

STATE OF KUWAIT

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)
Department of Economic and Social Affairs (UNDESA)
United Nations

September 2004

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KUWAIT

[Click here](#) for detailed map



Source: [The World Factbook - Kuwait](#)

Government type

Nominal constitutional monarchy

Independence

19 June 1961 (from UK)

Constitution

Approved and promulgated 11 November 1962 ([click here](#))

Legal system

Civil law system with Islamic law significant in personal matters; has not accepted compulsory International Court of Justice jurisdiction

Administrative divisions

5 governorates (muhafazah); Al Ahmadi, Al Farwaniyah, Al 'Asimah, Al Jahra', Hawalli

Source: [The World Factbook - Kuwait](#)

After independence, Kuwait enjoyed an unprecedented period of prosperity under Amir Sabah al-Salim Al Sabah, who died in 1977 after ruling for 12 years. The country was transformed into a highly developed welfare state with a free market economy.

In August 1990, Iraq invaded Kuwait under the pretext of Kuwait's alleged excessive extraction of petroleum from the oil field situated on both sides of the border.¹ Following several weeks of aerial bombardment, a UN-mandated coalition led by the United States began a ground assault in February 1991 that restored independence. During the 7-month occupation by Iraq, the Amir, the Government of Kuwait, and many Kuwaitis took refuge in Saudi Arabia and other nations.

Following restored independence, the UN, under Security Council Resolution 687, demarcated the Iraq-Kuwait boundary on the basis of previous agreements from 1932 and 1963 between the two states. In November 1994, Iraq formally accepted the UN-demarcated border with Kuwait, which had been further spelled out in UN Security Council Resolutions 773 and 883.

Source: [U.S. Department of State \(Background Notes\) - Kuwait](#)

¹ [Federal Foreign Office - Kuwait: History](#). The part of the oil field on Kuwaiti territory is known as Al-Ratqa, whereas the part on Iraqi territory is known as Al-Ramliya.

1. General Information

1.1 People	Kuwait	Saudi Arabia	UAE ⁱ	2
Population				a
Total estimated population (,000), 2003	2,521	24,217	2,995	
Female estimated population (,000), 2003	1,003	11,218	1,048	
Male estimated population (,000), 2003	1,518	12,999	1,947	
Sex ratio (males per 100 females), 2003	151	116	186	
Average annual rate of change of pop. (%), 2000-2005	3.46	2.92	1.94	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	26	39	25	
Female population aged 60+ (%), 2003	3	4	3	
Male population aged 60+ (%), 2003	3	4	2	
Human Settlements				c
Urban population (%), 2001	96	87	87	
Rural population (%), 2001	4	13	13	
Urban average annual rate of change in pop. (%), '00-'05	2.64	3.63	2.22	
Rural average annual rate of change in pop/ (%), '00-'05	0.52	-0.54	-1.89	
Education				d
Total school life expectancy, 1998/1999	8.7	..	10.7	1
Female school life expectancy, 1998/1999	9.2	..	..	1
Male school life expectancy, 1998/1999	8.2	..	..	1
Female estimated adult (15+) illiteracy rate (%), 2000	20.4	33.1 ⁱⁱ	20.9	2
Male estimated adult (15+) illiteracy rate (%), 2000	16.1	17 ⁱⁱ	25.2	2
Employment				e
Unemployment rate (15+) (%), 2000	..	..	2.3 ⁱⁱ	1
Female adult (+15) economic activity rate (%), 1995	43	15 ⁱⁱⁱ	31	2
Male adult (+15) economic activity rate (%), 1995	83	80 ⁱⁱⁱ	92	2

Notes: ⁱ United Arab Emirates; ⁱⁱ Based on registered unemployment from employment office records; ⁱⁱⁱ 1992

1.2 Economy	Kuwait	Saudi Arabia	UAE ⁱ	3
GDP				a
GDP total (millions US\$), 2002	32,791	186,489	..	
GDP per capita (US\$), 2002	15,585	8,432	..	
PPP GDP total (millions int. US\$), 2002	33,378 ⁱⁱ	246,544	..	
PPP GDP per capita(int. US\$), 2002	15,864 ⁱⁱ	11,148	..	
Sectors				b
Value added in agriculture (% of GDP), 2004	..	4.5	..	
Value added in industry (% of GDP), 2004	..	55.2	..	
Value added in services (% of GDP), 2004	..	40.3	..	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2004	5.9 ⁱⁱⁱ	12.0	..	
Private consumption (% of GDP), 2004	49.6 ⁱⁱⁱ	30.1	..	
Government consumption (% of GDP), 2004	25.9 ⁱⁱⁱ	23.2	..	

