



## **Report of the National Association for Familial Security "Rawasi"**

### **Women's Cultural and Social Society**

### **And Kuwait Soroptimist Society for Societal Development (Soroptimist Kuwait)**

### **Parallel to the State of Kuwait's Report Submitted to the Commission on the Elimination of Discrimination against Women 2021**

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October 2021

## Joint Report Submission on the State of Kuwait

### Organizations that participated in writing this report:

- The National Association for Familial Security (Rawasi)
- The Kuwaiti Women's Cultural and Social Society
- Kuwait Soroptimist Society for Societal Development (Soroptimist Kuwait)

### Introduction

This report draws the attention of the Commission on the Elimination of All Forms of Discrimination against Women to the State of Kuwait's compliance with its obligations under the International Convention on the Elimination of All Forms of Discrimination Against Women, and this joint report of the three associations is hereby submitted sequentially on the right of Kuwaiti women to pass their nationality on to their children, and their right to sponsor their children and bequeath them to the property; and also on expediting the operation of the shelter for battered women and establishing several other shelters, as well as on the equality of women to men regarding the right to housing when a woman is single or married to a Non-Kuwaiti, and other matters of relevance.

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The Report of the National Association for Familial Security's (Rawasi)  
Parallel to the State of Kuwait's report submitted to the Committee on the Elimination of All Forms of  
Violence and Discrimination against Women

Civil society institutions aim to protect members of the community, whether citizens or residents, by defending and preserving their rights socially and legislatively, and by seeking to introduce legislations and laws that achieve this objective.

The National Association for Familial Security (Rawasi) is one of the civil society organizations that calls, through this report, for several amendments to the laws and procedures currently in effect and that is in accordance with the articles of the Kuwaiti Constitution and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

While preparing this report, the Association focused on the following:

- The reports presented by the Kuwait in international conferences and commissions on human rights.
- The recommendations approved by the Government of Kuwait when submitting its reports to the Commission on the Elimination of Discrimination against Women (CEDAW).
- Articles of the Kuwaiti Constitution (Article 29) and the national laws compared to CEDAW.
- Monitoring the humanitarian cases and the violations committed because of discrimination against women, as reported to the Association.
- Seminars and studies conducted by the Association.
- Communicating with parliamentary committees and demanding members of the national assembly to enforce gender equality.

Despite the provisions of the Kuwaiti Constitution regarding non-discrimination between the sexes, women suffer from several issues, the most important of which are:

First: Nationality

- Although the Kuwaiti Constitution did not define citizenship on the basis of gender, the Nationality Law was unfair to women and discriminated against them as it states that Nationality is granted to everyone born of a Kuwaiti father, which is a contradiction with the constitution and

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the Article Two of CEDAW convention, Kuwaiti women are denied the right to pass their nationality on to their children on equal footing with Kuwaiti men. The government explained the reason as being incompatible with Islamic law (guardianship), but according to the opinions of clergymen, granting citizenship has nothing to do with guardianship or lineage.

- Pursuant to the to the current Nationality Law, a foreign woman married to a Kuwaiti man is granted the Kuwaiti nationality, while a Kuwaiti woman is denied the right to pass her nationality on to her foreign spouse.
- The current Nationality Law (15/1959) was promulgated before the Kuwaiti constitution, which was issued on 11/11/1962; this means that the constitution annuls all precedent laws, and therefore, the current nationality law must be amended in accordance with the articles of the constitution.
- Under the current law, nationality is granted to Kuwaiti children from Kuwaiti mothers married to non-Kuwaiti spouses upon permission granted by a decision made by the Minister of Interior, which is given only in special cases, such as: (death of spouse, and irrevocable divorce). However, this law is considered arbitrary as it may lead to the break-up of the family in the event of divorce. The government also procrastinates in granting the nationality to this group, as there are children who met all the conditions and have been waiting for decades to be approved.

#### *Recommendations*

1. Empowering women to pass their nationality on to their children without any limitations.
2. It is necessary for legislations and laws to be in line with the Convention on the Elimination of All Forms of Discrimination Against Women

Second: Children of Kuwaiti women married to non-Kuwaiti spouses

- Kuwaiti women have the right to sponsor their children until the end of their school years, and the sponsorship shall be forfeited when they join the labor market or when they get married (for girls); also, the children are required to find jobs in companies or agencies to be able to reside in Kuwait.
- Children of Kuwaiti women are denied the right to own or inherit their mother's property after her death, and they must sell the property; otherwise, it will be forcibly sold on their behalf. This law has been in place for nearly 38 years, through which the country has witnessed developments in all social, political, and economic fields, and this inflicts injustice on the children in all respects.

