

Legal Challenges

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**Modern vision
to transfer legal culture
cross borders**

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woman to be chosen
by the Council
of Ministers as a
member of the Zakat
House Board of
Directors**

**Soft power,
Motherhood
and Success**

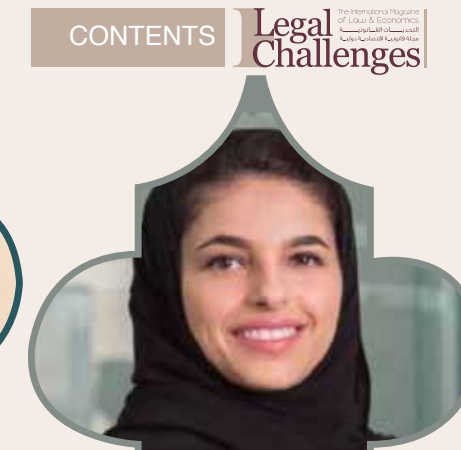
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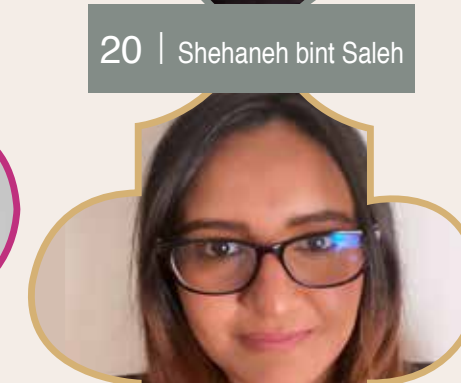
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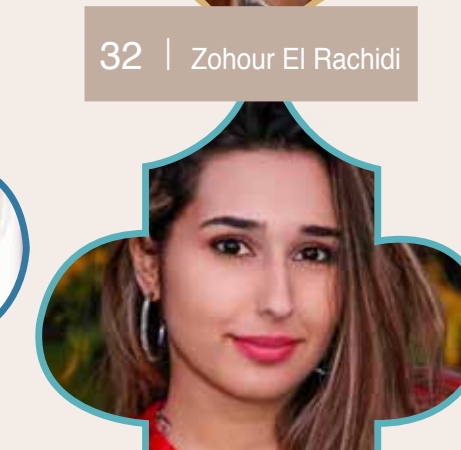
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Legal Challenges

is an international online magazine specialized in the law & economic field. It is launched from the State of Kuwait and it is the first of its kind in the Kuwaiti media market.

The Legal Challenges Magazine was established in 2019 to keep abreast of the developments in the legal and economic sector. It is owned by the Lawyer/ Areej Abdulrahman Hamadah who is the Editor-in-Chief and the founder of Legal challenges groups for law and legal advice.

Legal Challenges is an international magazine published every three months in Arabic and English. It aims to assist readers, lawyers, economists, companies and those who are interested in international trade, cross borders investment, contracts and international arbitration. It is a good resource to remain informed of all latest laws and economic issues worldwide. It offers you everything from action-oriented and implementable insights on the latest deals, cases and international business developments to law & economic analysis and conducting interviews with lawyers, consultants and economists worldwide to help readers to gain an earlier understanding of the international trading market.

Legal Challenges Magazine focuses on investment, banking, oil, real estate, commercial, insurance, sports investment, fashion, trademarks, bankruptcy, restructuring and financing.

Legal Challenges has a modern vision to transfer legal culture cross borders.

It was handed down by the Court of First Instance and extends to employees of wholly state-owned commercial companies

A historic Judgment... Kuwait Airways employees deserve retroactive “labor support”

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A historic Judgment... Kuwait Airways employees deserve retroactive “labor support”

I am very happy with a judgment that has supported the rights of Kuwaiti workers with government companies

The legislator exempted the workers from the responsibility of applying for the disbursement of the bonus...and charged the employer to introduce the beneficiaries

Yesterday, the Court of First Instance, headed by judge

Dr. Hamad Al-Mulla, in the membership of Ahmed Al-Hamoud, Saad Al-Duaijani, and Secretary: Ali Al-Hafiz, handed down a historic decision obligating the Kuwait Airways Company to pay a retroactive labor support allowance, in a new judgment of its kind based on a case by the lawyer: Areej Hamadah. The effect of the judgment will extend to employees of wholly state-owned commercial companies.

In this regard, the lawyer: Areej Hamadeh said in a statement to Al-Anbaa: “I am very happy to have obtained this court judgment that supported the rights of Kuwaiti workers with government companies to encourage them. I am proud

of being a legal woman who has achieved this success on my own and without any legal cooperation, pointing out that this represents a breaking of the glass ceiling for the male-dominated legal profession.”

The grounds of the judgment stated that on the basis of “an employment contract concluded between the plaintiff and the first defendant, dated 8/11/2017, the plaintiff worked with the first defendant, and since that date of his appointment, the plaintiff has not obtained his right to the financial engineering staff approved by the Council of Ministers, on the pretext that the first defendant is a commercial company that is subject to the

**Lawyer/
Areej Abdel Rahman Hamadah**

Editor-in-chief & founder of the
Legal Challenges Group
Law firm & Economic Legal Magazine

**“ I am very happy with a judgment that
has supported the rights of Kuwaiti
workers with government companies ”**

Companies and Labor Law in the Private Sector after the promulgation of Law No. 6 of 2008, which entered into force on 25/11/2014 by publishing it in the Official Gazette, however, he did not receive the bonus for supporting and encouraging national labor to work with non-governmental bodies, pursuant to Law No. 19 of 2000 regarding supporting national labor and encouraging them to work with non-governmental bodies, which urged the plaintiff to file the case.”

The operative part of the judgment is as the following:

Having heard the pleading, perused the papers and after deliberation:

The facts of the case are summed up as follows: the plaintiff filed it by virtue of a statement of claim that was deposited with the Registration Department on 12/8/2021, and it was announced legally,

requesting at its conclusion to get a judgment for the following: (1) to appoint the Department of Experts to review the case papers, the documents it contains, the other documents that may be submitted by the litigants, and move to the competent departments at the defendants to peruse all documents and decisions related to the plaintiff's eligibility to obtain a government engineering cadre or a financial incentive reward to support national labor, and whether the first defendant submitted an official request to the competent authorities to claim the plaintiff's financial rights and to view all documents related to this subject, in accordance with the rules and legal grounds, with deciding on the plaintiff's eligibility to obtain the financial engineering cadre or the incentive reward to support the national labor retroactively since the date of his appointment with the first defendant, (2) to obligate the defendants to pay expenses and actual attorney's fees.

This was on the ground that under an employment contract concluded between the plaintiff and the first defendant dated November 8, 2017, the plaintiff worked with the first defendant, and since that date of his appointment, the plaintiff

has not obtained his right to the financial engineering staff approved by the Council of Ministers, on the pretext that the first defendant is a commercial company that is subject to the Companies and Labor Law in the Private Sector after the promulgation of Law No. 6 of 2008, which entered into force on 25/11/2014 by publishing it in the Official Gazette, however, he did not receive the bonus for supporting and encouraging national labor to work with non-governmental bodies, pursuant to Law No. 19 of 2000 regarding supporting national labor and encouraging them to work with non-governmental bodies, which urged the plaintiff to file the case for his previous requests.

The case was deliberated in the manner indicated in the minutes of the hearings and in the hearing held on 10/10/2021, the plaintiff and the second and third defendants appeared in their capacities, each represented by an attorney, a lawyer. The representative of the plaintiff submitted a docket that contained a copy of the To Whom It May Concern certificate issued by the first defendant with the plaintiff's work data and a copy of the plaintiff's employment contract with the first defendant and a copy of the Official Gazette (Kuwait Al-Youm) Issue 1185, Sixtieth Year, Sunday 25/5/2014, page No. 4 and 5, and a copy

of Fatwa No. 2/167/2001 - 4033.

In the hearing held on 5/12/2021, the plaintiff and the second and third defendants appeared in their capacity, each represented by an attorney (a lawyer), and the representative of the second and third defendants submitted a memorandum requesting at its conclusion to dismiss the case on the grounds that the plaintiff did not submit a request to the second defendant to obtain labor support, and he also submitted a docket that contained a copy of Council of Ministers' Resolution No. 391 of 2001 regarding granting a social allowance and an allowance to children for professionals and craftsmen and workers with non-governmental bodies.