Notes: ⁱ United Arab Emirates; ⁱⁱ Figures are for 2001 or 2000; ⁱⁱⁱ 2003

² [United Nations Statistics Division](#):

^a [Statistics Division and Population Division of the UN Secretariat](#); ^b [Statistics Division and Population Division of the UN Secretariat](#); ^c [Population Division of the UN Secretariat](#); ^{d1} [UNESCO](#); ^{d2} [UNESCO](#); ^{e1} [ILO](#); ^{e2} [ILO/OECD](#)

³ [World Bank - Data and Statistics](#):

^a [Quick Reference Tables](#); ^b [Data Profile Tables](#); ^c [Country at a Glance](#)

1.3 Public Spending	Kuwait	Saudi Arabia	UAE ⁱ	
Public expenditures				4
Education (% of GNP), 1985-1987	4.8	7.4	2.1	a
Education (% of GNP), 1995-1997	5.0	7.5	1.7	a
Health (% of GDP), 1990	4.0	..	0.8	
Health (% of GDP), 1998	..	..	0.8	
Military (% of GDP), 1990	48.5	12.8	..	b
Military (% of GDP), 2000	8.2	11.6	..	b
Total debt service (% of GDP), 1990	..	..	..
Total debt service (% of GDP), 2000	..	..	..

Notes: ⁱ United Arab Emirates

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>						
		Kuwait 1991-1995	Kuwait 1996-2000	Middle East & North Africa average ⁵ 1996-2000	Gulf States average ⁴ 1996-2000	High income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁶	(,000)	..	202.7			
	(% pop.)	..	11.21	0.65	0.68	2.80
Sub-national Government ⁵	(,000)	..	0.0			
	(% pop.)	..	0.00	0.65	0.68	2.80
Education employees	(,000)	..	32.8			
	(% pop.)	..	1.81	0.96	1.63	1.32
Health employees	(,000)	..	14.3			
	(% pop.)	..	0.79	0.20	0.31	1.08
Police	(,000)	..	..	
	(% pop.)	..	..	0.37	0.76	..
Armed forces	(,000)	..	15.3			
	(% pop.)	..	0.82	0.91	1.73	0.53
SOE Employees	(,000)	..	27.2			
	(% pop.)	..	1.51	2.67	..	..
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	6.26	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	12.2	10.0	11.1	11.2	4.2
Total Central gov't wage bill	(% of exp)	26.9	35.4	32.6	40.6	16.4
Average gov't wage	(,000 LCU)	..	3.57			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	3.59			
Average gov't wage to per capita GDP ratio		..	0.65	..	2.4	1.7

Source: World Bank - Public Sector Employment and Wages

⁴ UNDP - Human Development Report 2002

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁵ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁶ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

In 1962, an elected Constituent Assembly drew up the constitution of Kuwait. The constitution came into force on January 29, 1963 when the first Kuwaiti National Assembly convened. The system of government is based on the separation of powers. Legislative power is vested in the Amir and the Assembly. Executive power is vested in the Amir, as the head of state, and in the cabinet. Judicial power is vested in the courts, which exercise it in the name of the Amir within the limits of the constitution.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Constitution](#)

2.1 Legislative Branch

Unicameral National Assembly or Majlis al-Umma (65 seats).⁷

women in parliament: 0 out of 65 seats: (0%).⁸

The Kuwaiti legislature is the unicameral National Assembly (Majles Al-Ummah). It currently has 65 members, including fifty who are elected for four-year terms of office. Each of Kuwait's 25 constituencies elects two members to the Assembly.⁹ 15 In addition, 15 cabinet ministers are appointed by the Amir who sit as ex officio members. Elected officials may also serve in the cabinet, in which case the number of ex officio members is reduced accordingly.

The National Assembly debates policies and government programs and passes laws. It is also permitted to question ministers and take a vote of no confidence in individual members of the government. Withdrawal of confidence from a minister takes place by a majority vote of the members constituting the Assembly excluding ministers. The question of confidence in the prime minister may not be raised before the National Assembly. Nevertheless, if the National Assembly decides that it cannot cooperate with the prime minister, the matter is submitted to the Amir. In such a case, the Amir may either relieve the prime minister of office and appoint a new cabinet or dissolve the National Assembly.

Regular annual parliamentary sessions are convened for no less than eight months. Every year, the Assembly meets in October at the invitation of the Amir; if the invitation is announced late, the meeting is held on the third Saturday of the month in which it is announced. Sittings of the National Assembly are public, though they may be held in secret upon the request of the government, the president of the Assembly, or ten of its members; and if the meetings are held in other places or times than assigned, their results must be canceled according to the Law. The debate on such a request is held in secret. The National Assembly is called by decree to an extraordinary session if the Amir deems it necessary, or upon the demand of the majority of the members of the Assembly. A quorum of half the members must be present for any session to continue.

