Coalition on Labor Justice for Migrants in the Gulf

Joint Submission to the Universal Periodic Review of Kuwait

4th Cycle | 49th Session | 28 April - 9 May 2025

Submitted by the Coalition on Labor Justice for Migrants in the Gulf

I. EXECUTIVE SUMMARY

1. In advance of Kuwait's fourth cycle UPR, this submission by the Coalition on Labor Justice for Migrants in the Gulf[1] ("the Coalition") examines Kuwait's compliance with its international human rights obligations to protect the rights of migrant workers. The information in this submission is sourced from direct evidence collected by members of the Coalition, including first-hand testimony from migrant workers in the domestic work, hospitality, and construction sectors in Kuwait.[2] [3] [4] All interviews collected have been analysed alongside legal desk research and reports of initiatives undertaken by the Government of Kuwait.

2. During Kuwait's third cycle Universal Periodic Review (UPR), the Government of Kuwait received 302 recommendations;[5] 47 of which pertained to the rights of migrant workers.[6] [7] Of these 47 recommendations:

- **31 recommendations were related to labour rights (with 25 specifically mentioning migrant workers), of which Kuwait supported 30**
- **16 recommendations pertained to the treatment of domestic workers, of which Kuwait supported 15**
- **Four recommendations were related to freedom of association, of which Kuwait supported one.**

3. Although Kuwait supported a notable number of the third cycle UPR recommendations related to the rights of migrant workers, this submission provides evidence that the State has insufficiently implemented these recommendations —particularly in relation to freedom of association, the *kafala* system, access to justice and remedy, deceptive contracts, passport confiscation, labour inspections, wage-related issues, and occupational safety and health issues exacerbated by climate change.

4. Testimony collected by Coalition partners shows that since Kuwait's last UPR, migrant workers have continued to face a range of violations documented in this submission, including many that are indicators of forced labour.[8] It is important to highlight the challenges in obtaining direct

information from migrant workers on the ground in Kuwait, due to limitations on freedom of expression and their fear of retaliation for speaking out. For example, when Coalition partners contacted over 50 migrant workers in Kuwait for in-depth interviews in 2024, only 22 were willing to participate; many declined citing fears of retaliation from employers and/or government authorities. Such limits underscore the severity of the lack of freedoms faced by migrant workers in Kuwait, the difficulty in collecting quantitative evidence, and the value of the qualitative research provided below which brings to attention such worker experiences.

II. ONGOING LABOUR RIGHTS VIOLATIONS FACED BY MIGRANT WORKERS IN KUWAIT

5. Kuwait is a signatory of several major conventions related to migrant workers' rights,[9] but notably is not a signatory of several fundamental conventions, including: the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ILO C97 (Migration for Employment), C143 (Migrant workers (Supplementary Provisions)), C189 Domestic Workers Convention, and C190 (Gender-based Violence and Harassment). The lack of such internationally recognised labor standards incorporated into Kuwait law leaves migrant workers across sectors at risk of forced labor and other violations.

6. This section provides an overview of eight major categories of violations that migrant workers continue to experience, despite relevant commitments that Kuwait made in its third cycle UPR. The below outlines Kuwait's relevant UPR commitments, developments since the last UPR in 2020, and evidence demonstrating the ongoing challenges faced by migrant workers.

A. Freedom of association

1. Lack of access to freedom of association for migrant workers

7. In Kuwait's third cycle UPR, it supported one recommendation to, "Guarantee the right to freedom of expression and association for all people…",[10] but noted three others, including a recommendation from Ireland to amend laws regulating freedom of association in compliance with the International Covenant on Civil and Political Rights (ICCPR).[11]

a. Developments since third cycle UPR

8. Kuwait has taken no major action to improve freedom of association since the third cycle. Evidence from the reporting period shows that for migrant workers, the right to freedom of association is not guaranteed, and continues to be highly restricted.

9. Migrant workers do not have the ability to fully exercise the fundamental labor right of freedom of association and collective bargaining in Kuwait. Even though Kuwait has ratified International Labour Organization (ILO) Conventions No.87 and No.98 on freedom of association and collective bargaining,[12] trade union rights continue to be limited for migrant workers in Kuwait.[13] Even when

they fulfill the criteria required to join trade unions,[14] migrant workers cannot hold leadership positions, be members of union boards, vote for union elected leaders, or participate in collective bargaining, significant limitations on this fundamental right. Furthermore, migrant domestic workers have even more restricted rights to freedom of association than migrant workers in other sectors and are not permitted to organise unions.[15] While they are covered by the Domestic Workers Act[16] and the Ministerial Decision 22/2022 which provide some basic protections,[17] these do not protect their right to organise. This context was corroborated by a 2022 observation of the ILO Committee of experts, which "note[d] with regret" that the Government had not indicated any measures taken, nor provided information on the way migrant and domestic workers exercise these fundamental rights in practice.[18]

b. Ongoing challenges

10. Migrant workers in Kuwait continue to face barriers to exercise their right to freedom of association, including inadequate inability to report violations and to access justice and remedy for violations. For example, Coalition partner organisations that support domestic workers in Kuwait report having handled nearly 150 migrant domestic worker cases on employment grievances and rights violations between January and June of 2023, and 600 between June and December of 2023.[19] This rise can be attributed in part to the awareness campaigns run by local on-the-ground advocacy organizations to make domestic workers aware of their rights and guidance on how to assert such rights, leading to more workers to report their cases.[20] Yet it is important to underscore that, in part due to the documented lack of freedom of association and fear of retaliation for making complaints, the number of cases received far underrepresents the actual number of violations that occur. Underreporting can also be attributed to restrictions on freedom of movement – 15 out of 22 workers interviewed by Coalition partners in August 2024 reported that their movement was restricted by their employer, limiting their ability to access grievances or reporting mechanisms.[21]

11. Those cases that do get reported to advocates continue to demonstrate violations of the Domestic Workers Law, and align with nearly all of the ILO indicators of forced labour – including violations related to deception, withholding of wages, physical violence, intimidation and threats, excessive overtime, and abusive working and living conditions, among others, as will be discussed further in this submission.[22] Freedom of association and collective bargaining are cornerstone rights because they create the structural conditions for trade unions and workers' movements to combat structural vulnerability and discrimination by advancing, defending, and enforcing all other labour rights – and is the most effective method to prevent and obtain remedy for forced labour and trafficking. Given that two thirds of the population of Kuwait are migrants,[23] restrictions on freedom of association impact a majority of the population of the State.

c. Recommendations on freedom of association

- Pass and implement legislation recognising all migrant workers' rights – including domestic workers – to freely associate, organise, collectively bargain and form a trade union (including migrant workers' rights to hold leadership positions in unions and participate in collective bargaining committees) in line with ILO Conventions Nos. 87 and 98.

