



الجمعية الكويتية لحقوق الإنسان
KUWAIT SOCIETY FOR HUMAN RIGHTS



المركز الكويتي للدراسات والبحوث
Kuwait Center for Studies and Research



MEPI

Impact of Covid-19 Pandemic on Women Rights in State of Kuwait

Prepared by
**Kuwait Center for Studies and Re-
search**

Dr. Fawzy Mohammad AlShami
Mr. Saleh Hassan Al-Hassan

May 2021 AD



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● Introduction

The first quarter of the year 2020 witnessed the emergence of the Coronavirus pandemic [Covid-19] announcing the start of a new phase of crises that afflict people and suspend all of their various activities. The Coronavirus repercussions affected all aspects of life, revealing the society's vulnerabilities towards women in all social, economic, political and health fields. As the severity of the pandemic began to increase with the increase in the number of infected people, which forced the Kuwaiti government to take some measures to limit its spread, such as placing those coming to Kuwait under compulsory institutional or home quarantine followed by closing all state outlets, evacuating Kuwaiti citizens abroad and imposing curfews and regional isolation. Since the beginning of the outbreak of the pandemic, and up to May 20, 2021, a number of 295,861 confirmed cases have been registered in Kuwait, of which 12,230 are active cases that receive treatment, while the number of people recovering reached 281,920 cases, the number of deaths is 1,711 cases and the number of critical cases is 183 cases^[1].

Undoubtedly, Coronavirus with its great danger and threat to health in general imposes restrictions on many human rights as a result of imposing quarantine, limiting freedom of movement and commitment to social distancing, in addition to the other measures that have been adopted while confronting this pandemic which caused damage to public health along with the deprivation of rights that accompanied the measures adopted. In light of this pandemic, there is no doubt that women have faced great challenges, the most prominent and most important of which is their ability to obtain their human rights in light of this crisis.

Therefore, this study deals with the situation of Kuwaiti and non-Kuwaiti women in the State of Kuwait, in order to understand and measure the impact and the level of response of the relevant authorities to this pandemic, in a way that helps to come up with a clear vision to confront incidents that may be of the same level or higher, and in a way that helps women in general and domestic female workers in particular to actively participate in developing remedies and determining appropriate measures in light of the circumstances affecting their social, economic and political lives.

[1] Website of Ministry of Health, State of Kuwait <https://corona.e.gov.kw/>

Chapter One

Women's Rights in Light of COVID-19 Pandemic

First Topic: The Methodological Framework

● Study Importance:

Women in general have suffered from the dispossession of their rights and diminishing their importance, and the Corona pandemic came to deepen the gap in the demands of women and cause a setback in their social status, which requires diagnosing the status of women in the State of Kuwait through in-depth research, to identify what the Corona virus has caused, and what new epidemics may cause. Therefore, the current study is considered part of the studies and research concerned with women's rights in the State of Kuwait, and it may achieve the following importance:

- [a] The importance of this study stems from its being the first study to address women's rights in the State of Kuwait during the spread of epidemics.
- [b] The study can represent a new addition to the Kuwaiti library, and researchers in this field can benefit from it.
- [c] The study shall deal with all age groups of women from 18 and over, who account for approximately 34% of the total population in the State of Kuwait, according to estimates at the beginning of the year 2020 AD, including paid workers in various work sectors, who contribute to productivity and the progress of the development process beside men. The rate of female participation in the workforce has reached 49.9% of their total number^[2]. Which requires appreciation and loyalty for them, and taking into account their needs in all aspects of life.
- [d] The study gave a great focus on migrant domestic workers, in order to shed light on this category that plays an indispensable role in every Kuwaiti household.
- [e] We hope that this study will be of use to decision-makers and policy-makers in the women's development sector, with the information it may contain necessary to amend and change programs, and to work to more effectively enforce women's rights during epidemics, especially in light of the repercussions of the Corona pandemic and the change it has caused in the social climate.

[2] Central Statistics Bureau, Labor Force Survey 2016/2017 Bulletin, December 2017. For more information see: <https://www.csb.gov.kw/Pages/Statistics?ID=64&ParentCatID=1>

● Problem of the Study:

In light of the Corona crisis, women have been exposed to difficult conditions, which make them more susceptible to infection through the concentration of the work of a number of workers in the fields of health and social services, in addition to caring for family members. Also, in light of the Corona crisis, women have been exposed to difficult conditions, which make them more susceptible to infection through the concentration of the work of a number of female workers in the fields of health and social services, in addition to caring for family members.

Also, the protection and treatment measures make women the first to be affected, healthily, psychologically and physically. Tension of family members may exacerbate violence towards women and force them to bear additional burdens in care and household tasks.

It is worth noting that women in general live in difficult social, cultural and economic conditions, and countries are often keen to improve their conditions and enable them to enjoy their rights, while the Corona pandemic discourages all efforts and creates a major setback for women, especially since they are often the most affected during crises and humanitarian emergencies.

The report of the International Monetary Fund also indicated the decline in economic opportunities for women and the widening of the existing gender gap in one go, after significant progress was made at this level over three decades, as the negative impact of home quarantine and closure policies led to a significant exacerbation of the structural level of acquired rights of women, including an increase in domestic violence.

From this standpoint, this study comes to diagnose and assess the level of the impact of the Corona pandemic on the rights of women in the State of Kuwait in general, and domestic workers in the State of Kuwait in particular, to find out the challenges and gaps that stand in the way between them and the rights associated with them, which may cause a setback in the future efforts.

● Study Objectives

This study aims to determine the impact of the Covid-19 epidemic on women's rights in the State of Kuwait, and thus the objectives of the study are determined as follows:

▶ General objective of the study:

- ⊙ Provide a diagnosis of the reality of women's rights in the State of Kuwait in general and female domestic workers who are migrant workers in particular, during the spread of the Corona pandemic.

▶ Sub-objectives of the study:

- ⊙ To learn about the level of health awareness of the dangers of the Corona pandemic and provide adequate protection and prevention requirements for women in the State of Kuwait.
- ⊙ To reveal the social conditions those women experienced in the State of Kuwait during the spread of the Corona pandemic.
- ⊙ To diagnose the protection and prevention measures in homes and places of study and work, and the measures taken by those concerned with women.
- ⊙ To determine the fears and expectations of women about the spread of the Corona pandemic, and the proposals that they want to achieve when epidemics spread.
- ⊙ To help the relevant authorities and local and international actors to understand and diagnose the reality of women's rights during the spread of Corona pandemic in the State of Kuwait.
- ⊙ To provide the necessary proposals and recommendations to mitigate the impact of the Corona pandemic and other epidemics on women in the State of Kuwait, and improve the level of women's participation in making decisions related to their fate.

▶ Questions:

The study is based on a major question: "What is the impact of the Covid-19 pandemic on women's rights in the State of Kuwait?" And from it, several questions are divided into the following:

- ⊙ Do women in the State of Kuwait have an adequate level of health awareness of the risks of Corona and the adequate requirements for protection and prevention?
- ⊙ What are the social conditions that women have experienced during the spread of the Corona pandemic?
- ⊙ What are the protection and prevention measures in homes and places of study and work, and the measures taken by employers and bodies towards women?
- ⊙ What are the concerns of women about the spread of the Corona pandemic and the proposals that they want to achieve when epidemics spread?

- ⦿ How can you contribute to assist the relevant authorities and local and international actors in understanding and diagnosing the reality of women's rights during the Corona pandemic in the State of Kuwait?
- ⦿ What are the recommendations and proposals that can work to mitigate the impact of the Corona epidemic and other epidemics on women in the State of Kuwait and improve the level of their participation in making decisions related to their fate?

▶ Study Methodology:

The study depends on the output curriculum to detect the dimensions of the capacity of the Covid-19 on women's rights in the State of Kuwait, to study for the understanding of the problematic dimensions and surrounding circumstances, in order to provide adequate description and interpretation information, and access to general conclusions contributing to the present realization and prediction of the future.

▶ Data collection tools:

Two questionnaires were designed to identify study variables and data collection, to give indicators on the impact of Covid-19 on Kuwait and non-Kuwaiti women in the state of Kuwait, including female domestic workers from different nationalities, the data collection includes tools and CSS phrases so the sample members can easily answer. These tools are made of [2] questionnaires, one of which is intended for women in general and the other dedicated to female domestic workers.

Second Topic: The reality of women's rights in light of Covid-19 pandemic in State of Kuwait

The Corona pandemic has erased decades of progress towards achieving equality between men and women, and has turned women's lives upside down, with increasing job losses due to the pandemic and the escalation of exploitation and domestic violence, as women's rights have declined in light of the pandemic, and the consequences will last longer than the pandemic itself ^[3].

Returning to what the Kuwaiti Constitution included of texts that consistent with the international standards in citizenship, justice and equality, and the most prominent text is Article 29 of the Constitution, which stipulates that, "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." Despite the accession of the State of Kuwait to the Convention on the Elimination of All Forms of Discrimination against Women CEDAW, but women's rights in Kuwait are still - in many legislation - far from practical application, and can be said that these rights have emerged as reflection of administrative power actions in the context of applying laws based on the Constitution that has been increased due to failure in the enactment of the necessary laws to interpret the constitutional text. So that, the rights of women in Kuwait were generally controlled by the discretionary authority of the administration, which resulted in the abolition of many rights for wrongful legislative practice on the one hand and non-consideration of the final objective of the Status Authority [appreciation], represented by the achievement of public interest on the other hand. Thus exceeding the real objective of the legislator from this authority, which is the protection of individuals based on their own and objective circumstances. Accordingly, the majority of decisions on women's rights in Kuwait have become ill-use because of its violation of the Constitution, laws and international conventions.^[4]

The Corona pandemic has affected the rights of individuals and over the implementation of law on reality and ensuring the realization of rights. Its impact on women in particular has had the greatest impact, as the law itself has entrenched discrimination against women in its enforcement, interpretation and legislation, and as a result of the measures taken by the Kuwaiti government to limit the spread of the virus, since the partial embargo imposed in March 2020, and through the overall embargo approved by the competent authorities, which prevents work in all government agencies and in the private sector, resulting in increasing time of staying at homes, the burden of home tasks, child care and support them in online education, older and patient care, many changes in working methods, with increased rate of online working hours, the difficulty of getting out of the house and mobility, isolation and deprivation of social interaction, and increased cases of domestic violence. All that has significantly affected women and led to consumption more of their time. Although both women and men are facing these burdens, but women are more likely and significantly for their performance many unpaid care and household functions of cleaning, cooking, care and other home tasks.

[3] This came in a recorded video message to the Secretary-General of the United Nations, Antonio Guterres, on the occasion of International Women's Day, which falls on March 8 of each year.

[4] A study carried out by the Kuwaiti Society for Human Rights on women's rights in the State of Kuwait within the framework of the Convention on the Elimination of All Forms of Discrimination against Women [CEDAW].

First: The legal framework for women's rights in the State of Kuwait in light of Covid-19 pandemic:

1. National (local) legal framework:

The Kuwaiti constitution explicitly stipulates the principle of equality in Chapter Two of the Constitution, which includes “the basic foundations of Kuwaiti society” in Article 7, which states that, “Justice, freedom and equality are the pillars of society; and cooperation and compassion are the firm link binding all citizens.” Thus, the Kuwaiti constitution has adopted an economic and social philosophy that is largely compatible with the Universal Declaration of Human Rights, based on obligating the Kuwaiti legislator to provide the means for effective equality for citizens, within the framework of equality in rights and public duties, as Article 29 stipulates that 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^[5].

Returning to what the Kuwaiti Constitution included of texts that consistent with the international standards in citizenship, justice and equality and despite the accession of the State of Kuwait to many conventions in this regard, including the Convention on the Elimination of All Forms of Discrimination against Women CEDAW, but women's rights in Kuwait are still - in many legislation - far from practical application, which made it a victim to challenge any deputy in the Kuwaiti parliament, or any decision of an administrative officer, in clear dissociation of the constitutional principles, which is under the administration of the law, by Binding them to the principle of the hierarchy of legal rules when issuing an administrative decision or refraining from it. The base for that is the adherence to the principle of legality, which stipulates that the legal rules fall into different ranks, starting with treaties, international conventions, the constitution, the law, then internal regulations and ending with the administrative decision as a legal act issued by the competent administrative authority and by its own will in order to create legal effects by establishing, modifying, or canceling legal rights and duties, or more precisely, creating, modifying, or canceling legal centers in the state^[6].

In the same context, the abysmal gap in the legal framework related to violence against women has been bridged through the approval of Law No. [16] Of 2020 regarding protection from domestic violence^[7], and the formation of the National Committee for Protection of Domestic Violence. Among its tasks is to formulate the general policy for the protection of the family and strengthen its bonds, confronting everything related to domestic violence, approving its implementation plans and following up on their implementation, reviewing national legislation and submitting the necessary proposals and recommendations regarding them to amend or abolish provisions that contradict the provisions and objectives of this law, coordinate between all official institutions and civil society institutions related to domestic violence, and adopt programs and training curricula for all employees and those concerned with working to implement this law^[8].

[5] A study carried out by the Kuwaiti Society for Human Rights on women's rights in the State of Kuwait within the framework of the Convention on the Elimination of All Forms of Discrimination Against Women [CEDAW].

[6] A study by Kuwaiti Society for Human Rights, *ibid*.

[7] Article [3] of Law No. [16] of 2020 on protection against domestic violence.

[8] Article [4] of Law No. [16] of 2020 on protection against domestic violence

Law No. [16] of 2020 in the matter of protection from domestic violence also stipulated on the establishment of shelters for victims of domestic violence that specialize in many tasks, including providing shelters for victims of family violence, providing psychosocial support, rehabilitation services and legal aid for the victim, and establishing a hotline to receive reports and complaints about Cases of domestic violence, and it has the right to take all legal measures that qualify it to exercise its role^[9].

2. International legal framework:

Depriving women of their rights prompted the international community to pay more attention to their issues, so they became the focus of international attention after the feminist movement struggled to recognize their rights, and this activity resulted in the confirmation of the United Nations Charter of equal rights between men and women, and then reinforced the confirmation of the Universal Declaration of Human Rights of Everyone's right to enjoy equal rights without any discrimination on the basis of gender. This was followed by a number of international instruments, the most important of which are the two conventions on human rights, which emphasized the duty to ensure equality of men and women in the right to enjoy all economic, social, cultural, civil and political rights, and international agreements concluded under the auspices of the United Nations and specialized agencies which encouraged women's equal rights with men, until it was agreed to approve the Convention on the Elimination of All Forms of Discrimination against Women [CEDAW], and then create a number of international mechanisms that work to implement and activate women's rights, whether they are contractual mechanisms based on international treaties or Non-contractual mechanisms based on the United Nations Charter.

The State of Kuwait has acceded to seven of the nine basic human rights instruments, and has demonstrated a strong commitment to cooperate with the United Nations human rights mechanisms, as evidenced by its participation in the treaty bodies, the universal periodic review mechanism, and its commitment to periodically submitting national reports to the committees overseeing the implementation of the conventions and covenants ratified by the State of Kuwait. Among these international instruments is the Convention on the Elimination of All Forms of Discrimination Against Women, ratified by Emiri Decree No. 24 of 1994. But Kuwait has not shown any willingness to ratify the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women which would prove the government's commitment to implement the principles of the convention, and allow the committee to receive communications from individuals or groups of individuals to present to the committee allegations of violations of the rights protected under the convention, and to conduct investigations into cases of serious or systematic violations of women's rights, and these procedures are optional and are only available in the fields accepted by the concerned country.

During the universal periodic review mechanism at the forty-fourth session of the Human Rights Council from 15 June to 3 July 2020, the State of Kuwait accepted the recommendations addressed to it calling for the further strengthening of efforts aimed at ensuring the full

[9] For more information see Article [5] of Law No. [16] of 2020 on protection against domestic violence.

implementation of the Convention on the Elimination of All Forms of Discrimination against Women^[10], and the continuation of efforts aimed to ensure equality between the two gender^[11], but it rejected other recommendations, including reforming the Kuwaiti Nationality Law of 1959 in order to grant women the right to pass on their nationality to their children^[12], and took note of a number of recommendations, including taking further steps to repeal and abolish discriminatory laws, and ensure that rights are granted to all on equality basis, especially for women and children^[13], and the response of the State of Kuwait to this recommendation was that the Constitution of Kuwait emphasized non-discrimination between men and women. Several measures have been taken to entrench the principle of non-discrimination and equality between the genders except with regard to matters that are inconsistent with Islamic law^[14].

Second: The impact of the Covid-19 pandemic and its implications for women's rights in the State of Kuwait:

1. Social Position:

In light of emergencies declaration and exceptional circumstances, including spread of epidemics such Covid19 pandemic, social cohesion may already be undermined, and institutional capacities and services have been limited, so that care is to apply the principle of gender equality through the preparation of social assistance programs of a great impact for addressing social effects, achieving the greatest possible equality, providing opportunities and social protection. Women have greatly suffered a majority due to the Corona virus in Kuwait by increasing the time of staying at home, the care and support of the children in the online education, the care of the elderly and patients, the increase of burden and household functions, isolation and deprivation of social interaction, and difficulty of mobility under the imposed ban.

With the increasing economic and social pressure associated with curfew and imposing social isolation measures due to Covid-19 pandemic, gender-based violence is increasing exponentially and there are many women who, due to the general closures, have been forced to stay in their homes next to those who persecute them at a time when victim support services have become disrupted or access has become impossible^[15].

[10] Recommendation No. 18 was sent to the State of Kuwait from Indonesia during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[11] Recommendation No. 82 was sent to the State of Kuwait from Sudan during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[12] Recommendation No. 77 was sent to the State of Kuwait from Denmark during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[13] Recommendation No. 84 was sent to the State of Kuwait from Botswana during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[14] For more details, see the responses provided by the state for review through the link: <https://undocs.org/en/A/HRC/44/17/Add.1>

[15] Policy Brief: The Impact of Corona virus Disease 2019 (COVID-19) on Women and Girls.

Under these exceptional circumstances, women have suffered from various types of violence to varying degrees. Emotional violence, which includes psychological exploitation, is the most widespread one, as well as economic violence and deprivation of resources, in addition to verbal violence, including threats, intimidation, degrading words, and physical violence, including beatings and slaps. This violence is practiced in the absence of dedicated places to shelter women who are subjected to violence, and the failure to empower women and involve them in developing policies, crisis management and plans for working women despite their presence in the workplace and the front lines has led to negative consequences and repercussions on their rights. And in light of the non-application of the principle Equality, Kuwaiti women married to foreigners have suffered from not treating their children as citizens in light of these exceptional circumstances.

2. Health Position:

Under Corona, women are exposed to circumstances that make it more vulnerable to Corona virus; especially they work with a great percent in the health sector and practice the work of the medicine and nursing in many countries and other health care work. The health sector is one of the most risky work sectors for virus infection. On the other hand, the nature of the women body requires health care during monthly period, pregnancy, labor, childbirth and puffs. Such requirements put the women among the burden of physical needs and the anvil of household quarantine.

Social roles for women, have been demonstrated by providing health, physical and emotional services for those who subject to their care of family members, whether children, patients, elders and disabilities. These care requirements have been increased with the status of closure and domestic quarantine^[16].

Prevention measures have also exacerbated barriers to women's access to sexual and reproductive health services, including previous care for pregnant birth, and weak in providing basic health care or attention to chronic diseases that women may suffer.