In the hearing held on 9/1/2022, the plaintiff and the second and third defendants appeared in their capacity, each with an attorney, a lawyer, and the representative of the plaintiff submitted a memorandum in which he amended his requests in the following manner: firstly (1) To accept the case in form, (2) to allow photocopying of Resolution No. 22/52/02/203/ 2019 issued on 4/2/2019 by the Fatwa and Legislation Department - the Council of Ministers, and secondly on the subject matter, (1) to confirm the plaintiff's eligibility to obtain the

national labor support bonus as a Kuwaiti citizen working in a commercial company (private sector) from the date of his work with the first defendant, (2) to confirm the plaintiff's eligibility to obtain the government financial engineering cadre from the date of his work with the first defendant, (3) to obligate the first defendant to register the plaintiff with the Public Authority for Manpower and opening an interrogation with the first and second defendants to examine the reasons of the first defendant's refusal to register the application with the second defendant body, and he also submitted a docket that contained a copy of the articles of association of the first defendant, and copies of other documents.

In the hearing held on 20/2/2022, the court decided to remand the case for pleading to announce the first defendant company legally.

In the hearing held on 13/3/2022, the plaintiff and the second and third defendants appeared each with an attorney, lawyer, and when it was found that the first defendant company was legally notified, the court decided to hold the case for judgment in today's session.

As for the subject matter, Article 3 of amended Law No. 19 of 2000, regarding support for national labor and its encouragement to

work with non-governmental bodies stipulates: that the government shall pay the citizens with professions and crafts and those who work with all bodies a social bonus and a child bonus. The Council of Ministers shall, based on the proposal of the Council, issue the decisions regulating the same. These decisions determine the value of each of the aforementioned bonuses, their conditions for their entitlement, the professions, crafts, businesses, and entities to which they apply, or the period during which the government continues to pay it, provided that the children's bonus is fifty dinars for each child and up to the fifth child, all without prejudice to the rights acquired for workers with governmental bodies prior to the promulgation of this law in relation to the social bonus and children's bonus they are entitled to.

The Council of Ministers' Resolution No. 391 of 2001 was issued regarding granting a social bonus and children bonus for professionals, craftsmen, and workers with non-governmental bodies, which stated in the text of Article (1) that "The provisions contained in this resolution shall apply to Kuwaitis of the following categories: (5) Kuwaiti joint-stock companies and limited liability companies whose capital is not less than half a million Kuwaiti dinars".

Article (12) of the same resolution also stipulates

that “workers with the non-governmental bodies referred to in Article (1) of this resolution are must submit a statement of the social and employment status of each of them on the form prepared for this with the bodies that they affiliate to, and they shall notify these bodies of any change in this statement, and bodies shall notify the Manpower and Government Restructuring Program of the data of their employees and any change that occurs to these data. The professional workers and craftsmen shall submit complete data on their social conditions on the form prepared for this purpose to the Manpower and Government Restructuring Program and notify it of any change to these data. Manpower and Government Restructuring Program shall pay these two bonuses to professional workers, craftsmen, and employees with non-governmental bodies and the payment shall be stopped when the required data or forms are not submitted”.

This indicates based on the very clear text of the resolution that cannot be interpreted otherwise that the legislator instructed the employer to provide the necessary forms for indicating the social status of the Kuwaiti workers who work with it in order to be filled out. The employer was also instructed to submit data on Kuwaiti workers and to hand over forms related to the social status of Kuwaiti workers who

works with it after filling them out, to the Manpower and Government Restructuring Program, and that this bonus shall be disbursed.

Accordingly, the legislator held the employer responsible for introducing the Kuwaiti workers who are entitled to this bonus and exempted the worker from the responsibility of submitting these forms and requests to the competent authorities to disburse the bonus.

It was established from the papers that the plaintiff is a Kuwaiti national who works for the first defendant company which is subject to the text of Article (2) of the aforementioned Council of Minister's Resolution, which is subject pursuant to the aforementioned law and the aforementioned resolution to its provisions when he proves that he is entitled to that bonus in accordance with the conditions specified by the legislators under Articles 2, 3 and 5 of the above resolution.

Based on the statements of the representative of the second defendant, who is responsible for disbursing those bonuses for Kuwaiti workers, there is not any private data for the plaintiff, which indicates that the first defendant company did not provide the necessary data of the plaintiff as a Kuwaiti worker with it, in accordance with the form prepared for that purpose for the second defendant. The plaintiff shall

disburse the bonus due to him whenever its conditions are met.

For these reasons, the court ruled as follows:

* To obligate “Kuwait Airways” to take the necessary legal and administrative measures to register the employee with the Public Authority for Manpower.

I was confident that the judgment would be upheld because of the very clever wording of the judicial panel

Lawyer Areej Hamadeh confirmed that the government did not appeal the judgment of the Court of Appeal to obligate Kuwait Airways to register its employee with the Public Authority for Manpower, as it is a Joint-Stock Kuwaiti commercial company that was registered in the commercial registry, and accordingly it fulfilled the conditions. It is the first judgment of its kind, and its effect will extend to the workers in wholly state-owned commercial companies in any similar case.

Lawyer Areej Hamadeh added in a statement to “Al-Anbaa”: After the date of the appeal has passed, this resulted in the loss of the state's right to appeal under Article No. (129) of the Pleadings Law, before the Supreme Court of Appeal, which is competent to consider appeals against the judgments of the courts of the first instance.

Accordingly, the judgment becomes final against the government, noting that there were those who expected to cancel the judgment before the Court of Appeal, but I was very confident in supporting the judgment of the first instance, because of the very clever wording of the judicial panel that handed down the judgment, as all the doors of appeal were closed, and accordingly, it is difficult to appeal the judgment because there are no legal or objective reasons for the appeal, pursuant to the Kuwaiti law.

She continued: The judgment as a formulation was not issued against the government, and accordingly, it has no interest in the appeal, because the judgment was issued against the Kuwait Airways Company, and because it is a general principle, the appellate court must achieve the interest of the appellant opponent, so the appellant is not harmed by his appeal, so the court may rule to amend the judgment in his favor, or rule to uphold the judgment without amending it. In the event of the absence of interest, the government does not have the right to appeal. In addition, in order for the appeal to be accepted, the judgment must be defective or invalid. No appeal is accepted if the reasons for appealing the judgment are not mentioned, such as misapplication of the law, lack of substantiation, defective causation, and violation of the established papers, all of

that was not available in the judgment.

She added: Accordingly, even if the judgment is appealed, it will be rejected on the grounds that there is no reason to appeal the judgment. As for the Kuwait Airways Company, the judgment was issued against it. This is true, but it does not affect its interest, since the Public Authority for Manpower is the party responsible for paying the expected labor support to the plaintiff, “an employee of Kuwait Airways Company”, after the execution of the judgment, that the company will register the plaintiff “its employee” with the Public Authority for Manpower, and the latter has a view that the employees of the companies which are wholly owned do not deserve labor support. This view is the reason why a large segment of citizens in this sector are deprived of their right to obtain national labor support, which is just a legal jurisprudence from one of the counselors without the presence of any clear and explicit legal article confirming this argument. On the contrary, the Commercial Companies Law confirms that joint-stock companies have a legal personality independent of the personality of their founding

partners (shareholders) and accordingly they are this advice is built on an invalid legal basis. It is just an opinion and an interpretation of the law from the counselor's point of view, that may be right or wrong. There is no convincing reason to adopt this legal opinion throughout the previous years.

She concluded her statement by saying: Praise be to God, I succeeded in this case after studying it for three months before I decided to accept it, and the result was a new judgment of its kind before the Kuwaiti courts. I advise the company's employees to preserve their rights by registering to ensure that they obtain the labor support retroactively.



A Conversation with a Kuwaiti Businesswoman Lawyer/ Khawla Al-Hasawi

Who is Khawla Al-Hasawi? And How did you get started in freelancing?

