal Code, Article (198).
- ⁹⁴ Penal Code, Article (199).
- ⁹⁵ Penal Code, Article (204).
- ⁹⁶ Penal Code, Article (200).
- ⁹⁷ Law no. (63) of year 2015 regarding combatting Information Technology Crimes.
<https://www.e.gov.kw/sites/kgArabic/Forms/CAITLawNo.63of2015oncombatingInformationTechnologyCrimes.pdf>
- ⁹⁸ Law no. (16) of year 1960 of the Penal Code (16/1960), Article (191).
- ⁹⁹ Law no. (9) of year 2001 regarding the misuse of telephone communications devices and wiretaps, Article (1).
- ¹⁰⁰ <http://www.q8ow.com/vb/threads/31242/>
- ¹⁰¹ http://www.csc.net.kw/law_4.pdf
- ¹⁰² Law no. (23) of year 1968 regarding Police Force Order Law (23/1968), Article (15).
- ¹⁰³ http://comm.kna.kw/sattachments/a6_21_201622610PM_1018192539.pdf
- ¹⁰⁴ <http://m.alraimedia.com/ar/article/local-sports/2015/04/02/578915/nr/kuwait>
- ¹⁰⁵ <http://www.alraimedia.com/ar/article/sports/2012/10/22/365060/nr/nc>
<http://www.alraimedia.com/ar/article/local-sports/2016/03/14/664692/nr/nc>
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- ¹¹⁴ <http://www.baladia.gov.kw/sites/ar/MunicipalityCouncil/Pages/members.aspx?menuitem=item8>
- ¹¹⁵ http://www.arabew.org/index.php?option=com_content&view=article&id=313:2009-04-02-10-08-45&catid=92&Itemid=1141
- ¹¹⁶ <http://www.alanba.com.kw/ar/kuwait-news/municipal-council/405969/31-08-2013-%D8%AA%D8%A7%D8%B1%D9%8A%D8%AE-%D8%B9%D8%B1%D9%8A%D9%82-%D9%84%D9%84%D9%85%D8%AC%D9%84%D8%B3-%D8%A7%D9%84%D8%A8%D9%84%D8%AF%D9%8A-%D9%85%D9%86%D8%B0-%D8%A7%D9%84%D8%B9%D8%A7%D9%85->
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- ¹¹⁸ Islamic Studies Book, Kuwait Ministry of Education. 3rd Grade, Part 2.
- ¹¹⁹ Islamic Studies Book, Kuwait Ministry of Education. 12th Grade, Part 2, pg. (62, 122 and 130).
- ¹²⁰ <https://app.box.com/s/ybmnphkc1obu0ttin1kknfl32r98xilj>
- ¹²¹ Law no. (24) of year 1996 regarding the Regulation of Higher Education at Kuwait University and the Public Authority for Applied Education and Training and Education at Schools (24/1996).
- ¹²² Law no. (34) of year 2000 on Establishing Private Universities.
- ¹²³ <http://kuwaitalyawm.media.gov.kw/content/201513-2>