Fact box:

elections: Last held 6 July 2003 (next to be held 2007)
election results: seats - Islamists 21, government supporters 14, liberals 3, and independents 12; all cabinet ministers are also ex officio members of the National Assembly

⁷ Source of fact boxes if nothing else stated: [The World Factbook - Kuwait](#)

⁸ [Inter-Parliamentary Union - Women in National Parliaments](#)

⁹ [kuwait-info.com - National Assembly](#)

The National Assembly elects a speaker and a deputy speaker from among its members by an absolute majority vote of the members present in the first round or, if necessary, by a relative majority in a second round of voting. The speaker has the powers to convene sessions, establish and modify the agenda, organize the debates and set speaking times, examine the admissibility of bills and amendments, refer texts to a committee for study, set up committees, decide how the vote is carried out, and cancel a vote in the event of irregularities. He can bring items outside the agenda to the floor, and thus organize impromptu debates. He draws up the budget of the Assembly, submits it to the Bureau of the National Assembly, takes part in voting, proposes bills or amendments, and intervenes in parliamentary oversight procedures. He is also consulted by the head of state prior to the appointment of the prime minister and plays a specific role in the conduct of foreign affairs and defense matters, in collaboration with the executive branch.

The Bureau of the National Assembly consists of the speaker, the deputy speaker, the secretary, the chairmen of the Legislative and Legal Affairs Committee and of the Financial and the Economic Affairs Committee.

According to article 159 of the Rule of Orders, the government draws up an annual draft budget comprising the revenue and expenditure of the state, and submits it to the National Assembly for discussion and approval, at least two months before the end of the fiscal year. According to article 171 of the Rule of Orders, The Financial Control Diwan (Audit Bureau) is attached to the National Assembly in line with article 151 of the Constitution and assists the government and the National Assembly in controlling the collection of the state revenues and the disbursement of its expenditures within the limits of the budget. The Diwan submits to both the government and the National Assembly an annual report on its activities and its observations.

The constitution stipulates that no law may be promulgated unless the National Assembly passes it. The decisions of the Assembly are only valid when more than half of the members are present. If the National Assembly confirms a bill by a two-thirds majority vote, the Amir promulgates the bill. If the bill does not receive the said majority, it may not be reconsidered during the same session. If the National Assembly, in another session, passes the same bill by a majority vote, the Amir promulgates the bill as law. Promulgation of laws takes place within thirty days from the date of submission by the National Assembly to the Amir.

The constitution empowers the Amir to dissolve the National Assembly by a decree, in which the reasons for dissolution are indicated. The Minister of State for Parliamentary Affairs oversees the activities of the parliament on behalf of the executive branch.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Legislature](#)

2.2 Executive Branch

cabinet: Council of Ministers appointed by the prime minister and approved by the monarch
elections: none; the monarch is hereditary; prime minister and deputy prime ministers appointed by the monarch

Kuwait is a constitutional, hereditary emirate ruled by princes (Amirs) who have been drawn from the Al Sabah family for over 200 years. Under the 1962 Constitution, the National Assembly has a limited role in approving the Amir's choice of the Crown Prince, who succeeds the Amir upon his death. If the National Assembly rejects his nominee, the Amir then submits three names of qualified candidates from

among the direct descendants of Mubarak the Great, from which the Assembly must choose the new Crown Prince.

For almost 40 years, the Amir has appointed the Crown Prince as Kuwait's Prime Minister. However, in an unprecedented development, the Amir formally separated the two positions and appointed a new Prime Minister in July 2003.

Source: [U.S. Department of State \(Background Notes\) - Kuwait](#)

The Amir appoints the prime minister and two deputy prime ministers. The Council of Ministers is appointed by the prime minister and approved by the Amir. The number of Ministers in all are not allowed to exceed one-third of the number of the members of the National Assembly.¹⁰

The Amir has the right to initiate and promulgate laws and to issue decrees and regulations necessary for the execution of the laws.

The Amir declares defensive war and martial law by decree. Such decrees are referred to the National Assembly within fifteen days. Martial law may not continue unless a decision to that effect is made by a majority vote in the Assembly. The Amir also concludes treaties by decree and transmits them to the National Assembly for approval.