3. Economic position:

The Corona virus caused a health crisis in various countries of the world, which imposed on them, including Kuwait, to take measures to prevent the spread of the virus, on top of which is the imposition of a comprehensive quarantine on citizens, which led to the suspension of most economic activities for a period of time, and of course its impact on vulnerable groups was more severe, including working women. In the government sector a woman may enjoy paying her full wages even in the event of her absence from work and staying at home. However, the position of women in the private and irregular sector is extremely difficult in terms of the ability to keep work or continue of wage^[17].

[16] ESCWA, The Effects of the Covid-19 Pandemic on Gender Equality in the Arab Region, 2020 AD, p.2

[17] Friedrich Ebert Foundation, Corona virus and its Social Implications for Women, Page 29.

The ESCWA report expected that the outbreak of the Corona pandemic would lead to more women in the Arab region being affected by poverty, and losing a large number of jobs, especially since their participation in the labor market is weak and their unemployment rate will increase under normal circumstances. In addition, many economic sectors in which women occupy a large space will be affected, and women will be most affected by the repercussions of the epidemic, either by losing jobs or by accepting unfair working conditions. Women will also be the first to be affected in the informal work sectors^[18].

4. Political Position:

Although women are at the forefront of the epidemic, including their work within the front lines in health services, family support and patient care, so women are greatly exposed to the disease, but representation of women in policy development and decision-making on corona pandemic is absent. In addition, women do not have equal access to ICTs often because of their educational and rehabilitation levels.

A number of reasons have interacted rapidly for women due to Corona pandemic, which significantly exposed them to the disease, increased gender-based violence, particularly domestic violence, as well as restrict the access to sexual, reproductive and national health services, and impact on livelihoods and economic opportunities negatively. This makes it important to include women's voices equally in decision-making, at all levels and stages, otherwise measures will be less responsive and effective in meeting women's needs.

Also, response plans that may not take into account the disproportionate impact of the pandemic on women, and the lack of implementation of policies that support them, in many contexts, coupled with the lack of balanced gender leadership, all of this will undoubtedly exacerbate the effects of the crisis on them, their families and society. There is also an imminent risk of losing gender equality gains made before the corona virus crisis.

However, the absence of women in the decision-making and leadership process is surprising in front of the many political commitments that the international community has made to support women's leadership, and this factor often leads to the absence of a true partnership for women, which would make all efforts to develop women weak and approaching political promotion more than a real impact on their lives and participation in various areas of life.

5. Psychological Position:

The negative repercussions of virus affected various areas of women's life, contributed to the complexity of their needs. Whereas the state of closure, and the social and economic conditions, may lead to cases of domestic violence and drowning in multiple psychological pressures, although it is difficult to measure these pressures, which differ according to the

[18] ESCWA, Effects of the Covid-19 Pandemic on Gender Equality in the Arab Region, *ibid*, Page 3.

family environment and the conditions prevailing in the surroundings of the woman, but it remains a definite and indisputable effects and here is the need for psychological care for women under Corona.

Governments have contributed at the beginning of the emergence of the virus in promoting fears by calling for reporting cases, particularly in the early stages of the emergence of the pandemic. Where the infected were seen as a cause of shame and social exclusion, although that changed with the increase of awareness, but fear of health service providers still exists, as women health care workers suffer stigma, social isolation and rejection, for fear of transmitting the disease to others.

Third Topic: The Impact of Covid-19 on Women's Rights in the State of Kuwait - Field Study

We will introduce the methodological procedures for study and review the results of data collected by the questionnaire for women in the State of Kuwait, to identify the level of Covid-19 on women's rights in the State of Kuwait.

First: Methodological Procedures:

In this topic, we present the methodological actions that we followed to implement the field study, including the questionnaire of the study community, the way to determine the size of the sample and the distribution of the questionnaire.

1. Study Individuals

The research individuals, which is focus of this study, is all women in the State of Kuwait, includes citizens and residents within the age group 18 and more with a number of [1,300,000] women, according to population of 2020, and at three categories:

[1] Category I: female employees / workers in the government and private sectors.

[2] Category II: housewives.

[3] Category III: women who study in schools or universities.

2. Study sample, method of selection and distribution of the questionnaire:

The study sample items were chosen according to the multi-stage probability method, with a proportional distribution method according to the size of each category. In the first phase, the sample was selected from Kuwaiti and non-Kuwaiti women, then selection within each category at the level of the working status of women [worker - student - housewife] by the simple probability method so that each category can appear within the sample.

The sample was chosen in this way, because there is a discrepancy between the sample members at the level of nationality and the practical situation in order to identify the level of the impact of Covid-19 on each category and that it is the best way to represent the heterogeneous community.

The sample size was according to Stephen Thompson^[19] * equation [384] and the sample were determined according to the following table:

Table No. [1] shows the distribution of the study sample

Categories	Kuwaiti			Non-Kuwaiti			Total sample size
	Representation Ratio	Sample Size	Sample size after the increase	Representation Ratio	Sample Size	Sample size after the increase	
Sample Size	35%	134	297	65%	250	253	550
Female employees / workers	30%	40	215	57%	142	208	423
Students	40%	54	68	16%	40	26	94
Housewives	30%	40	14	27%	68	19	33
Total	100%	134	297	100%	250	253	550

*Representation Ratio for approximate indicators based on the data of the Central Statistics Bureau

It is evident from the previous table, an increase in the sample size for all categories in order to avoid corruption of some data or a decrease in the response rate, especially for the two categories of female employees and housewives, as they are the most affected by the Corona pandemic. Whereas, the ratio of housewives decreased due to the low level of response they have.

It took about two weeks to distribute the electronic questionnaires and collect the data, where [550] valid questionnaires were obtained for analysis, and after that the data were entered and statistically processed using the statistical analysis program [SPSS].

$$n = \frac{N \times p(1-p)}{[N-1 \times (d^2 \div z^2)] + p(1-p)}$$

[19] Where: n: required sample size. N: the number of the study individuals of [1,300,000] women. P: The percentage in society, and in view of the lack of knowledge of it from previous studies, it was assumed that it is equal to [50%]. Q: Ratio Complement. [50%] P B: Permissible error limit, use here [B = 0.05].

Second: Social Characteristics:

The social characteristics of the sample members are represented in age, educational level, marital status, and number of children.

1. Age

Table No. [2] Distribution of the sample according to age

Age	Frequency	Ratio
18-22	80	%14
23-27	53	%10
28-32	102	%19
33-37	127	%23
38 and more	188	%34
Total	550	%100

It is clear from Table No. [2] that the age of [34%] of the sample women is more than 38 years old, while the age group that follows it is [33-37] years, and constitutes [23%] of the study sample. Then the age group [28 - 32] years, at a rate of [19%], while the lowest percentages were for the age group [18-22] years, and its percentage was [14%], followed by the group [23-27] years at a rate of 10%, which shows that the majority of the sample members are over thirty years old. This is an indicator that reflects the maturity of the sample's vocabulary and their high life experience.

The high average age of the sample members achieves an appropriate level of life experience, and thus the ability to rationalize matters based on maturity, and on the other hand, the diversity of the sample members' ages contributes to giving the study various information about the conditions of different age groups.

2. The Educational Level

Table No. [3] Distribution of the sample according to the educational level

Educational Level	Frequency	Ratio
High school and less	61	%11
Post-secondary diploma	110	%20
University	247	%45
Postgraduate diploma and higher	132	%24
Total	550	100%

It is evident from Table No. [3] that the largest group of individuals in the sample are those with a university degree at a rate of [45%], then holders of post-university diploma and higher by [24%], then holders of a post-secondary diploma at a rate of [20%], then high school qualification and less by [11%]. These percentages reflect the high level of qualification of most of the sample members, which may help in reaching appropriate results regarding the study. In addition, the sample has a high educational and knowledge level, enabling many of them to have access to the necessary information on ways to prevent and treat the pandemic.

3. Marital Status

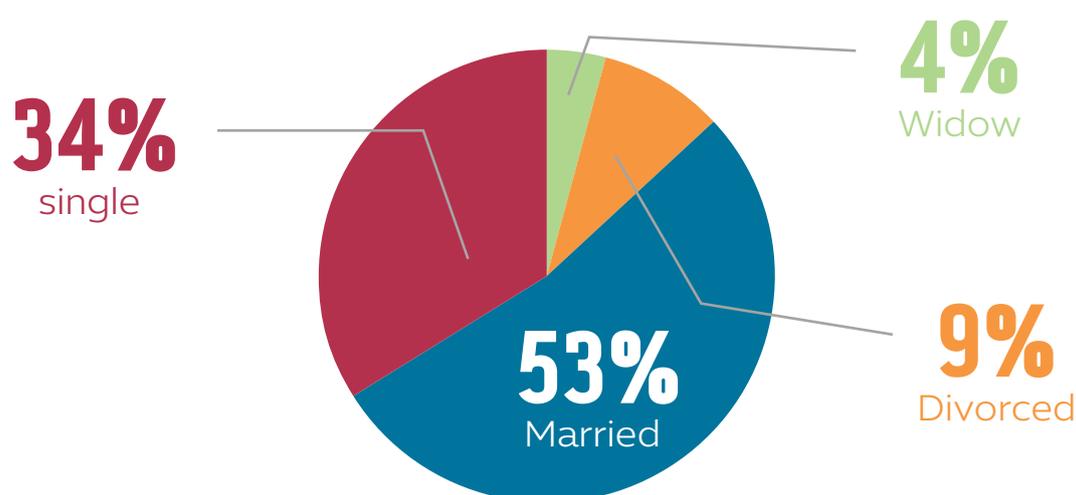


Figure No. [1] shows the distribution of the marital status of the sample members

Figure No. [1] presents the marital status of the sample members. The results show that more than half of the sample members are married - specifically - [53%]. The ratio of single women is [34%], and the ratio of divorced women is [9%], while the percentage of widows did not exceed [4%], which reflects the state of family stability for most of the sample. On the other hand, it is evident that most of the sample women bear the greatest burden of this epidemic by bearing the burdens of family care and housework, according to their marital status.

4. Number of Children (For Married Women):

Table No. [4] Distribution of the sample according to the number of children

Number of Children	Frequency	Ratio [%]
1	48	5%
2	172	17%
3	246	25%
4	212	21%
5	230	23%
6	60	6%
7	14	1%
8	16	2%
Total	998	100

The previous table shows the number of children who have been married from among the study sample member for [329] women, as most of the ratios focused on the presence of children between [3-5] for each woman, with a total percentage of [69%], while those with [2] children are a rate of [17%]. The percentage of those who have one child did not exceed 5%, and those who have 6 children and more are 9%, and the average number of children for all previously married children reached [3] children per woman. This confirms that most of the sample members bear the burdens of caring for children, in addition to the rest of the traditional family burdens.

Third: Work and Sexual Characteristics:

These characteristics of the sample individuals include work status, sector of work, nature of work, and nationality.

1. Work Status:

Table No. [5] Distribution of the sample according to the work status

Work Status	Frequency	Ratio
House wife	33	6%
Student	94	17%
Employee	423	77%
Total	550	100%

Table No. [5] shows that [77%] of the total sample individuals are employees, and 17% of them are students, while the percentage of housewives does not exceed [6%]. Upon these results, it is clear that the sample is distributed according to the increase in the societal participation of women, which gives better results for achieving the objectives of the study.

Here, it must be emphasized that the woman performs a paid work within the framework of the job, and unpaid for her social role at home, which requires an intellectual, psychological and muscular effort. Thus, the concept of work overcomes the narrow sense for the paid job, to reach the unpaid activity represented in the work that women do by performing housework, caring for children, the sick and the elderly.

2. Sector of Work For Female Employees / Staff

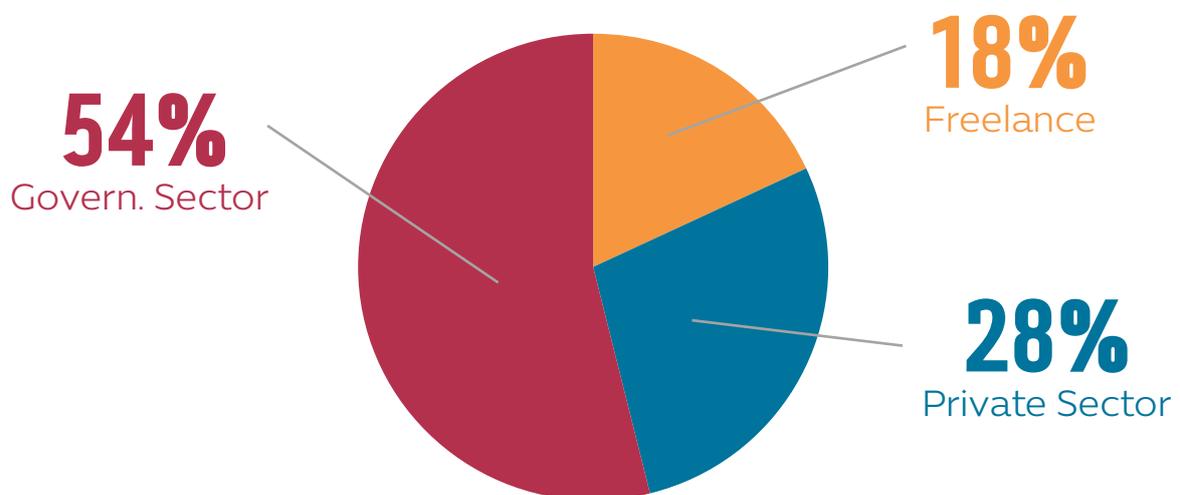


Figure No. [2] Shows the distribution of the sample according to the sector of work

Figure No. [2] indicates that [54%] of the sample individuals work in the government sector, while the percentage of female employees in the private sector is [28%], and the percentage of self-employed is [18%], and this distribution is consistent with the status of women in Kuwait to some extent, as it was found that most Kuwaiti women work in the government sector^[20], and most non-Kuwaiti women work in the private sector. Statistics showed that non-Kuwaiti women work in the private sector is [50.6%], while most Kuwaiti women prefer to work at the government sector, with a ratio of [91%].

Kuwaiti women tend to work for the government sector. This was reflected during the distribution of the sample, as Kuwaiti women represented [67%] of female employees in the government sector, while non-Kuwaiti women working in the private sector took [72%] of the total sample.

It is worth noting that self-employment often does not provide conditions for decent work, and requires direct interaction with clients. Consequently, they have a higher chance of contracting Covid-19, and on the other hand, they lack health or social insurance, while it is assumed that there will be a high degree of protection and provision of rights mainly in the government sector, as well as the private sector.

3. The nature of work for female employees



Figure No. [3] shows the sample distribution of female employees according to the nature of work

Figure [3] clarifies that [33%] of the sample women work in the medical side, and in most countries this sector includes many women in different countries as it is an attractive sector for women, while the percentage of women in non-medical work represented a percentage of [67%]. According to statistics, the percentage of women working in the health and social work field reached nearly [10%] of women in the State of Kuwait during the year 2017 AD, most of them were non-Kuwaiti, amounting to [99%] of the total women working in this field^[21].

[20] Central Statistical Bureau [CSB], Labor Force Survey 2016/2017 Bulletin [December 2016 - February 2017], December 2017, Kuwait, Page 47.

[21] Central Statistical Bureau [CSB], Annual Statistical Abstract 2017-2018, ibid, Page. 143.

Despite the low percentage of female employees in the medical sector, women often take care of patients at home, as part of the traditional role within family care tasks, and on the other hand, and in light of the spread of the Covid-19 pandemic, female employees in health facilities are exposed to conditions that make them more vulnerable to infection. Doctors, nurses, midwives, administrators in health facilities, and everyone who works in the field of health care increases their chance of infection, psychological stress and social isolation.

Moreover, women's health care needs during menstruation, pregnancy, labor, childbirth and postpartum are a formidable challenge, because all of this requires clinics, hospitals or pharmacies, all of which are places that are more dangerous and vulnerable to the spread of the epidemic.

It is natural that women have the responsibility to take care of family members, including children, men, the elderly, the sick and people with disabilities. In addition, school closures exacerbate the burden of their role, which may lead to their emotional and physical exhaustion, and thus affect their immunity, and increase the chance of them being infected with the virus^[22].

By linking that to the variable of infection with Covid-19, it is clear that [42%] of women who have contracted the pandemic, work in medical facilities, which makes them vulnerable to infection if the necessary preventive measures are not taken, and the basic necessities are provided to protect them. On the social level, women working on the front lines in the health field may encounter stigmatization as a source of fear for people, and an additional burden for challenges related to their person and their families.

4. Nationality



Figure No. [4] shows the distribution of the sample according to nationality

Figure [4] shows that the percentage of Kuwaiti women is [54%], while the percentage of non-Kuwaiti women is [46%]. This distribution is somewhat similar to the percentage of women in

[22] The effects of the Corona Covid-19 pandemic on gender equality in the Arab community, Page. 2.

general in Kuwait. According to the estimates of the year 2018 AD, the percentage of Kuwaiti women is 40%, and the percentage of non-Kuwaiti women is 60%^[23]. Kuwait is one of the countries that attract labor, and the percentage of Kuwaiti women in the sample has increased, since most of the non-Kuwaiti women are residents and their percentage changes continuously over the years, while the majority of Kuwaiti women are dominated by the permanence characteristic of staying in the State of Kuwait.

On the other hand, the high percentage of married women among the sample individuals has many meanings. The first is that a large portion of women bears the burdens of family care for children and adults. In addition, they bear the burdens of carrying out an economic job, as the results showed that [77%] of the sample individuals work, and specifically for Kuwaiti women a rate of [51%], which means that Kuwaiti women have come a long way in the process of activating their social and economic role alongside men. This change in the role of women is supposed to be matched by an increase in the interest level of involving women in crucial decisions related to their lives.

Fourth: The health status and awareness of Covid-19 during its spread:

Table No. [6] shows the health status and awareness of Covid-19

S. No.	phrase	Yes	No
1	Have you ever had COVID-19?	22%	78%
2	Has any of your family members had COVID-19?	49%	51%
3	Do you have a chronic disease?	21%	79%
4	Did you have enough information about Covid-19, means of protection and prevention of infection?	91%	9%
5	Did you face difficulty in obtaining treatments and health services during the spread of [Covid-19]?	28%	72%
6	Did you feel your chance of getting infected with the Coronavirus [Covid-19] increased?	60%	40%
7	Have you felt the deterioration of your physical and mental health during the spread of [Covid-19]?	63%	37%
8	Do you have health insurance?	50%	50%

The previous table shows the health status of the sample individuals, as it is clear that [22%] of the sample individuals have been infected with the Covid-19 pandemic, and by identifying the characteristics of those who have been infected, we find that [42%] of them work in medical facilities, and this matter may be the main reason. It also appears from the table that nearly half of the sample [49%] confirmed the infection of a family member with Covid-19. If we

[23] Central Statistical Bureau [CSB], Annual Statistical Abstract 2017-2018, ibid, Page. 59.

correlate the infection of a family member with the infection of one of the sample individuals, it becomes clear that one of the family of the sample individuals, who were infected with the virus [83%], had an infection.

In terms of having a chronic disease, it was found that most of the sample individuals were not infected with the ratio of [79%], while [21%] of them had a chronic disease. Upon identifying the level of obtaining sufficient information about Covid-19 and means of protection and prevention of infection, it is evident that [91%] of the sample individuals obtained information, and this indicates the high level of education about the epidemic in the State of Kuwait in general. With regard to the level of feeling the high chance of the individuals of the sample being infected with the Covid-19 pandemic, it was found that [60%] of them felt this, indicating the level of the high negative psychological state caused by the pandemic.