First of all, I am proud that I am the daughter of the late Mubarak Al-Hasawi, who had rarely seen a person like him. My order of birth is the sixth.

I am more proud that I graduated from Mubarak Al-Hasari School, from which I learned honesty, loyalty, mercy, helping the needy, effort, perseverance, sincerity in work, and facing hardships whatever the circumstances.

I seek to share my experience with my four children, may God bless them, and educate them the morals I grew up with.

I get started freelancing after graduating from high school. I was accompanying my father in his work, and he encouraged me, support me and strengthened my self-confidence. I thank God that I followed my father's path as God granted me many blessings. Currently, I own shops and real estate inside and outside Kuwait and a law office to look after my interests, my family and every one need my help in Kuwait.

Women have many commitments, so many people think that it would be difficult for women to achieve success, such as the difficulty of balancing success in work and maternal responsibilities, but you were able to break this rule, tell us about this experience.

To succeed in life, you need the confidence and ignorance.

Praise be to God, I am a mother of four roses crowned with my young son, Fawaz, may God protect them, and I did not have to balance my work and family responsibility only, but also my work, maternal responsibility, and my study, as I enrolled at the Faculty of Law ten years after receiving my bachelor's degree. I was working in the Real Estate Department at my late father's company. By God's grace, I was able to balance my maternal responsibility, work and study. My father was the only one who encouraged me to study law after receiving the bachelor's degree in economics and political science. My work did not prevent me to raise my children. I used to take care of my children in the morning

before I went to my work, and devote my time to them after I returned home. I kept doing so until they became men and I am proud of them. They graduated from universities with different specializations. They support me, and I seek their assistance in the serious and minor matters. Life is valuable only if we strive to achieve our goals.

Life is a wonderful novel that we have to read to the end, and don't ever stop at a sad line, the end may be happy.

When a tree falls, everyone hears the sound of falling, while the entire forest grows, and no noise is heard. People do not pay attention to your success, but to your failure. So we must be confident and look ahead and never look back.

You have a very nice and special charisma that attracts those around you. In your point of view, is charisma acquired and how? Or does a person get it by instinct?

Charisma is a grace from God that makes a person attractive and agreeable.



I thank God for this grace that I enhanced with my love of life and my positive view of things and neglecting trivial matters.

Charisma is a combination of instinct, acquisition, and generosity of character in dealing with others.

I thank God that I am agreeable. This may be by virtue of my tolerance and my flexibility in dealing with

the many people. I see that I have a positive personality rather than negative. I usually neglect petty things, and I do not tend to complicate matters, nor pay attention to trivial matters, and I always see things as simple.

What about your experience in law field?

My experience in law field broadened my horizons and

helped me to be more strong in dealing with problems and difficulties of life, which affected my life in general and my children, their upbringing and their commitment to my ongoing guidance in particular.

In my point of view, my practice of the legal profession through my private office is a stronghold for me and my children in particular,

and to serve the people of my country in general.

You were able to achieve success as a Kuwaiti and Gulf woman in the field of real estate, which is a field dominated by men. Would you tell us about this experience and what challenges you faced and how you managed to overcome them?

To achieve success in any field, a person must be honest, serious and persistent, whether a man or a woman.

I have acquired these qualities from my father, may he rest in peace.

I keep his words and actions in my mind.

His ongoing encouragement helped me to be more strong and smart and honest in dealing with others, and to make a definitive decision in buying and selling so that I can gain the trust of others.

As for the challenges we face in our work, they are the pleasure of work. I prefer to deal with difficult matters, as I find them more enjoyable than easy ones.

Humans are not equal. There are honest persons, on the contrary, there are liars. Praise be to God, I am a smart and wise in a manner that enables me to deal with many segments of people. The more mature you are, the less things that take you down.

Your father, the former and

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businessman, the late Mubarak Al-Hasawi, may he rest in peace, played a significant role in your life. What are the lessons that benefited you in your life?

To be honest, the answer to this question is equivalent to a sea... If I work hard to answer it in volumes, I will not be able to fulfill the right of my father, may he rest in peace.

My father, besides his love for his country, used to warn against sectarian, doctrinal and factional matters that would lead to discrimination and destroying the country.

My father is above the level of words when I describe him or others mention and praise him, I feel shame because he deserves more than what they describe.

He is the father, the teacher, the guide, the adviser, the friend and the merciful brother to me, my brothers, to others, and to every person he lived with during his life, may he rest in eternal peace.

I learned a lot from him, and he was the reason for achieving

my wish to be a lawyer. Praise be to God, I finished my law studies while he was alive. He was very happy, given the thought that it was a nearly impossible wish, as it was my second degree after getting a degree in economics and political science, and at that time I had three children who needed care and education in addition to my work in My father's company.

Accordingly, thanks be to my father, after God, as he taught me how to work diligently and respectfully, and work with men without fear, and to become a business woman, and achieve many accomplishments.

I learned from him the sincerity in saying and wisdom in making my decisions, as I learned to love and loyalty to my homeland without limits, and he helped me to enhance my self-confidence, and to build up my personality, and became strong, as well as I learned to work with men and women equally and not afraid to say the right word, whatever the outcome.

My advice is not limited to my Kuwaiti sisters only, it is addressed to everyone. Achieving any goal requires diligence, perseverance, self-confidence, and not hesitation, no matter what difficulties we face

As a leading female figure, businesswoman and lawyer, what is your advice to the girls of Kuwait?

My advice is not limited to my Kuwaiti sisters only, it is addressed to everyone. Achieving any goal requires diligence, perseverance, self-confidence, and not hesitation, no matter what difficulties we face. Moreover, we must not let failure destroy a step of success, but rather be a stronger motive to achieve the goal and to address any obstacles.

All successful people had faced many obstacles. If they had stopped, they would not have achieved success. There are many examples of those who preceded us in different fields, let us make them our role model to achieve our goals.

You are the first Kuwaiti woman chosen by the Council of Ministers as a member of the Zakat House Board of Directors, how was your experience?



The responsibility was great, as the tasks of 3 out of 4 committees were assigned to me, and I amended the Zakat House regulation to achieve its goals. I had taken time out of my workday in the office to serve the Zakat House and achieve its goals.

My experience was successful and I benefited a lot from it. Zakat House added value to me, where I was working with love and strength, and I dealt with men, who were like brothers to me,

they helped me in work as I was the only woman there. I've been trying to make Zakat House benefits from my ideas and suggestions according to needs. Praise be to God, we have achieved successes and accomplishments. I was moving to Zakat House branches all over Kuwait.

I initiated a lot of campaigns to collect money from charitable people, which benefited the needy people of Kuwait.

I Contributed to the opening of

additional branches of Zakat House in many commercial complexes.

I focused on shedding light on the Zakat House in the media, and I made efforts to publish the works performed by Zakat House and its active and effective role in helping the needy.

You have an outstanding and strong presence on social media. In your opinion, is social media really a good platform

for women to reflect their success to society? What is your advice to women on how to use these platforms?

Of course, social media has an outstanding role in the world in all fields in general. The reflection of success of Kuwaiti women in society does not depend only on social media, the efforts made by her in favor of the society has an effective impact. As evidence, the Kuwaiti women were selected to be the a



minister and deputy in the National Assembly, and they also occupied leadership and non-leading positions. Regarding my advice to women on using social media platforms, I advise them to be careful in using social media, as it is a double-edged weapon.

- There are some weak-spirited people who misuse social media, which may offend those who respond to them, so ignoring such people is a gain.
- If someone is offended, he must report to the

cybercrime investigation department to prevent blackmail. The purpose of using Social media, in my point of view, is to benefit and share our experiences and write informative messages, whether religious or social or related to love of the country and obedience to the rulers, sports and economics, not to abuse and distort so that others can benefit from it.

- I also consider Instagram as a family archive that collects my memories with my precious children, my family members and my

loved ones, through photos I share with my loved ones and followers. I also share important messages that benefit the society in all its segments.