The Amir appoints and dismisses civil, military, and diplomatic officials. The Amir may grant a pardon or commute a sentence. However, a general amnesty is only granted by law. In the event of his absence outside the country and the inability of the heir apparent to act as deputy for him, the Amir appoints a deputy who, at a special sitting of the National Assembly, takes the oath to be loyal to the Amir.

The Amir or one-third of the National Assembly has the right to propose revising provisions in the Constitution by amending, deleting or adding new ones.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Constitution](#)

Fact box:

chief of state: Amir JABIR al-Ahmad al-Jabir Al Sabah (since 31 December 1977)

head of government: Prime Minister SABAH al-Ahmad al-Jabir Al Sabah (since 13 July 2003); First Deputy Prime Minister NAWWAF al-Ahmad Al Sabah (since 2003); Deputy Prime Ministers JABIR MUBARAK al-Hamad Al Sabah (since 2001) and Muhammad Dayfallah al-SHARAR (since 2003)

2.3 Judiciary Branch

High Court of Appeal.

The legal system of Kuwait is an amalgam of British common law, French civil law, Islamic legal principles, and Egyptian law. The Kuwaiti Constitution of 1962 provides for an independent judiciary, and Law No. 19 of 1959 (amended in Law No. 19 of 1990) regulates the organization and functioning of the judiciary. The major legal codifications include the Civil Code, contained in Decree Law No. 67 of 1980; the Code of Civil Procedure, contained in Law No. 38 of 1980 (amended in Law No. 47 of 1994); the Commercial Code, contained in the Law of Commerce No. 68 of 1980 (amended by Law No. 45 of 1989); the Penal Code, contained in Law No. 16 of 1960; and the Code of Criminal Procedure, contained in Law No. 17 of 1960.

Court proceedings are public unless keeping the peace requires they be closed, and some Court decisions are made public in the official Gazette. The judiciary is administered by the Judicial Council, which consists of the President and Deputy of the Court of Cassation, the President and Deputy of the Court of Appeal, the

¹⁰ [Constitution of the State of Kuwait](#)

Attorney General, the President of the Al-Kulliyya Court, and the Deputy of the Ministry of Justice.

The judiciary is structured in three levels. At the base of the hierarchy are the Courts of First Instance. These Courts handle civil, commercial, personal status and penal matters separately. Judgments in cases involving misdemeanors punishable by less than three years of imprisonment or fines of less than 250 Kuwaiti dinars cannot be appealed to a higher level court; commercial and civil judgments involving fines less than 1,000 dinars are final. The Courts of Appeal, which sit in panels of three judges, serve as both intermediate and final courts of appeal.

The Court of Cassation, added to the system in 1990, sits at the apex of the Kuwaiti judiciary and serves as the final court of appeal. Divided into Commercial, Civil, and Criminal Boards, the Court's judgments are not legally binding on the lower courts, yet they are normally respected.

Law No. 14 of 1973 established the Constitutional Court, which has exclusive jurisdiction to interpret the constitutionality of legislation and is empowered to review electoral contestations. The Court is comprised of five members who are chosen by the Judicial Council by secret election, and one reserve member who is appointed by decree. Although judges of the other courts may be non-Kuwaiti, judges of the Constitutional Court must be Kuwaiti nationals. An important guide to the judiciary in rendering opinions about legislation is the Explanatory Note stating the intentions of the legislature that frequently accompanies legislative acts.

There are a number of courts with specialized jurisdictions. Law No. 26 of 1969 established the Court of State Security, which is authorized to try cases related to the internal and external security of the state. The Court is composed of three members who are recommended by the Minister of Justice and authorized by decree. Judgments made by this court cannot be appealed.

Judges are appointed by Amiri decree, and may not assume any other profession after appointment. The Judicial Council must authorize the impeachment of a judge, and the Judiciary Disciplinary Council must exercise disciplinary action. The retirement age of members of the judiciary is 65. The legal profession is governed by Law No. 42 of 1964.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Judiciary \(edited\)](#)

2.4 Local Government

The state of Kuwait stands out among the Gulf States for its elected municipal authorities that control the administration of a number of public services. Fiscally, however, the government remains highly centralized. Kuwait also has five governorates, which largely exist as administrative units for the central government.

Kuwait's Municipal Council was established in 1932. Over the past seventy years, the national government has assumed some functions previously controlled by Kuwait's municipality, but the Council still retains several important responsibilities. The local government provides a wide variety of public services including roads, urban planning, sanitation, garbage, food inspection, and licensing. The Municipal Council has recently focused on housing, environmental issues, streamlining and coordinating its bureaucracy, and simplifying licensing procedures. The Council is composed of sixteen members: ten who are elected and six who are appointed by the Amir. The Council includes five subcommittees that divide up administrative responsibilities.