To determine the level of feeling of deterioration in the physical and psychological health of the sample individuals during the spread of Covid-19, it was found that [63%] of them had this feeling. As for the level of health insurance availability for the sample individuals, it becomes clear that half of the sample, at a rate of [50%], have insurance, and the availability of insurance is concentrated among female employees at a rate of [86%], and the rest of the percentage is distributed among the female students by [9%], and the percentage of housewives does not exceed [5%].

Fifth: Social Conditions During the Covid-19 Pandemic:

Table No. [7] shows the social conditions of the sample individuals

S. No.	Phrase	Choice
1	Increased stay-at-home time	77%
2	Taking care of children	49%
3	Taking care of the elderly	31%
4	Patient care	31%
5	Increased tasks and household chores	52%
7	Difficulty getting out of the house and movement	62%
8	Isolation and denial of social interaction	56%
6	Increase in domestic violence	
A	Physical violence including hitting or slapping	5%
B	Verbal violence including the use of insulting language in addition to threats and intimidation	12%
C	Sexual violence including [rape, sexual assault, sexual harassment]	2%
D	Economic violence including deprivation of resources	20%
E	Emotional violence including psychological exploitation	25%

The above table came, specifying the social conditions during Corona [Covid-19] for the sample individuals, and of course, they achieved an increase in the stay time at home by [77%]. In addition to [49%] of them bear the burden of caring for children, and this is distributed between married and divorced women which is up to [88%] of the total sample. The female individuals of the sample bear [31%] of the burden of caring for the elderly, and this burden is concentrated on married women at a rate of [56%], and on single women, in the second place, at a rate of [25%].

With regard to caring for patients, [31%] of the sample individuals bear this burden, and in a similar way, the burdens of this care are focused on married and single women. The increase in tasks and household chores is evident on [52%] of the individual sample. As an inevitable consequence for most people during the spread of the epidemic, the difficulty of leaving the house and moving around came [62%] among the sample individuals. In addition to the fact that its repercussions achieved isolation and deprivation of social interaction, with a rate of [56%] of the sample.

Most of the previous burdens are focused on both married and single women, married women represent [62%] of female employees, while single women represent [23%] of the total number of female employees, indicating that married women bear most of the previous burdens in addition to functional burdens.

As it appears from the results of the table, violence takes different forms in the midst of Covid-19, where emotional violence emerged first, including psychological exploitation, at a rate of [25%], followed by economic violence, which includes deprivation of resources at a rate of [20%]. Then verbal violence includes the use of insulting expressions in addition to threats and intimidation at a rate [12%], followed by physical violence that includes hitting or slapping at a rate of [5%], and finally sexual violence that includes [rape, sexual assault, sexual harassment] at a rate of no exceeds [2%]. As violence is one of the manifestations of inequality in the relationship between the sexes, and a tool for exercising power and control, and rates of violence naturally rise in emergencies, including outbreaks of epidemics.

With regard to the differences between the sample individuals that are attributed to nationality, it was found that non-Kuwaiti women are more vulnerable to economic and emotional violence, and the reason for this may be the difficulty of the economic situation in light of their alienation far from their own country.

In the same context, all manifestations of violence among female employees increase more than female students and housewives, as female employees faced emotional violence by [82%], economic violence by [80%], violent violence by [60%], physical violence by [64%], and sexual violence, at a rate of [78%] of the total violence reported by women in the sample.

In connection with the variable of marital status, it is clear that the various manifestations of violence are concentrated on married and single women more than divorced women and widows, as physical violence is concentrated on married women by [54%] and single women by [34%]. Likewise, verbal violence was achieved by [55%] among married women and by [32%] among single women.

As for sexual violence, it was confined to married women by [78%], and to single women by [22%], with rates somewhat similar to economic violence, where the ratio of married women was [63%], and single women was [21%]. Moreover, with a largely similar rate, emotional violence was achieved among married women by [63%] and among single women by [24%].

In this regard, it appears that married female employees are the most vulnerable to violence in light of the pandemic, and the most bear the burdens of family care and housework.

Sixth: Measures in the workplace, home and place of study during the outbreak of [Covid-19]:

This topic deals with the various measures and actions taken towards women during the spread of the epidemic at the home, and work and study places, with a focus on female employees, as they are the most going out and bearing the burdens of household and care for family members.

1. Work attendance (for female employees and students)

Table No. [8] shows the percent of time attendance of the sample individuals, including female employees and students

Time attendance	Ratio
Part time	5%
Full time	14%
Remotely [from home]	6%
Quarantine at home	1%

The above table shows that the attendance ratio of the sample individuals of female employees and students is very low, as the full time percentage did not exceed [14%], and remotely by [6%], and part time by [5%]. Naturally, the pandemic imposed home quarantine and social distancing, which caused a decrease in the level of attendance and study for fear of exposure to infection, especially with the rapid spread of the disease and conflicting information about its symptoms, methods of infection and prevention.

In this regard, it is necessary to know the percentage of women who work in jobs that can be accessed remotely and jobs that can be exchanged to be remotely, as the percentage shown in the previous table that remote work is very simple, and that reflects the prevailing work pattern. It is possible, through the upcoming crises of the pandemic or a similar epidemic, that women will lose their jobs or decrease their share of jobs, in addition to the jobs that are difficult to do remotely, especially critical occupations such as health professions and related to the public, which will affect employees during crises continuously.

2. Measures taken during the spread of Coronavirus (COVID-19) in the workplace, school or home.

Table No. [9] shows the level of measures taken during the spread of Covid-19

Measures	Yes			No
	AT HOME	AT THE WORKPLACE (FOR FEMALE EMPLOYEES)	AT SCHOOL / FACULTY (FOR FEMALE STUDENTS)	
Providing preventive resources including face masks and hand sanitizer or soap	74%	61%	34%	10%
Getting information about COVID-19 risks and prevention	67%	57%	29%	11%
Getting information about the risks of [Covid-19] and prevention from the government	64%	53%	0%	7%
Reducing the workload of study, housework and rescheduling of work	49%	43%	14%	23%
Providing psychological support	55%	36%	14%	26%
Providing protection measures for women who have chronic diseases	44%	48%	17%	26%
Taking into account the conditions of pregnant women and those caring for their children	48%	40%	3%	14%
Providing health care	53%	43%	21%	19%
Providing remote work or study	53%	41%	29%	15%

Data of the previous table refer to the preventive measures taken, where the precautionary measures and measures against the pandemic in homes are progressing more than in other places, achieving clear differences compared to the place of study. On the other hand, workplaces achieved the second rank in the manifestations of interest, while schools ranked third.

It is clear that the indicators confirm that there is a gap in the measures that must be taken in order to provide protection and prevention for women in various places, although progress in homes and to some extent in the workplace represents a step forward, but it should be strengthened in order to ensure that equitable rights are met for women.

3. Actions taken towards women during the outbreak of the Coronavirus (COVID-19) pandemic

Table No. [10] shows the level of measures taken during the spread of Covid-19

Actions taken towards women	Ratio
Dismissal from work [for female employees]	15%
tGiving a paid leave [for female employees]	34%
Granting an unpaid leave [for female employees]	15%
Deprivation of Leave [for female employees]	18%
Reduced pay [for female employees]	15%
Suspension of payment of wages [for female employees]	11%
Exposure to wage deductions due to quarantine [for female employees]	17%
Increasing the number of working hours in the workplace [for female employees]	30%
Increase the rate of working hours remotely [for female employees]	25%
Verbal violence by the employer or the administration of the place of study [for female employees and students]	14%
Temporarily close the work or study place [for female employees and students]	27%
Suspension of work or study [for female employees and students]	18%
Quarantine inside the house	20%
Preventing leaving the house by the head of the household	20%
Preventing the right to expression and opinion on topics related to the Coronavirus	15%
Granting men better benefits at work than women	15%

The previous table shows the measures taken towards women during the spread of the Covid-19 pandemic, where the highest percentage in favor of employed women appeared by granting them paid leave by [34%], while negative measures have been taken towards them by increasing the average working hours in the workplace for female employees by [30%]. In addition to the temporary closure of the workplace or study [for female employees and students] by [27%], and the increase in the average working hours remotely by [25%]. As a measure resulting from fear of infection, women were subjected to quarantine inside the home, in addition to preventing them from leaving the house at the same rate [20%]. Female employees were also deprived of vacations, and work and studies were suspended at a rate of [18%], which exacerbated the matter for female employees and were subjected to wage deductions due to the imposition of quarantine at a rate of [17%].

Similar rates reached to [15%] for negative measures taken towards female employees represented in granting them unpaid leave and reducing their wages, and for women in general by violating their right to expression and opinion on topics related to Covid-19 virus. The employer or the administration of the place of study [for female employees and students] subjects them to verbal violence by [14%].

Reference should also be made to the International Labour Organization's initiative in May 2020 regarding confronting the social and economic impacts of the Covid-19 pandemic, which

included advice to take measures to retain employment, protect employees in the workplace, resort to measures affecting occupational safety and health and public health, reorganize work, prevent discrimination and exclusion, and secure sick and family leave^[24].

Seventh: Concerns and Expectations:

Table No. [11] shows future concerns and expectations

S. No.	Concerns	Ratio
1	Suspension of salaries and wages	53%
2	Increase the burden of care for family members	49%
3	Fear of losing a job or school	53%
4	Reducing food quantity and quality	36%
5	Food insecurity	33%
6	Lack of confidence in prevention and protection policies and measures in the workplace or school	41%
7	Lack of confidence in prevention policies and measures, and protection by the government	41%
8	Anxiety about exposure to the Coronavirus in the workplace, school, or during the coming and going	59%
9	Inability to work or study remotely	33%
10	High level of psychological anxiety	68%
11	Mistrust of healthcare policy	44%

The previous table illustrates the concerns and future expectations of the impact of Covid-19 on women from the point of view of the sample individuals, where the main concerns of the respondents appear in the high level of psychological anxiety by [68%]. Likewise, the second fear of women comes by focusing on another psychological factor, represented in anxiety about exposure to the Coronavirus in the workplace or school or during the coming and going by [59%], which confirms that the psychological factor is the most important factor in the context of fears. With regard to female employees and students, they have defined their concern of losing a job or study at a rate of [53%], and consequently, the fear of suspension of salaries and wages came at the same rate of [53%]. As shown by the results in the previous tables, the pandemic increases the traditional burdens placed on women, which made them define their fears of an increase in the burden of care for family members by [49%]. With the scarcity of medical facilities and supplies during the spread of the pandemic, women identified their fear of mistrusting health care policy with a rate of [44%].

As a result of the rapid shifts in information related to Covid-19, the efforts made in the framework of awareness are often insufficient. Therefore, women expressed their lack of confidence in the prevention and protection policies and measures by the government, and in the same context, their lack of confidence in the prevention and protection policies and measures in the place of work or study, by [41%].

[24] The Friedrich-Ebert-Stiftung [FES] - Coronavirus and its Social Implications for Women - Managing the Crisis in Egypt, Tunisia, and Lebanon, p.8.

The lowest percentages come for fear of reducing the quantity and quality of food by [36%], and in parallel with this, fear of food insecurity emerges, consistent with fears of reducing food by [33%], and with the same previous percentage for fear of not being able to work or having education. This confirms the sample individuals' fear of keeping pace with the ways and means of working and studying remotely, thus affecting the source of their livelihoods and the fate of their studies.

Naturally, all job concerns are mainly concentrated among female employees, in addition to the fact that female employees have expressed their concerns at higher rates than female students and housewives, which confirms what has been mentioned previously that female employees bear the most burdens compared to the rest of the group.

Conflict and ambiguity in medical information, especially with regard to prevention and treatment, has contributed to instilling fear in women, and growing uncertainties are contributing to the increase in fears, and this has been reinforced by the imposition of lockdowns and social distancing.

Eighth: Recommendations that must be taken into account during the outbreak of the [Covid-19] epidemic or any similar epidemic:

Table No. [12] Shows recommendations from the viewpoint of the sample individuals

Recommendations	Agree	Disagree
Reducing study workload and rescheduling work and homework	87%	13%
Provide all protection measures and infection prevention supplies in workplaces, schools and homes	91%	9%
Provide information on Coronavirus in due course.	94%	6%
Continuous disinfection of the workplace and schools	99%	1%
Provide an informative guide for employees, students and citizens about Coronavirus	90%	10%
Providing financial support during job loss or during quarantine	90%	10%
Protecting female employees and students from abuse by employers and school staff	92%	8%
Involving women in setting policies for protection and prevention measures against any epidemic and all decisions affecting their lives	85%	15%
Protection from domestic violence	92%	8%
Provide psychological support to women	91%	9%
Take measures that enable women to take care of children during the quarantine period	91%	9%
Enhancing the mechanism of working and studying remotely	90%	10%
Providing health care to women	92%	8%
Average	91%	9%

It is evident from the previous table that the sample individuals agreed with most of the recommendations, with a general average of [91%], due to their rights and their living conditions, according to the results of the previous tables.

The sample individuals presented a number of recommendations and proposals, most of which focused on involving women in making decisions related to their lives and enabling them to participate in various aspects of social, economic and political life, as represented in the following:

- Granting women the right to participate in making all decisions that directly or indirectly affect their lives, including awareness of the dangers of the Coronavirus and its prevention.
- The need to reduce work for female employees and compensate who have lost their jobs, and holding employers accountable for the procedures of dismissal or abuse and deprivation of rights, while allowing them to work remotely or permanently at work places, and reducing working hours and taking into account the conditions of pregnant women, with the provision of health insurance and the payment of an infection allowance [financial] for the injured.
- Taking into account the conditions of female students during the exams by providing appropriate facilities, developing means of education and exams remotely, and developing a plan to open schools and taking into account the necessary measures.
- Subjecting women to first aid courses in general and courses to take the necessary measures in the event of any epidemic.
- Granting women, whether employed or students, the right to express their opinion in the workplace or study.
- Providing financial assistance to women who do not have work or income.
- Using the experiences of successful countries in facing the virus, and participation in managing the crisis with various relevant government institutions, with the importance of involving women, members of society, and civil society in facing disasters.
- The need to take care of children, and provide recreational places for them, along with the necessary protection against the virus, in addition to reception places for children of working women.
- Conducting a medical examination for women before they receive the vaccine designed to prevent Covid-19, and not to be forced to take the vaccine.
- Give attention and priority to families that have individuals with disabilities.
- Raising community awareness of the importance of the role of women during epidemics, focusing on men on how to deal with women, and appreciating the psychological pressure

they go through during any pandemic.

- Providing moral and health support to women and society in general, and providing continuous psychological and counseling support to mothers.
- Protecting women from domestic violence, and providing dedicated shelters for women subjected to violence.
- Protect the personal rights of women, and take into account the conditions of owners of small and medium enterprises and employees in health facilities.
- Providing financial assistance and care for those infected with the emerging coronavirus.
- Put an end to total and partial embargo.
- Completely close all access points and keeps track of the cases.
- Commitment to home quarantine and use of preventive measures while going out when necessary.
- Helping the needy, especially single women.
- Granting members of the family of a Kuwaiti woman married to a non-Kuwaiti all the benefits specified to Kuwaitis during the outbreak of the pandemic.
- Taking into account the conditions of disregarded women, especially the Bedoun women working in nurseries who lost their jobs and their source of income with the outbreak of the virus.

In this context, the right of women to participate in various aspects of social life, in the broad sense, including decision-making at the family level, continues to expand until it includes the local and international sphere. The economic rights of women are represented in the right to work under fair conditions. The social rights include provision of social protection, the right to health care, the right to adequate food, and the right to assistance. The cultural rights also include the right of women to education and awareness in line with technological developments.

This places a set of duties on the state and society towards women, which are supposed to have through their citizenship and humanity. It is necessary to open new horizons for work, based on the possibility of the emergence of more deadly human epidemics. Openness to addressing women's rights according to new developments, and starting from the traditional stage, to the stage of forming new convictions, free of discrimination and marginalization. If Kuwait has achieved tangible developments in the framework of women's rights, then it is more appropriate for it to maintain and develop this level, based on the principles of the true Islamic religion and the duties of humanitarian work.

Ninth: Results

The Covid-19 epidemic crisis has affected the deterioration of some of the gains made towards women's rights, especially with regard to social, economic, and health rights, and its impact on women in the State of Kuwait is evident through the following results:

- The study showed that women working in medical facilities are more susceptible to infection with the Coronavirus, and they expose their families to infection, as it was found that [83%] of those who contracted the virus, their family members had an infection.
- Psychological anxiety and a feeling of deteriorating physical and psychological health prevail among most of the sample individuals during the outbreak of the pandemic, and at the same time, the level of health insurance availability is concentrated on female employees at a rate of [86%], while female students and housewives lack health insurance.
- As a result of the high stay at home, married and divorced women bear most of the burden of caring for children, while the burdens of caring for the elderly and the sick, in addition to carrying tasks and housework, are concentrated on married women mainly and single women secondarily.
- There is a challenge facing women and girls during the quarantine caused by the epidemic, which is exposure to domestic violence, which focuses on emotional violence by [25%], economic violence by [20%], verbal violence by [12%], and sexual violence did not exceed [2%], as non-Kuwaiti women bear most of the burdens of economic and emotional violence. Manifestations of violence are concentrated in general among female employees at a greater rate than female students and housewives, and violence is also achieved more frequently among married and single women.
- Precautionary measures during the spread of the Covid-19 virus are still concentrated at homes, similar to work places, and in small proportions in places of study, and despite this, they remain insufficient to ensure real and preventive protection for women.
- Female employees achieved positive benefits represented in granting [34%] of them a paid leave, taking into account the conditions of home quarantine. On the other hand, some female employees are subjected to a number of arbitrary measures during the spread of Covid-19, which include increasing the average of working hours, exposure to deduction, denial of leave, reduction of wages and suspension of payment, and even closing the workplace, and dismissal. In addition to verbal violence by the employer, and giving their male co-workers better benefits at work. While a percentage of female students face verbal violence by the school staff, and the study was interrupted. On the other hand, a percentage of women in general are denied the right to expression and opinion on topics related to Covid-19.
- The study showed the emergence of a number of concerns among women as a result of the spread of Covid-19, the most important of which was related to the psychological

factor, represented by the high level of psychological anxiety by [68%], in addition to concern about exposure to the virus by [59%] of the total sample. The fears of female employees and students appeared in losing their jobs and studies by 53%, and of course, this is reflected in the fears of female employees in losing their wages. They also expressed a number of concerns related to the increase in the burden of care for family members and household burdens. In addition to their lack of confidence in health care policy, prevention and protection policies and measures by the government, workplaces and study, also with regard to the quantity, quality and lack of food, as well as the inability to work and study remotely.

- Kuwaiti women have not reached the principle of justice within the framework of the civil service, and statistics still point to a deep gap compared to international standards concerned with issues of discrimination against women.
- The rights recognized for women in Kuwait are natural rights recognized by the principle of citizenship, and this does not mean achieving the principle of justice, which needs legislative reforms within the framework of international standards that stipulate issues of discrimination against women, foremost of which is the Convention on the Elimination of All Forms of Discrimination against Women [CEDAW].
- It is evident from the study that the greater the participation of women in the economic and social aspect, the more burdens they bear.