- I would also like to single out the messages I address to some mothers in their childcare, because I hold in my arms a precious gem named Fawaz (Down syndrome) who I treat as a normal person. I also share some photos, precious moments and meaningful videos to raise awareness of some people so they don't feel embarrassed

by the blessing they were granted by God. Instead, they should be proud, strive in raising them and seek God's satisfaction for the trust granted by God in this world. I'm quite sure that God will bless him and his siblings, in this world and the hereafter, as long as I'm thankful, grateful and satisfied with my fate.

What is your advice to Kuwaiti women on Kuwaiti Women's Day?

- I believe that Kuwaiti women are very successful in many fields across the Arab world, especially since our late Emir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah and the wise leaders in general have given Kuwaiti women a lot of privileges and rights. Therefore, Kuwaiti women could become doctors, engineers, lawyers, prosecutors and judges which made Kuwaiti women feel proud.
- We, as women, should use this support for the better in order to achieve many successes, because women can reach significant and prestigious positions.

What are the secrets of your success?

- Undoubtedly, the secret of my success is God's satisfaction, (Alhamdulillah),

I believe that Kuwaiti women are very successful in many fields across the Arab world, especially since our late Emir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah and the wise leaders in general have given Kuwaiti women a lot of privileges and rights

which I find in my health, wellness and reconciliation in my practical life; as well as blessing me with my four precious children.

- May God grant me their kindness in my life and after my death; and may they are never harmed, as they are the harvest of my life.
- In addition to, my father's satisfaction, may God have mercy on his soul, who died 17 years ago, leaving me a wound in my heart. Although fate has separated us, his love is engraved in my heart; as farewell is hard and leaves oneself in agony.
- I ask God to prolong my mother's life and bless her with health and wellness, as she is my only door to Jannah, and I always seek her satisfaction, may God protect her from every harm.

One last word

- In the end, I would like to extend my unlimited thanks and appreciation to you for hosting me in your esteemed magazine.
- I ask God to prolong the life of our Emir Sheikh Nawaf Al-Ahmad Al-Jaber Al-Sabah, cover him and his Crown Prince Sheikh Mishal Al-Ahmad Al-Jaber Al-Sabah with health and wellness, and help them in bearing the responsibility and trust in favor for the country and the people.
- I also ask God to protect my dear homeland from any harm, and keep us away from envy, temptation, affliction and epidemics.
- May God bless the beloved people of Kuwait and keep us, and all Muslim countries, blessed with security and safety.

Lawyer/ Shehaneh bint Saleh

Shehaneh bint Saleh – The Deal Maker Women of Law in the Gulf- Proud of You

The Arab World has recently paid its attention to the named/ Shehaneh bint Saleh bin Abdullah Al-Azzaz, appointed by a Royal Order of the Saudi Monarch, King Salman bin Abdel Aziz as the Deputy Secretary General of The Council of Ministers with Outstanding Rank.

Who is Shehaneh bint Saleh bin Abdullah Al-Azzaz?

Shehaneh was born in the Saudi Capital of Riyadh, studied at Durham University, UK, and has completed her LLB (Hons) degree in 2008.

She received practical training in law in Dubai, Kuwait, the University of Notre Dame, Bocconi University in Italy, the Higher Institute for Management Development of the Business School in Lausanne, Switzerland, and the INSEAD Institute for Graduate Studies. She also worked in Business Administration in Fontainebleau, France.

Experience of Shehaneh bint Saleh

Shehaneh bint Saleh has acquired profound expertise, especially in NY office, and

provided many legal advice in various fields, whether in communications, aviation, defense, securities and health care.

Shehaneh bint Saleh was hosted by Harvard University in Boston to give lectures and was also hosted by the Council of Global Affairs at the College of Law, Western New England University. She became one of the first Saudi female lawyers awarded a law degree from the New York Council. After returning to Saudi Arabia, she worked in several law firms in Riyadh, promoted later to the position of Contracts Manager of the Public Investment Fund in Riyadh.

She has also held several positions and earned several awards, including as an Associate at Baker & McKenzie, USA based during the period from 2008 to 2012, as a Senior Associate at Vinson & L. Keynes during the period from 2012 to 2016 and as a Legal Advisor at Vinson & L. Keynes, USA based, in 2017.

Afterwards, Shehaneh bint Saleh held the position of Legal Advisor and General Secretary of the Board of Directors of the Investment

Fund in the Kingdom in 2018, then the position of a member of the Executive Administrative Committee of the Fund, and she also held the position of Director of Commercial Transactions in the Legal Affairs Department at the beginning of her joining the same fund.

Awards won by the Deal Maker, Shehaneh bint Saleh

Throughout her work history, she was named the “Deal Maker” by the UK’s Finance Monthly magazine in 2016.

Shehaneh bint Saleh was awarded the Legal Award by the International Financial Law Review and the Female Character Award in 2019, moreover she was on the 100 Most Powerful Business Women list by Forbes Middle East in 2020.

She was awarded the Women in Commercial Law Award, which honors the best legal advisors and lawyers in financial institutions and corporations in recognition of their excellence in solving problems and in appreciation of the efforts they made in an outstanding way to conclude profitable deals.



LAWYER/ SAADYAH WADDAH

PROFESSIONAL EXPERIENCE OF WOMEN LAWYERS

Women lawyers contributed to the civil society movements by establishing the women's associations and Crisis centers for women victims of violence. They proactively participated in advocating for changes in the law, especially the Personal Status Law at that time, the Criminal Law, the Nationality Law, and the Labor Law, as well as for the Violence Against Women Law.

Women lawyers contributed to the dynamism of the Association Movement by submitting a memorandum in 2011 to the Constitutional Review Advisory Committee, this memorandum aimed at constitutionalize the gender equality, which was entirely adopted.

Reference must be made to the role of Women lawyers in occupying decision-making positions by virtue of their political experience, whether in parliament, local authorities or ministries, in order to manage the public affairs.

Reference must be made to the first media initiative by publishing the first newspaper on the women's rights "8 March" 1983, by its Director, Prof. Aisha Lakhmas. A group of Women lawyers involved in this newspaper raised a range of issues in the Personal Status Law suffered by women.

In addition to the participation

of Women Lawyers in Human rights workshops by membership in human rights organizations, and their participation in the national forum organized by the Bar Association of Morocco (ASSOCIATION DES BAREAUX DU MAROC), in 1987 in Oujda, to contribute to human rights workshops and discuss its issues in terms of protection and promotion of human rights culture.

The human rights process led to the appointment of the Women lawyers in the National Council for Human Rights (CONSEIL NATIONAL DES DROITS DE L'HOMME) and its regional committees.

Regarding the professional management, the Moroccan women started to be admit to the legal profession in 1960. It is recorded that the number of official Women lawyers in Morocco is more than 3,500, out of 13,602 official lawyers, according to statistics carried out in 2020 to renew the organizational structures of the Bar Councils.

The absence of Women lawyers in the Captain positions and the under-representation of women in Bar Councils were also recorded.

During the recent professional elections, the under-representation, if not absence, of women in some Bar Councils was recorded.

There are 16 Bar Associations,

6 of which without women's representation in its Councils are recorded, and the remainder (10 Bar Associations) have 1-3 women lawyers, except the Bar Association of Rabat, which has 4 Women Lawyers.

This highlights that the total number of council members of these Associations is 240, while the number of Women Lawyers members of these councils is up to 22, meaning that the percentage of Women Lawyers is 9%.

How can such an imbalanced situation be rectified, despite the Women Lawyers occupying high positions in the state, some of them were ministers, parliamentarians, presidents and members of constitutional institutions, as well as some of them were chairwomen of the councils who managing the local public affairs.

This strong presence is absent in terms of their representation in the Bar Councils.

The major challenge is how do we rectify this situation?

It will be rectified by changing the law governing the profession, by providing for the Women Lawyers' representation in these councils, as corrected and provided in the Morocco Constitution, when it provided for the Women Judges' representation in the High Council of the Judiciary.

Deployment of the Official Women Lawyers as per the Appeals Chambers until 31 December 2020.