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- Decree-Law No. 17/2017 stipulates the priority of recruiting children of Kuwaiti men before the children of Kuwaiti women; however, this decree is not enforced neither in the public nor in the private sectors. Instead of investing in the children of Kuwaiti mothers, who are highly qualified academically and vocationally, there is a tendency to recruit foreign workers with high salaries.
- If the children of Kuwaiti women are recruited, they will be given lower salaries than those given to the children of Kuwaiti men, and even lower than the salaries of the GCC citizens or the foreign workers who temporarily reside in the country even though they have the same job titles and perform the same duties.
- Children of a Kuwaiti woman are not entitled to obtain any higher education scholarships, whether internal or external, on equal footing with the children of a Kuwaiti man.

### *Recommendations*

1. Activating Article 29 on the equality in rights and duties and granting Kuwaiti women the right to pass their nationality on to their children.
2. Implementing Articles 288-289 of the Kuwaiti Personal Status Law No. 51 of 1984 by granting the children of Kuwaiti women the right to own their mother's property.
3. Enforcing Decree-Law No. 74 of 1979 that stipulates recruiting the children of Kuwaiti women in all sectors according to their academic and vocational qualifications and with equal salaries to their peers of the children of Kuwaiti fathers.
4. Enabling the children of Kuwaiti women to complete their higher studies through internal or external scholarships on equal footing with their peers of the children of Kuwaiti men.

### *Third: Violence against women*

- Violence against women is a global phenomenon that all societies suffer from, and Kuwaiti society is no exception; within ten days, Kuwait witnessed three murders, in which three women were killed by their relatives for various reasons, even though there is a law approved by the state that criminalizes domestic violence.
- Failure of competent authorities to take seriously the reports received by them has contributed to the increase in cases of violence against women.

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- Lack of shelters for domestically abused women currently, particularly for those who filed an official complaint pending court proceedings.

#### *Recommendations*

1. Amending the law in effect currently to require the provision of a lawyer for a certain type of assault victims, including spousal violence.
2. Establishing shelters for women subjected to domestic violence to protect and rehabilitate them to integrate into the society.

#### Fourth: Health guardianship

- Although women in Kuwait have obtained their political rights since 2004 and have held the positions of minister, ambassador, judge, and legislator, they cannot sign off on medical procedures or on issues regarding the health status of a member of their family, taking into consideration that Article 29 of the Constitution make all citizens equal before the law without any discrimination.
- Law 14 of 2020 was issued granting health guardianship to women and limiting it to the mother only, which led civil society institutions to call for the amendment of the law to include women's rights to assume health guardianship for all members of their family without discrimination

#### *Recommendations*

1. Amending Law No. 14 of 2020 to stipulate women's right to assume health guardianship for all members of their families in accordance with Article 29 of the Kuwaiti Constitution.

#### Fifth: Housing care

- The government is required by the Kuwaiti law to grant every family the right to housing; however, the housing care law and its rules of practice and procedure tend to favor the man being the head of the family at the expense of women who are considered only complementary.

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- The housing law did not do justice to Kuwaiti women married to non-Kuwaiti men, nor to single women, as these two categories were granted only minimal benefits compared to men, which is considered unfair to women.

#### *Recommendations*

- 1 . Implementing Article 29 of the Kuwaiti Constitution for equality for all people without any discrimination because of gender, origin, language, or religion.
- 2 . Applying the provisions and conditions of the housing care law to both sexes without discrimination.

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## Shadow Report of the Women's Cultural and Social Society

### Parallel to the State of Kuwait's report submitted to the Committee on the Elimination of All Forms of Violence and Discrimination against Women

#### Introduction

"The Women's Cultural and Social Society" is a non-profit association established in 1963. It is a Kuwaiti NGO that enjoys an advisory capacity, particularly for the Economic and Social Council at the United Nations. It is the first competent public benefit association in women's affairs and their social and societal issues and the fight to claim their rights in Kuwait and the Gulf region. The association aims to empower and protect women by defending their rights in Kuwaiti society through providing support to its members socially, culturally, politically, and even legislatively. The association activates and implement the civil and just laws and legislations in the country that ensure the achievement of this kind of social security particularly for women, and for all family members in the Kuwait, in general. Through this report, the association calls for several amendments to the laws and rules in accordance with the articles of the Kuwaiti Constitution and the CEDAW convention.