Tenth: Recommendations:

In the first place, the government should prepare a national vision to confront the Covid-19 epidemic and other epidemics in general and forge a pathway to guarantee women's rights. As well as working on developing and introducing precautionary measures under preparedness to besiege any epidemic, and addressing the root causes of gender inequality, which should be the focus of efforts made by policy makers, in a way that guarantees health and safety for citizens in general and women in particular.

- Imposing the quarantine resulting from the spread of the pandemic resulted in the adoption of new patterns of work, study, communication and mobility, and electronic means have become an important tool in achieving divergence and continuing in communication and interaction between members of society, particularly via mobile phone. Especially since most citizens now have modern means of communication, which supports the idea of drawing future programs, whether in terms of achieving social distancing, during crises or developing means of education, work, mobility and delivery as a path accompanying the changes of scientific and technological development. At the same time, access to the creation of appropriate tools that contribute to ensuring women's rights and preserving gains. Rather, it may represent a quantum leap in empowering women and meeting their aspirations in various fields.
- The study recommends the necessity of encouraging remote study frameworks, with the importance of producing digital educational materials and picture lessons, and following up the progress of the educational process remotely, by developing educational platforms, with the need to improve and facilitate the internet service for all students.
- The study recommends the necessity of strengthening and implementing programs for building the social, economic and professional capacities of women, enabling them to work remotely, and ensuring their participation in public life.
- Work to achieve substantive gender equality, in accordance with the provisions of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), in all stages of the implementation process of the 2030 Sustainable Development Plan.
- Urging the Kuwaiti government to join the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which allows the Committee on the CEDAW to receive allegations of violations of the rights protected under the CEDAW, or to conduct investigations into cases of serious or systematic violations of women's rights.
- Work to develop the skills and capabilities of Kuwaiti women, in order to enable them to engage in the labour market within the framework of achieving the goals of the National Development Plan for the vision of the State of Kuwait by 2035 [New Kuwait].

- Urging the Kuwaiti government to withdraw its reservations on the Convention on the Elimination of All Forms of Discrimination Against Women, which do not constitute a violation of the Kuwaiti public order, especially those related to granting women equal rights with men with regard to the nationality of their children, and with regard to guardianship, custody, adoption over their children.
- The need to work to raise legal awareness of women in Kuwait, whether by governmental or non-governmental institutions through seminars and conferences, in order to help women know the legal mechanisms that enable them to activate and amend legislative performance.
- The study recommends the necessity to ensure the activation of Law No. 16 of 2020 regarding protection from domestic violence, the activation of the role of the National Committee for Protection from Domestic Violence stipulated in the law, and the provision of necessary shelters for victims of domestic violence.
- It is necessary to face the multiple requirements imposed by epidemics, including Covid-19, which result in manifestations of exclusion, violence against women and social tensions, to restrict access to health and psychological services, with the importance of finding solutions to imbalances related to women's rights, and to arrange sustainable measures to guarantee women's human rights.
- Civil society organizations, human rights-related bodies and the media are supposed to intensify monitoring and reporting of cases of violence and exploitation against women. The government shall ensure public awareness and that campaigns address how to access health, legal and social services, and services for victims of domestic violence in particular, with attention given to addressing misinformation about the virus.
- The National Permanent Committee to prepare reports and follow up on human rights-related recommendations must act appropriately to monitor the impact of COVID-19 on women's rights and intensify its support for women's rights-sensitive education and public awareness, in cooperation with the relevant authorities. This includes focusing on the customs, traditions and community norms and reviewing some of the customs and traditions of the community, including the division of labour inside the home, the social role of women, contributing to raising the awareness of men and motivating them to respond in bearing the responsibility of caring for children, and participating in housework alongside women, in accordance with the teachings and principles of the true Islamic religion, and respecting the text of Article No. [7] of the Kuwaiti Constitution, which states that "Justice, freedom and equality are the pillars of society, cooperation and compassion are the strongest bonds between citizens."
- The need to find appropriate representation for women in all response plans related to Covid-19 and other epidemics, including planning and decision-making.
- The study recommends that the Social Insurance Law shall be reviewed in a manner that meets the needs of women and takes into account their circumstances during epidemics and crises. In order to take into account the increase in the needs of childcare and the

rest of the family during epidemics, the provision of means to maintain employment and wages, the necessary compensation during quarantine or home, compensate for family burdens, and give special attention to providing unemployment compensation and providing health insurance for all working groups.

- Ensuring the protection of women in general in the State of Kuwait from Covid-19 or any similar epidemic, by proposing compulsory measures in public places and incentives in work and study places, such as granting tax exemptions or any government facilities in a way that mitigates the repercussions of the virus on the economic sector, and alleviates citizens in general, and women in particular.

Chapter Two

Domestic Female Workers' Rights In Light of COVID-19

First Topic: The Rights of Domestic Female Workers in the State of Kuwait in light of Covid-19

The domestic work sector is deemed one of the large sectors in the State of Kuwait in terms of the number of workers. Precisely, as of 31/12/2020, the total number of domestic workers reached [668,615] domestic workers^[25] while the number of female workers is [340,365] workers working in cooking, cleaning, childcare, elderly care, and housework in general, and the number of male workers is [328,250] domestic female workers working as drivers, garden workers and other household occupations for the benefit of the employers and their families.

In this context, domestic female workers are of Asian nationalities, such as India, Bangladesh, the Philippines, Sri Lanka, Nepal, and Indonesia, in addition to African nationalities such as Ethiopia, Benin, Ivory Coast, Ghana and other countries. It cannot be denied the effective indispensable role of their work for every house in the State of Kuwait, where Kuwait deals directly with domestic female workers with the personal sponsorship system, similar to the rest of the countries of the Gulf Cooperation Council, and this system imposes many restrictions on female workers so that the sponsor determines their working and living conditions.

Moreover, restrictions have become more severe due to the health conditions of the outbreak of Coronavirus pandemic, which made domestic female workers vulnerable to exploitation, abuse and forced labor in many cases, through long working hours without rest and working for long periods without additional pay due to requests for cooking, cleaning and extra care. Since entire families stay at home all day and children do not go to school taking into consideration the restrictions imposed for not leaving homes, all that means that employers may force them to work on their legal days-off and may also prevent them from leaving the home, even if the authorities allow it. This means that the restrictions imposed in response to the emerging Coronavirus crisis have led to an increase in abuses and violations against domestic female workers by forcing them to do more cleaning and disinfection work in the homes in which they work in addition to the works of caring for the children, the elderly and those who are infected with the new Coronavirus. As well as delays in paying monthly wages, deprivation of the annual leave or weekly rest, confiscation of passports by sponsors, and exposure to physical, psychological and sexual abuse in many cases.

In addition, the continued suspension of the work of domestic workers' recruitment offices

[25] Central Statistical Bureau, bulletin of the Labor Force Survey in the Family Sector, dated 30/09/2020 AD, for more information see:

from abroad due to the measures taken to combat Coronavirus has led to an increase in the activity of illegal intermediaries, and these offices resorting to employing female workers under the rental system in exchange for a high monthly wage paid to the offices while the domestic female workers receive low monthly wages, exploiting the increasing demand from employers in light of these exceptional circumstances, and these practices are in violation of Law No. 68 of 2015 regarding domestic female workers.

First - The legal framework for protecting domestic female workers in the State of Kuwait in light of the emerging Coronavirus pandemic:

1. National legal framework to protect domestic female workers:

■ Law 68 of 2015 on the domestic female workers:

The State of Kuwait approved Law No. 68 of 2015 regarding domestic female workers, and this law attempted to modify the legislative deficiency related to regulating domestic female workers' affairs, as the Labor Law No. 6 of 2010 on the Private Sector was not applied to them.

In addition, the law is an important step, as it is for the first time the domestic female workers are granted enforceable labor rights such as the right to enjoy a weekly day-off and paid annual leave as well as limiting the number of working hours to 12 hours per day with a break, provided that the continuous working hours do not exceed five hours per day, followed by a break of not less than an hour in addition to a night's rest for at least eight consecutive hours^[26]. Further, the law stipulated an end-of-service benefit, which was estimated at one month for each year of work at the end of the contract, in addition to other rights, including the obligation of the sponsor to provide decent housing, food, clothing and treatment to domestic female workers. The law also included Articles that provided for judicial remedies to obtain their unpaid wages, and the law focused in most of its provisions on organizing the work of recruitment agencies and stating their obligations towards the government, employers and workers, prohibiting them from receiving any money from domestic female workers and those of similar status inside or outside Kuwait directly or indirectly, in return for employing them or keeping them with the employer, and in the event it is proven that the licensed recruitment office has received any sums of money, it shall be subjected to penalty according to the Penal Code, with the crimes of extortion and illegal gain.

However, the law is not without loopholes that have had a significant impact on its implementation mechanisms, the most important of which is the failure to explicitly stipulate deterrent penalties commensurate with the size of the violations, and imposing penalties on

[26] Ministerial Resolution 2302/2016 regarding the rules and procedures for implementing the provisions of Law 68/2015 regarding domestic workers.

employers in the event that they commit abuses against domestic female workers, such as physical abuse, withholding passports, forcing them to work or not granting them weekly rest and other violations because there is no legal basis for that, as the penalties contained in the law can be summarized by prohibiting the employer from recruiting workers for a period of six months, and in case the violation is repeated, the prohibition period will be doubled, i.e. for a year^[27], and the law did not explicitly stipulate the possibility of workers leaving the home during the spare time, and did not discuss the hours of preparation during which the domestic female workers are not free to dispose of their time as they wish and remain at the disposal of the family in order to fulfill its potential requests^[28].

■ **Ministerial Resolutions that implement and supplement the provisions of the Domestic workers Law No. 68 of 2015:**

These are Ministerial Resolution No. 2194 of 2016 regarding the executive regulations of Law 68, and Ministerial Resolution No. 2302 of 2016 regarding the rules and procedures for implementing the provisions of Law No. 68 of 2015 regarding domestic workers. These Resolutions included a breakdown of some Articles on clarifying working hours, rest times, overtime and the minimum wage which is 60 dinars [equivalent to 200 dollars]. However, the followed practice of setting minimum wage rates on the basis of the nationality of domestic female workers still prevails as well as the responsibility of the employer and recruitment agencies in addition to the forms for the two-factor work contract [worker - employer] and the tripartite work contract [worker - employer - recruitment office], but it did not include Articles that emphasize the need to implement the law and did not add deterrent penalties for violators. Further, instead of the law and its legislation addressing protecting the rights of domestic female workers and ensuring that preventively and proactively in order to reduce violations, we find that it provides little possibility to compensate female workers who have hardly managed to finish the lengthy procedures to file a formal complaint^[29].

■ **Law 91 of 2013 on Combating Trafficking of People and Smuggling of Migrants:**

Law No. 91 of 2013 on combating trafficking in persons and smuggling of migrants clearly defined trafficking in persons and the practices that constitute the pillars of this crime clearly^[30], and punished those involved in trafficking crimes by imprisonment for a period of up to fifteen years, in addition to imposing more severe penalties of life imprisonment if the crime is committed by an organized criminal group and the accused has participated in its establishment, organization, management or leadership, or joined it with knowledge of

[27] Article 30 of Law 68 of 2015 regarding domestic workers, Article 20 of Ministerial Resolution No. 2194 of 2016 regarding the executive regulations of Law 68.

[28] Article 10, paragraph 3, of the Labor Organization Convention No. 189/2011 regarding decent work for domestic workers.

[29] For more information, see migrant-rights report published on 14/07/2017 entitled The New Clauses of the Domestic Workers Law in Kuwait provide limited support, but the problem is in implementation.

[30] 11-Article 1 of Law 91/2013 on combating trafficking in persons and smuggling of migrants

its objectives or the crime was of a non-national nature or the perpetrator of the crime was a relative of the victim or it was committed with the use of a weapon, or a serious harm or permanent disability caused to the victim a result of the crime, or the accused was a public employee in the state in which the crime was committed and he/ she used his/ her duty to facilitate or complete the commission of the crime or the victim was a child, female, or person with special needs, and the law imposed a more severe penalty, which is the death penalty in the event of the victim's death"^[31].

The Public Prosecution is responsible for the legal adaptation of the crimes of trafficking in persons through investigation, action and prosecution^[32] based on preliminary information provided by law enforcement authorities such as the Public Morality Protection Department, Combating Trafficking in Persons Department and labor inspectors in the Public Authority for Manpower.

In applying the provisions of Law 91, it is not permissible to impose a lighter penalty in accordance with Article [83] of the Penal Code^[33], or to order the suspension of the execution of the penalty or to refrain from pronouncing the penalty for any of the crimes stipulated in this law^[34].

■ **Law No. 17 of 1959 on the Residency of Foreigners:**

Law No. 17 of 1959 regarding the residency of foreigners is the basic law that regulates the legal residency of migrant workers in general, as it requires all migrant workers to have a national sponsor, through direct personal sponsorship for domestic female workers, called Domestic Work Residency, Article 20^[35], and indirect sponsorship through a legal personality such as companies and institutions for workers in the private sector, and the law requires that the sponsor be the employer, and it is not legally permissible for the worker to work for an employer other than the sponsor, otherwise it is deemed in violation of the law. Further, the employer is responsible for ensuring the validity of the residency of the domestic female worker and renewing it periodically upon termination and in the event that she leaves work without the permission of the employer, he has the right to notify the Ministry of Interior within a period of one week^[36], and this notification entails canceling the residency of the domestic female worker, issuing a warrant for her arrest and detention, and then the deportation to her country.

[31] 12- Article 2 of Law 91/2013 regarding combating trafficking in persons and smuggling of migrants.

[32] 13- Article 11 of Law 91/2013 regarding combating trafficking in persons and smuggling of migrants

[33] Article 83 of the Penal Code states that if the court considers that the accused deserves clemency, given the circumstances in which the crime was committed, or in view of his/ her past, morals, or age, it may substitute the death penalty for life imprisonment or temporary imprisonment for a period of no less than Five years, and to replace the life imprisonment sentence with the temporary imprisonment for a period of no less than three years

[34] 15- Article 13 of Law 91/2013 on combating trafficking in persons and smuggling of migrants

[35] Kuwait Ministry of Interior website www.moi.gov.kw

[36] Ministerial Resolution 640 of 1987 regarding the Foreigners' Residence Law.

In case the domestic female worker submits a complaint to the Department of Domestic Labor Recruitment at the Public Authority for Manpower against the employer, the employer cannot submit a leave notification against the worker. For giving broad powers to the sponsor, this law is criticized for failing to provide effective protection guarantees for domestic female workers, in addition to not granting them the right to resort to the judiciary and appeal against the decision of deportation, which is called the Administrative Deportation^[37].

Domestic female workers are not granted the right to change their employer, as they must obtain approval from the employer through a signed form waiving sponsorship to another employer.

■ **Council of Ministries' Resolution No. (614) of 2018 on the Transfer of the Competencies of the Domestic Labor Department to the Public Authority for Manpower:**

Resolution 614/2018 included transferring the competencies contained in Law 68/2015 regarding domestic female workers from the Ministry of Interior to the Public Authority for Manpower, while continuing to work with the regulations, decisions and systems currently in force until they are amended or canceled as a step to equate domestic female workers with the rest of the other groups of workers through their subordination to the Public Authority for Manpower.

2. The international legal framework for protecting domestic female workers:

The State of Kuwait has been a member of the International Labor Organization since 1961, and since the date of its accession until now it has ratified 19 ILO Conventions^[38], including seven of the eight basic Labor Conventions that constitute the basic principles and rights of work

[37] For more information on forced deportation, or what is known as the administrative deportation - see a parallel report to the report of the State of Kuwait issued by the Kuwaiti Society for Human Rights on the level of Kuwait's implementation of the International Covenant on Civil and Political Rights on October 2, 2015 - published on the OHCHR website:

https://www.unhcr.org/tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=INT%2fCCPR%2fCO%2fKWT%2f21869&Lang=en

[38] The number of International Labor Organization conventions ratified by the State of Kuwait are [19] and they are as follows: The Forced Labor Convention No. 29 of 1930, and the 2014 Protocol to the Forced Labor Convention - the Freedom of Association and Protection of the Right to Organize Convention No. 87 of 1948 - Right to Organize and Collective Bargaining Convention No. 98 of 1949 - Equal Pay Convention No. 100 of 1951 - Abolition of Forced Labor Convention No. 105 of 1957 - Discrimination in Employment and Occupation Convention No. 111 of 1958 - Minimum Age Convention No. 138 of 1973 - Worst Forms of Child Labor Convention No. 182 of 1999 - Work Inspection Convention No. 81 of 1947 - Tripartite Consultation Convention [International Labor Standards] No. 144 of 1976 - Working Hours [Industry] Convention No. 1 of 1919 - Working Hours [Commerce and Offices] Convention No. 30 of 1930 - Paid Leave Convention No. 52 of 1936 - Night work [women] Convention No. 89 of 1948 - Weekly Rest [Commerce and Offices] Convention No. 106 of 1957 - Final Articles Review Convention No. 116 of 1961 - Social Policy Convention [objectives and basic standards Asia] No. 117 of 1962 - Machinery Protection Convention No. 119 of 1963 - Gasoline Convention No. 136 of 1971 - Occupational Rehabilitation and Employment [Persons with Disabilities] Convention No. 159 of 1983

[mentioned above], As for the Convention that Kuwait has not ratified from among the basic Conventions, it is the Equal Pay Convention No. 100 of 1951, and thus Kuwait is obligated to respect, promote and fulfill the rights contained in all the basic Conventions, even if it had not ratified all of them under the Declaration of 1998.

Kuwait has also ratified international human rights charters and Conventions^[39], which oblige it to implement the rights contained therein on the broadest scale and on all individuals on its land, whether citizens or immigrants, including domestic female workers.

The International Covenant on Civil and Political Rights, ratified by Law 12/1996, stipulates that every state party to this covenant undertakes to respect the rights recognized therein, and to guarantee these rights for all individuals in its territory and within its jurisdiction, without any discrimination^[40], and no one may be subjected to torture, cruel, inhuman or degrading treatment or punishment^[41], and no one may be enslaved or subjected to servitude, slavery and slave trade in all their forms are prohibited^[42], and all people are equal before the law and enjoy without any discrimination an equal right to its protection, and in this regard the law must prohibit any form of discrimination and guarantee that all persons equally enjoy effective protection against discrimination on any ground^[43].

The Human Rights Committee, through its concluding observations directed to the State of Kuwait^[44], expressed its concern about discrimination against foreign domestic workers and their exploitation and abuse, such matters that are exacerbated due to the sponsorship system and the differences between the rights granted to domestic workers, most of whom are foreigners, according to Law No. 68/2015, and the rights granted for other workers, and that the information indicates that there is a lack of reporting regarding cases of violence practiced against domestic workers for fear of revenge by the sponsor, loss of livelihood, and the risk of deportation^[45]. The committee also indicated that although Law 68/2015 provides for the prohibition of withholding the workers' passports, this practice is still common among employers and sponsors with foreign workers^[46].

[39] The seven basic human rights conventions ratified by the State of Kuwait: the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention against Torture and other forms of cruel or inhuman treatment or punishment, the International Convention for the Protection of the Rights of the Child, the International Convention on the Protection of the Rights of Persons with Disabilities.

[40] See Article [2] of the International Covenant on Civil and Political Rights.