The last municipal election occurred in June 1999. This was the third municipal election since the Iraqi occupation and eighth in the nation's history. An estimated 14% of the population (188,000 men) was eligible to vote. The government calculated turnout at 62%, which was higher than in previous elections. There were 58 candidates for the ten seats in ten different constituencies. Tribal-affiliated candidates fared well in the election, winning six of the seats.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Decentralization \(edited\)](#)

3. The State and Civil Society

3.1 Ombudsperson

Source: [Institution](#) - [Title](#)

3.2 NGOs

Source: [Institution](#) - [Title](#)

3.3 Civil Society

Law 24, issued in 1962, controls the political and legal framework within which civic organizations in Kuwait operate. According to Law 24 the Ministry of Social Affairs monitors associations that receive state subsidies. Amendments to Law 24 in 1965 prohibited associations from engaging in political activities. Law 24 does not govern the Kuwait Chamber of Commerce and Industry.

There are no formal political parties in Kuwait, but quasi-political groups of Bedouins, merchants, moderate Sunni and Shi'a activists, secular liberals, and nationalists are organized. Political parties are illegal in Kuwait, though members of parliament conform to unofficial national blocs. Kuwaiti civil society is made up of public interest associations, trade unions, and many informal groups.

Particularly noteworthy are the cooperative societies, which informally perform civic as well as economic tasks. Their primary function is to purchase foodstuffs and household goods and distribute them through retail outlets. The cooperatives control more than 80 percent of the retail food market. Each Kuwaiti resident over 18 years of age is eligible to subscribe to the neighborhood's cooperative societies. Subscribers are entitled to a share of the cooperative society's annual profit, and all subscribers, including women, have the right to vote. To serve on the board of a cooperative is one way of developing a base of support in a particular neighborhood and is a common step toward launching a campaign for election to the National Assembly. The Ministry of Social Affairs has considerable supervisory powers over these societies' activities. The minister may, for example, dissolve the elected board of a society if he deems it to be involved in inappropriate activities, or if funds have been mismanaged.

The government gives partial financial support to some politically oriented civil society organizations and has the right to dissolve them at any time. Trade unions, however, cannot be dissolved without a court ruling. The General Confederation of Kuwaiti Workers, the Kuwait Oil Company Workers Union, and the Federation of Petroleum and Petrochemical Workers are the important trade union federations in the country.

Almost all associations registered as public benefit societies receive funds from Kuwait's government. In addition, they receive other benefits from the government, such as reimbursements for traveling expenses to certain conferences or missions, allowance of a limited number of government employees to work for some organizations on a leave basis, and the arrangement of grants for specific projects. These state funds are not necessarily sufficient for operating a civil society organization, depending on the type and scope of the society's activities. Many active

organizations, therefore, do their own fund raising, which usually generates income far exceeding the government funds they receive.

In Kuwait, there are 55 societies with 40,000 members organized with diverse goals, such as gender reform, political and economic liberalization and the promotion of Islamic values. In addition to these official societies, there are numerous public meetings in homes, collectively called Diwanias. Their number has increased in recent years, and they play an important role in the political process. Though most Gulf Corporation Council countries have Diwanias, they typically do not exercise the same role elsewhere as they do in Kuwait.

Workers have the right to join unions, but the government has restricted this right by only allowing one union per occupational trade. Also, there is only one trade federation of unions in Kuwait. Only 5.6% of the workforce was part of a union or labor group in 2002. According to labor laws, workers have the right to organize and bargain collectively, but in reality, this is rare and strikes are almost unheard of.

The 1961 Press and Publishing Law governs the media in Kuwait. According to Kuwait's constitution, freedom of opinion and press is guaranteed within the limits of the law. After the Iraqi invasion, Iraqi forces had taken over all media, but a few Kuwaiti newspapers and Radio Kuwait managed to operate outside the country. In 1992, the government lifted censorship following Kuwait's return to sovereignty and removed other press restrictions. The Council of Ministers, however, retains the authority to suspend newspapers. The Ministry of Information runs the government press and the radio and television broadcasting stations. Copies of all publications need to be submitted to the ministry in advance for approval. The ministry does not grant license to magazines with a political focus. The General Organization of Printing and Publishing controls the printing, publishing, and distribution of informational materials.