- Ratify and effectively implement ILO Convention 189 (Domestic Workers' Convention).
- Ratify and effectively implement the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

B. Prohibition of all forms of slavery

1. *A de facto kafala system & filing of absconding charges*

12. In Kuwait's third cycle UPR, it supported three recommendations related to the *kafala* system and improving the ability to hold employers accountable and enable workers to change employers,[24] although it noted a recommendation to repeal the *kafala* system entirely.[25]

13. Across sectors, a migrant worker's immigration status in Kuwait is tied to one specific employer, and workers do not have the ability to switch employers without the permission of the employer who recruited them.[26] This system is known across the region as the *kafala* system, and while not named explicitly in the law, the system permeates the legal structures governing migrant workers in Kuwait that give employers disproportionate control over migrant workers. This imbalance of power can lead to systematic violations of migrant workers' rights that, when different indicators exist creating a situation of involuntariness and coercion, can amount to situations of forced labour.[27]

a. Developments since the third cycle UPR

14. In 2021, Administrative Decision no. 142/2021 determined that migrants could transfer to any sector with the permission of their previous employer – whereas prior they were only able to transfer jobs within the same sector and with the permission of their employer – but domestic workers were excluded from this decision.[28]

15. In 2022, a Ministerial decree was issued to expand legal protection for domestic workers and protect the rights of all parties to a domestic worker employment contract.[29] In this 2022 amendment to the Domestic Workers Law, once a worker files a complaint against an employer, the employer is barred from filing a complaint against the worker.[30] While this decree did provide some additional basic legal protections for migrant domestic workers, it did not change most aspects of the unequal power that employers have over workers, nor the rights violations migrant domestic workers experience due to employer control over freedom of association and freedom of movement.[31] The UN Human Rights Committee also articulated in 2023 the persistence of such conditions, noting the importance of "repealing the practice of absconding," "holding employers, sponsors, and recruitment agencies accountable for their abuses, imposing adequate sanctions", and "facilitating access to justice for migrant domestic workers."[32]

16. In December 2023, the Ministry of Interior introduced a feature on its 'Sahel' App that enables employers to file absconding cases against domestic workers – a move that was framed as a part of Kuwait's "advancing the digital transformation initiative,"[33] and that simplified processes for employers, but did not provide any further protections for workers.[34]

17. A July 2024 decision determined that domestic workers could transfer to the private sector only between July and September 2024, but required permission of the employer and payment of fees, among other conditionalities.[35] A 2024 Ministerial Resolution then determined that starting 3 November 2024, migrant workers employed on government projects could transfer employers if they met a set of preconditions, including residing in Kuwait for at least a year, had an expired contract, approval from their employer, and payment of a KD 350 fee.[36] These preconditions put the option out of reach for many. Further, this followed a short amnesty period enabling workers to regularize their status (*see para. 36 for details*), at which point many migrant workers left the country with a hope of returning back after "fixing" their residency status.[37]

b. Ongoing challenges

18. Under Kuwaiti legislation, labour law exclusions and a de facto *kafala* (tied visa) system leave migrant workers across sectors in Kuwait in structurally precarious situations and exposed to risks of forced labour. Migrant domestic workers are not afforded the same labour rights protections as private sector workers, and migrant domestic workers in particular are explicitly excluded from private sector labour law provisions.[38] A 2015 reform was intended to remedy legislative gaps and provide greater protections specifically for domestic workers,[39] [40] but discriminatory gaps persist.[41]

19. One aspect of employer control over workers is the employer's ability to file an "absconding" charge: if a migrant worker does not show up for work without explanation – even because the worker is seeking to escape a vulnerable situation – the employer has the power to file such a complaint, which can result in criminal charges and deportation for the worker. Absconding charges are frequently filed or threatened as a consequence for a worker complaining about employment conditions, such as excessive work hours[42] or withholding of wages. Such conditions are not uncommon: 18 of 22 workers interviewed by Coalition partners in August 2024 reported working excessive work hours, with most of them – mainly migrant domestic workers – working up to 16-17 hours a day often without any days off or adequate breaks.[43] Migrant workers in hospitality face similar challenges, working 12-hour shifts in hotels with only a half-hour break, with some even reporting restrictions on bathroom breaks.[44]

20. Furthermore, despite the reforms of the 2022 Ministerial Decision,[45] in practice, Coalition partners received reports that employers continue to file complaints against migrant workers who have complained about employment conditions.[46] The absconding law itself operates as a barrier to migrant workers – particularly migrant domestic workers – being able to report abuse given that workers subject to absconding charges are deported and enables situations of forced labour to persist.

21. Migrant domestic workers reported to Coalition partners experiencing physical abuse, intimidation, and threats, especially threats of absconding charges in retaliation for complaining about working conditions – all of which are indicators that can reveal a situation of forced labour.[47] For example, in March 2024 a worker reported that an employer burned her with acid and forced her to drink it for complaining about her working conditions to the employer.[48] Workers also reported experiencing or being threatened with deportation, future visa bans, and having absconding cases filed against them as a consequence for complaining about work conditions to

the employer.[49]

22. Furthermore, interviews with migrant workers in August 2024 found that 19 out of 22 workers interviewed were subjected to intimidation and threats by their employers; and that they could not change their employer if they wanted to do so.[50] One Nepali worker employed in hospitality reported that his employer exercised coercive control over him by retaining two months of his salary to prevent the worker from leaving or complaining: "*My employer kept my two month's salary on hold and every month they pay my salary from 2 months before. Whenever I ask them to provide withheld salary, they threaten me saying that if I continued asking, I would be sent back home.*"[61]

c. Recommendations on the de-facto kafala system and filing of absconding charges

- Prohibit employers from filing "absconding" charges to retaliate against workers and hold non-compliant employers accountable with adequate penalties.
- Ensure all migrant workers, including domestic workers, can meaningfully exercise their right to freedom of movement.
- Provide all domestic workers the right to change employers and/or sectors of employment employers without required permission of employer.
- Mandate that all migrant domestic workers be provided with one day off per week, and ensure that this policy is implemented in practice to allow them access to unions, advocates, and accountability mechanisms.

2. Lack of access to complaint mechanisms and remedy

23. In Kuwait's third cycle UPR, the Government of Kuwait supported two recommendations about improving complaint mechanisms and access to remedy.[52]

a. Developments since the third cycle UPR

24. Since its last review in 2020, the Public Authority for Manpower (PAM) launched an online complaint mechanism through which workers can report violations through the internet, without the need to go to an office in person.