Appeals Chamber	Number of Women Lawyers in the Chamber	Percentage of the Women Lawyers of the total number of lawyers in the Chamber
Rabat	603	% 32
Casablanca	1251	% 29
Jadida	64	% 18
Fes	219	% 23
Marrakesh - Ouarzazate	236	% 24
Asfi	55	% 21
Meknes-Errachidia	159	% 22
Agadir- Laayoune- Guelmim	76	% 12
Tangiers	174	% 20
Tetouan	47	% 16
Settat	78	% 21
Beni Mellal	48	% 13
Nador	96	% 25
Kenitra	26	% 10
Taza	111	% 21
Khouribga	33	% 17
Rabat	46	% 21
Total	3322	
Women Percentage	% 32	

Deployment of the Trainee Women Lawyers as per the Appeals Chambers until 31 December 2020.

Appeals Chamber	Number of Trainee Women Lawyers in the Chamber	Percentage of the Trainee Women Lawyers of the total number of Trainee Lawyers in the Chamber
Rabat	84	% 54
Casablanca	204	% 39
Jadida	14	% 26
Fes	10	% 26
Marrakesh - Ouarzazate	53	% 27
Asfi	10	% 42
Meknes-Errachidia	14	% 26
Agadir- Laayoune- Guelmim	32	% 19
Tangiers	90	% 29
Tetouan	16	% 22
Settat	1	% 100
Beni Mellal	15	% 29
Nador	19	% 28
Kenitra	16	% 29
Taza	8	% 57
Khouribga	3	% 60
Total	589	
Women Percentage	% 33	

A detailed table of the number of the Women Lawyers in the Bar Councils in the light of results of elections carried out in December 2020.

Bar Association	Total number of council members	The number of the Women Lawyers Members of the council	Percentage
Rabat	22	04	% 18
Casablanca	22	02	% 9
Jadida	13	00	% 0
Fes	18	00	% 0
Marrakesh - Ouarzazate	18	03	% 17
Asfi	11	02	% 18
Meknes-Errachidia	16	02	% 13
Agadir- Laayoune- Guelmim	18	00	% 0
Tangiers	18	03	% 17
Tetouan	13	02	% 15
Settat	13	01	% 8
Beni Mellal	11	02	% 18
Nador	11	00	% 0
Kenitra	14	01	% 7
Taza	11	00	% 0
Khouribga	11	00	% 0
Total	240	22	
Women Percentage	% 09		



The King's Prosecutor Judge/ Aicha Aitelhaj

The Chairwomen of Moroccan Association of Women Judges (AMFJ)

The role of women Lawyers in decision-making in countries

Moroccan Association of Women Judges (AMFJ) as a model

The feminist struggle is one of the most notable forms of feminist solidarity; rather, it is the mainstay and the ideal embodiment of it. Women have looked beyond the main idea, that they have been advocating throughout history, that represented in a human rights movement demanding the freedom of women and their equality with men to a more general and comprehensive concept to include the advocacy for Economic and Social Rights.

The feminist solidarity has spread around the world, with the support of the United Nations, and is embodied in a global women's struggle movement that brings the movements and organizations together to struggle to eliminate the causes of poverty and violence against women, as well as to eliminate all forms

of inequality and discrimination against women.

In this sense, the feminist solidarity managed to go beyond the borders, by which women were able to make their voices heard at the global level, that she is here and adhere to unit and acts in solidarity with all women to advocate here rights in terms of various economic, social and political fields and so on.

Before addressing the women judge contribution in such a struggle, reference must be made to the first time when the woman admitted to the judicial profession, women admitted to the judicial profession in Morocco early in comparison to the other Arab countries in 1961. The late prof. Amina Ben Abd Razek, is the first Moroccan women judge was appointed, after

that she was allowed to admit to the Higher Institute of the Judiciary, but the percentage of women's admission was less than the percentage of men's admission, due to the constraints regarding the place of appointment, which limited to Casablanca and Rabat. This appointment was controlled by the women's status on the one hand, and, on the other hand, the dominant culture at that time in many regions. It was not accepted to see a woman ruling and settling the issues and disputes. It must be noted that, however, the Moroccan women were admitted early to the judicial profession, but the percentage of their representation is still extremely low. By considering the recent statistics carried out by the Ministry of Justice titled (Report on Women in the Justice System) dated 8 March 2021, we noticed that:



The Representation of Moroccan women in the judiciary until the end of 2020.

Total number of Judges of the Kingdom	Number of Women Judges	Percentage of Women Judges
4216	1051	25%

Total number of Judges of the Kingdom	Number of Trial Women Judges	Percentage	The number of Women prosecutors	Percentage
4216	880	21%	171	4%

The Representation of Women Judges in Positions of Judicial Responsibility.

Total Positions of Judicial Responsibility	Number of The Women Judges in Positions of Judicial Responsibility	Percentage of The Women Judges in Positions of Judicial Responsibility.
217	11	5%

Deployment of Women in Positions of Judicial Responsibility.

Capacity	Premises
King's Public Prosecutor	Fes Commercial Court of Appeal of
Court President	Temara Court of First Instance of
Court President	Souk El-Sabt Awlad El-Nama Court of First Instance
Court President	Azrou Court of First Instance
Court President	Fes Commercial Court
Court President	Marrakesh Administrative Court
King's Prosecutor	Casablanca Civil Court of First Instance
King's Prosecutor	Casablanca Social Court of First Instance
King's Prosecutor	Rabat Commercial Court
King's Prosecutor	Meknes Commercial Court
King's Prosecutor	Oujda Commercial Court

Accordingly, women judges couldn't stay out of this global movement without participating in it. Consequently, it is worthy to talk about the period before the 2011 constitution, when judges did not have the right to establish professional associations; however, owing to the will of the struggling women judges during the nineties, they broke this legal silence and engaged With women's associations struggling for women's rights after obtaining permission from the Minister of Justice. In this regard, we mention two Women models, Prof. Al-Hoor Zohour and Prof. Aisha Al-Nasiri, who contributed to the advocacy for women's rights, equality, children's rights, and a family model with equal rights. Accordingly, they struggled to amend the Code and participated in all conferences and forums that were held at that time, as well as contributing to the struggle for change the Nationality Law, which gave the right to obtain the Moroccan nationality for children from a Moroccan mother. They also contributed to changing the Criminal Law

and the Criminal Procedure; among its main articles are related to combat violence and punishing all forms of discrimination against women through all platforms, believing in the importance of unity and the solidarity to achieve the goals.

Upon the enactment of 2011 constitution, the Article (111) thereof stipulated the following:

"Judges have the right to freedom of expression in a manner consistent with reservation requirement and judicial ethics. Judges may engage with associations, or establish professional associations, with all due compliance with impartiality and the independence of the judiciary and in accordance with the provisions stipulated by law."

The Moroccan Women judges seized this chance, and as soon as Prof. Aisha Al-Nasiri proposed the idea of establishing an association includes the women judges in Morocco, which were engaged with the associative work by

We mention two Women models, Prof. Al-Hoor Zohour and Prof. Aisha Al-Nasiri, who contributed to the advocacy for women's rights, equality



virtue of being among the women judges who practiced the associative work in the nineties, she found a strong respond and presence of the women judges in her home immediately. The Moroccan Association of Women Judges (AMFJ) was established in October 2011, which is deemed the first professional association in Morocco and the Arab world, and its main objectives are: strengthening the solidarity and cooperation among the Moroccan women judges, achieving a balanced representation of the women judges in decision-making posts, promoting a culture of equality and the principles of equal opportunities in the professional field, opening a space for solidarity and supporting women judges physically and morally, and coordinating and networking

with similar associations nationally and internationally.

Consequently, the Association constitutes the gateway through which the Moroccan women judges were able to make their voice heard and advocate their rights and not authorize anyone to do so on their behalf. They also managed to have an effective impact in the context at the time, which was the national dialogue on the justice system reform; among its important programmes was to provide judges with guarantees and rights constitutionally stipulated in the both regulatory laws related to the High Council of the Judiciary and the Judiciary Regulations.

She submitted her draft and vision regarding this

provision to the Ministry of Justice, especially what she was interests on as a woman, which is the provision of the chapter (19) of the kingdom's constitution, which stipulates that the State seeks to adopt the parity principle.