This report has been prepared according to the following criteria:

- Articles of the Kuwaiti constitution that do not discriminate between males and females.
- The recommendations approved by the Kuwaiti Government that were suggested in the Association's fourth and fifth reports submitted to the Commission on the Elimination of All Forms of Discrimination and Violence against Women.
- Recommendations of the meetings, conferences, symposia, seminars, studies, and workshops conducted by the Association or attended by its members.
- Recommendations made after studying and monitoring several real case studies that were observed by the Association or were studied or thoroughly looked into by its members.

Among the most important issues that women suffer from until writing this report are the following:

First: Children of Kuwaiti women married to non-Kuwaiti spouses:

This is divided into two cases:

#### **1 . The first case: Children of Kuwaiti women who hold known nationalities**

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- Although they are the children of Kuwaiti women, they do not enjoy any privileges over the other foreign residents. They sponsor their children from birth until the end of their school years on the condition that they do not work and don't get married (for girls), or their sponsorship shall be forfeited; also, the children are required to find jobs in companies or agencies to be able to maintain their residence permit.
- Children of a Kuwaiti woman married to a non-Kuwaiti spouse cannot inherit their mother's house (if she owns a house) in the event of her death, and they are forced to sell the house within a year of the mother's death.
- Children of Kuwaiti women are not recruited on equal footing with children of a Kuwaiti men, although the government has done a lot for their school and even university education. Rather, foreign workers are recruited from abroad with high salaries without prioritizing the children of Kuwaiti who are qualified.
- Salaries of the children of Kuwaiti women are low compared to the those of a Kuwaiti men.
- Children of Kuwaiti women with honors have no chance to obtain higher education scholarships on equal footing with the children of Kuwaiti men.

### **The second Case: Children of Kuwaiti women who are Bidoon:**

- What is applied to them is the same as children of Kuwaiti women married to a foreign national.
- Children of Kuwaiti women married to a Bidoon spouse are never recruited easily contrary to the case of the children of a Kuwaiti man who is married to a non-Kuwaiti who are recruited much more easily since they are considered Kuwaiti citizens. After secondary education, some Bidoon children enroll in public or private universities, but after graduation, they are not exploited in the labor market even though they have academic and vocational capacities.
  - Salaries of children of Kuwaiti women who are stateless are low compared to other groups working in the Kuwait
- Children of Kuwaiti women have no chance to obtain higher education scholarships on equal footing with the children of Kuwaiti men,
- Bidoon children of Kuwaiti women working in the public sector (in the field of education) - Monitored real case studies:

\* Head of a department in one primary school for girls in the Kuwait (name withheld) says as she recounts the suffering of a number of her Bidoon female teachers, from a Kuwaiti or a Bidoon mother that after witnessing some cases.

Bidoon female teachers of a Kuwaiti mother who don't have any national next of kin observed there were no privileges given to the children; (name withheld) explains:

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The Ministry of Education requires that the female teacher's job contract should be "work against remuneration" and is made on the basis that she is a daughter of a Kuwaiti female, but after completing the recruitment process it made no difference, she still had to renew her security card as a common practice by the Central Agency, and this subject them to some restrictions:

- Paycheck made only when the security card is valid
- In health, a stateless employee with Kuwaiti mother is not given paid sick leave, which is granted to all employees in the public and private sectors in the Kuwait and permitted by the Civil Service Commission (CSC).
- When giving birth, a Bidoon mother is not given a salary during the maternity leave equal to other employees and is not allowed to extend the childcare leave and faces dismissal from work if she requests an extension.
- She is not allowed to have breastfeeding hours sanctioned by the CSC in Kuwait for all working mothers.

**Among the other problems facing Bidoon female teachers who are children of Kuwaiti women are the following:**

1) Work contract renewal is annual, and to renew the contract, they require the approval of multiple educational parties according the educational zone and district.