25. In addition, PAM has established shelters for migrant workers who are facing challenges and need to leave their employer-provided accommodation – but current shelters are not sufficient in numbers or in the breadth of services provided to fulfill the needs of workers. In its 2020 national report for the UPR, Kuwait reiterated that it has established a women's shelter with a capacity for 500 workers;[53] and in 2024, PAM announced a plan to establish a men's shelter for migrant workers, but this has yet to be implemented.[54]

b. Ongoing challenges

26. The majority of workers interviewed by the Coalition in August 2024 reported not being aware of existing support or justice mechanisms, and 14 workers reported that they were not aware of where

and how to seek help or file a complaint if needed.[55] Migrant workers in a September 2024 focus group held by Coalition partners highlighted that Kuwait has not taken action to remove restrictions on and expand their access to justice, an issue raised in the third cycle UPR.[56]

27. In Kuwait's National Report following the third cycle UPR, it stated that PAM was seeking to make migrant workers aware of online complaint mechanisms,[57] yet workers report that they still face significant difficulty in reporting their abuses using online platforms, which were rolled out in 2023. This is due to barriers including language, illiteracy, and lack of awareness that the online complaints mechanisms exist.[58] [59] In practice, the webpage is only accessible in Arabic, and the online platform requires information that domestic workers often do not have access to – like the full name and civil identification number of their employer.[60]

28. Regarding the shelters, the women's shelter capacity of 500 is low, and not adequate for the number of workers who need support; entrance is by referral only, which workers in emergency situations may not have.[61] Origin country embassies also offer shelter beds yet numbers are quite limited, and the Government of Kuwait has also requested embassies of countries of origin to stop sheltering domestic workers, even while Kuwait state shelters are over capacity. For example, in May 2023 PAM received over 400 Filipina domestic workers after "the Philippines embassy's illegal shelter was shut down," which resulted in hundreds of deportations and criminal cases being filed.[62] Furthermore, most African countries do not have an embassy in Kuwait,[63] putting many African workers at further risk of rights' violations as they have fewer resources from which they can seek help in cases of abuse. These circumstances mean that many migrant workers – particularly undocumented domestic workers – have no place to seek refuge if trying to escape abusive working conditions.[64]

c. *Recommendations on complaint mechanisms and remedy*

- Ratify and effectively implement Convention C190 (Gender-based Violence and Harassment).
- Raise awareness among migrant workers about PAM's online complaint mechanisms, with materials made available in languages spoken by migrant workers.
- Simplify the procedures necessary for migrant workers to submit complaints through the PAM online complaint mechanism.
- Ensure that PAM's online complaint mechanism is accessible in languages spoken by migrant workers, and ensure that migrant workers have the practical means to access and track information received on the online complaint mechanism.
- Enforce that adequate remedy is provided to all migrant workers.

3. Deceptive contracts

29. In Kuwait's third cycle UPR, the Government of Kuwait supported four recommendations related to improving the protection of and compliance with migrant workers' contracts.[65]

a. *Developments since the third cycle UPR*

30. There are no developments to note related to improving deceptive contracts.

b. Ongoing challenges

31. Migrant workers reported to the Coalition in 2023 and 2024 being made to perform work not specified in their contracts, misled about key aspects of their employment, including their job roles, salary, benefits, and even the identity of their employer.[66] [67] Contract substitution is a form of deception, which in turn is an indicator of the possible existence of a situation of forced labour. Deception relies on abuse of vulnerability — which is another indicator of a potential situation of forced labour.[68] As one worker from Nepal employed in the hospitality sector reported:

> "*I was initially contracted to work as a waiter in a hotel. However, upon my arrival in Kuwait, I was forced to work as a cleaner, and my contract was altered to reflect this new role. When I objected, I was threatened and told that a significant amount of money had been invested to bring me, and therefore, I must comply with their demands. With no other options available and my passport already confiscated, I had no choice but to accept the situation."*[69]

32. Migrant domestic workers have reported to Coalition partners that they face forced contract extensions against their will, made to continue working even after the expiration of their contract and unable to leave their job. This gives rise to situations of involuntary work, which when paired with conditions of coercion can constitute a situation of forced labour.[70] This issue is particularly prevalent among African migrant domestic workers, in part because many African countries of origin don't have embassies in Kuwait and this leaves their nationals without a key avenue of support: embassies often provide support to migrant domestic workers with disputes, contract renewal, and other bureaucratic processes.[71] [72] [73]

33. Contract substitution contravenes the Domestic Workers Law (No. 68 of 2015), which states that the employer is prohibited from assigning any work other than what is in the agreed upon contract.[74] Many migrant domestic workers are unaware that there is a standard contract imposed by PAM, and that the minimum monthly wage is 75 KD (or $250 USD), and thus cannot enforce their rights.[75] [76] While contracts are required to be provided in both Arabic and English, they are not required to be provided in a migrant worker's native language. This can lead to misunderstandings about contract terms, the rights guaranteed under them, including how to contest a breach of contract or a change of terms.[77]

c. Recommendations on contracts

- Enhance intergovernmental cooperation and coordination with migrant worker country of origin embassies to ensure that migrant workers are receiving necessary information on their rights, contracts, and pre-departure training before arriving in Kuwait.
- Intensify awareness efforts for migrant workers around what is considered a legally permissible contract, how to identify forced labour, and resources to help if they find themselves in forced labour.

- Mandate that recruitment agencies for both private sector and domestic workers provide detailed contracts in the native language of the worker; and if the worker is not able to read, then provide translation.
- Provide post-arrival training for migrant workers, particularly domestic workers, to improve their knowledge of the country's context, laws, and rights.

4. Passport confiscation

34. In Kuwait's third cycle UPR, the Government of Kuwait supported two recommendations to address the passport confiscation of migrant workers by employers — including one explicitly recommending the criminalisation of passport retention by employers.[78]

a. Developments since the third cycle UPR

35. The Government of Kuwait has not criminalised passport retention by employers in the reporting period. Passport confiscation (or retention) is a form of control exercised by employers, and is another indicator that can point to a situation of forced labour.[79] Yet the Government introduced a new regulation in 2022 stating that, "An employer of a domestic worker is permitted to keep the worker's passport and ID if the worker has given their consent."[80]

36. A lack of documentation places workers at risk of exploitation and deportation, whether due to passport confiscation or undocumented migration. Since the third cycle UPR there have been several instances of both deportation campaigns and amnesty initiatives for undocumented migrant workers. In 2023, Kuwait deported an average of more than 100 people per day.[81] In January 2024, Kuwait announced a "pay-for-amnesty" policy, in which undocumented workers were given a chance to pay to regularise their status, but the policy was rescinded one day later.[82] Another amnesty scheme then took place between March and June 2024 — and the day after the amnesty scheme ended, 450 migrants were deported and denied entry to any GCC countries for five years.[83] At a Coalition-led focus group, workers voiced the importance of providing amnesty to undocumented workers, but noted that the periods are far too short to have the needed impact.[84]