She advocated for adopting this requirement for the women judges, whether in terms of admitting to the profession or empowering women judges to assume decision-making posts. Indeed, the result of her struggle was that the Article (65) included this requirement as it stipulated for:

"The Council ensures the application of the guarantees provided to judges, and for that purpose, it manages their professional status according to the principles

of equal opportunities, merit, efficiency, transparency, impartiality, and the pursuit of parity."

The Association also called for the establishment of the coalition between professional associations in Morocco and a press conference in this regard was held to identify this coalition and its objectives, through which memorandums were prepared regarding a set of proposals to amend the both laws related to the High Council of the Judiciary and the Judiciary Regulations.

Such memorandums were already submitted to the parliament and meetings with several parliamentary groups were held to explain and approve the contents of the memorandum, which was the first of its kind, and deemed one of the best practices, by the Pursuit of the Moroccan women judge who embodied the spirit of the solidarity and struggle together.

Among the goals of the Association is to conclude partnerships with the civil society Associations, through which a set of forums are organized throughout the Kingdom aimed at discussing a set of discriminatory laws and the family code in order to respond to the royal call to change some of its articles.

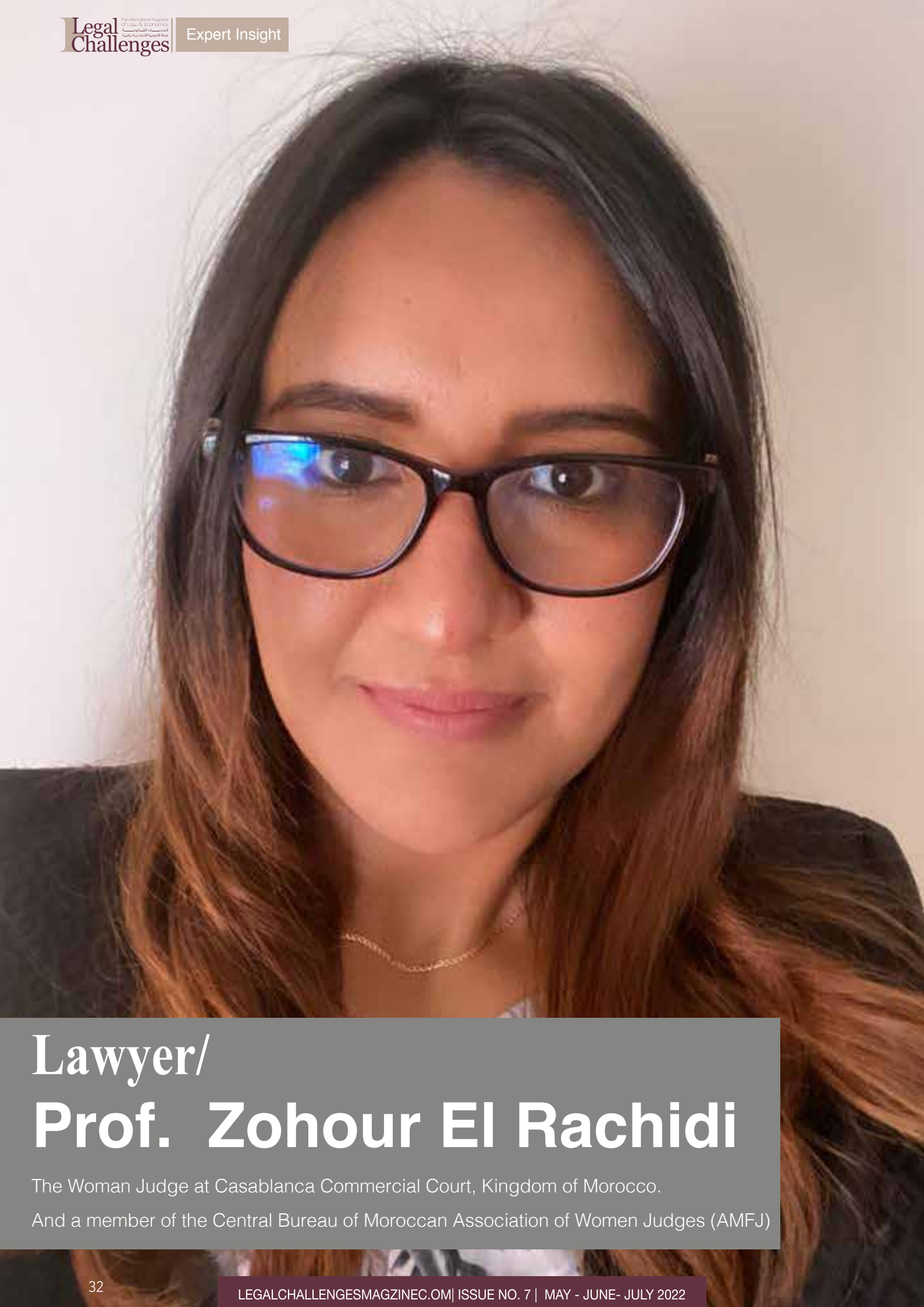
The Association not only stands in solidarity and struggles at the national level, but also it went beyond it to the international level through participation and solidarity with women judges from other countries such as Italy, Spain and the United Arab Emirates.

On 29 November 2014, the Association participated in the World Human Rights Forum in Marrakech through a symposium on "Any gender perspective in the Judiciary", which was organized by the Moroccan Association of Women Judges (AMFJ) and Karama Organization and Arab and African Women Judges, where the final recommendations of the symposium resulted in "The Marrakesh Declaration" aimed at establishing a network of women judges in the Arab region and Africa, in order to act collectively to promote the status, positions and roles of women judges, as what was addressed during this symposium of realistic experiences of the women's

suffering, whether Arab or African, has developed the idea of establishing this network, which aims to make The voice of the Women judges heard by the officials, and the c o nfirm that the feminine gender is the real and effec t ive power that contribut e s to develop the rules of justice.

In fact, time does not permit me to mention the role of the Moroc c an Association of Women Judges (AMFJ) in embody i ng the spirit of solida r ity, unity and collabora t ion among the majority of women judges in Morocco, and its permanent upholding to its main objectives that it has planned since its establishment, especial l y the continuity for the sake of parity. Our presence i n this unique meeting r e presents our absolute solidarity, whether at the national or international level.

The Association not only stands in solidarity and struggles at the national level, but also it went beyond it to the international level through participation and solidarity with women judges from other countries such as Italy, Spain and the United Arab Emirates.



Lawyer/ Prof. Zohour El Rachidi

The Woman Judge at Casablanca Commercial Court, Kingdom of Morocco.
And a member of the Central Bureau of Moroccan Association of Women Judges (AMFJ)

“Moroccan Woman Judge Is A Pioneering Arab Experience... and The Main Partner In Advocating For Their Benefits”

Experience is the only judgment on the plausibility of any idea. Before addressing my professional experience as a woman judge, it is worthy to note that the Moroccan Woman is generally deemed a pioneer in all fields, under the wise leadership of His Majesty King Mohammed VI. May God bless him, who was keen on empowering women to get all their rights and participate in the decision-making process, and offering prospects for the future for them to lead in various fields since his succession to the throne.

The presence of women in the Judiciary represents a natural consequence of the development and openness of peoples. Moroccan women have achieved a distinctive presence in the judiciary, and they are among the first Arab women judges who were admitted to this field early, since 1961, and they have enhanced their presence in the Moroccan judicial scene strongly, the

number of women judges in Morocco is currently up to 1,068 women judges, 25 percent. They have also proven their ability to lead and effectively contribute to decision-making and assume many prestigious positions nationally and internationally. It is a positive indication of the Moroccan state's commitment to provide opportunities for women to participate actively in sustainable development.

My Professional Experience

After getting a degree in Law “Basic Studies Branch”, the Faculty of Legal, Economic and Social Science in Settat, 2008, and during my second

year of the Master term in Business Law, the Faculty of Legal, Economic and Social Science, Rabat, Mohammed V University in Agdal, I admitted to the Judicial Trainee Competition “Batch 36”, 2009 and I passed it, so that I received training at the Higher Judicial Institute for two years for the period 2009-2011, then I graduated as a woman judge on October 25, 2011.