[41] See Article [7] of the International Covenant on Civil and Political Rights.

[42] See Article [8] of the International Covenant on Civil and Political Rights.

[43] See Article [26] of the International Covenant on Civil and Political Rights.

[44] The Committee considered the third Periodic Report of Kuwait [CCPR / C / KWT / 3] at its 3269th and 3270th sessions [see CCPR / C / SR.3269 and 3270], held on 21 and 22 June 2016. It adopted the following Concluding Observations at its 3293rd session, Held on 8 July 2016.

[45] Paragraph 32 of the Concluding Observations of the Human Rights Committee at its 3293rd session, held on July 8, 2016, on the third report of the State of Kuwait to the International Covenant on Civil and Political Rights.

[46] [c] From paragraph 34 of the Concluding Observations of the Human Rights Committee at its 3293rd session, held on July 8, 2016, on the third report of the State of Kuwait to the International Covenant on Civil and Political Rights.

The International Covenant on Economic, Social and Cultural Rights, ratified by the State of Kuwait in Law 11/1998, stipulates that everyone has the right to enjoy just, favorable and equivalent conditions of work that shall be provided to all workers as a minimum and working conditions that guarantee safety, health, rest, leisure times, reasonable determination of working hours, periodic paid days-off and remuneration for official holidays^[47].

Through the list of issues related to the third periodic report of Kuwait, the Committee on Economic, Social and Cultural Rights requested to be provided with information on measures taken to guarantee the rights of migrant domestic workers, such as measures taken to raise public awareness by virtue of the Domestic workers Law of 2015 and its implementing regulations of 2016, and the applicable inspection mechanisms and remedies available to domestic workers, as well as the number and nature of complaints filed against employers and recruitment agencies, the number of cases investigated and prosecuted, the number and nature of penalties applied against abusive employers, on a comparative basis over the past five years, in addition to the measures to be taken to adopt penalties that deter employers from failing to comply with the law and any steps to be taken to amend the Domestic Worker Recruitment Law to harmonize it with the Labor Law of 2010, especially with regard to working hours and the right to rest and sick leaves, and measures taken to ensure that cases of domestic worker exploitation are dealt with and that they are covered by the scope of anti-trafficking legislation and further, the number of cases of labor exploitation in which the perpetrators have been prosecuted as human traffickers, on a comparative basis over the past five years^[48].

The International Convention on the Elimination of All Forms of Racial Discrimination, ratified by the State of Kuwait by Law 33/1968, affirmed the prohibition and elimination of racial discrimination in all its forms, and the guarantee of the right of every person without discrimination, and the right to work within just and satisfactory conditions of work^[49].

The Committee on Racial Discrimination, in its concluding observations on domestic workers addressed to Kuwait in 2017, indicated that it remains alarmed by the reports which state that some foreign domestic workers are subjected to serious physical, verbal and sexual assaults by the employers. It is also worried about lack of accurate information regarding the results of the complaints submitted by foreign domestic workers about assaults, penalties under the aforementioned law, and relevant enforcement mechanisms. Further, It expresses its concern that employers are allowed to keep foreign workers' identity documents with their consent, since the nature of the relationship between the employer and the worker means that the worker's consent may not be free, and it remains concerned that foreign domestic workers in conflict with their employers are often deported by administrative decisions without a

[47] Article [7] of the International Covenant on Economic, Social and Cultural Rights.

[48] List of issues related to the third Periodic Report of Kuwait from the Committee on Economic, Social and Cultural Rights on the implementation of the International Covenant on Economic, Social and Cultural Rights, submitted on April 9, 2019.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=E%2fC.12%2fKWT%2fQ%2f3&Lang=en

[49] International Convention on the Elimination of All Forms of Racial Discrimination Article 5

reasoned Court order or possibility)^[50].

Elimination of discrimination in the field of work, especially the right to work, as it is an established right for all human beings, and the right to enjoy the same employment opportunities, including the application of single selection criteria in matters of employment^[51], This is what the Convention on the Elimination of All Forms of Discrimination Against Women affirmed, ratified By the State of Kuwait by Emiri Decree No. 24/1994.

In its concluding observations addressed to the State of Kuwait in 2017, the Committee on the Elimination of Discrimination Against Women welcomed the progress made in implementing legislative reforms, especially the adoption of a number of laws, including Law No. 68 of 2015 regarding domestic workers, which strengthens the rights of domestic female workers and gives them social and legal protection as well as the healthcare^[52]. Then it referred to the loopholes in Law No. 68 of 2015 regarding the effective protection of domestic workers against abuse, exploitation and violence, including the lack of mechanisms to inspect work conditions, and the weak penalties imposed on labor agencies for their abusive practices, in addition to linking the residency of a domestic worker to a single employer or agent, obligating the Ministry of Interior to deport the worker “upon his/ her escape”, and not imposing penalties on employers who keep passports of domestic workers or do not provide them with the necessary housing, food, medical expenses, or daily breaks in work or the weekly day-offs as well as the lack of a requirement for the employer to attend the dispute settlement session between the employer and the domestic worker, and the lack of mechanisms for submitting complaints^[53].

The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment ratified by the State of Kuwait under Law No. 1/1996 stipulates that each state party shall take effective legislative, administrative, judicial or any other measures to prevent acts of torture in any region subject to its jurisdiction^[54].

However, the Committee against Torture, which monitors the implementation of the Convention,

[50] Paragraph [23] entitled Foreign Domestic Workers from the Committee’s Concluding Observations on the combined report from twenty-first to twenty-fourth Periodic Reports of Kuwait [CERD / C / KWT / 21-24], submitted in one document, at its 2550th and 2551st sessions [see CERD / C / SR.2550 and 2551], held on 2 and 3 August 2017, and adopted at its 2564th session, on 11 August 2017.

[51] The Convention on the Elimination of All Forms of Discrimination Against Women Article [11].

[52] Paragraph [4], subparagraph [a], of the Committee’s Concluding Observations on the Fifth Periodic Report of Kuwait [CEDAW / C / KWT / 5] at its 1544th and 1545th sessions [see: CEDAW / C / SR.1544 and CEDAW / C / SR. 1545], held on November 1, 2017. The list of issues and inquiries raised by the Committee is contained in CEDAW / C / KWT / Q / 5, while the responses of Kuwait are contained in CEDAW / C / KWT / Q / 5 / Add.1.

[53] Paragraph [36] subparagraph [e] of the Committee’s Concluding Observations on the Fifth Periodic Report of Kuwait [CEDAW / C / KWT / 5] at its 1544th and 1545th sessions [see: CEDAW / C / SR.1544 and CEDAW / C / SR. 1545], held on November 1, 2017. The list of issues and inquiries raised by the Committee is contained in CEDAW / C / KWT / Q / 5, while the responses of Kuwait are contained in CEDAW / C / KWT / Q / 5 / Add.1

[54] Article [2] of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

expressed its concern about reports that state that many foreign workers from different countries, especially domestic workers, who work according to the sponsorship system and the legal provisions governing their work, are subjected to torture, ill-treatment and other forms of abuse by their employers, including long working hours without rest, deprivation of food, threats, physical or sexual assault, and restrictions on movement such as detainment and kidnapping in the workplace, confiscation of passports and other personal documents, and non-payment of wages which may amount to forced servitude and resemble slavery^[55].

Kuwait has also ratified the United Nations Convention against Transnational Organized Crime through Law No. 5/2006, and its two associated protocols, one of which relates to preventing, suppressing and punishing trafficking in persons, especially women and children, and the second of which relates to combating the smuggling of migrants by land and sea, the Convention on slavery^[56], and the supplementary Convention to annul Slavery, the slave trade and customs similar to slavery^[57], and accessing to the International Convention for the Suppression and Penalty of the Crime of Apartheid^[58].

Therefore, the State of Kuwait is legally obligated under these ratified Conventions to implement and enforce the rights contained therein for all individuals present on its territory. Within the framework of the universal periodic review, Kuwait submitted its third national report to the Working Group on the Universal Periodic Review at the Human Rights Council on November 13, 2019, as it was considered in the thirty-fifth session from 20-31 / January / 2020, the report included many axes, including domestic workers, with regard to the protection mechanisms stipulated in Law 68 of 2015 regarding domestic workers, and the number of complaints received^[59].

[55] Concluding Observations of the Committee against Torture on the Third Periodic Report of Kuwait (CAT / C / KWT / 3) at its 1433rd and 1435th sessions [see CAT / C / SR.1433 and SR.1435], held on 25 and 26 July 2016, and adopted the following Concluding Observations at its 1451st and 1453rd sessions, held on 8 and 9 August 2016 - Paragraph (a) in Paragraph [30].

[56] The 1926 Slavery Convention, or also known as the Convention for the Suppression of the Slave Trade, is an international treaty created under the auspices of the League of Nations signed in Geneva on September 25, 1926. For the first time, a series of treaties were registered in the League of Nations on March 9, 1927 and on the same day they entered into force. The aim of the Convention was to affirm and advance the suppression of slavery and the slave trade, and Kuwait ratified it by decree of May 18, 1963

[57] Adopted by a conference of plenipotentiaries convened by Economic and Social Council Resolution 608 (D-21) dated April 30, 1956, and concluded in Geneva on September 7, 1956, and the date of its entry into force was April 30, 1957, and it has been ratified by the State of Kuwait according to a decree dated 18/01/1963

[58] Adopted and submitted for signature, ratification and accession by United Nations General Assembly Resolution 3068 (D-28) dated 30 November 1973, the date of entry into force 18 July 1976, in accordance with the provisions of Article 15, ratified by Kuwait under Decree-Law 5/1977

[59] Kuwait's third national report submitted to the Human Rights Council pursuant to Paragraph 15 (a) of Human Rights Council Resolution [5/1] within the Universal Periodic Review (UPR) mechanism through the following link:

<https://undocs.org/en/A/HRC/WG.6/35/KWT/1>

During the universal periodic review mechanism at the forty-fourth session of the Human Rights Council from 15 June to 3 July 2020, 302 recommendations were directed to the State of Kuwait, nearly 39 recommendations concerning migrant workers in general, including the domestic sector^[60]. After studying the recommendations, Kuwait submitted replies to them, since 231 recommendations were accepted, 53 were rejected, 12 were taken into account, and six recommendations were partially supported^[61]. Some of the accepted recommendations are [Full implementation of the law on domestic workers and investigation and prosecution of all violations and forms of violence against domestic workers]^[62], [Establishing a mechanism to protect the rights of domestic workers and imposing penalties on employers that violate the rights of their workers]^[63]. Among the most important rejected recommendations [Considering ratifying the International Convention on the Protection of the Rights of All Migrant workers and Members of Their Families, and to engage in cooperation with source countries]^[64].

Second - Situation of domestic female workers in light of the Covid-19 pandemic in the State of Kuwait:

Despite some legislative changes made by the Kuwaiti government since 2015, such as the approval of Law No. 68 of 2015 regarding domestic workers, the application of the minimum wage for domestic female workers, and the issuance of a number of ministerial decisions, the most notably of which is Decision No. 614/2018 transferring the competencies contained in Law 68 / 2015 regarding domestic workers from the Ministry of Interior to the Public Authority for Manpower, but the exceptional circumstances that Kuwait is going through due to the emerging Coronavirus pandemic confirmed the weakness of protection guarantees for domestic female workers and their ineffectiveness to the required level. One of the main problems for that is the sponsorship system, given that this group is of the marginalized groups that are more vulnerable of the violation of their basic rights at work, given the historical links between domestic work, servitude and other forms of slavery, and persistent patterns of discrimination on the basis of gender, race, social origin and other reasons, as well as the fact that domestic work is often performed informally^[65].

[60] Recommendations concerning migrant workers in general were 39, 35 of which were accepted, 3 were rejected, and one recommendation was made known to them. To view the report of the Working Group on the Universal Periodic Review of the Human Rights Council through the following link:

<https://undocs.org/en/A/HRC/44/17>

[61] To see the report of the Working Group on the Universal Periodic Review of the Human Rights Council on the responses provided by the State of Kuwait to the recommendations addressed to it through the following link:

<https://undocs.org/en/A/HRC/44/17/Add.1>

[62] Recommendation No. 62 was directed to the State of Kuwait by Austria during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[63] Recommendation No. 172 was directed to the State of Kuwait from Thailand during the universal periodic review mechanism at the 44th session of the Human Rights Council

[64] Recommendation No. 41 was directed to the State of Kuwait from Indonesia during the universal periodic review mechanism at the 44th session of the Human Rights Council.

[65] Effective Protection for Domestic Workers, "A Handbook for Establishing Labor Laws," Section 4 Fundamental Principles and Rights at Work - Page 25

The most prominent problems that domestic female workers suffer from in light of the Corona pandemic are the increase in working hours, not being paid additional wages for this increase in working hours, the lack of a weekly day-off, the lack of annual leave, the isolation imposed on them inside the houses, not being provided with the necessary and required awareness to prevent infection with Coronavirus, the hardship in accessing to adequate information and protection methods, failure to be provided with preventive equipment and tools which makes them more vulnerable to the pandemic, and the feeling of constant anxiety and fear, especially since many domestic female workers do not undergo periodic checks or swabs to ensure that they were not infected with the Coronavirus.

According to the statistics received from the Central Statistical Bureau, there was a large decline in the number of domestic female workers in the State of Kuwait during the year 2020 estimated as 37,337 domestic female workers left Kuwait, as their number on December 31, 2019 was [377,702] domestic female workers, then on December 31, 2020, their number decreased to [340,365] domestic female workers^[66]. This significant decrease during the year 2020 shows the negative effects that domestic female workers suffered from due to the new Corona pandemic, which forced them to leave work and leave Kuwait added to that the very limited options available to them as they are not allowed to move from one employer to another except with the consent of the employer [the sponsor]. Knowing that many domestic female workers can not submit complaints against employers for several reasons, including their inability to leave the houses in which they work or their lack of knowledge of the law and the labor recruitment department for reasons related to their non-Arabic language, while the restrictive sponsorship system gives the sponsor broad powers by which he determines their working and living conditions.

The Special Rapporteur concerned with trafficking in persons, especially women and children, indicated in her report to the Human Rights Council in June / 2017 that:

[The sponsorship system that restricts workers to employers weakens workers and facilitates exploitative labor relations that lead to human trafficking in the domestic services sector and in other sectors, and there is a deficit in the ability to accurately and quickly identify victims of trafficking, and the rate of filing trafficking cases to the judiciary remains very low which perpetuates impunity for traffickers and impedes victims' access to justice]^[67].

[66] Central Statistical Bureau, bulletin of the Labor Force Survey in the Family Sector on 31-12-2020, for more information see: <https://lmis.csb.gov.kw/ar/Default.aspx>

[67] Report of the Special Rapporteur on human trafficking, especially women and children, during her visit to Kuwait from 4-8 / September / 2016 Paragraph 84 in Section Three [Conclusions and Recommendations].
<https://lmis.csb.gov.kw/en/Default.aspx>

Second Topic: Impact of Covid-19 on the Rights of Domestic Female workers in the State of Kuwait - The Field Study

In this topic, we will present the methodological procedures for the study, and review the results of the data collected through the questionnaire provided to domestic female workers in the State of Kuwait, to identify the level of the impact of Covid-19 on their rights.

First: Methodological procedures

In this axis, we deal with the methodological procedures that we followed to implement the field study, including the identification of the study individuals, and the method for determining the Sample size and distributing the questionnaire.

1. Study individuals

The research individuals consisted of domestic female workers residing in the State of Kuwait, whose number is [340,365] of various nationalities, according to the population estimation for the year 2020.

2. The study Sample, the method of selecting it and distributing the questionnaire

The study Sample was selected according to the simple probability method, where the Sample size was according to the equation of Stephen Thompson ^[68] [384] single units, and the questionnaire was distributed to a large number of the Sample individuals of domestic female workers of various educational levels, ages and marital statuses of different nationalities, and the number was increased to [507] questionnaires so as to avoid corruption in some data or the decrease in the response rate.

In addition, it took approximately two weeks to distribute the electronic and paper questionnaires, after collecting the data and translating it. 507 valid questionnaires were obtained for analysis, after which the data were entered and statistically processed using the statistical analysis program [SPSS].

$$n = \frac{N \times p(1-p)}{\left[\frac{N-1}{d^2} + z^2 \right] + p(1-p)}$$

[68] Where: n: required sample size. N: the size of the study Community estimated as [340,365] female domestic workers. P: The percentage in society, and in view of the lack of knowledge of it from previous studies, it was assumed that it is equal to [50%]. Q: Complement ratio. . [% 50] P B: Permissible error limit, use here [B = 0.05].

Second: Demographic Characteristics of the Sample:

The demographic characteristics of the Sample are represented in age, educational level, marital status, and nationality.

1. Age

Table [1] Distribution of the Sample According to the Age

Age	Frequency	Percentage
1822 -	8	2%
2327 -	44	9%
2832 -	115	22%
3337 -	138	27%
38 and more	202	40%
Total	507	100%

Table No. [1] shows that [40%] of the female domestic workers in the Sample are over 38 years old, while the age group that follows it is [33-37] years which constitutes [27%] of the study Sample. Then the age group [28 - 32] years, represented by [22%], after that the age group [23-27] represented by [9%], and the lowest percentages were for the age group [18-22] years, and its percentage was [2%]. Accordingly, it appears that the majority of the Sample are over thirty years old, and this indicator is consistent with the reality according to the Labor Market Information Systems of the Central Statistical Bureau in the State of Kuwait, as the most recent statistics on 31/12/2020 indicate that the highest age group among domestic female workers in Kuwait ranges between [30-44] and its number reaches [194983] domestic female workers out of the total number of [340365]^[69]. This indicator reflects the maturity and correctness of the Sample responses and their high experience in working life.

In addition, older age groups have more opportunities to work according to their higher experience and ability to travel, as well as the labor recruitment agencies focus on attracting these groups, while the percentage of lower age groups decreases due to their lack of experience, and also young women may not be accepted by housewives.

[69] Central Statistical Bureau - Labor Market Information Systems, the numerical and relative distribution of employment in the family sector [domestic workers] as per age and gender categories according to the situation on 31/12/2020

2. Educational level:

Table [2] Distribution of the Sample according to the Educational Level

Educational level	Frequency	Percentage [%]
General secondary and less	300	59%
Post-secondary Certificate	125	25%
University Certificate	69	14%
Postgraduate diploma and higher	13	2%
Total	507	100%

It becomes clear from Table No. [2] that the largest group of the Sample individuals have general secondary school certificates and less represented by [59%], then those who have post-secondary Certificates by [25%], then those who have university degree by [14%]. However, the lowest percentages are for those having a diploma Certificate and higher after the university degree by [2%], and these percentages reflect the low educational level of the Sample, as it is noticed that university degrees are scarce, and we think that it is a natural result in the field of domestic female workers in Kuwait. Since having a university degree and more allows obtaining job opportunities with higher returns than domestic work, and the International Labor Organization, through a study issued in 2016, defined the low-skilled workers either on the basis of the skills required to carry out the work or according to the educational level of the worker, specifically those who have certificates less than the secondary school certificate, including the low-skilled migrant workers in sectors such as construction, agriculture and services [including domestic work]^[70]. In addition, employers' dependence on domestic female workers for general domestic tasks was represented by [68%] and this percentage was justified and interpreted when asking about the type of work, as this is attributed to the little educational level, as the employers can not rely on them to raise and care for children, as this is preferable for those with a university degree as a minimum.