38. In 2024 the Ministry of Interior announced a policy to imprison or fine any residents "sheltering or employing visa violators."[85] This policy also targets "fake companies that exploit foreign workers by hiring them without providing actual employment" — a positive development towards holding employers accountable for recruitment fraud.[86]

b. Ongoing challenges

38. Under both the Private Sector and Domestic Workers' Laws, passport confiscation is prohibited[87] — yet many employers continue to do so to exert control over workers' movement. Between June and December 2023, a Coalition partner handled nearly 50 complaints of passport confiscation.[88] Of 22 migrant workers employed in the construction, domestic, and hospitality sectors interviewed in August 2024, 19 reported having their passport confiscated by their employer.[89] One worker employed in the hospitality sector said, *"I have asked for my passport many times, but each time they said that I will get it back only at the time to go back home."*[90]

39. Lack of access to their own passport can prevent migrant workers from leaving their employment for fear of deportation, and deny them the ability to access better employment conditions: passports are essential for travel, to apply for another job, and to access justice. The occurrences described above provide evidence that the Government is not effectively monitoring or implementing its laws on passport confiscation or holding violators to account.

c. Recommendations on passport confiscation

- Criminalise passport confiscation by employers.
- Hold employers accountable for violations of passport confiscation and other labor rights violations by improving screening in labor inspections and strengthening prosecutions.

C. Right to work and to just and favourable conditions of work

1. Limited labour inspections for migrant workers

40. In Kuwait's third cycle UPR, the Government of Kuwait supported one recommendation to "Strengthen protection of the rights of migrant workers, particularly domestic workers, including by creating a specialized labour inspection body…".[91]

a. Developments since third cycle UPR

41. Kuwait is obligated under ILO Convention No.81 to conduct labour inspections.[92] According to the ILO, in 2023 Kuwait reported that a governmental committee had conducted 154 inspections in licenced and unlicensed enterprises, resulting in the detection of 2,029 cases of workers without work permits.[93] However, domestic workers continue to face extreme barriers to labour inspections, as recognised by international bodies. In 2023, the UN Human Rights Committee recommended that, among other steps, the Government improve the protection of migrant domestic workers by: strictly enforcing labour legislation and the implementation of labour inspections.[94]

b. Ongoing challenges

42. Despite limited progress noted above, Kuwait continues to have a low number of labour inspectors conducting inspections. Under the law, the PAM (the body authorised to carry out inspections) is not permitted to inspect working conditions inside the private homes of employers where migrant domestic workers are employed. The PAM is only permitted to inspect registered recruitment offices and companies,[95] and there are currently no effective inspections of unregistered recruitment agencies.[96] These restrictions represent a severe limitation on the effectiveness of labour inspections for migrant domestic workers.

43. Such limitation significantly reduces the ability of the Government of Kuwait to effectively enforce laws protecting migrant domestic workers and limits the possibility of facing a potential labour inspection to deter abuse by employers. [97] According to the 2024 U.S. Department of State's Trafficking in Persons Report, PAM "utilized 47 inspectors to conduct 26,096 workplace and recruitment agency inspection visits."[98] Comparatively, as of December 2023, the Domestic

Workers Department (DWED) "conducted 101 inspections of domestic worker recruitment firms that resulted in 116 violations against registered recruitment agencies."[99] This ratio is incredibly low and insufficient: each PAM inspector is making over 555 visits, and 101 inspections of domestic worker recruitment firms does not provide adequate insight into the employment arrangements of the roughly 750,000 migrant domestic workers employed across private homes in the country.[100]

c. Recommendations

- Mandate that labor inspections are conducted at the workplaces where domestic workers are employed.
- Extend all protections provided to workers in the Private Sector Labour Law to migrant domestic workers, including removing barriers to labour inspections in private homes.

2. *Occupational safety and health hazards for migrant workers exacerbated by climate change*

44. In Kuwait's third cycle UPR, the Government of Kuwait supported one recommendation to "Take stronger and more effective measures to improve the dire conditions of migrant workers, in particular domestic ones, and to respect and promote their human rights without discrimination."[101]

a. Developments since third cycle UPR

45. During the summer months, Kuwait experiences extreme weather conditions, including extreme heat and dust storms. A 2015 decision from PAM[102] prohibits working in outdoor areas between 11 a.m. - 4 p.m. This policy has continued to be implemented since the third cycle UPR.

46. In 2023, the Kuwait Ministry of Public Works developed a safety manual to inform workers on health and protection procedures in construction sites.[103]

b. Ongoing challenges

47. Kuwait is experiencing extreme weather conditions and warming twice as fast as the global average.[104] The consequences are severe, particularly for migrant workers. There are over 31 million migrant workers employed across the Gulf Cooperation Council countries,[105] and in Kuwait, migrant workers account for about 70% of the country's population.[106]

48. Migrant workers in Kuwait report a lack of awareness about the impact of climate change on their human and labour rights, due to receiving minimal information about it from the State.[107] In 2021, the Kuwait Society for Human Rights reported 170 violations of the outdoor work ban in just a two-week period.[108] In violation of the PAM decision, migrant workers who perform outdoor work are therefore still reporting being forced to work under extreme heat. This can lead to serious injuries and, in some cases, death — and studies have shown this is an ongoing pattern that is expected to increase as temperatures continue to rise.[109] [110] This evidence demonstrates that the Government is not adequately monitoring or implementing occupational health and safety laws relating to heat. As migrant workers are denied the right to form unions and participate in

collective bargaining in practice, they are further prevented from complaining about dangerous or difficult working conditions without facing retaliation.

49. Furthermore, in June 2024, amidst high summer temperatures, a fire at a seven-story migrant working housing accommodation killed 49 people and injured more than 50. While under scrutiny from international media, Kuwaiti authorities began a crackdown on building code violations "ordering people to leave their homes on minimal notice," leaving many workers without shelter.[111] This disaster highlights the need for greater health and safety inspections of migrant worker accommodation, and other preventative measures, to ensure better protections for migrant workers.

c. Recommendations

- Intensify awareness-raising campaigns about occupational safety and health, particularly in the face of climate change events, developed in partnership with unions, migrant workers themselves, and other worker organisations, and hold dialogues with migrant worker groups and coalitions to ensure campaigns are meeting the needs of workers.
- Implement monitoring of PAM's outdoor work ban to ensure it is enforced.