My Work Experience in the Public Prosecution

Upon the proposal of the High Council of the Judiciary for the February 2011 session, I was appointed for the first time as Deputy Prosecutor of the King at Casablanca Civil Court of First Instance.

I consider my experience as a Deputy Prosecutor of the King, despite its short time, is a unique experience, which affects positively my personality and career. My first appointment to the Public Prosecutor, under the supervision of a woman Prosecutor of the King, and the valuable support and guidance

that I have received from her part at both professional and personal levels, gave me an idea that the Moroccan Women have the competency and professionalism that enable them to be leaders at all levels, and the criterion for distinguishing that must be relied upon represents incompetency, impartiality, integrity and performance level.

The Junior judge needs a lot of support to be able to overcome the difficulties he faces at the beginning of his career, especially if he comes from another city. From the first time I served to the Casablanca civil court of the first instance, I received a great support from my colleagues, but the

way of communication and the ability to adapt and manage all situations the judge may exposed are the basic factors that facilitate his integration into the judicial facility in which he works.

My Work Experience in Commercial Court

Working in the commercial Court was an ambition for me since I entered the judicial profession, by virtue of my university degree in "business law". In addition, I spent a period of training at the Rabat Commercial Court, in conjunction with the commercial law courses that were programmed for the

training period. Accordingly, I am convinced that the judge's choice of the specialization in which he received an academic training will inevitably constitute an added value in his judicial career, by combining what is theoretical and practical when considering the files and legal cases brought before him.

After I spent more than two years in the Public Prosecution Service of the Civil Court of First Instance, during the year 2014, the transfer request to work at Casablanca Commercial Court was responded by the High Council of the Judiciary.

Before talking about the unique experience at this court, it is worthy to note that the establishment of the commercial courts fall within the set of legislative reforms undertaken by Morocco at the beginning of the last decade of the last century, in order to enhance the trade and business environment and develop investment in Morocco, Morocco

went ahead in the field of Judicial system through the experience of the specialized jurisdiction. Consequently, the commercial courts were established under Law No. 53.95 on 12 February 1997, as a specialized and independent jurisdiction administratively and structurally, to which the duty of consideration some of the specific issues will be assigned.

Casablanca Commercial Court, in which I currently work, is deemed one of the most important commercial courts in Morocco, by virtue of its main location in the economic capital of the Kingdom, and its relevance to a large number of cases brought before it, as it achieves a record levels annually in the percentage and number of judgments rendered by it.

Working in this court is deemed an excellent challenge for me, given I was working as a deputy prosecutor in the public prosecution. However, my

I consider my experience as a Deputy Prosecutor of the King, despite its short time, is a unique experience, which affects positively my personality and career.

work alongside a group of women judges and judges, headed by the judicial officer in this court, and my benefit from their judicial experiences, and my desire to learn and develop, as well as my academic study in business law, and search for jurisprudence are all factors that contributed to integrate rapidly into this exceptional court. Through my family support and encouragement, I could balance between my work as a woman judge and my family duties as a wife and mother. This is the case for every Moroccan woman in every home, as she takes care of her family and her children, is a successful employee, and sometimes she studies at university or enrolls in higher education to obtain higher degrees.

It is worthy to note that I worked at this court as a trial women judge in various cases . A women judge

member of the chamber to decide on a the contracting difficulties cases, as well as a deputy chairman in terms of amicable settlement and attachment confirmation procedures. Currently, I work at the same court as a chamber chairwoman.

Given the commercial courts have jurisdiction to decide on various economic cases, the judge made great efforts to settle the cases brought before him by using his legal training and jurisprudence at both levels of the Court of Cassation and the Commercial Courts of Appeal.

Judiciary is a profession primarily, in addition to the importance of the professional experience as a main element in rendering the commercial judgment, openness and keeping abreast is not only in legal issues, and the use of the

law in a humane and flexible manner is an essential element that should, in my point of view, be taken into account when considering the files and rendering the judicial ruling, which has multiple functions and dimensions and effects on the litigant and society in general. Accordingly, this requires a proper working conditions for judges, and keeping abreast by the commercial judge by getting training on a regular basis, to keep abreast with the continuous and diversified development of the disputes brought before him, and respond effectively to the changing needs and expectations of society and the economy.

The woman judge in the commercial courts is deemed as a partner and a key actor along with her fellow judge in achieving the judicial efficiency, and consolidate a lot of principles and jurisprudence, which reflects her strong and massive presence in the commercial courts in Morocco. She also contributed to the decision-making process at the level of the commercial courts by assuming positions of judicial responsibility early, as Ms. Asiya Oualalou was appointed as the first president of the commercial court in Rabat in 1998, and Mrs. Laila Benjelloun as the first president of a commercial

court of appeal, and the woman judge is currently assuming the position of the public prosecutor of the king in the commercial court of appeal in Fes, and president of a commercial court, and a king's prosecutor in Commercial courts in Casablanca, Rabat, Fes, Meknes, Tangiers, and Oujda.

My Associative Work Experience

In addition to my professional experience as a woman judge, I am a member of the Moroccan Association of Women Judges (AMFJ). Fortunately, the president and founder of the Court of First Instance to which I was appointed for the first time, was King's prosecutor, Prof. Aisha Al-Nasiri, in 2011, after the possibility of judges membership or establishing professional associations became possible under Article 111 of the Kingdom's constitution. This enabled me to open up greatly to the associative work, and to contribute, along with the rest of the Association's women members, to the achievement of the goals contained in its Basic Law to ensure the rights and benefits of women judges and judges stipulated in the Constitution. This Association also constitutes the gateway through which the Moroccan woman judge is able to make

her voice heard, advocate her rights, and have an effective impact in context of the reform. The Association's openness to the civil society nationally and internationally and its adoption of bold programs also contributed to empowering women judges to participate in reform and community development workshops.

In general, the experience of Moroccan women judges in the judiciary is rich and distinctive in all fields at the national and international levels, and it can be deemed as one of the pioneering experiences that empowering the Arab women from their right to access the judiciary and assume decision-making positions. In addition to their unique experience in the associative work since the enactment of the 2011 constitution, which has enhanced their position in advocating for the independence of the judiciary, they may be a role model for Arab women judges in advocating for their rights and benefits to achieve the desired parity in their countries, especially regarding these matters where women's competency and ability to assume the judiciary profession are still under discussion.

the experience of Moroccan women judges in the judiciary is rich and distinctive in all fields at the national and international levels, and it can be deemed as one of the pioneering experiences that empowering the Arab women from their right to access the judiciary and assume decision-making positions



Moroccan Judge Jamila Sedky wins the 2022 International European Women's Leadership Award

Moroccan Judge Jamila Sedqi won, on Wednesday evening, the "2022 European International Women's Leadership Award" (EIWLA).

Established by the International Women's Leadership Forum, this award highlights women "who have decided, at a certain point in their lives, to pursue their dreams, break traditional obligations around them, rise to the challenge of entering male-dominated fields and act respectfully, providing a model for all women, who did not dare (yet), to make their voices heard and develop their potential."

During the award ceremony celebrating the winners of this cycle, the path of Ms. Sedqi, who is currently a public defender at the Court of Cassation in Morocco, a judge at the African Union Administrative Tribunal, and President of the African Judges Dialogue Forum, was highlighted.

Ms. Sedqi, who received the award from the Vice-President of the European Parliament Nicolas Beer,

expressed her great pride for representing "liberated and responsible Moroccan women heads of the family."

She mentioned that since the 1990s, the situation of women in Morocco had made qualitative progress, in terms of promoting women's rights, both in terms of reforming the national judicial system, in line with international conventions, or in terms of strengthening the institutional framework and developing public policies related to gender equality and the advancement and protection of women's rights.

Ms. Sedqi touched on the crucial political and constitutional reforms implemented in Morocco in the context of promoting and integrating Moroccan women, highlighting, in particular, the development of the status of women judges. In this regard, she pointed out that out of 4,215 judges in Morocco, 1,048 are women, making up 24.87% of judges in Morocco.

