MINISTERIAL ORDER NO. 113 OF 1995
SETTING DOWN CONDITIONS AND SPECIFICATIONS
SUITABLE FOR HABITATION OF WORKERS

The Minister of Social Affairs and Labour;

Having perused:
- Law No. 38 of 1964, Concerning Work in the National Sector, as amended;
and
- The orders of the Ministry of Public Health, the Municipality of Kuwait and
  the Directorate General of the Fire Service, regarding the conditions and
  specifications of workers' habitation;

in the public interest; and

In the wake of the submission of the Undersecretary of the Ministry;

Has Ordered:

Article 1. - An employer, who provides habitation for his workers, shall obtain
the approval of the Ministry concerned, as well as that of the other authorities
concerned regarding the stability of the habitation of workers.

Article 2. - The following shall be observed regarding the rooms prepared for
habitation of the worker:

(a) the space within a shared room allocated to the residence of one
individual must not be less than four square metres of the vacant
(unoccupied) space;
(b) no more than four workers may be accommodated in one room in a
residential complex, and eight workers in temporary dwellings;
(c) it is forbidden to use entrances, passageways or roofs of buildings or
ceilings (subterranean vaults) to accommodate workers;
(d) the building windows must not allow infiltration of earth (dust?) and
must be provided with wire mesh to trap insects;
(e) all rooms must be well ventilated and must be provided with natural
light, as well as adequate industrial lighting.

Article 3. - The employer is under an obligation to provide the dwelling place
with the following basic furnishings:

(a) a bedstead, mattress and suitable covers for every worker; it is
    forbidden to make double or more decks as beds;
(b) cupboards for workers’ clothes;
(c) adequate and appropriate air-conditioning equipment;
(d) water cooler with one fountain for every 20 workers, at most; it must
be equipped with three earthenware candles (canals?) filter; it is
forbidden to use fibre or thread filters.

Article 4. - The kitchen walls must be covered with porcelain (tiles) up to the
ceiling; the floor must be of anti-slip material; consideration shall be had to
provide the kitchen with the following:
(a) three earthenware candles (canals?) water filters to be used for
preparation of the food;
(b) air expeller suitable for expulsion of smoke and vapour;
(c) a refrigerator for keeping the workers’ foods that is adequate for the
number of the resident workers;
(d) a gas cooker adequate for the number of resident workers;
(e) a trash bin with cover, equipped with plastic sturdy (heavy duty) bags;
(f) it is forbidden, in all cases, to prepare or cook food or use cooking
ranges, or similar equipment, outside the kitchen.

Article 5. - A complete water closet (toilet) must be provided for not more than
eight workers, with due consideration of the following conditions:
(a) the walls must be covered with porcelain tiles; the floor must be of an
anti-slip material;
(b) it must be equipped with a water heater, to be placed thereout;
(c) it must be well ventilated and lighted and must be provided with
appropriate disinfectants and cleaning materials.

Article 6. - The employer’s responsibility extends to maintenance of the dwelling
(residential) facilities, in general, and especially the following maintenance
operations:
(a) the ceilings, walls and floors when suffering humidity, seepage and
cracks;
(b) connections and electrical extensions and boxes, with due consideration
of the safety and security conditions.

Article 7. - Consideration shall be had to provide the workers’ dwelling places
with the following:

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(a) dining rooms, properly equipped commensurately with the number of workers living in the temporary dwellings; doors and windows must be provided with mesh and insect traps;
(b) a first aid room must be provided if the number of the workers is more than 200;
(c) refuse disposal facilities and systematic and hygienic drainage.

Article 8. - It is strictly prohibited to use or exploit workers' habitation for other than the intended purposes; where workers' foodstuffs are stored, the conditions of hygiene must be observed, as provided for by the competent authorities.

Article 9. - The employer must provide the appropriate fire extinguishing and alarm equipment, as may be determined by the Directorate General of the Fire Service.

Article 10. - Residences must be provided with first aid boxes, containing medicines, bandages and disinfectants commensurate with the number of resident workers.

Article 11. - The employer is obliged to employ cleaners for the residences, as well as a supervisor for every residential building, who would oversee and guard the residences and report to the employer such apparatus and equipment in need of maintenance.

Article 12. - The employer is forbidden from deducting any pecuniary sums from workers for providing, furnishing or maintaining the residences.

Article 13. - Without prejudice to the provision of Article 97 of Law No.38 of 1964, Concerning Work in the National Sector, the Ministry may, where the employer has violated the provisions of this Order, suspend his file at the Ministry until the violation has been remedied.
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Article 14. - This Order shall be promulgated in the Official Gazette* and operates from the date of promulgation.

The Minister of Social Affairs and Labour
Ahmad Khaled Al Klayb

Dated 11 Rabi’el Awwal 1416 AH (4 November 1995).

* Promulgated in the Official Gazette, issue no.290, dated 26 Sha’aban 1417 AH (5 January 1997).