D. Equality and non-discrimination

1. Wage theft & nationality-based discrimination

50. In Kuwait's third cycle UPR, the Government of Kuwait supported one recommendation related to ensuring respect for minimum wage and non-discrimination, including one from Belgium to "Ensure effective legal protection for migrant workers, in particular with regard to working time, respect for a minimum wage and access to social and medical services, in accordance with international standards."[112] In Kuwait's National Report submitted to the Human Rights Council following the last UPR, it noted, "the State offers…the absence of discrimination between citizens and foreign workers and policies and measures to protect against forced labour." However, worker experiences in the years since the report exemplify that this is not the case in practice.[113]

a. Developments since third cycle UPR

51. In September 2021, the Minister of Commerce and Industry issued a decision to abolish all forms of discrimination in the private sector, and eliminate forms of harassment against women in the private sector, in line with international standards.[114]

b. Ongoing challenges

52. Migrant workers of across nationalities report being paid varied wages for the same work based on their country of origin, which amounts to nationality-based wage discrimination.[115]
As a Nepali worker employed in the construction sector highlighted:

> "*I have been working here for nine years, but my salary is still only 200 dinars. Meanwhile, Filipino and Egyptian workers joining later than me and working in same job have already been*

promoted and received salary raises. When I asked my supervisor, a local national, about this disparity, he told me - since you are Nepali, whatever the company is paying you should be enough."[116]

53. Furthermore, evidence shows that migrant workers across are not being paid the wages they were promised in their contracts. Interviews conducted in 2024 by Coalition partner Equidem found that 14 out of 22 workers interviewed reported wage-related violations, including wages being less than the amount promised or mentioned in contract, delay payment and non-payment.[117] The majority of the domestic workers interviewed reported that their employers often delay payments by two to three months. Workers also reported their employers not paying them end-of-service benefits as required by contract. As one worker described:

"My employer often pays me in an interval of 2 to 3 months. I need to send money home on a monthly basis to pay back my loan, child's school fees and other household expenses. However, I am scared to ask my employer to pay on a monthly basis."[118]

54. Migrant workers with disabilities also face discrimination related to wages, medical care, and work hours, among other issues.[119] Furthermore, migrants are excluded from major disability rights laws, which places them in situations of even greater vulnerability to severe exploitation, such as forced labour.[120]

c. Recommendations on wage theft and discrimination

- Ratify and effectively implement ILO Convention 97 (Migration for Employment), C143 (Migrant workers (Supplementary Provisions))
- Ensure all workers are paid equally for equal work, regardless of their nationality, disability status, or any other protected characteristic
- Ban the payment of recruitment fees paid by migrant workers to employers or recruitment agencies.
- Initiate investigations and legal actions against employers and recruitment agencies that impose such recruitment fees on workers.

ANNEX:
Third cycle UPR recommendations related to labour rights and freedom of association

47 of the recommendations received by Kuwait during its third cycle UPR pertained to the rights of migrant workers. 31 related to labour rights (with 25 specifically mentioning migrant workers), of which Kuwait supported 30. 16 recommendations pertained to the treatment of domestic workers, of which Kuwait supported 15. Furthermore, Kuwait received 4 recommendations related to freedom of association, but supported only one.

Methodology note: Method for counting recommendations involved tallying those recommendations with a "theme" categorised in the Kuwait Third Cycle Matrix of Recommendations as "labour rights & right to work," "human trafficking & contemporary slavery," and "freedom of association;" as well as other recommendations that included mention of "domestic workers."

#	Recommendation	Recommending Country	"Theme" (per UN HRC)	Supported or Noted
157.146	Guarantee the right to freedom of expression and association for all people and especially for journalists, activists and human rights defenders (Uruguay);	Urugay	Freedom of association	Supported
157.15	Amend the relevant laws on public gatherings and non-governmental organizations to guarantee the freedoms of association and peaceful assembly, in line with international standards (Czechia);	Czechia	Freedom of association	Noted
157.162	Strengthen mechanisms to prevent the exploitation and abuse of migrant workers, and ensure full respect for their human rights (Ecuador);	Ecuador	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.163	Repeal the kafalah sponsorship system (Italy);	Italy	Labour rights and right to work	**Noted**
157.165	Take further measures to investigate all cases of human trafficking for the purposes of forced labour and sexual exploitation, and prosecute and punish all perpetrators (Montenegro);	Montenegro	Human trafficking & contemporary slavery	Supported
157.166	Strengthen measures to combat human trafficking and protect the rights of the victims (Nigeria);	Nigeria	Human trafficking & contemporary slavery	Supported
157.167	Protect and assist all victims of trafficking, including victims of labour trafficking and domestic servitude, with full respect for their human rights (North Macedonia);	North Macedonia	Human trafficking & contemporary slavery	Supported
157.168	Continue to ensure the implementation of the national strategy on combating trafficking in persons (Philippines);	Philippines	Human trafficking & contemporary slavery	Supported
157.169	Continue the positive engagement with international actors to combat human trafficking (Saudi Arabia);	Saudi Arabia	Human trafficking & contemporary slavery	Supported
157.17	Maintain efforts to increase international cooperation in combating trafficking in persons, especially women and children, as well as exchanging and taking advantage of experiences and good practices in that area (Cuba);	Cuba	Human trafficking & contemporary slavery	Supported
157.171	Strengthen efforts to implement the national strategy to combat human trafficking (State of Palestine);	State of Palestine	Human trafficking & contemporary slavery	Supported
157.172	Establish a mechanism to protect the rights of domestic workers and impose sanctions on employers who violate the rights of their employees (Thailand);	Thailand	Labour rights and right to work; Human trafficking & contemporary slavery	Supported

157.173	Ensure all employers are aware of their obligations under Kuwaiti law concerning domestic workers, including the illegality of passport confiscation and debt bondage (United Kingdom of Great Britain and Northern Ireland);	UK	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.174	Take measures to grant workers appropriate rights, including the freedom to change employers and leave the country (Afghanistan);	Afghanistan	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.175	Ensure that the rights afforded to migrant workers are enforced for all categories of migrant workers, including domestic workers (Canada);	Canada	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.176	Strengthen the enforcement of provisions for the protection of foreign and domestic workers and for combating forced labour (France);	France	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.177	Take further measures to protect the rights of foreign workers, including domestic workers (Japan);	Japan	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.178	Continue to improve the rights of domestic workers, including mechanisms for complaints and sanctions for violations of the law (Norway);	Norway	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.179	Strengthen measures and mechanisms to monitor employers ' compliance with the Domestic Workers Law (Philippines);	Philippines	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.18	Redouble efforts with regard to the kafalah system (Spain);	Spain	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.182	Continue efforts to implement the provisions of the National Labour Code (Morocco);	Morocco	Labour rights and right to work	Supported
157.19	Continue cooperation programmes with the International Labour Organization (Ukraine);	Ukraine	Labour rights and right to work	Supported
157.197	Continue efforts to enable the labour market to be linked with skilled workers and those with higher education (India);	India	Labour rights and right to work	Supported
157.218	Continue promoting and implementing social, economic and occupational capacity-building programmes for women in order to improve women ' s capabilities and foster their participation in public life (Brunei Darussalam);	Brunei Darussalam	Labour rights and right to work	Supported
157.244	Continue to implement policies and programmes for combating all forms of domestic violence against women and children, including violence against domestic workers (Myanmar);	Myanmar	Human trafficking & contemporary slavery	Supported