#### *Recommendations*

- Granting the Kuwaiti nationality to Kuwaiti women's.
- Recruiting Kuwaiti women's like a Kuwaiti citizens through the CSC and exploiting their academic and professional experiences.
- Adjusting the salaries of Kuwaiti women's children to be equal to the salaries of Kuwaitis.
- Enabling the children of Kuwaiti women to obtain higher education scholarships and have exceptions for health and medical sector experts to obtain the board certifications.

Second: Discrimination against Bidoon at work (the education sector):

#### *Monitored real case studies:*

A Kuwaiti teacher who witnessed some of the challenges faced by her fellow Bidoon teachers says that the problems of these teachers are:

The problem starts with the recruitment's contract which is categorized as work against remuneration that requires the approval of the CSC, renewable every three years, but the Ministry insists contract are renewed annually as long as security card is valid. These bureaucratic procedures are not easy to accomplish, as the renewal form must be signed by the school principal and other officials; the employee has to sign a pledge to renew the security

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card. Some Bidoon teachers face unfair arbitrary treatment when their renewal forms are rejected and not signed by officials in the educational district, and they face the risk of getting dismissed from work and lowered salaries.

Prior 2020, some Bidoon teachers had their stateless status added to their security cards, and they refused to receive these cards; as a result, their contracts were suspended, their salaries were retained for more than a year despite their fulfillment of their work duties. In brief, Bidoon teachers are unjustly dealt under the contracting system and don't get paid for overtime like their other colleagues

*Monitored real case studies on stateless female teachers n private sector:*

Those working in private schools receive lower wages and work long hours more. sickleaves are deducted from their wages, and each academic year contracts are terminated without informing the teacher, which leads to emotional and financial harm.

*Recommendations*

- 1- It is necessary to deal with Bidoon teachers humanely.
- 2- The same humanitarian considerations must be put into place for all mothers, and there must be no discrimination and racism for working mothers; grant them maternity leave, family care and breaks for breastfeeding.

Third: Housing

Despite what was stipulated in Article (2), Paragraph (F) of the Convention on the Elimination of All Forms of Discrimination Against Women, Law No. 47 of 1993 on articles that discriminated against women, followed by the issuance of Law No. 2 of 2011, which included amendment of some articles in detail, especially Article (28) with regard to the social status of Kuwaiti women; however, both laws are unjust with regard to the housing loan given to both genders: the man gets a loan of 100,000 Kuwaiti dinars, while the woman gets only 70,000 that have ultimately to be repaid to the state treasury.

It has been shown in some studies conducted on this issue that the value of women's loans is less than what is provisioned by the law.

- In addition to the loan, the man has the right to apply for a plot of land to build a home, but women are denied.

*Recommendations*

1. Applying the terms and conditions of the housing welfare law to both sexes without discrimination.

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#### Fourth: Women's participation in public life and decision-making

Based on paragraph (b) of Article (7) of CEDAW women as citizens, have the right to hold public positions at all levels of government. However, Kuwaiti women's in leadership positions is low, as there has been only one or two female ministers since women obtained their political rights, and until writing this report, there is only one female minister in the executive authority. There is only one woman in the position of Undersecretary for the Ministry of Information. As for the position of Assistant Undersecretary:

There is only one assistant undersecretary in the Ministry of Health, one in the Ministry of Social Affairs and Labor, and one in the Ministry of Defense (administrative sector), but in other ministries there are no women holding such position; even in the Ministry of Education, where women represent more than 60% of the labor force.

- There is no representation of women in the Kuwaiti National Assembly (parliament).
- There is a poor women's participation in NGOs.

Since the promulgation of Law No. 40 of 1966, for every residential district in the Kuwait there is a person appointed as a mayor (Mukhtar) for that district; however, there is no women representation in this position (i.e., Mukhtar). Although Articles 5 and 6 did not specify gender.

Similarly, in the cooperative sector (Consumer Cooperative Associations), women are not nominated or named for boards of directors' positions. They are excluded from nomination.

The Ministry of Social Affairs and Labor does not appoint women although it has legal capacity to appoint one-third of women board members in accordance with Article 11 of Law No. 118 of 2013 for Cooperative Associations in the Kuwait.

#### *Recommendations*

1. Urging the government to implement the quota system:
  - a. Membership of the Council of Ministers
  - b. Membership of the National Assembly (the parliament)
  - c. And all sectors under the government.