The Ministry of Information operates the Kuwait News Agency (KUNA) and the three stations of Radio Kuwait and the Kuwait Television station. Although no Kuwaiti television stations are privately owned, residents have access to satellite broadcasting without government interference. There is also a Kuwait Satellite Channel for viewers abroad. The constitutional court in Kuwait has strengthened the principle of free expression in the Kuwaiti society. Discussing and respecting divergent opinions is one of the most prominent features of societal discourse in Kuwait. The government emphasized the citizen's right to political participation, although this right is restricted to male members only.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Civil Society \(edited\)](#)

4. Civil Service

4.1 Legal basis

Act No. 18 of 1960 to promulgate the Labour Code for the Public Sector

Al-Jarida Al-Rasmiya, 1960-06-20, No. 280(Bis), pp. 1-13

Provides for the conditions of appointment in the public sector, the categories of employees, their wages, allowances, promotion and leave. Also provides for official holidays, industrial injuries and occupational diseases, penalties, severance pay, dismissal, and the right to organize.

Decree Law No. 15 of 1979 concerning the Civil Service¹¹

Kuwait al-Yaum, 1979-04-09, NO. 1241, pp. 1-10

Orders the establishment of a civil service commission under the chairmanship of the Prime Minister. Specifies the function and the composition of the commission, provides for general rules governing the civil service, and for the rights and obligations of civil servants, and for the modalities relative to termination of employment. A memorandum providing a detailed explanation of the provisions of the Decree Law is attached.

Decree of 4 April 1979 on the regulation of the Civil Service

Kuwait al-Yaum, 1979-04-09, No. 1241, p. 11-21

Regulates various aspects of the Civil Service, including appointment skill evaluation, wage increases, promotions, transfers, secondment, holidays, disciplinary actions, and the termination of appointment. Also provides for the establishment of a council of staff affairs. A list of grades and corresponding wages is annexed.

Source: [International Labour Organization \(NATLEX\)](#) - [Kuwait: Public and Civil Servants](#)

Article 4 of Law 15 of 1979 establishes the Civil Service Council under the chairmanship of the Prime Minister or a minister he delegates from the Council. The following governmental decrees were issued for establishing the council:

The Decree issued on April 22, 1979 concerning the formation of the Civil Service Council and its operating system.

The Decree issued on March 23, 1981 stating the right of the Prime Minister to delegate a minister of the Council's member to chair it. Also, other decrees were issued concerning its re-formation.

The Civil Service Council has formed a number of subsidiary committees, e.g. a Salaries committee and an Employment Systems Development committee

Source: [Official Website of the State of Kuwait](#) - [Civil Service Council](#)

4.2 Recruitment

Source: [Institution](#) - [Title](#)

¹¹ Amended several times: Law no. 13 of 1984, Law no. 17 of 1984, Law no. 59 of 1986, Law no. 63 of 1986 ([click here](#)), Decree Law no. 2 of 1989. Paragraph 5 of Article 32 repealed by Act no. 22 of 1995.

4.3 Promotion

Source: Institution - Title

4.4 Remuneration

Source: Institution - Title

4.5 Training

Source: Institution - Title

4.6 Gender

Source: Institution - Title

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	Country						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
35	Kuwait	5.3	4	1.7	3.3 – 7.4	4	3.8 – 6.3
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Kuwait has no special commissions or institutions charged with eliminating corruption.¹² However, at the request of the government, a scoping mission on transparency and anti-corruption was conducted in September 2002. One central objective of the mission was to develop the Terms of Reference and identify the key institutions to be involved. The Council of Ministers assigned the responsibility for developing the Transparency and Anti-Corruption Strategy to the Citizens Services and Governmental Bodies Assessment Agency.

In January 2003, the Higher Committee for Economic Development and Reform conducted a survey in conjunction with the World Bank that probed public attitudes about government decision-making, including issues of governance, corruption, privatization and public sector reform.ⁱ

In June 2003, a World Bank mission produced a report, "Toward a Comprehensive Transparency and Anti-Corruption Strategy in Kuwait." The report proposed a number of measures that could be initiated in the short term, as well as a framework that encompassed the main elements of a long-term strategy. Next step is to organize a high-level workshop on international experience and strategies currently planned for early 2004.