157.250	Continue to implement policies and programmes for combating all forms of domestic violence against women and children, including violence against domestic workers (Serbia);	Serbia	(*Note: Included in count because of mention of domestic workers)*	Supported
157.274	Continue to strengthen the country ' s successful measures to make the labour market accessible to people with disabilities (Belarus);	Belarus	Labour rights and right to work	Supported
157.277	Ensure effective legal protection for migrant workers, in particular with regard to working time, respect for a minimum wage and access to social and medical services, in accordance with international standards (Belgium);	Belgium	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.278	Continue with the actions and initiatives aimed at the protection of vulnerable groups, in particular refugees and asylum seekers (Benin);	Benin	Human trafficking & contemporary slavery	Supported
157.279	Allocate greater resources to awareness-raising programmes for foreign contract workers on their rights and duties, as well as on the laws and customs of Kuwait (Viet Nam);	Viet Nam	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.281	Strengthen protection of the rights of migrant workers, particularly domestic workers, including by creating a specialized labour inspection body and criminalizing the retention of passports by employers (Brazil);	Brazil	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.282	Continue efforts towards the protection of the rights of migrant workers (India);	India	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.283	Improve the dissemination of relevant legislation on the rights and duties of foreign workers so as to mitigate incidents that they face (Mozambique);	Mozambique	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.284	Strengthen measures to ensure access to legal protection by migrant workers (Myanmar);	Myanmar	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.285	Continue efforts to protect the rights and welfare of migrant workers, including women domestic workers, by ensuring access to remedies and complaint mechanisms (Nepal);	Nepal	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.286	Scale up efforts in the promotion and protection of the rights of migrants and domestic workers (Nigeria);	Nigeria	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.287	Take further steps to improve the protection of the rights of migrant workers including through effective enforcement of relevant laws and policies (Philippines);	Philippines	Human trafficking & contemporary slavery	Supported

157.288	Take stronger and more effective measures to improve the dire conditions of migrant workers, in particular domestic ones, and to respect and promote their human rights without discrimination (Portugal);	Portugal	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.289	Continue strengthening measures to improve the working and living conditions of migrant workers (Republic of Korea);	Republic of Korea	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.29	Further implement the legislative framework adopted in order to ensure the protection of migrant workers (Romania);	Romania	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.295	Ensure equal access to education, health care and employment for the Bidoon population is enshrined in legislation (Canada);	Canada	Labour rights and right to work	Supported
157.49	Amend the 1979 Public Gatherings Act, the 2015 Cybercrime Law, and the 2006 Press and Publications Law to protect the freedoms of association, peaceful assembly and expression, and release those detained for exercising these rights (United States of America);	USA	Freedom of association	Supported/Noted
157.62	Fully implement the Domestic Workers Act and investigate and prosecute all abuses and violence against domestic workers (Austria);	Austria	Labour rights and right to work; Human trafficking & contemporary slavery	Supported
157.64	Take steps to ensure the full implementation of the Private Sector Employment Act No. 6 of 2010 to ensure the protection of migrants and foreign workers (Ghana);	Ghana	Labour rights and right to work	Supported
157.67	Amend restrictive laws regulating the rights to association, peaceful assembly and freedom of expression, both online and offline, so that they are fully compliant with the International Covenant on Civil and Political Rights, particularly articles 19 and 21 (Ireland);	Ireland	Freedom of association	Noted
157.76	Strengthen women ' s rights by amending the Nationality Law to ensure Kuwaiti women have equal rights with men to transmit citizenship and by beginning data collection on gender-based violence and ensuring access to justice for all victims, to include domestic workers (United States of America);	USA	Access to justice and remedy (*Note: Included in count because of mention of domestic workers)*	Noted
157.98	Continue to promote gender equality in the workplace and reduce the wage gap (Sri Lanka);	Sri Lanka	Labour rights and right to work	Supported

[1] The Coalition on Labor Justice for Migrants in the Gulf was founded in 2023, and is led by international civil society organisations and global union federations representing independent trade unions. It is calling for governments and employers to respect the agency of migrant workers in Gulf Cooperation Council (GCC) countries to exercise their fundamental human and labour rights throughout recruitment, migration, employment, and return.

[2] Between August and September 2024,Coalition partner Equidem's team of investigators conducted in-depth, confidential and one-on-one interviews (virtually) with 22 workers from Bangladesh, India, and Nepal employed in Kuwait's hospitality, construction, and domestic work sectors. Cited throughout submission as: Equidem Interviews (Aug-Sept 2024).

[3] Coalition partners held a focus group in September 2024, which was attended by 16 participants including four advocates and experts, and 12 migrant workers employed in the private and domestic work sectors (four men and eight women) from different Asian and African communities, including from the Philippines, Ethiopia, Kenya, South Sudan, Egypt and other nationalities. Two were migrant workers with disabilities. Cited throughout submission as: Coalition-led focus group (Sept 2024).

[4] Coalition partners have been receiving, monitoring, and analysing complaints from domestic workers in Kuwait since 2023.

[5] Of the 302 recommendations Kuwait received, it supported **230** recommendations at the adoption of its UPR outcome at Human Rights Council 44, in July 2020 (an increase of 29.21% with respect to the 2nd cycle); and noted 72. See OHCHR (2020), Kuwait Universal Periodic Review Infographic.

[6] Method for counting recommendations involved counting those recommendations with a "theme" categorised in the Kuwait Third Cycle Matrix of Recommendations as "labour rights & right to work," "human trafficking & contemporary slavery," and "freedom of association," as well as other recommendations that included mention of "domestic workers."

[7] Third Cycle UPR Recommendations 157.146, 157.15, 157.162, 157.163, 157.165, 157.166, 157.167, 157.168, 157.169, 157.17, 157.171, 157.172, 157.173, 157.174, 157.175, 157.176, 157.177, 157.178, 157.179, 157.18, 157.182, 157.19, 157.197, 157.218, 157.244, 157.250, 157.274, 157.277, 157.278, 157.279, 157.281, 157.282, 157.283, 157.284, 157.285, 157.286, 157.287, 157.288, 157.289, 157.29, 157.295, 157.49, 157.62, 157.64, 157.67, 157.76, & 157.98. See Annex for a chart of the recommendations' details.