#### Fifth: Women's presence in the military and security sectors in the Kuwait

##### **1. Ministry of Defense**

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There is no legislative structure that allows women to enlist or undergo compulsory conscription as Law No. 20 of 2015 regarding National Military Service stipulated in Article (2): “The law applies to every Kuwaiti who has completed eighteen years of age to come forward - within sixty days from the date of completing this age - to the competent authority for national military service”, or to submit an application to enlist in the army.

However, one of the positive steps taken recently is the by Ministry of Defense to recruit women in supportive, technological, and technical positions.

## **2. The National Guard**

Until now, women have not been allowed to join and work in the Kuwaiti National Guard. There was a statement in Al-Jarida newspaper on February 21, 2020, saying “the Undersecretary of the National Guard, Lieutenant-General M. Hashem Al-Rifai, disclosed that there is a future intention to allow women’s participation in the ranks of the national guard”, and added : “We will launch our new plan 2020, and women’s participation comes according to our needs for females,” stressing that “the woman is the sister of the man, and we fully believe in her abilities.”.

## **3. The Ministry of Interior Affairs**

The latest statistics published in Al-Qabas newspaper 2019, mentioned that “the number of female police affiliates in the country is about 652, comprising officers, deputy officers, and privates, and the number of female officers represents the largest percentage, as it reached 425 officers.

The highest rank women have reached is the rank of lieutenant colonel, which is obtained by female officers from the first batch, and according to the law, they are scheduled to be promoted to the rank of colonel at the beginning of 2021.

The women’s police are distributed in the sectors of the Ministry of Interior in the private security of the special forces and the protection of female figures, as well as in the criminal investigation sector represented by the investigation departments, as well as in electronic crimes and forensic evidence and in the operations sector represented by the operations of the Ministry of the Interior. As for the other sectors that are devoid of women's police, they include the traffic and emergency patrols sector, as well as the coast guard and police stations. As for “night shifts” at the Ministry of Interior, women’s police duty shifts are set not to exceed 12 o’clock at night.

However, during the Corona crisis, the women’s police were temporarily deployed to assist the traffic department.

## **Salary Benefits**

There is no difference in salary between female military officers and their male counterparts in terms of financial benefits; men receive social security and benefits, while women have the

privilege of 70 days maternity leave with a full salary, and later with half a salary, according to CSC.

#### **4. General Fire Brigade**

The participation of women is considered very shy in this sector, but women are only allowed to work administrative positions in the (prevention) sector of the fire brigade. The highest rank women are allowed to reach is sergeant, no further promotions allowed.

Sixth: Women's presence in diplomatic representation and foreign missions of the Kuwait Nabila Al-Mulla was appointed as the first Kuwaiti female ambassador, followed by Amal Al-Hamad as the second female ambassador, who has held the position of Assistant Foreign Minister for Economic Affairs since 2017, after holding the position of Head of Mission of the Gulf Cooperation Council to the European Union for 16 years; and the third ambassador is Reem Al-Khaled.

**There is no clear statistic of the poor women's representation in international missions, org and embassies, which in any case won't exceed ten percent of the percentage of men working in these jobs.**

In response to a parliamentary question about Ministry's job vacancies, "There was a refrainment from the female citizens to join the Ministry of Foreign Affairs in accordance with Article No. (18) of the Diplomatic and Consular Corps Law,...., but after the Ministry have noticed in recent years a growing demand and desire among women to work abroad, it responded accordingly and subjected them to Article (18) of the said law in the recruitment process, which became in force starting from 2013."

#### **\* Positive things:**

The announcement of the opening to transfer from the administrative cadre of the Ministry to the jobs of the diplomatic corps for the year 2017, was published on October 4, 2017, so those wishing to join the diplomatic corps from the Ministry's administrative employees can submit their applications. 11 women out of 39 applicants were admitted to the Saud Al-Nasser Diplomatic Institute for the position of a diplomatic attaché in 2021.

#### *Recommendations*

1. Increase appointments either by decree or hiring.
2. Increase the number of working women and trainees in foreign sectors and international organizations, whether those based in the Kuwait or in foreign international organizations.

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Seventh: Discrimination against women with disabilities (speech impaired and hearing impaired) in public transactions and treatment

Women with speech and hearing impairments face a specific type of discrimination despite the issuance of Law No. 8 of 2010 on the rights of people with disabilities, and its amendment in 2020, but there is a failure in proper implementation. Education and support for this group after the high school level is limited.