Source: [International Monetary Fund - Kuwait: 2003 Article IV Consultation—Staff Report \(June 2004\)](#)

5.2 Ethics

Source: [Institution - Title](#)

¹² [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Kuwait: Financial Management](#)

6. e-Government¹³

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

Telecommunications Infrastructure Index:

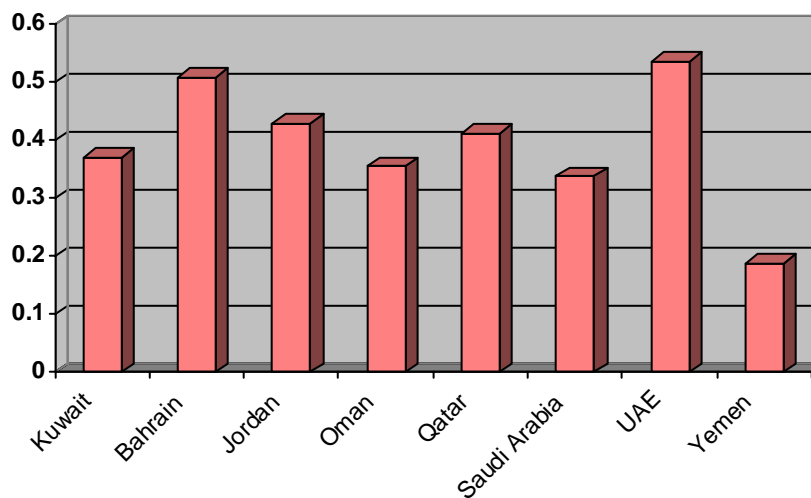
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

Human Capital Index:

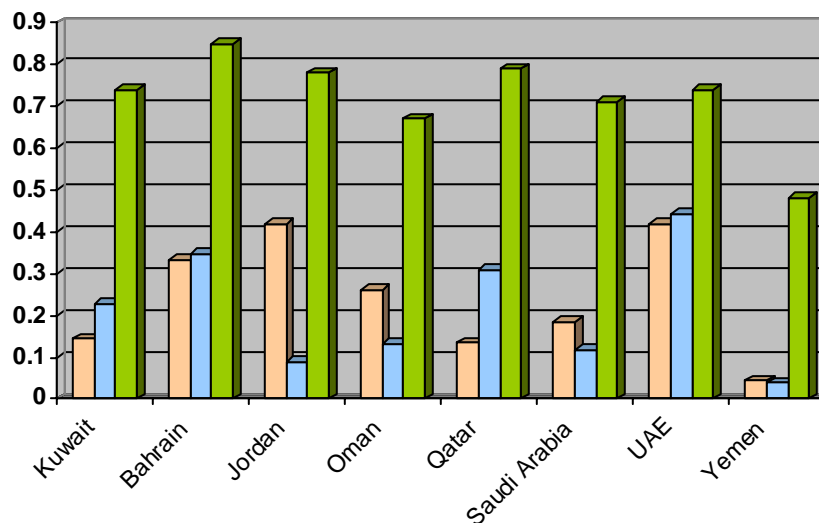
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

e-Government Readiness Index



Source: United Nations – World Public Sector Report 2003

Web Measure Index Telecom. Infrastructure Index Human Capital Index

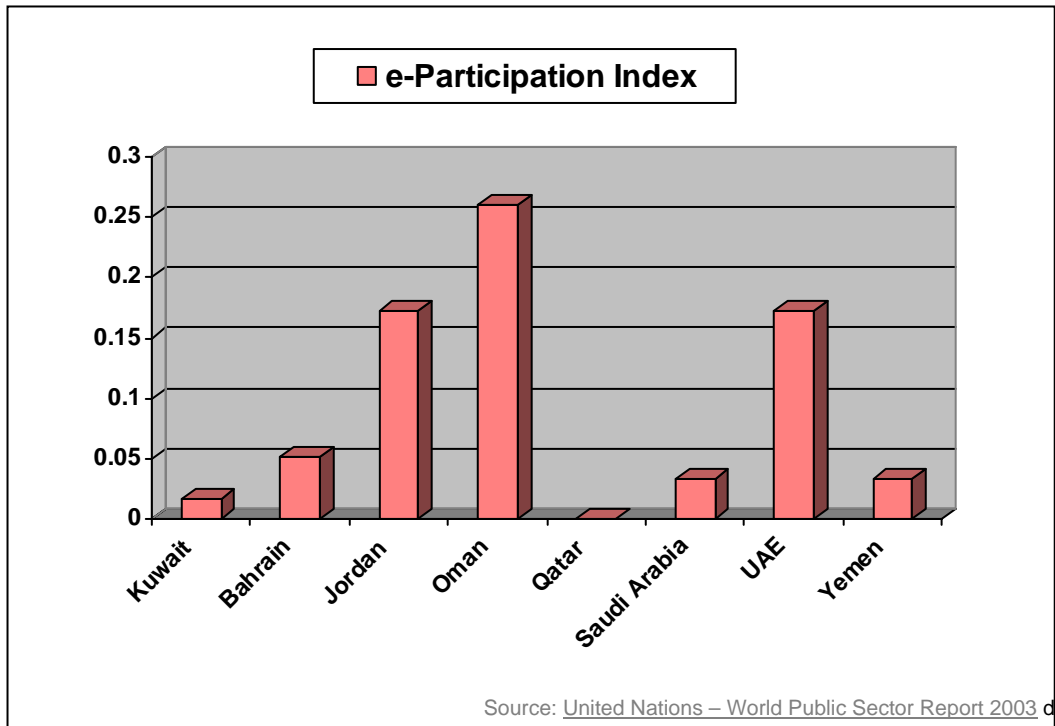


Source: United Nations – World Public Sector Report 2003

¹³ Qatar has launched its e-Government Portal since the 2003 survey ([click here](#))