[8] Equidem Interviews (Aug-Sept 2024); Coalition-led focus group (Sept 2024).

[9] International Convention on Civil and Political Rights (ICCPR); International Convention on Economic, Social and Cultural Rights (ICESCR); Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); Convention on the Elimination of Racial Discrimination (CERD); ILO C029 (Forced Labour); C081 (Labour Inspection); C105 (Abolition of Forced Labour); C111 (Discrimination in Employment); C087 (FOA and Right to Organise); and C098 (Right to Organise and Collective Bargaining).

[10] Recommendation 157.146 (Uruguay)

[11] Recommendation 157.49 (United States), 157.67 (Ireland), and 157.150 (Czechia)

[12] ILO, C087 — Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); ILO, C098 — Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

[13] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (Dec 2023).

[14] See Private Sector Labour Law, No. 6 of 2010.

[15] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait', (Dec 2023).

[16] Law No. 68 / 2015 covers basic labour protections for domestic workers, around issues including contracts, working hours, rest, and overtime. ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (2023). ; State of Kuwait, Law No. 68 for the year 2015 regarding domestic workers.

[17] Ministerial Decision No. 22 / 2022 "further regulates the recruitment, working conditions, transfer of employment and repatriation of migrant domestic workers." ILO, Direct Request (CEACR) - adopted 2022, published 111st ILC session (2023) - Kuwait ; Ministerial Decision 22/2022 on the Executive Regulations of Act No. 68 of 2015.

[18] ILO, 'Observation (CEACR) - adopted 2021, published 110th ILC session (2022), *Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Kuwait (Ratification: 2007)*'.

[19] Complaints received by IDWF (Jan - December 2023).

[20] Ibid; Coalition partner reports.

[21] Equidem interviews (Aug-Sept 2024).

[22] Complaints received by IDWF (Jan 2023 - June 2024). ; Equidem interviews (Aug-Sept 2024).

[23] Kuwait Central Statistical Bureau, Population Estimates in Kuwait by Age, Nationality and Sex at 1-1-2024, (2024).

[24] Recommendations 157.74 (Afghanistan), 157.172 (Thailand), and 157.180 (Spain).

[25] Recommendation 157.163 (Italy)

[26] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (2023).

[27] ILO, 'Hard to see, harder to count Handbook on forced labour surveys,' (2024).

[28] Migrant-Rights.org (March 2021), Kuwait issues a new decision to eas job transfer of migrant workers.

[29] Ministerial Decision 22/2022 on Law No. 68 of 2015

[30] Ministerial Decision 22/2022 on Law No. 68 of 2015

[31] Ministerial Decision No. 22 / 2022 "further regulates the recruitment, working conditions, transfer of employment and repatriation of migrant domestic workers." ILO, Direct Request (CEACR) - adopted 2022, published 111st ILC session (2023) - Kuwait ; Ministerial Decision 22/2022 on the Executive Regulations of Act No. 68 of 2015.

[32] UN Human Rights Committee, 'Concluding observations on the fourth period review of Kuwait,' (2023).

[33] Arab Times Kuwait (Jan 2024), 'MoI introduces new 'Sahel' service for domestic worker leave notifications,' ; Kuwait Local (Dec 2023), 'Absconding Cases Registration on 'Sahel' App.'

[34] Kuwait Local (Dec 2023), 'Absconding Cases Registration on 'Sahel' App.'

[35] The Times Kuwait (July 2024), 'Domestic workers can now transfer to private sector starting July 14.'

[36] The Times Kuwait (Sept 2024), 'Transfer of project visas to be permitted in November,' ; Kuwait Times (Sept 2024), 'Nod to project visa transfers.'

[37] Coalition-led focus group (Sept 2024).

[38] State of Kuwait, New Private Sector Labour Law No. 6 of 2010 with Explanatory Memorandum, Article 5.

[39] U.S. Department of State, '2023 Trafficking in Persons Report: Kuwait,' (2023).

[40] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (2023).

[41] For instance, while the national private sector law mandates eight hour workday maximums, and six hour maximums during Ramadan; Law No. 68 permits domestic workers to work 12 hours per day, and does not provide reduced hours during Ramadan – a period in which domestic workers are at higher risk of exploitation that can amount to forced labor. Source: Migrant-Rights.org, 'Domestic workers face harsher working conditions as Ramadan begins,' (14 Mar 2024).

[42] Equidem interviews, (Aug-Sept 2024).

[43] Ibid.

[44] Ibid.

[45] Ministerial Decision 22/2022 on Law No. 68 of 2015

[46] Complaints received by IDWF (Jan 2023 - June 2024).

[47] ILO, 'ILO Indicators of Forced Labour.'

[48] Complaints received by IDWF (Jan 2023 - June 2024).

[49] ILO, 'What are forced labour, modern slavery and human trafficking?', (2024).

[50] Equidem interviews, (Aug-Sept 2024).

[51] Equidem interviews, (Aug-Sept 2024), Nepalese man employed in the hospitality sector in Kuwait on August 12, 2024.

[52] Recommendations 157.178 (Norway), 157.285 (Nepal)

[53] UN Human Rights Council, (Nov 2019), 'Kuwait: National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21.'

[54] Arab Times Kuwait (May 2024), 'Kuwait's Manpower Ministry to provide shelter for male expat workers.'

[55] Equidem interviews, (Aug-Sept 2024).

[56] Coalition-led focus group (Sept 2024).

[57] UN Human Rights Council, (Nov 2019), 'Kuwait: National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21.'

[58] Complaints received by IDWF (Jan 2023 - June 2024).

[59] Migrant-Rights.org, 'Kuwait launches new electronic service for domestic labor disputes,' (23 Jan 2023).

[60] Complaints received by IDWF (Jan 2023 - June 2024).

[61] ILO, 'Regulatory Framework Governing Migrant Workers,' (2023).

[62] Kuwait Times, 'Manpower authority's shelter receives 412 Filipina workers, (30 May 2023), https://e.gov.kw/sites/kgoenglish/Pages/Visitors/TourismInKuwait/MovingAroundInKuwaitForiegnEmbassiesInKuwait.aspx.

[63] The only African countries with embassies in Kuwait include: Ethiopia, Eritrea, Benin, South Africa, Zimbabwe, Senegal, Swaziland, Sierra Leone, Kenya, Niger, Nigeria, Botswana, Central African Republic, Togo, Malawi, Lesotho, Djibouti, & Liberia. Source: State of Kuwait, 'Foreign Embassies in Kuwait.'