*Monitored real case study:*

“I had a car accident and was maltreated by the Ministry of Interior due to the lack of an interpreter to explain and describe the case; I had to stay 7 hours at the police station until they brought a specialized person to interpret for me, which caused great psychological damage to me despite showing them my disability card that proves that I am a person with disability”; this scene is repeatedly witnessed in some hospitals, specifically when dealing with this group of women (e.g., obstetrics and gynecology admissions).

*Monitored real case study:*

\*A guardian of a male pupil in the primary stage says:

“In the schools of the Ministry of Education, if the guardian is a person with this type of disability, they refuse to communicate with her and ask for another member of the family to be the primary guardian.

(anonymous) continued her testimony in tears, saying that: “Yes, I am a mother, but from am deaf and mute, I am treated with blatant discrimination as a helpless, unaware and incompetent person; the school management contacts my mother or sister in case of emergency for my son at school; no direct contact is made with me and when I come to school they don’t provide an interpreter for me.”

*Recommendations*

- 1- Modification of services to adapt with speech and hearing impaired and contribute to facilitating their affairs
- 2- It is recommended to enhance the academic and educational levels for this group.

Eighth: Discrimination in public authorities and the private and banking sectors:

Some banking sectors impose a dress code on their female employees and force them to be compliant with it like wearing the veil/hijab, which doesn’t comply with this dress code are not accepted. This is a violation of Articles 29 and 30 of the constitution.

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The benefits are gender discriminative.

In the Kuwait Chamber of Commerce and Industry, there are only two women on the current board of directors, and by mentioning this we also aspire to raise the percentage.

### Examples of economic empowerment:

1. Mrs. Jihad Al-Humaidhi has been appointed as the first woman CEO at Ahli United Bank recently, and we aspire to increase the percentage of women in leadership.
2. Kuwait Capital Markets Authority.

The empowerment of women as leaders in the economic authority is done at a good pace and is streamlined, as more than 30% of employees are women, and the percentage of upper and middle leadership for women in it is approximately 15% (18 women directors of departments and administrations). The authority offers a training program for new graduates, 50% of the trainees are girls; the Capital Markets Authority supports their empowerment.

### References

### Registering as a Volunteer Professional Soldier

<https://vc.kuwaitarmy.gov.kw/?KAF=RDdzV0R0QldCMERmRndkSIBGd3pUNGJJemZGajNOaXZQL0JvN3lCaWdNWVlXS2RmeFAybU13V3pPeEs4SldDOGEyZnk2OW9Da2RuUFVXN2t3YWl0ODFRL25QL2s0U3EwKytXekJ2R1dzZ3lDYjhNbXdIYkN6VVAwUWJyclY4cCt2RHBUHdwS1hxdVgxMmhnZDIKNWVnPT01>

المستندات المطلوبة و الشروط العامة لتسجيل المتطوعين

العسكريين الجند المهنيين

رجل

الشروط العامة

1. أن يكون المتطوع كويتي الجنسية.
2. أن يكون المتطوع في أتم من العمر 18 عاماً ولم يتجاوز 26 سنة ميلادية ويستثنى الجند القبول والمهنيين من الحد الأعلى.
3. أن يكون لائق للخدمة العسكرية.
4. أن يكون محمود السيرة.
5. أن يعتازر عن الخدمة العسكرية.
6. ألا يكون قد سبق الحكم عليه في عقوبة جنائية أو جريمة مخلة بالشرف أو الأمانة ما لم يكن قد رد إليه اعتباره.
7. أن يتهيأ من الجهة التي يحمل بها وفقاً للأنظمة والقوانين المتبعة.
8. أن تكون الشهادة الدراسية الحاصل عليها معتمدة من الجهات الرسمية بوزارة الكويت.