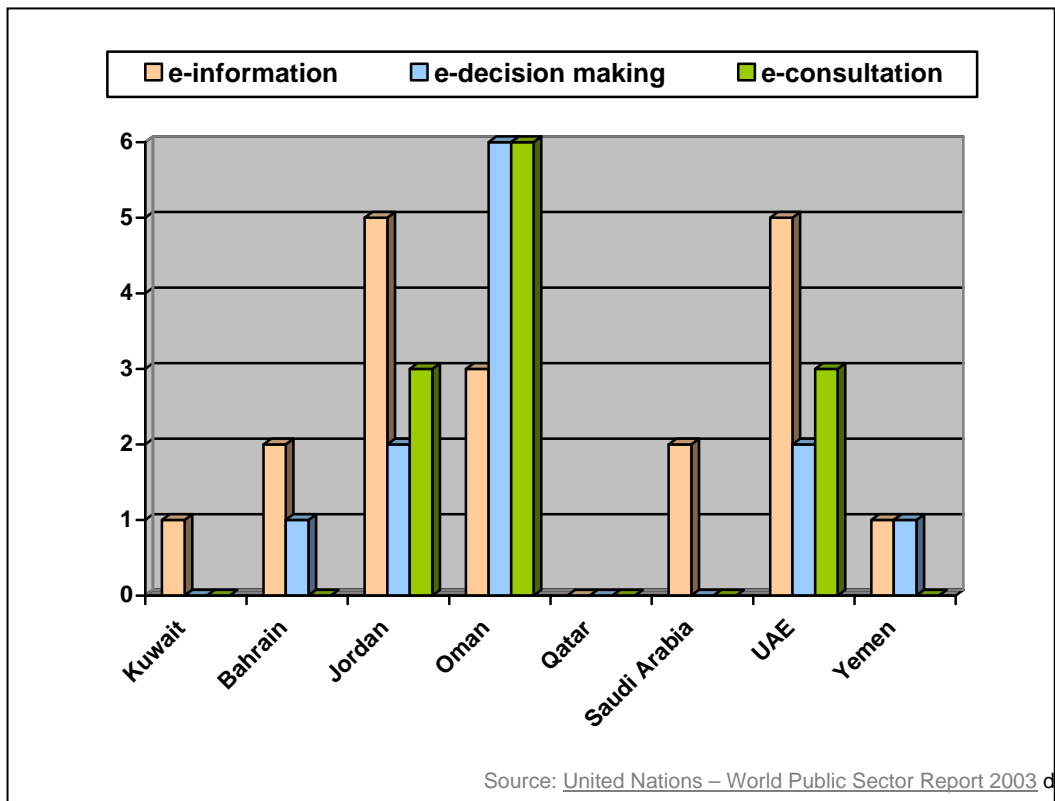
e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



e-information:

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

7. Links

7.1 National sites	
Authority	Topic
The State of Kuwait	http://demo.sakhr.com/diwan/emain/emain.asp
Government Sites	http://demo.sakhr.com/diwan/emain/./current.html

7.2 Miscellaneous sites	
Institution	Topic
Arab Administrative Development Organization (ARADO)	http://www.arado.org.eg/
Arab Election Law Compendium	http://www.arabelectionlaw.net
Arab Fund for Economic and Social Development	http://www.arabfund.org/
Arab Gulf Programme for United Nations Development Organizations	http://www.agfund.org/
Arab Inter-Parliamentary Union	http://www.arab-ipu.org/
Arab Social Science Research	http://www.assr.org/countries/index.asp?CID=8
Cooperation Council for the Arab States of the Gulf	http://www.gcc-sg.org/
International Labour Organization (ILO)	http://www.ilo.org/dyn/natlex/natlex_browse.home
United Nations Development Programme (UNDP)	http://www.undp-kuwait.org/
UNDP - Programme on Governance in the Arab Region (POGAR)	http://www.pogar.org/countries/index.asp?cid=8
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
World Bank (WB)	http://www.worldbank.org/kw