We conclude from the foregoing that female workers who have secondary qualifications and less obtained first place in the general distribution of educational level, which is a normal level if we take into account that the nature of work does not require high qualifications, but more experience in domestic work, and that those with higher qualifications may have job opportunities better than working in houses and in their field of specialty.

This may affect their knowledge level and access to sufficient information on Covid-19 as well as the means of protection and prevention making them vulnerable to infection with Coronavirus.

[70] Greidini's opinion, a study published by the International Labor Organization entitled Ways of Progress in Employment of Low-Skilled Migrant Workers in the Asia and the Arab States Corridor, 2016.

3. Social Status:

Table [3] Sample distribution by social status

Social status	Frequency	Percentage[%]
Married	354	70%
Single	108	21%
widow	36	7%
Divorced	9	2%
Total	507	100%

Table [3] presents the social status of the Sample, as the highest percentage of domestic female workers in Kuwait who had answered the questionnaire are married by [70%], while the percentage of single domestic female workers is [21%], and the percentage of widows is [7%], while the percentage of divorced is [2%]. The high percentage of married is deemed a natural result since the majority of the Sample exceeds the ages of 30 years, and the married women have greater financial obligations towards their families in their countries, as well as the high pressure resulted from their inability to travel and see their families under measures and procedures taken to reduce the spread of the emerging Coronavirus such as the prohibition of flights with high-risk countries because of the pandemic and the prevention of its citizens from entering Kuwait as well as the prevention of all Non-Kuwaitis even if they have valid residencies from entering Kuwait.

4. Nationality:

Table [4] Sample Distribution by Nationality

Nationality	Frequency	Percentage [%]
Philippines	345	68%
India	69	13.6%
Sri Lanka	44	8.7%
Ethiopia	42	8.3%
Nepal	6	1.2%
Malaysia	1	0.2%
Total	507	100%

It is clear from Table 4 that the high percentage of domestic female workers who answered the questionnaire is from Philippine by 68%, followed by the percentage of female workers

from India by [13.6%], and the female workers of Sri Lankan nationality by [7.8%] [2.2%], then the Nepalese nationality by [1.2%] and finally Malaysian nationality by [0.2%]. According to the statistics of labor market information systems of the year 2020, in the Central Statistical Bureau ^[71], the number of domestic female workers from Philippine nationality is [141735], of [340365] the total number of domestic female workers in the State of Kuwait, by 41.6%, therefore they are in the first place in terms of number, and the Indian nationality is in second place as there are [97710] Indian domestic female workers in Kuwait by [28.7%], then Sri Lankan nationality comes in third place as there are [61356] domestic female workers from Sri Lanka by [18%], followed by Ethiopian nationality with [13804] domestic female workers by [4.1%], and the Nepali nationality with [13450] domestic female workers by [4%]. This confirms the representation of the study of the research community in terms of the distribution of the Sample according to nationality.

Third: Work Characteristics:

This axis includes the type of work, its duration, the level of leave granted to the female workers, the availability of vacation, the place of work, the availability of another domestic worker in the same household, and the total number of domestic female workers.

1. Quality of work according to the contract:

Table No. [5] Distribution of the Sample according to the type of work

Quality of Work	Frequency	Percentage [%]
General housework	348	68%
Cleaning	54	11%
Cooking	44	9%
Childcare	29	6%
Elderly Care	27	5%
Washing clothes	5	1%
Total	507	100%

Table No. [5] indicates that [68%] of the Sample work in general housework, while the percentage of domestic female workers in the field of cleaning reached [11%], and the percentage of those working in the field of cooking reached [9%]. The percentage of those working in the field of childcare is [6%], while the percentage of those that are in the field of caring for the elderly is [5%], and the percentage of those that are in the field of laundry is [1%]. This distribution

[71] Central Statistical Bureau - Labor Market Information Systems, numerical and relative distribution of employment in the family sector according to the top 10 nationalities and gender according to the situation on 31/12/2020.

is consistent with the situation of domestic female workers in Kuwait to some extent, as the results showed that [59%] of the research Sample are those who have a general secondary school certificate or less, and therefore their low educational level and lack of advanced skills leads employers to rely on them for general household tasks, and not to rely on them to raise and care for children, as the preferred in this field are those with a university degree at least.

As we notice from the previous percentages that general household works occupy the highest rank among the rest of the household chores, as they are the most difficult works for women, which makes housewives assign them to the female workers, as is the case in cleaning, which may affect them during Covid-19 in terms of the hardship of being isolated from others for fear of infection.

2. Duration of current employment with the employer:

Table [6] Distribution of the Sample according to the duration of the current work with the employer

Work Duration	Frequency	Percentages [%]
More than three years	291	57.4%
Two years	147	29%
Three years	53	10.5%
One year	14	2.7%
Less than a year	2	0.4%
Total	507	100%

Table No. [6] indicates that [57.4%] of domestic female workers that answered the questionnaire have worked for more than three years with their employers, while the percentage of those who have worked for two years is [29%], while the percentage of those who have worked for three years is [10.5%], the percentage of those who have worked for one year is [2.7%], and there is a small percentage of those who have worked for less than a year, amounting to [0.4%].

This indicates the high rate of stability of work in houses with one family, and this may be due to the hardship of moving from one employer to another depending on the nature of contracting in these works, and Kuwait has prevented the recruitment of domestic female workers since the outbreak of the pandemic.

3. The level of taking annual leave or leave according to the contract:

Table No. [7] Distribution of the Sample according to obtaining annual leave or leave according to the contract:

Answer	Frequency	Percentages [%]
No	450	89%
Yes	57	11%
Total	507	100%

Table No. [7] indicates that [89%] of domestic female workers do not get annual paid leave from their employers even though Law No. 68 of 2015 regarding domestic female workers stipulated that a domestic female worker is entitled to obtain it pursuant to Article No. [22], While [11%] of the Sample get annual leave.

It is worth noting that [88%] of married female workers, and [92%] who have worked for an employer for more than three years, are among those who are deprived of annual leave, and this confirms that many domestic female workers work under difficult conditions. This is mainly due to arbitrary immigration policies, weakness or lack of protection guarantees in the labor law, and restrictions imposed in response to the emerging Coronavirus crisis have exacerbated these conditions, and their potential for abuse, and increased deprivation of leave and social isolation. Domestic female workers are often the weakest and most vulnerable group of workers that are at risk of exploitation and abuse.

4. A day-off according to the contract:

Table [8] Distribution of the Sample according to obtaining a day-off according to the contract

Answer	Frequency	Percentage [%]
Not found	285	56%
Monthly	110	22%
Weekly	93	18%
Annual	19	4%
Total	507	100%

Table No. [8] shows that the percentage of domestic female workers who do not get a day-off reached [56%], and that a percentage of [52%] of the total married female workers are

subjected to this final deprivation as well as those who worked for an employer for a period of more than three years with a percentage of [56%]. For close recognition of the characteristics of the deprived group, it becomes clear that most of them are Filipino with a percentage of [54%], and a percentage of [64%] for those in charge of general housework, as well as a percentage of [72%] of the total Filipino female workers take over the general household chores.

On the other hand, the female workers who receive a day-off each month are represented by a percentage of [22%], then those who get a day-off per week at a percentage of [18%], and finally the percentage of those who get a day-off annually at a percentage of [4%], which indicates a weak commitment to the provisions of Law No. 68 of 2015, which gives the domestic worker the right to a weekly day-off.

The percentage of female workers who do not get a weekly day-off during Coronavirus pandemic is close to what it was before the outbreak of the pandemic. According to the results of a previous study in 2018 on the rights of domestic female workers in the State of Kuwait between theory and practice, a percentage of [55.80%] of domestic female workers were not allowed to have a weekly day-off^[72], and in light of the restrictions imposed by Coronavirus, such as curfews and not allowing them to leave houses, employers may force female workers to work on their day-off, and in a greater percentage than it was in the past before the spread of Coronavirus.

5. Living in the employer’s house:

Table [9] Distribution of the Sample according to living in the employer’s house:

Answer	Frequency	Percentage [%]
Yes	411	81%
No	96	19%
Total	507	100%

Table No. [9] shows that the majority of the Sample of domestic female workers live in the house of the employer at a percentage of [81%], while a percentage [19%] do not live in the house of the employer.

Law No. 68 of 2015 stipulates that the employer is obligated to provide appropriate housing for domestic female workers in which there are decent livelihoods as well as the provision of clothes and food, while the Decent Work for Domestic Female workers Convention No. [189] states that domestic female workers are free to agree with employers regarding whether or

[72] The Kuwaiti Center for Studies and Research - The rights of domestic workers in the State of Kuwait between theory and practice through Law 68/2015.
<https://www.kuwaithr.org/library/studies-research.html#>

not to reside with the family, and that they are not obligated to stay in the houses during their daily, weekly and annual periods of rest^[73]. However the law did not specify whether the worker’s residence is with the family or not, the prevailing custom in the State of Kuwait is to secure independent housing for domestic female workers within the family house, and regarding the daily or weekly rest times, however they are stipulated by law, it did not oblige the worker to stay in the house.

The restrictions imposed by Coronavirus, such as curfews, and not allowing them to leave houses also mean that employers may force them to work on the day of their legal leave, and may also prevent them from leaving the house, even if the authorities allow this, and the employers may demand more cleaning and disinfection work in their houses without providing them in most times with adequate protective equipment or instructions, and the workers may also be asked to care for patients, including those who are infected with the emerging Coronavirus.

6. The presence of another domestic female worker:

Table [10] Distribution of the Sample according to the presence of another domestic female worker

Answer	Frequency	Percentage [%]
Yes	228	%45
No	279	%55
Total	507	%100

Table No. [10] shows that the percentage of Sample that answered the questionnaire and reported that there is another domestic female worker is [45%], while the percentage of domestic female workers who work alone was [55%]. Working individually is concentrated for female workers of Ethiopian nationality by [100%], by [67%] for female workers of Nepalese nationality, and by [59%] for female workers of Indian nationality, and this matter may be due to their low wages, compared to the rest of the female workers of other nationalities in addition to working for medium-sized families that cannot increase the number. It is assumed that the greater the number of female workers in the same household, the greater the opportunity to reduce workload during the pandemic, while workers who work alone are exposed to more pressure from the employer’s family, especially with home isolation and the length of stay at home then increasing the household burdens accordingly.

[73] Article 9, Paragraph A - B of the Decent Work for Domestic Workers Convention.

7. Number of domestic female workers who work in the same house:

Table [11] Distribution of the Sample according to the number of domestic female workers

Number	Frequency	Percentage [%]
1	72	31%
2	72	31%
3	31	14%
4	15	7%
5 and more	40	17%
Total	230	100%

Table No. [11] shows that the percentage of Sample who answered the questionnaire and reported that there is another worker in the same household is [31%], the percentage of those who reported that there are two female workers is [31%], the percentage of those who reported that there are three female workers is [14%], and the percentage of those who reported that there are four female workers is [7%], and finally the percentage of those who reported that there are five or more female workers is [17%], meaning that the average workforce at home is [2-3] domestic female workers. This explains the high number of female workers in the State of Kuwait compared to other countries, according to the population.

The high average number of female workers confirms the strength of their role in caring for the Kuwaiti family, and reinforces the need to pay attention to their rights from religious and humanitarian aspects.

Fourth: The Health Status and Awareness of Covid-19

Table [12] Distribution of the Sample according to the health status and awareness of COVID-19

Sr.	Statement	Yes,	No,
1	Have you ever had COVID-19?	11%	89%
2	Have you ever asked your employer to get tested for COVID-19 and your request was rejected?	9%	91%
3	Has any of the employer's family members ever had COVID-19?	12%	88%
4	Do you have a chronic disease?	9%	91%
5	Did you have enough information about Covid-19 and the means of protection and prevention against infection?	17%	83%
6	Have you experienced hardship obtaining treatments and health services related to Covid-19?	11%	89%
7	Did you feel your chance of being infected with Covid-19 increased?	13%	87%
8	Have you ever felt deteriorating in your physical and mental health due to Covid-19?	14%	86%
9	Do you have health insurance?	14%	86%

Through the previous table and according to the axes, the following becomes clear:

1. Have you ever infected with COVID-19?

Through the response of the Sample individuals, it becomes clear that [11%] of domestic female workers have been infected with the new Coronavirus, and the infection is concentrated by [33%] in the Ethiopian female workers, while [89%] of the female workers have not been infected with Coronavirus. However, this percentage may not represent the true health situation in light of the lack of access of the majority of female workers to information related to Coronavirus, as 83% of domestic female workers did not obtain sufficient information about Covid-19, and the means of protection and prevention from the virus. At the same time, the conflicting information about the virus and the means of prevention and the difference in symptoms from one person to another, may weaken the opportunity to know if they were infected with it or not, so the hypothesis that many female workers are infected with Coronavirus without knowing that they are infected may be accepted.

2. Have you ever asked your employer to get tested for Covid-19 and your request was rejected?

Through the responses of the Sample, it becomes clear that 9% of domestic female workers asked their employers to conduct an examination to ensure that they were not infected with the virus, and their request was rejected, as 38% of those who confirmed their infection with the virus were deprived of this right and a percentage of [21%] of the total number is for the Ethiopian female workers, while [91%] of domestic female workers asked their employers to conduct a Coronavirus examination and their request was approved. But we note that the percentage of employers' approval of the female workers' request to conduct a Coronavirus examination is much exaggerated, because 81% of domestic female workers stated that they had not undergone a swab procedure to ensure that they were not infected with Coronavirus.

3. Has any member of the employer's family ever had COVID-19?

[12%] of domestic female workers who answered the questionnaire confirmed that a member of the employer's family was infected with Coronavirus, and [36%] of the total number of Ethiopian female workers reported this, while [88%] of the Sample individuals reported that no member of the employer's family had been infected with Coronavirus.

4. Do you have a chronic disease?

[9%] of the Sample individuals confirmed that they suffer from chronic diseases. [27%] of Ethiopian women confirmed that, which makes them the most exposed to psychological pressure, while [91%] answered that they did not have any chronic diseases.

5. Did you get enough information about Covid-19 and the means of protection and prevention against infection?

Through the responses of the Sample individuals, it is evident that 17% of domestic female workers have obtained sufficient information about Covid-19 and means of protection and prevention against infection, while the majority of them [83%] confirmed that they did not have sufficient information about Covid-19 and the means of protection and prevention against infection with it. For their presence on the front lines of providing care without adequate protection, and their inability to return to their countries during crises, they may face high risk of being infected with Covid-19.

In order to recognize the characteristics of domestic female workers who did not obtain sufficient information, we find that Ethiopian women are represented by [74%], Indian by [78%], Nepalese by [83%], Sri Lankans by [84%], and Filipinos by [83%] Of the total number of each nationality, and by linking these results with the educational level, it appears that [60%] of the female workers who did not obtain sufficient information about the pandemic are those who have a general secondary school or less, and at the same time they have the most percentage of access to information, with a percentage of [53%] of the total number of women that stated that they had sufficient information.

In this context, we find that the awareness rate is low among different nationalities, and at the same time the educational level did not make a fundamental difference despite its importance in the ability to understand, access to knowledge and rights. However, it is likely that the causes are the female workers preoccupying with housework under the increasing working hours and the language in addition to the employers' lack of interest in this matter may have contributed to their lack of adequate information about Covid-19 and means of protection and prevention against infection.

6. Did you experience hardship in obtaining treatments and health services related to Covid-19?

Through the Sample individuals, it is clear that [11%] of domestic female workers faced hardship in obtaining treatments and health services related to Covid-19, and it was also found that [64%] of those infected with the virus had faced this hardship. It becomes worse with regard to the Ethiopian female workers who have previously been infected with the virus by [93%] of the total number of those who faced hardship, by [50%] of the infected of Filipino nationality, and by [100%] of the infected Sri Lankans, Nepalese and Indian female workers. While [89%] of them did not face any hardship in obtaining treatments and health services related to COVID-19. It is likely that employers did not care about their health care, and [45%] of the infected were subjected to home isolation, [71%] of them were Ethiopian women, and [38%] Sri Lankans, while [14%] of the infected female workers were subjected to isolation outside the house.

7. Did you feel an increased chance of being infected with Covid-19?

Through the opinion of domestic female workers who answered the questionnaire, it was found that [13%] of them felt an increased chance of being infected with the virus, especially for those who had previously infected with the virus with a percentage of [75%], while [87%] did not have any concerns about the high chance of infection with Coronavirus.

8. Did you feel your physical and mental health deteriorating due to Covid-19?

[14%] of the Sample confirmed the deterioration of their physical and psychological health due to Coronavirus, [73%] of them had previously been infected with the virus, while [86%] of the female workers did not feel any deterioration in their physical or psychological health due to Coronavirus.

9. Do you have health insurance?

Through the questionnaire answers by the domestic female workers, it was found that [14%] have health insurance, while the highest percentage of the Sample [86%] do not have any health insurance. However, Law 68 of 2015 on the domestic workers obliges the employer to bear the costs of treatment in the event of the domestic female worker's illness^[74] as well as the treatment for her in the event of her injury due to work and compensation for work injuries^[75], and the executive regulations of the Domestic workers Law also affirm the employer's commitment to treating and nursing the domestic female worker in the governmental hospitals^[76].

[74] Article No. [9] of Law 68 of 2015 regarding domestic workers in the State of Kuwait.

[75] Article No. [22] Paragraph [1] of Law 68 of 2015 regarding domestic workers in the State of Kuwait.

[76] Article [8] Paragraph [6] of Ministerial Resolution No. 2194 of 2016 regarding the executive regulations of Law No. 68 of 2015.

Fifth: Social Conditions During the [Covid-19] Pandemic

Table [13] Distribution of the Sample according to social conditions during the [Covid-19] pandemic

Sr.	Statement	Yes	No
1	Is your employer increasing your working hours during the COVID-19 pandemic?	30%	70%
2	Does your employer allow you to take your weekly day-off outside the house during the spread of the Covid-19 pandemic?	15%	85%
3	Did your employer force you to work in the house of relatives/ friends during the spread of the Covid-19 pandemic?	25%	75%
4	Does Childcare has become more difficult during the spread of the Covid-19 pandemic?	28%	72%
5	Did you feel burdened with tasks by the employer's family members during the spread of the Covid-19 pandemic?	29%	71%
6	Has your employer asked you to exert more effort in tasks and housework during the Covid-19 pandemic?	26%	74%

According to the previous table, and according to the axes of social conditions, it is clear that:

1. Does your employer increase your working hours during the spread of the Covid-19 pandemic?

Through the responses of the Sample individuals, it becomes clear that a percentage of [30%] of domestic female workers reported that their employers increased their working hours during the spread of Coronavirus, while [70%] of female workers reported that the employers did not increase their working hours. The most prominent thing that the domestic female workers suffer from before the emergence of Coronavirus and in light of its spread is the increase in working hours, which made them believe that working hours are not increasing during the spread of the pandemic. Through a study made by the Kuwaiti Society for Human Rights on the rights of domestic female workers in Kuwait in 2018, a percentage of [77.64%] of domestic female workers reported that they work for more than ten hours a day^[77], while Law No. 68 of 2015 did not equate domestic female workers with the other categories of workers whose work is in the form of regular working hours, as it set the working hours of domestic female workers at 12 hours per day, interspersed with hours of rest, so that after every 5 working hours an hour of rest. Therefore, domestic female workers were not equated with other workers that Labor Law in the Private Sector No. 6 of 2010 applied to them, which limits working hours to 8 hours per day or 48 hours per week, and the law does not address hours of preparation at all, which are the periods during which there is no work for the domestic workers but they are not free to use their own time as they like, rather they remain at the disposal of the family in order to fulfill its potential requests.