المستندات المطلوبة

1. الجنسية الكويتية الأصلية + 3 صور عنها.
2. البطاقة المدنية (سارية المفعول) + 3 صور عنها.
3. شهادة الميلاد + 3 صور عنها.
4. صورة عن جندية الأب والأم.
5. صورة عن البطاقة المدنية للأب والأم (سارية المفعول).
6. إذا كان أحد الوالدين متوفى إحضار صورة شهادة الوفاة.
7. آخر شهادة دراسية حصل عليها ومصحفة من وزارة التربية أو التعليم العالي + 3 صور عنها.
8. عدد (5) صور شخصية مقاس 4x6 غير جاتية.
9. عند تقديم المستندات يجب مراعاة أن تكون صالحة وسارية المفعول وعلى ورقة عاتية (معتمدة من الجهات المختصة).
10. شهادة لتعليم ضد فيروس كورونا المستجد.
11. شهادة لمن يهيم الأثر من المؤسسة العامة للتأمينات الاجتماعية والعمل.
12. شهادة لمن يهيم الأثر من الهيئة العامة للقوى العاملة.
13. إحضار صورة من عقد الزواج + جندية الزوجة (المتزوج).
14. إن قبل طلب التسجيل لا يلزم وزارة الدفاع بقبول المتطوع.

Contact emails:

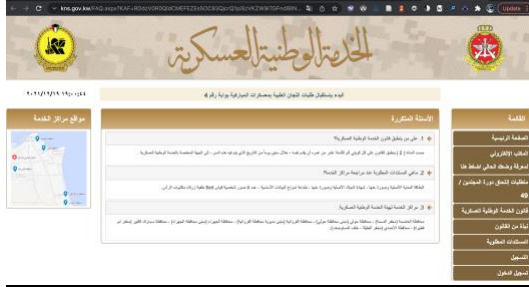
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## National Military Service

<https://www.kns.gov.kw/FAQ.aspx?KAF=RDdzV0R0QldCMEFEZEs5OC83QjcrQ1piSzVKZW9iTGfndIBINGE2NUtOaEZOQIFiS0xxWE5wN0t1a2gwTGhsWC9jR05VN0N4Zm5TZ3VPcVE0Vkg5S0wySGMwVUUpPcFIO0>



<https://www.aljarida.com/articles/1582213650140982000/>



## Number of women in the military

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<https://alqabas.com/article/5723801-%D8%A7%D9%84%D8%B4%D8%B1%D8%B7%D8%A9-%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A6%D9%8A%D8%A9-10-%D8%B3%D9%86%D9%88%D8%A7%D8%AA-%D9%85%D9%86-%D9%83%D8%B3%D8%B1-%D8%A7%D9%84%D8%AE%D8%AC%D9%84>

**Shy appeal on women police** <https://www.alraimedia.com/ampArticle/493142>

**Reference is the Diplomatic Sector:**

<https://www.kuna.net.kw/ArticleDetails.aspx?id=2996200&language=ar>  
<https://www.alanba.com.kw/ar/kuwait-news/924932/22-09-2019-%D8%AA%D8%B9%D9%8A%D9%8A%D9%86-%D8%B1%D9%8A%D9%85-%D8%A7%D9%84%D8%AE%D8%A7%D9%84%D8%AF-%D8%B3%D9%81%D9%8A%D8%B1%D8%A7-%D9%84%D9%84%D9%83%D9%88%D9%8A%D8%AA-%D9%84%D8%AF%D9%89-%D9%83%D9%86%D8%AF%D8%A7/>

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## The Report of Kuwait Soroptimist Society for Societal Development (Soroptimist Kuwait)

### **Parallel to the State of Kuwait's report submitted to the Committee on the Elimination of All Forms of Violence and Discrimination against Women**

Soroptimist Kuwait is a Kuwaiti NGO affiliated with the Soroptimist International of Europe, which holds an advisory status for the United Nations. Soroptimist Kuwait seeks to achieve a unified direction to fulfill this mission by empowering women in Kuwait. Its goal is to change the lives of women and girls at the local and international levels. Soroptimist Kuwait also aims to implement the global Soroptimist vision and mission to empower women and educate them in the economic, educational, environmental and health fields and to eliminate violence against them through raising awareness and calling for action.

#### Economic Empowerment

The Kuwaiti constitution did not discriminate between men and women in all its provisions related to work, and it was keen to mention this explicitly, as is clearly stated in the texts below:

##### *The Constitution*

Article 29 of the Kuwaiti constitution states: “The people are peers in human dignity and have, in the eyes of the Law, equal public rights and obligations. There shall be made no differentiation among them because of gender, origin, language or religion”.

Article 41 of the Kuwaiti constitution states: “Every Kuwaiti shall have the right to work and to choose the nature of his occupation. Work is the duty of every citizen. Dignity requires it and the public welfare ordains it. The State shall make work available to citizens and shall see to the equity of its conditions”.