[64] Santos, A., 'Kuwait, Philippines ties tense of migrant workers' rights,' *DW,* (30 May 2023).

[65] Recommendations 157.279 (Viet Nam), 157.277 (Belgium), 157.175 (Canada), and 157.179 (Philippines).

[66] Complaints received by IDWF (Jan 2023 - June 2024).

[67] Equidem interviews (Aug-Sept 2024).

[68] ILO, 'ILO Indicators of Forced Labour.'

[69] Equidem interviews (Aug-Sept 2024), Nepalese man employed in the hospitality sector in Kuwait interviewed on August 12, 2024.

[70] ILO, 'Hard to see, harder to count Handbook on forced labour surveys,' (2024).

[71] Complaints received by IDWF (Jan - December 2023).

[72] The only African countries with embassies in Kuwait include: Ethiopia, Eritrea, Benin, South Africa, Zimbabwe, Senegal, Swaziland, Sierra Leone, Kenya, Niger, Nigeria, Botswana, Central African Republic, Togo, Malawi, Lesotho, Djibouti, & Liberia. Source: State of Kuwait, 'Foreign Embassies in Kuwait.'

[73] State of Kuwait, 'Foreign Embassies in Kuwait,' (2023).

[74] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait', (Dec 2023).

[75] Ibid.

[76] Complaints received by IDWF (Jan 2023 - June 2024).

[77] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait', (Dec 2023).

[78] Recommendations 157.173 (United Kingdom of Great Britain and Northern Ireland) and 157.281 (Brazil)

[79] ILO, 'ILO Indicators of Forced Labour.'

[80] Ministerial Decision 22/2022 on Law No. 68 of 2015; ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait', (Dec 2023).

[81] Middle East Monitor (Aug 2023), 'Kuwait has deported over 100 expats per day so far in 2023: Report.'

[82] Migrant-Rights.org (Feb 2024), 'Op-ed: Kuwait's backtracking on 'pay-for-amnesty' policy fails to protect rights of migrants.'

[83] Gulf News (July 2024), 'Kuwait: 450 illegals rounded up in crackdown after amnesty ends; Deportees can't enter other GCC countries for 5 years.' ; Americans for Democracy & Human Rights in Bahrain (July 2024), 'The Aftermath of Kuwait's Amnesty Scheme: The Start of Another Mass Deportation.'

[84] Coalition-led focus group (Sept 2024).

[85] Gulf News (June 2024), 'Kuwait: Six-month jail term and KD600 fine for harbouring visa violators,' ; Arab Times (June 2024), 'Sheltering Visa Violators? 6 Months Jail or KD 600 Fine.'

[86] Ibid.

[87] ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (Dec 2023)..

[88] Complaints received by IDWF (Jan 2023 - June 2024).

[89] Equidem interviews, (Aug-Sept 2024).

[90] Equidem interviews, (Aug-Sept 2024), Nepalese woman employed in the domestic sector in Kuwait interviewed on August 13, 2024.

[91] Recommendation 157.281 (Brazil).

[92] ILO, C081 — Labour Inspection Convention, 1947 (No. 81), Article 1 & 3.

[93] ILO, Direct Request (CEACR) - adopted 2023, published 112nd ILC session (2024) *Labour Inspection Convention, 1947 (No. 81) - Kuwait (Ratification: 1964)*.

[94] UN Human Rights Committee, 'Concluding observations on the fourth period review of Kuwait,' (2023).

[95] Kuwait Center for Research and Studies, 'The Rights of Domestic Workers Between Legislative System and Enforcement Through Law No. 68 of Year 2015,' (2018).

[96] Coalition-led focus group (Sept 2024).

[97] Kuwait Center for Research and Studies, 'The Rights of Domestic Workers Between Legislative System and Enforcement Through Law No. 68 of Year 2015,' (2018).

[98] U.S. Department of State, '2024 Trafficking in Persons Report: Kuwait,' (June 2024).

[99] Ibid.

[100] ILO (Dec 2021), 'Making decent work a reality for domestic workers in the Middle East: Progress and prospects ten years after the adoption of ILO Domestic Workers Convention, 2011 (No. 189)'.

[101] Recommendation 157.288 (Portugal)

[102] Public Authority for Manpower Decision (535/2015). ILO, 'Regulatory Framework Governing Migrant Workers: Kuwait,' (Dec 2023).

[103] Ministry of Public Works (2023), Occupational Safety and Health Booklet: Second Edition (Arabic).

[104] Alahmad, B. et. al., 'Climate change and health in Kuwait: temperature and mortality projections under different climate scenarios,' (June 2022).

[105] World Bank Group, 'World Development Report 2023: Migrants, Refugees, and Societies,' (2023).

[106] Kuwait Central Statistical Bureau, 'Population Estimates in Kuwait by Age, Nationality and Sex at 1-1-2024,' (Jan 2024).

[107] Coalition-led focus group with Migrant Workers from Africa and the Philippines working in Bahrain and Kuwait (May 2024).

[108] Kuwait Society for Human Rights, 'Within half a month...170 violations of the decision prohibiting working in the sun,' (15 June 2021).

[109] Alahmad B, et. al,, 'Extreme heat and work injuries in Kuwait's hot summers', *Occupational and Environmental Medicine* (2023), **80:**347-352.

[110] Recent independent research has found that "substantial increases in the risk of occupational injury to migrant workers from extremely hot temperatures despite the ban on midday work policy in Kuwait," and that that "'calendar-based' regulations may be inadequate to provide occupational heat protections, especially for migrant workers." Alahmad B, et. al,, 'Extreme heat and work injuries in Kuwait's hot summers', *Occupational and Environmental Medicine* (2023), **80:**347-352.

[111] The New York Times (Aug 2024), 'A Deadly Fire Exposes the Plight of Low-Paid Migrants in Wealthy Kuwait.'

[112] Recommendation 157.288 (Portugal) & 157.277 (Belgium).

[113] UN Human Rights Council, (Nov 2019), 'Kuwait: National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21.'

[114] Kuwait News Agency (Sept 2021), 'The Minister's decision to ban discrimination in employment in the private sector aims to improve Kuwait's position in business environment indicators.'

[115] Equidem interviews, (Aug-Sept 2024).

[116] Equidem interviews, (Aug-Sept 2024), a Nepalese man employed in Kuwait in the construction sector interviewed on September 23, 2024.

[117] Equidem interviews, (Aug-Sept 2024).

[118] Equidem interviews, (Aug-Sept 2024), A Nepalese woman employed in Kuwait in domestic sector interviewed on August 12, 2024.

[119] Coalition-led focus group (Sept 2024).

[120] Coalition-led focus group (Sept 2024) ; Public Authority for Disability Affairs (PADA) Law, No. 8 of 2010.