There is still a comprehensive absence of legislation to guarantee fair working conditions and decent working conditions for domestic female workers, however, the same working conditions that other workers enjoy shall be guaranteed for domestic female workers.

[77] *ibid.*

2. Does your employer allow you to take your weekly day-off outside the house during the spread of the Covid-19 pandemic?

Through the answers received from the Sample, it is clear that [15%] of female workers are allowed by employers to take their weekly day-off outside the house during the spread of the Covid-19 pandemic, while 85% are not allowed to take the weekly day-off outside the house during the spread of the Covid-19 pandemic, and employers may invoke the imposed restrictions such as curfews or fear for female workers from interacting with other people and be subjected to infection, and transmitting the pandemic to their families. Further, employers may force them to work on their legal day-off, and they may also prevent them from leaving the house even if Law and authorities permitted to do so.

3. Did your employer force you to work in the house of relatives/ friends during the spread of the Covid-19 pandemic?

It appears from the previous table, that a percentage of [25%] of the Sample confirmed that their employers forced them to work in the houses of their relatives or friends, and the percentage of Ethiopian female workers is the highest by [57%] of the total, while the percentage of Sri Lankan female workers is represented by [41%], and the percentage of the Indian female workers accounted for [26%]. While the percentage of [75%] of female workers stated that they were not forced by their employers to work outside the house in light of the current health conditions due to the spread of Coronavirus. Forcing the domestic female workers to work at relatives and friends is undoubtedly deemed an exploitation of them because of imposing additional burdens on them.

4. Has childcare become more difficult during the spread of the Covid-19 pandemic?

[28%] of the Sample confirmed that caring for children has become more difficult in light of the spread of Coronavirus, while 72% answered that there are no difficulties in caring for children in light of the spread of Coronavirus. The justification for this, according to the above-mentioned, is that most employers depend on female workers in general domestic tasks, and few of them depend on them to care for children, and what confirms this is that most of the answers came from female workers in general domestic tasks, with a percentage of [45%] of the total study Sample.

5. Did you feel burdened with tasks by the employer's family members during the spread of the Covid-19 pandemic?

Through the responses of the Sample, it becomes clear that [29%] of domestic female workers felt that they were burdened with household tasks by the employer's family during the spread of the Covid-19 pandemic, while 71% of female workers confirmed that the burdens and household tasks had not increased by the employer's family during the spread of the Covid-19

pandemic. They may think that the burdens and tasks did not increase because the long working hours and the many burdens are the same before the spread of the pandemic and in light of its spread.

6. Has your employer asked you to exert more effort in tasks and housework during the Covid-19 pandemic?

[26%] of the Sample confirmed that their employers asked them to exert more effort in household tasks in light of the spread of Coronavirus, and the increase in effort was concentrated among [47%] of the total female workers in general domestic tasks, and it may have helped to increase the hours the long stay of family members at home so their requirements increased. While a percentage of [74%] confirmed that employers did not ask them to exert more effort in household tasks in light of the spread of the virus.

In general, working hours have increased in light of the spread of Coronavirus, due to the imposed curfew and most family members sit at home, and of course housework increases, and the rate of increase is not less than two hours of work per day, while this increase in burdens, time and effort is not matched by an increase in financial rights, breaks and days-off.

Sixth: Measures Taken in the Workplace:

This axis contains an assessment of the level of working hours during the Coronavirus pandemic, as well as safety measures taken in the workplace, and the arbitrary measures taken against female workers.

1. Working hours during the spread of COVID-19:

Table [14] Distribution of the sample according to the level of working hours

Answer	Frequency	Percentage [%]
Full-time work	440	%87
Part-time work	61	%12
Stopped working	6	%1
Total	507	%100

Working hours increase in light of the spread of Coronavirus, due to the imposed curfew, and most family members sitting at home, which accordingly means that the household work increases. The rate of increase is not less than two hours of work per day. Through the answers received about working hours, a percentage of [87%] of the Sample individuals confirmed that work is full-time, and all nationalities are almost equal in this matter, while a percentage of [12%] of the female workers confirmed that working under the current health conditions is part-time, while a percentage of [1%] reported that they are subjected to suspension of work during the pandemic.

2. Safety Measures taken during the spread of Coronavirus (Covid-19) in the workplace:

Table [15] Distribution of the sample according to the safety measures taken during the spread of Coronavirus

Measure	Yes	No	No Need
Examination to ensure not being infected with Covid-19	16%	81%	3%
Providing preventive materials including face masks, sanitizers or hand soaps?	35%	64%	1%
Obtaining information from the employer about the risks of [Covid-19] and methods of prevention from it	33%	66%	1%
Obtaining information from Government Authorities about the risks of [Covid-19] and methods of prevention from it	33%	66%	1%
Reducing workload and rescheduling	11%	86%	3%
Providing psychological support in the workplace	12%	85%	3%
Providing necessary health care	18%	80%	2%

To get acquainted with the safety measures taken during the spread of Coronavirus [Covid-19] in the workplace, it is clear from the table that:

3. Examination to ensure not being infected with Covid-19

With respect to the safety measures taken during the spread of the [Covid-19] pandemic in the workplace, 16% of domestic female workers who answered the questionnaire reported that they underwent an examination to ensure that they were not infected with Coronavirus, while the highest percentage, represented by [81%] stated that they did not undergo a swab procedure to ensure that they were not infected with Coronavirus, while a very small percentage [3%] replied that there was no need for a swab.

4. Providing preventive materials including face masks, sanitizers or hand soap.

[35%] of the sample confirmed that employers work to provide preventive tools, including face masks, sanitizers, disinfectants and hygiene materials, while 64% of female workers denied providing preventive tools, including face masks, sanitizers and hygiene materials, and a percentage of [1%] reported that there was no need to provide it, and we can deduce from the high percentage of the lack of preventive tools, the lack of concern for the health and safety of female workers by employers, as this type of work lacks effective means to regulate working conditions, and it is difficult for inspectors to reach houses which makes them under compulsory guardianship by the employer and the circumstances that he specifies.

5. Obtaining information from the employer about the risks of (Covid-19) and methods of prevention from it

Through the answers of the sample, it is evident that [33%] of domestic female workers received from the employer sufficient information about the risks of Covid-19 and ways to prevent it, while the majority of the sample, a percentage of 66% of the domestic female workers did not receive from the employer information about the risks of the Covid-19 pandemic and methods of prevention, and finally a small percentage [1%] answered that there was no need to obtain any information about the virus.

By reviewing Table No. [4], it is clear that the nationalities of female workers are diversified and most of them are Filipino citizens with a percentage of [68%] which indicates the diversity of the languages they speak and refers to the difficulty to obtain information, however this does not exempt the employer from his duty to provide them with adequate and necessary information of prevention from the Coronavirus.

6. Obtaining information from Government Authorities about the risks of (Covid-19) and methods of prevention from it

Through the response of the sample, it is clear that [33%] of domestic female workers received from the Government Authorities sufficient information about the risks of Covid-19 and ways to prevent it, while the majority of them a percentage of 66% of the domestic female workers did not receive from the Government Authorities any information about the risks of the Covid-19 pandemic and ways to prevent it, and finally, a small percentage [1%] answered that there was no need to obtain any information about the virus. It is noted that the percentages regarding obtaining information about the pandemic by employers and the Government Authorities are completely similar, and this confirms that there is no concerned party to take care of this matter as a human and professional right for the domestic female workers.

7. Reducing workload and work rescheduling

Through the response of the sample, it is clear that [11%] of domestic female workers emphasized reducing the workload and work rescheduling, while the majority of domestic female workers [86%] stated that the workload have not been reduced or work was not rescheduled, and finally a small percentage of [3%] answered that there was no need to reduce the workload or reschedule work in light of the spread of Coronavirus.

It is noted that these indicators are consistent with the results of Table No. [14], this undoubtedly means that the female workers have borne the impact of Corona on individuals who have lost opportunities to leave the house. Such responsibility was represented in the extra effort and continuous work which impeded their opportunities to have rest and weakened their practice to their social right to communicate with their families and be reassured about them, especially since most of them are married.

8. Providing psychological support in the workplace

Through the answers of the sample, it is evident that [12%] confirmed that they receive

psychological support in the workplace, while the highest percentage represented by [85%] denied receiving any psychological support in the workplace, and [3%] answered that they did not need psychological support.

9. Providing the necessary health care

[18%] of the sample confirmed that the necessary health care was provided to them during the spread of Coronavirus in the workplace, while [80%] of the female workers confirmed that they did not receive the necessary health care during the spread of Coronavirus, while a small percentage of [2%] answered that there was no need to obtain the necessary health care in light of these health conditions.

In a context in which female workers are witnessing unprecedented levels of psychological anxiety towards Corona, due to the blurring of disclosure regarding infection methods, prevention methods and symptoms and because of the immediate nature of the events, this situation called for female workers to assume their basic roles assigned to them in domestic work, with additional practical and psychological efforts and pressures that the restrictions of closure have caused. Accordingly, the psychological pressures resulting from the lack of social interaction, economic pressures and their concerns about their family members have increased affecting their mental health and reducing their chances of rest, and in turn, the weakness of psychological security was one of the most prominent points of this pandemic.

10. The employer adoption of arbitrary measures against female workers during the spread of Coronavirus pandemic

Table [16] Distribution of the sample according to the arbitrary measures against the female workers

Sr.	Measure	Yes,	No,
1	Dismissal from work	10%	90%
2	Granting paid leave	7%	93%
3	Granting unpaid leave	9%	91%
4	Wage Reduction	7%	93%
5	Exposure to Physical or Sexual Assault	4%	96%
6	Exposure to a deduction from the monthly wage	9%	91%
7	Increasing the number of working hours	19%	81%
8	Failure to pay the monthly wage	9%	91%
9	Quarantine outside house [the workplace]	4%	96%
10	Quarantine inside house	11%	89%
11	Prevention of leaving the house	19%	81%
12	Deprivation of days-off	19%	81%
13	Threatening to be deported outside the State	8%	92%
14	Verbal Violence	12%	88%
15	Preventing the right to express opinions on topics related to Coronavirus	13%	87%

The following is a review of the results that are obtained through the answers of the sample individuals about the measures taken by employers regarding domestic female workers during the spread of the Corona pandemic:

1. Dismissal from work

It is evident from the sample individuals who answered the questionnaire that 10% of domestic female workers in Kuwait were dismissed from work, while the higher percentage, represented by [90%], confirmed that they were not dismissed from work.

2. Granting paid leave

It is evident from the sample individuals who answered the questionnaire that [7%] of domestic female workers in Kuwait were granted paid leave, while the majority of female workers, represented by [93%], confirmed that they were not granted paid leave, noting that [20%] of them have been infected with Covid-19

3. Granting unpaid leave

According to the sample individuals who answered the questionnaire, it becomes clear that 9% of domestic female workers in Kuwait were granted leave without pay, while the majority of them [91%] confirmed that they were not granted leave without pay, noting that [18%] of them have been infected with Covid-19.

4. Wage Reduction

According to the sample individuals who answered the questionnaire, it becomes clear that [7%] of domestic female workers in Kuwait were subjected to a reduction in their wages which means that they were paid less than they were before the spread of Coronavirus, while the higher percentage, represented by [93%], confirmed that their wages were not affected or reduced.

5. Exposure to Physical or Sexual Assaults

It is clear from the answers that 4% of the sample has been subjected to physical or sexual assaults, while 96% have not been subjected to physical or sexual assaults.

6. Exposure to a deduction from the monthly wage

According to the sample individuals who answered the questionnaire, it becomes clear that 9% of domestic female workers in Kuwait were subjected to deduction from their wages in light of the spread of Coronavirus, while the higher percentage, represented by [91%], confirmed that their wages were not affected or exposed to any deductions.

7. Increasing the number of working hours

According to the sample individuals who answered the questionnaire, it becomes clear that 19% of domestic female workers in Kuwait confirmed that working hours increased in light of the spread of Coronavirus, while 81% confirmed that there was no increase in working hours. .

8. Failure to pay the monthly wage

According to the sample individuals who answered the questionnaire, it becomes clear that [9%] of domestic female workers in Kuwait were not paid their monthly wages in light of the spread of Coronavirus, while [91%] confirmed that the monthly wage was paid on time without any delay.

9. Quarantine outside house (the workplace)

According to the sample individuals who answered the questionnaire, it is clear that [4%] of domestic female workers in Kuwait confirmed that the quarantine was outside house in light of the spread of Coronavirus, while the percentage of [96%] confirmed that the quarantine was not outside house [the workplace].

10. Preventing leaving the house

According to the sample individuals who answered the questionnaire, it becomes clear that 19% of domestic female workers in Kuwait confirmed that they were prevented from leaving the house in light of the spread of Coronavirus, while 81% confirmed that they were not prevented from leaving the house in light of the spread of Coronavirus.

11. Deprivation of days-off

According to the sample individuals who answered the questionnaire, it becomes clear that [19%] of domestic female workers in Kuwait confirmed that they were deprived of days-off in light of the spread of Coronavirus, while the percentage of [81%] confirmed that they were not deprived of days-off in light of the spread of Coronavirus.

12. Threatening to be deported outside the State

According to the sample individuals who answered the questionnaire, it is clear that [8%] of domestic female workers in Kuwait confirmed that they were threatened to be deported outside the State in light of the spread of Coronavirus, while 92% confirmed that they were not threatened to be deported outside the State in light of the spread of Coronavirus.

13. Exposure to verbal violence

The sample individuals who answered the questionnaire reported that [12%] of domestic female workers in Kuwait had been subjected to verbal violence, in light of the spread of Coronavirus, while [88%] confirmed that they were not subjected to verbal violence in light of the spread of Coronavirus.

14. Preventing the right to express opinions on topics related to Coronavirus

It is evident from the table that [13%] of the sample were prevented from the right to express opinions on topics related to Coronavirus, while a percentage of [87%] confirmed that they were not prevented from the right to express opinions on topics related to the Coronavirus.

Through the previous indicators and despite their little percentages among the majority of domestic female workers, it is evident that a number of domestic female workers are exposed to many practical, economic, social and psychological pressures associated with hardship in moving around, accessing to health services, quarantine and social isolation, and curbing freedom of expression, which are interdependent with each other to feed the escalation of violence against them.

Seventh: Concerns of the impact of the virus [Covid-19] spread

Table [17] Distribution of the sample according to the fears of the impact of the spread of Coronavirus

Sr.	Fears	Yes	No	Not Applicable
1	Suspension of wages	12%	84%	4%
2	Increasing the burden of care for the employer's family members	24%	74%	2%
3	Fear of losing work	30%	69%	1%
4	Violence increase by the employer	10%	88%	2%
5	Reducing food quantity and quality	12%	86%	2%
6	Food insecurity	12%	87%	1%
7	Hardship of leaving the house and moving around	24%	75%	1%
8	Isolation and deprivation of social interaction	19%	80%	1%
9	Lack of confidence in prevention and protection policies and measures in the workplace	20%	78%	2%
10	Lack of confidence in the prevention and protection policies and measures adopted by the government	20%	78%	2%
11	Increase in anxiety rates concerning exposure to Coronavirus in the workplace or during the commute.	28%	71%	1%
12	Not being able to travel	34%	65%	1%

The following are a review of the results that are obtained through the answers of the sample about the most important fears of domestic female workers after the outbreak of Corona pandemic:

1. Suspension of wages:

It is clear from the table that [12%] of the sample confirmed that they had fears of suspension of wages due to Coronavirus, and this fear was concentrated among Ethiopian women by [36%], while [84%] confirmed that there were no fears that wages will be suspended due to Coronavirus, while a percentage of [4%] assured that this effect is not applicable.

2. Increasing the burden of care for the employer's family members:

It appears from the table that [24%] of the sample emphasized their fear of increasing the burden of care for members of the employer's family due to Coronavirus, and this fear emerged among Ethiopian women by [57%], and among Sri Lankan women by [46%], Likewise, among Filipinos by [20%], while a rate of [74%] answered that they did not expect an increase in the burden of care for members of the employer's family due to Coronavirus, while a percentage of [2%] confirmed that this effect is not applicable.

3. Fear of losing work:

[30%] of the female domestic female workers of the sample confirmed that they have fears of losing work, and this fear prevailed among Ethiopian female workers by [64%], Sri Lankan women by [48%], and Filipinos by [30%], while [69%] confirmed that there are no concerns about this matter due to Coronavirus, and finally a percentage of [1%] of those who answered the questionnaire asserted that the fear of losing work cannot be one of the effects of Coronavirus.

4. Violence increase by the employer:

[10%] of sample expected an increase in violence by the employer due to Coronavirus, and this violence appeared among Ethiopian women by [41%], and among Sri Lankan women by [21%], while [88%] answered that they have no Fear of increase in violence by the employer due to Coronavirus, while a percentage of [2%] confirmed that this effect is not applicable.

Despite the low percentage of women who are victims of violence, this situation exacerbates the harm inflicting them, given the hardship of resorting to Judiciary and the lack of legal awareness, which may expose them to losing work and departure.

5. Reducing food quantity and quality.

[12%] of the sample talked about their fears of reducing the quantity and quality of food by the employer due to Coronavirus, and most of the fears appeared among Ethiopian, Filipino and Sri Lankan women, as the percentage among Ethiopian women reached [48%] of the total number of them. while a percentage of [86%] of the sample answered by not being afraid of this matter, while a percentage of [2%] confirmed that this effect is not applicable.

6. Food insecurity:

[12%] of the sample indicated their fears of food insecurity due to Coronavirus, and the concerns among Ethiopian female workers are more prominent than other nationalities, while 87% answered that they are not afraid of food insecurity due to Coronavirus, while a percentage of [1%] confirmed that this effect is not applicable.

7. Hardship of leaving the house and moving around:

[24%] of sample reported that they expected it to be difficult to leave the house and move around due to Coronavirus, while [75%] answered that they do not expect that there shall be hardship in leaving the house and moving around due to Coronavirus, while a percentage of [1%] confirmed that this effect is not applicable.

8. Isolation and Deprivation of Social Interaction:

[19%] of the sample confirmed their concerns about isolation and deprivation of social interaction due to Coronavirus, while [80%] of the sample confirmed the absence of isolation and deprivation of social interaction due to Coronavirus, while the percentage of [1%] of the sample confirmed that this effect is not applicable.

9. Lack of confidence in prevention and protection policies and measures in the workplace:

[20%] of the sample indicated that they do not have confidence in the policies and measures of prevention and protection from Coronavirus in the workplace, while [78%] of the sample confirmed that they have confidence in the prevention and protection policies and measures applied in the workplace against Coronavirus, while a percentage of [2%] of the sample assured that this effect is not applicable.

10. Lack of confidence in the prevention and protection policies and measures adopted by the government:

[20%] of sample indicated that they do not have confidence in the prevention and protection policies and measures taken by the government to limit the spread of Coronavirus, while 78% of sample confirmed that they have confidence in the prevention and protection policies and measures taken by the government to limit the spread of the Coronavirus, while a percentage of [2%] confirmed that this effect is not applicable.