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*Private Sector Employment Law No. 6 of 2010*

Article 1, paragraph (3) defines a worker as follows: “The Worker: Any male or female person who performs a manual or mental work for an employer under the employer's management and supervision against remuneration”.

Article 26 states: “A working woman shall be entitled to remuneration similar to the remuneration of a man if she performs the same kind of work”.

*International Labor Organization*

Declaration of Fundamental Principles and Rights at Work - Discrimination (Employment and Occupation) Convention 1958 (No. 111)- Kuwait has ratified the Convention which forbids “any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction, or social origin, which nullifies or impairs equality of opportunity or treatment in employment or profession.”

Recently, amendments to the Labor Law have also been made to prohibit any gender discrimination in the private sector.

In September 2021, the Minister of Commerce issued Ministerial Resolution No. 177 of 2021 regarding the prohibition of discrimination at work in the private sector and the prohibition of sexual harassment in the workplace; the resolution took into consideration the provisions of Law No. 28 of 1969 regarding work in the petroleum industry sector and the provisions of Law No. 6 of 2010 regulating work in the private sector and its amendments.

Article One - Employers shall be prohibited from discriminating at work based on gender, work, pregnancy, or marital status without prejudice to the provisions of the applicable laws.

Article Two - Subject to the provisions of Law No. 16 of 1960 promulgating the Penal Code and its amendments, sexual harassment in the workplace in all its forms and means, including modern

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technology, is prohibited, without prejudice to the provisions of Articles 198 and 199 of the said Penal Code.

*Article 198 of the Penal Code*

“Anyone who commits an indecent gesture or act in a public place, or who sees or hears, or imitates the appearance of a member of the opposite sex in any way, shall be punished by imprisonment for a period not exceeding one year and a fine not exceeding 1,000 dinars, or by one of these two penalties”.

*Article 199 of the Penal Code*

“Anyone who commits, in public, an indecent act that does not reach the gravity of indecent assault, with a woman without her consent, shall be punished by imprisonment for a period not exceeding one year and a fine not exceeding 1,000 dinars, or one of these two penalties”.

Article Three - The Public Authority for Manpower shall take the applicable procedures regarding referring cases that fall within the framework of the provisions of the two above-mentioned articles to the competent investigative authorities, provided that the files of employers are suspended permanently or temporarily in case it is proven that the provisions of this decision are violated.

*Contradictions*

While the Kuwaiti constitution is keen not to discriminate between men and women, we find discrimination in some provisions as follows:

*Kuwait Labor Law*

1. Article (22) – “It is prohibited to employ women at night during the period from 10:00 at night until 7:00 in the morning. This excludes hospitals, sanatoriums, private treatment homes, and establishments in respect of which a resolution by the Minister of Social Affairs and Labor shall

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be issued”. In all the cases mentioned above, the employer shall provide security requirements, and transportation means from and to the workplace.

2. Article 23 - “It is prohibited to employ any woman in work that is dangerous, arduous or harmful to health. It is also prohibited to employ any woman in jobs that violate morals and exploit her femininity in violation of public morals. It is not permissible for a woman to work in institutions that provide services exclusively for men.”

These articles came as a protection for women, but in fact, they undermine her role as a participant in the country’s economy and detracted from her human right to choose.

#### *Common practice in various fields of work*

The public and private sectors of employment still practice discrimination in recruitment, for example, the petroleum industry sector limits women's employment in certain jobs. Below is the job posting announcement on the Kuwait Oil Company Instagram account for fresh graduates that specifically states that the advertisement is for men only:

“KOC announces the availability of job opportunities for Kuwaiti (newly graduated) nationals only to join the Kuwait Oil Company and its affiliates for holders of a Diploma degree in technical fields- For Males Only”.

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We also find that the Ministry of Defense, in a recent development to open the way for women to work in the ministry, in accordance with the provisions of Law No. 32 of 1967 related to the army and its executive regulations, allows women to serve in the army, but this is limited to the field of medical services and military support services. Therefore, women are prohibited from working in any other capacity in the Ministry of Defense.

#### *Recommendations*

There are still many examples of inequality in women's rights in terms of employment, maternity leave, and other rights in the private sector, which requires raising women's awareness of their rights guaranteed by the constitution and demanding their fairness. This is what Soroptimist Kuwait seeks and strives diligently to achieve.

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