11. Increase in anxiety rates concerning exposure to Coronavirus in the workplace or during the commute:

About [28%] of the sample reported that they are concerned about exposure to Coronavirus in the workplace or during the coming and going, while [71%] of the sample confirmed that they are not concerned about exposure to Coronavirus in the workplace or during the coming and going, while a percentage of [1%] confirmed that this effect is not applicable.

12. Not being able to travel:

[34%] of the sample stated that they felt fear of not being able to travel, while [65%] of sample confirmed that they are not afraid of not being able to travel, while [1%] of the sample confirmed that this effect is not applicable.

Here we notice that the concerns among Ethiopian domestic female workers were more prominent compared to other nationalities, and in this regard, efforts must be made in order to study the level of the home, health, social and psychological environment in which this group works, and in general improving the living, economic, practical and psychological conditions of domestic female workers shall be taken into account as well as carrying out urgent reforms for vulnerable groups.

Eighth: The importance of providing protection and prevention measures in light of the spread of the [Covid-19] pandemic or any similar pandemic.

Table No. [18] Distribution of the sample according to the availability of protection and prevention measures in light of the spread of Coronavirus

Measure	Importance Degree			
	Very important	important	Important to some extent	Not important
Reducing workload and rescheduling the works	54%	42%	2%	2%
Provision of protection and prevention measures in the workplace	64%	35%	1%	0
Providing timely information and knowledge about the [Covid-19] pandemic	66%	34%		
Continuous disinfection of the workplace	64%	36%		
Providing a guide to prevent infection with the [Covid-19]	63%	37%		
Providing financial support during job loss	64%	35%	1%	
Protecting domestic female workers from employer abuse	65%	35%		
Involving domestic female workers in developing protection and prevention policies and measures against any pandemic, and all decisions affecting their lives	64%	35%		
Protection of domestic female workers from any type of violence [moral - physical - sexual] committed by employers	66%	34%		
Ensuring decent and safe working conditions for domestic female workers	64%	35%	1%	
Providing all the requirements to prevent infection and prepare safe conditions for work	64%	35%	1%	
Providing psychological support and necessary health care	64%	34%	2%	
Providing legal aid on how to deal with various state bodies for the purpose of accessing to justice	66%	34%		

It is evident from the results of the previous table that the sample individuals unanimously confirmed the importance of providing the specific procedures in light of the spread of [Covid-19] or any similar pandemic and with an average of [98%] for all procedures, which indicates that all the paragraphs receive great attention from the sample, which is natural attention related to the nature of the dangers that Coronavirus can wreak, which is replete with all the psychological, economic, social and other concerns.

Ninth: Suggestions

Table [19] Distribution of the sample according to the suggestions

Recommendations and suggestions	Frequency
Promote domestic female workers' rights and laws, especially during Coronavirus pandemic.	5
Protecting female workers from abuse and mistreatment of the employers.	2
The need to provide health insurance for domestic female workers.	3
Giving appreciation and attention to domestic female workers for being in the first rows to confront the emerging virus.	6
The need to provide cash compensation for female workers that are infected by the emerging Coronavirus.	
Improving the living conditions of female workers, including rest hours	4
Granting domestic female workers who work for a long time an end-of-service benefit	1
Providing legal advice and psychological and social support to female workers.	5
Reducing domestic burdens on female workers during the pandemic.	1
Providing additional wages to female workers while carrying out additional work during the pandemic.	1
Protecting female workers from arbitrary quarantine by employers and granting them the right to annual leave.	1
The necessity for maintaining social distancing and not going out during the pandemic.	8
The necessity for not forcing the worker to work while her health deteriorates.	1
The necessity for dealing with women female workers as human beings, not slaves.	3
The necessity for the Labor Recruitment Department to monitor the status of domestic female workers.	1

The previous table shows the recommendations and suggestions submitted by the sample individuals, which were preceded by a recommendation for the necessity to maintain social distancing and not go out during the pandemic, for [8] frequencies, which is a common concern associated with the entire population as a result of the fears behind the spread of the virus, which is a natural result, as the government obligated people to home isolation, and it came in second place to giving appreciation and attention to domestic female workers because they are in the first rows to confront the virus, with [6] frequencies, and this focus for some of the sample individuals comes as a result of the feeling of their great role during the pandemic, and their practical conditions which are more difficult compared to the other worker groups. Further, the female workers of the sample mentioned two recommendations, the first to promote the rights and laws of domestic female workers, especially during the pandemic, and the second to provide legal advice and psychological and social support to female workers and this is recorded with [5] frequencies, each of them as a necessity related to the nature of their work and the situation they confront, and also the sample individuals identified a number of other important recommendations mentioned in the previous table.

Tenth: Results

- It is evident from the study that most of the sample are domestic female workers, with a percentage of [67%] in the age group older than [33] years, and most of them have a low level of education, as the percentage of those who have a general secondary school certificate or a lesser certificate reached [59%], and the percentage of married women among them was 70% most of them hold Filipino citizenship. At the same time, due to their work, they are in close contact with individuals, and things that may carry the virus, and they endure psychological, social and economic pressures, as a result of their distance from their families and children, so domestic female workers are on the front lines confronting this pandemic.
- Domestic female workers' work is concentrated in general domestic work with a percentage of 68%, and the percentage of those who have achieved stability in work from three years and more is 58%, and the percentage of those who live in the house of the employer is 81%, and the percentage of the presence of another domestic worker in the same house of the employer is 45% with an average of [2-3] female workers in one house, this confirms the dependence of many families in Kuwait on them, and their effective participation in bearing the household burdens.
- Because the work of the sample individuals takes place at home, away from the eyes of oversight, it is difficult to enforce laws that protect the rights of domestic female workers, even if they exist, along with the challenges of providing the legal regulatory environment for domestic female workers in the State of Kuwait, and the working hours are not often determined appropriately, as the study showed that [89%] of female workers do not get paid annual leave. This deprivation is concentrated on 88% of the total married women and on female workers for long periods exceeding three years, accounting for 92% of the total current working period level at the employer. Further, domestic female workers are also deprived of their right to a day off with a percentage of 56%. In the same context, married women who work for periods longer than any other female workers, occupy the largest share of deprivation, in violation of Law 68 of 2015 regarding domestic work. In addition, many of them lack the right to live outside the house or even take breaks outside the house, or be given the right to make decisions related to their rights, even through consultation and the right of expression.
- The study showed, in terms of the health conditions of domestic female workers that the majority of the sample individuals were provided with adequate health conditions during the outbreak of Coronavirus, as their infection rate did not exceed 11%. At the same time, the chronic diseases of 9% of the sample individuals appeared, and the cases that felt physical and psychological health deterioration due to the pandemic reached more than 14% compared to the small number of Coronavirus infections in the employer's family which reached 12%. While 89% stated that there is no hardship in obtaining treatments and health services related to Covid-19. Moreover, there was insufficient information about Covid-19 and the means of protection and prevention since 83% of the sample reported that they do not have sufficient information and those who complained from lack health insurance reached 86% of the sample - and this is due to the fact that there

is still a comprehensive absence of national legislations that are uniformly applicable and guarantee fair and decent working conditions for domestic female workers.

- The results of the study showed a violation of a number of domestic female workers' social rights during the outbreak of Covid-19, which was represented in the exhaustion of the worker by increasing the working hours during the spread of the pandemic which reached 30% of the sample. As well as the deprivation of spending the weekly day-off outside the house reached 15% of the sample. In addition, facing hardship in caring for children reached 29% of the sample and overburdening them with tasks and exerting more effort in tasks and housework reached 29% of the sample. Undoubtedly, all of this reduces their right to rest, communicate with others and perform their social activities especially that most of them are married and are away from their countries. Furthermore, these poor female workers are sometimes forced to work in another additional house according to what 25% of the workers reported, which puts their lives at greater risk and increases the burden on them. On the other hand, and due to discrimination and social and economic prejudice, domestic female workers may be treated as carriers for diseases even if they were not.
- The poor results are evident at the level of the workplace, as 87% of domestic female workers are dominated by full-time work, and the safety measures taken during the spread of Coronavirus are deficient as they are limited to giving them the opportunity to undergo an examination to ensure that they are not infected with the virus, while the percentage of those who have been examined is not more than 16% of the total sample, and there was a decrease at the level of provision of prevention resources, as 64% of the sample were not provided with them. While the absence of sufficient information about the virus and prevention methods that should be provided by both the employer and the government reached 66% of the sample, and many of the sample individuals lost their right to reduce the workload and reschedule it by 86% of the sample. Further, the lack of psychological support reached 85% at houses, while the absence of their right to be provided with the necessary health care reached 80% of the sample.
- The results of the study showed arbitrary measures against domestic female workers during the spread of Coronavirus pandemic, the highest of which amounted to 19% for the increase in working hours, the prevention of going out from the house and the deprivation of days-off, as well as preventing their right to express opinion on topics related to Coronavirus by 13% .12% of them were subjected to verbal violence. 11% of them were subjected to house isolation. 10% of them were subjected to dismissal from work. from 4% to 10% of them were subjected to each of the other measures such as granting unpaid leave, reducing wages, deductions from the wages and not paying the wages, and exposure to physical and sexual assaults, and quarantine outside the house, as well as threats of deportation outside the state.
- The results shows the concerns of the sample about the inability to travel which reached 34% of the total domestic female workers, and also the fear of losing work by 30%, followed by increase in anxiety about exposure to Coronavirus in the workplace or during the coming and going by 28% and a percentage of 24% for each of the increased burden

of care for the members of the employer's family, and the hardship of leaving the house and moving around, while a percentage of 20% for each of the lack of confidence in the prevention and protection policies and measures in the workplace and by the government. Further, their fear of isolation and deprivation of social interaction appeared with a percentage of 19%,. In addition, they expressed their fear from the increase in violence by the employer, the reduction of the quantity, quality and lack of food, and the suspension of wages, at rates ranging between 10% and 12%.

- The results of the study revealed the poor economic, social, health, and psychological conditions of female Ethiopian female workers, compared to the rest of the other nationalities. The high economic level of employers may provide an opportunity for female workers to improve conditions, less chance of being infected with the virus, and higher opportunities for protection and prevention.
- The results of the study showed a percentage of 98% of the sample unanimously confirm the importance of providing the following protection and prevention measures in light of the spread of Coronavirus:
 - ⊙ Reducing workload and work rescheduling
 - ⊙ Providing protection and prevention measures in the workplace
 - ⊙ Providing timely information and knowledge about the [Covid-19] pandemic
 - ⊙ Continuous disinfection of the workplace
 - ⊙ Provide a guideline for the prevention of infection [Covid-19]
 - ⊙ Provide financial support during job loss
 - ⊙ Protect domestic female workers from employer abuse
 - ⊙ Involving domestic female workers in setting policies and measures to protect and prevent any pandemic and in all decisions that affect their lives
 - ⊙ Protecting domestic female workers from any type of violence (moral - physical - sexual) committed by the employers
 - ⊙ Ensuring decent and safe working conditions for domestic female workers
 - ⊙ Providing all the requirements for infection prevention and safe working conditions
 - ⊙ Providing the necessary psychological support and health care
 - ⊙ Providing legal aid on how to deal with various state bodies for the purpose of access to justice

Eleven: Recommendations

- The study recommends abolishing or amending the sponsorship system, which gives employers power over domestic female workers that limits their freedom of movement from one employer to another, and in order to enable them to have the freedom to terminate work relationships if they do not want to renew their work contracts and seek new job opportunities after terminating the first work relationship similar to the rest of the other labor groups.
- Decent working conditions should be guaranteed for domestic female workers, including their financial, social, health, psychological, and educational rights, their security and safety during the Corona pandemic and other pandemics, and observance of all procedures and measures in accordance with international standards, provided that they are not less favorable than those conditions and circumstances that female workers enjoy in other fields including the minimum wage, working hours and conditions, days of rest, periodic annual leave, and the right to express an opinion.
- The study recommends the ratification of the Decent Work Convention for Domestic Female workers No. 189 of 2011, especially that Kuwait voted in favor of approving the Convention at the International Labor Conference with the importance of harmonizing national legislation with the requirements of the Convention after its ratification, and the need for the participation and consultation of all relevant sectors, including the private sector and labor recruitment agencies and employers while harmonizing the law and setting the code of conduct for domestic female workers, employers, and recruitment agencies.
- It is necessary to review Law 68/2015 regarding domestic female workers periodically, in order to ensure that it assimilates fair human rights for domestic female workers in line with International Labor Organization Conventions and international recommendations related to ensuring the protection of women female workers, providing decent work environment and taking the necessary measures to confront the social and economic impacts of the Covid-19 pandemic.
- The study recommends the need to take additional measures to improve compliance with the law by implementing awareness campaigns aimed at making changes in the attitudes and behaviors of employers to reach the level of decent work, as well as clarifying the rights and duties of both parties [the domestic female worker- and the employer] and ensuring access to information and legal advice for domestic female workers along with raising awareness of their rights.
- Working to impose a monitoring mechanism that contacts employers and domestic female workers and conducts periodic interviews to identify the working conditions and environment and the extent of compliance with the law.
- Activating the hotline through immediate dealing with communications to raise the level of confidence of domestic female workers in the Department of Manpower Recruitment at the Public Authority for Manpower and its ability to resolve their complaints and recover their rights if this is proven, in addition to developing the hotline to deal with complaints in several languages.

- Domestic female workers make great efforts for the population in the State of Kuwait and this enables the beneficiaries to fulfill their other works, facilitates family care, relieves their burdens, and brings a large number of benefits to families, which means that they are of the main issues that must be tackled by the government at the national level by reviewing the prevailing work circumstances faced by female workers, monitoring the payment of wages and ensuring their fairness, obligating employers to provide weekly days-off and annual paid leave, providing protection from physical and sexual assault, providing appropriate health and social conditions, and carrying out continuous monitoring of employers and employment offices in a manner that guarantees the principles of justice, freedoms and observance of human rights.
- It is of the utmost importance to develop a sense of shared social and human responsibility towards domestic female workers by employers and their families in line with the teachings of the true Islamic religion and human rights principles as well as enjoying the rights and dignity associated with work.
- The study recommends that the government shall cooperate with the relevant civil society organizations to provide adequate information about Covid-19 and means of protection and prevention from infection in various languages to domestic female workers, as well as to take the necessary measures to ensure the rights of affected women and provide them with psychological support, with the importance of facilitating their access to relevant networks and specialized unions in order to enhance their security greatly and more sustainably
- The study recommends the necessity of providing the necessary compensation during wage interruption as a result of quarantine, house isolation, or loss of work, and giving special attention to providing health insurance for domestic female workers, whether by developing it within social insurance or through commercial insurance companies.
- The study suggests the need to conduct research to seek the opinion of employers, recruitment agencies and relevant government bodies, to understand the extent of their knowledge of the problem, especially related to the results of the study, and their level of understanding of the rights of domestic female workers during the Coronavirus pandemic.
- Cooperate with the Kuwaiti government to enable it to implement its obligations under the International Labor Organization Conventions ratified by the State of Kuwait
- Urging the Kuwaiti government to implement its voluntary commitments that it accepted within the Universal Periodic Review (UPR) mechanism in 2020, especially the accepted recommendations on establishing a mechanism to protect the rights of domestic female workers and imposing penalties on employers who violate the rights of their laborers, and to continue efforts aimed at protecting domestic female workers' rights by providing remedies and submitting complaints mechanisms.
- Working to protect and assist all victims of trafficking, including victims of labor trafficking and domestic servitude, with full respect for their human rights.

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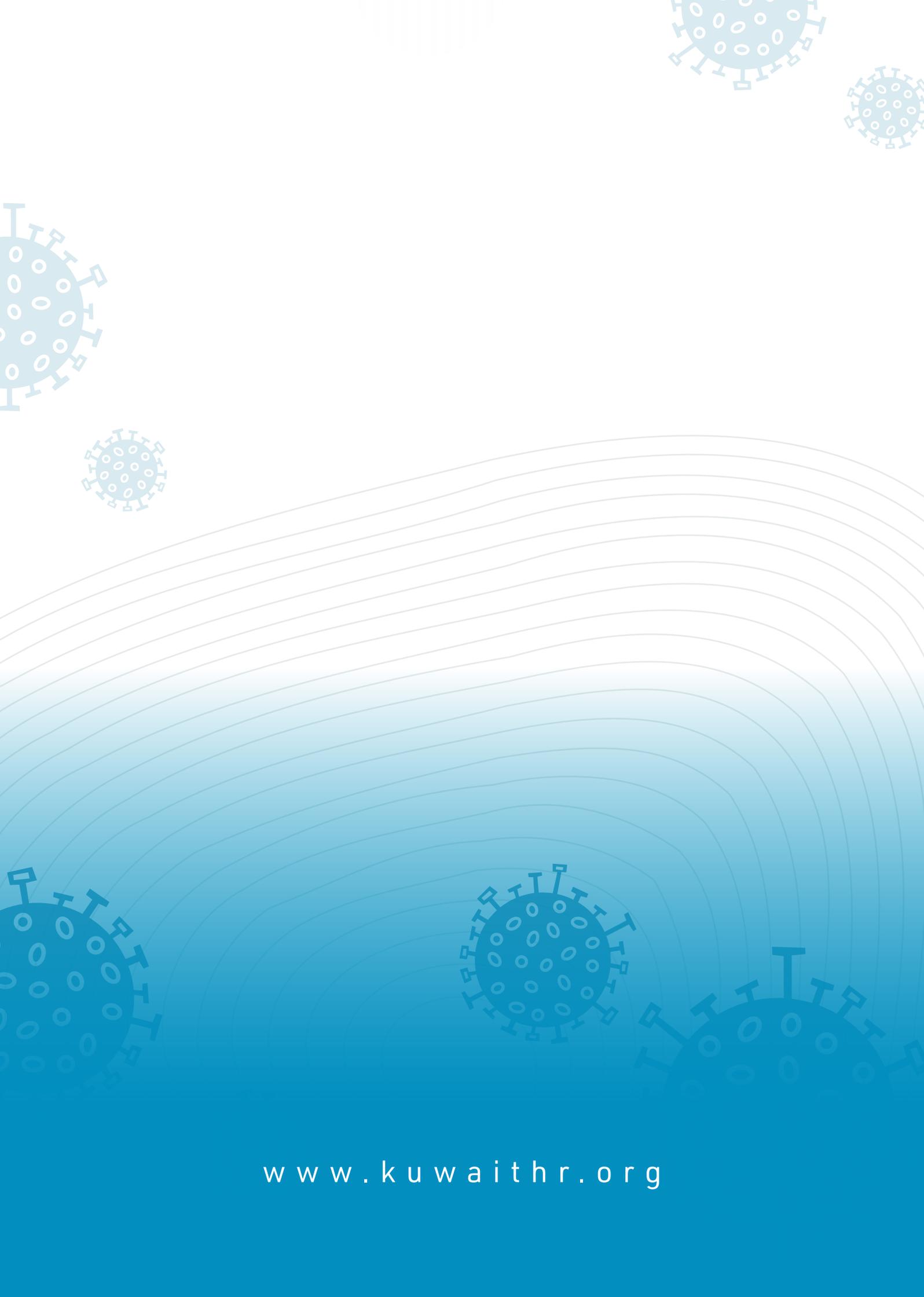
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**Impact of
Covid-19
Pandemic on
Women Rights in
State of Kuwait**



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