The 2022 edition of EIWLA, which was first held in

March 2019 at the European Parliament in Brussels, was also awarded to Chantal Hemerijckx (Belgium), Thao Kilbee (Vietnam, Belgium), Marie-Dolorès Mabuila (Democratic Republic of the Congo, Belgium), Monique Ouassa Kouaro (Benin), Rita Ricketts (New Zealand, UK) and Svetlana Spaic (Yugoslavia, Serbia, Paris).

For Radwan Bashiri, President of the International Women's Leadership Forum, this event honors the women leaders from around the world who inspire and make lasting changes within their community, and who are capable of bringing about change whether in the areas of politics, education, or entrepreneurship.

According to the organizers, the International Women's Leadership Forum provides a platform for all female parliamentarians, women entrepreneurs, heads of NGOs, journalists, scientists, researchers, legal professionals, farmers, and all women leaders in their respective fields.



The late Nejoud Boodai

is an honorable example of an ambitious and persevering Kuwaiti woman, and the first Kuwaiti university woman in the field of fashion design.

With confident steps, Nejoud Boodai (may God have mercy upon her soul) began the dream journey in the fashion profession, accelerating the steps that she supported with science, and advancing in a short period. During such journey, she reserved a distinguished position among her peers, moving between a large number of capitals to lower her sails after stations during which she spread beauty and creativity everywhere adorned by her creative ideas.

Nejoud Jassim Abdullah Boodai is a famous Kuwaiti fashion designer and businesswoman, who could, in a short time, put her name on the Arab scene strongly through a group of dazzling works and attractive designs that were displayed in major fashion houses inside and outside Kuwait. She passed away in 2010 after a struggle with cancer at the age of 38.

Who is Nejoud

Abdullah Boodai?

Nejoud Boodai is descending from one of the long Kuwaiti families, "The Boodai family". She is a model of the practical girl who loved designs and fashion since she was young. Thus, she studied and excelled in what she loved and became the first Kuwaiti woman to obtain a bachelor's degree in fashion at the American College in London, in addition to winning the Outstanding Student Award for Fashion Design in 1994.

That was the spark of success in the life of this sensitive artist; in 1995, her first work saw the light of day through a fashion show in the Andalusian style inspired by the music of a Spanish song. Subsequently, she opened her own store in London, where she displayed a group of the most unique and wonderful designs that won a large audience, which encouraged her to participate in several exhibitions in Europe and the Middle East.

She also has another store in

Nejoud studied fashion design in Britain and graduated from the Department of "Fashion Arts". During her studies, she participated in several competitions in which she won the first prizes, giving her the encouragement and moral support

Kuwait in the Salhiya Complex bearing her name. Nejoud studied fashion design in Britain and graduated from the Department of "Fashion Arts". During her studies, she participated in several competitions in which she won the first prizes, giving her the encouragement and moral support. Subsequently, she set out to complete her career with confidence and ambition.

Nejoud Boodai did not choose Britain to be her place of work, but the circumstances forced her to do so. After graduating, she returned to Kuwait to practice the profession she loves, but she was shocked by the reality that frustrated her. She did not receive any enthusiasm or interest in her work as a young Kuwaiti designer, and found that her society prefers the international foreign names. Thus, she returned to Britain

to start working from London and to build her fame abroad, until she succeeded globally and put her own signature. That's when Kuwaiti society and the Arab world accepted and recognized her.

In 1995, she held her first fashion show and presented a collection that caught the attention of senior fashion designers, and it was in the Andalusian style. Inspired by the music of a Spanish song. Then her shows rolled around the world. However, her shows in Saudi Arabia in particular made her feel happy and proud, because Saudi women's demand for her ideas and designs exceeded her expectations. Nejoud believed that Saudi women are the most daring in innovation neither compared to Gulf women, who prefer to deal with specific international names and do not accept others easily, nor tend to change. A Gulf woman

rather waits for someone to precede her to wear different clothes, so that she has the courage to choose them... That is why Saudi Arabia was the largest Arab and Gulf market for Nejoud.

Among her most important collections, which she displayed in Riyadh, is the "Himalayan Mountains" collection, which relied on luxurious cashmere in a style close to the Afghan and Cambodian styles. It was distinguished by delicate hand embroidery that took a long time to put on each piece.

She collaborated with Saudi jewelry designer Mai Al-Jeddawi in a joint show between fashion and jewelry, and the collection found a great turnout.

Nejoud was fascinated with the Indian style because she believed that India was the deepest civilization, and every time she visited India, she was discovering something new. As for the design itself, she believed it's like poetry that begins with a line and grows up to become a story and a poem... The idea might come to her in a moment while she is reading a book, visiting someone, learning about the civilizations of the countries she is visiting, or even from movie scenes and music clips. All these things gave

her many ideas by which she could set the starting line. After designing the first piece, she could build the shape of the rest of pieces.

Nejoud Boodai was not influenced by any fashion designer, because she was keen, from the beginning, to be a professional designer. She may have been influenced by schools; however, she considered being influenced by the shape, way of thinking, and suchlike is an indirect theft and copying that had nothing to do with creativity. She tended to Armani school in terms of the quality he provides and the cutting accuracy, as she felt that each piece is a distinct and special work in all its details without neglecting any aspect.

The deceased presented her only perfume, "Joud", because she considered that perfumes are complementary to the clothes, and most international fashion houses took this step... As for the components of "Jude" perfume, she was inspired by a perfume that her grandmother was famous for using, as she mixed the aromatic scents known at the time. When Nejoud analyzed it in France, she found that it consists of gory, jasmine and musk, so she used these ingredients as a basis and added fruits and flowers to it, to present the perfume "Joud".



Source:

https://www.lahamag.com/article/21373-%D8%A9%D8%B2%D9%8A%D8%A7%D8%A1_%D9%86%D8%AC%D9%88%D8%AF_%D8%A8%D9%88%D8%AF%D9%8A_%D8%A3%D8%B4%D9%87%D8%B1

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Lawyer/
Sarah Matar
International legal advisor

Electronic Blackmail Crime between Kuwaiti and Lebanese Law

Our world is witnessing a revolution in the field of technology, especially with the emergence of the Internet and social networking sites, to become a part of our daily lives with the profound consequences it has on our societies. Some of them have contributed positively to the development of human life, and the others have a negative aspect represented in the emergence of new types of infringements on the rights of others and society, which is known as cybercrime, of which electronic blackmail is a part. This prompted countries to issue new laws that are commensurate with the nature of these infringements.



Starting with the definition of cybercrime, which is the commission of an illegal act using an electronic means with the intention of obtaining a material or moral gain. Among the cybercrimes, the danger of which has recently aggravated, is the crime of electronic blackmail, which is based on threatening or blackmailing a person by publishing information or pictures of them through one of the Internet channels, compelling them to do or refrain from doing an act or pay an amount of money. There are many examples in this regard, where the

blackmailer exploits the victim to obtain information, pictures or videos of the victim to threaten and blackmail him/her later by requesting a sum of money or performing illegal or immoral acts. In most cases, the victims are women, which is unfortunately because of the nature of our Arab societies and the fear of defamation in front of their families and in society. Blackmail, especially for fragile people, contributes to spreading mental illness, fear and turmoil. It also leads to the destruction of the victim's family life and future, and may sometimes lead to suicide.

We recall several cases of minors who were victims of blackmail and threats to publish pictures of them that they had sent to blackmailers, who they fell into their web, leading them to commit suicide, instead of resorting to the competent authorities. Likewise, blackmail may be committed by the closest people to the victim. In some cases, the blackmailer was the victim's fiancé and even her husband. Therefore, one must always be careful and not trust anyone, even if he is the closest of relatives. The victim must always not yield to the blackmailer and resort

to the relevant authorities to stop him.

In this context, and in order to protect the victim, Kuwaiti law criminalized electronic blackmail, according to Law No. 63 of 2015 on Combating Information Technology Crimes, which stipulates in Article 3 (Paragraph 4):

“Imprisonment for a period not exceeding three years and/or a fine of not less than three thousand dinars and not more than ten thousand dinars, shall be applied on any one who:

..... 4- Uses the information network or an information technology means to threaten or blackmail a natural or legal person to force them to do or refrain from doing an act.

If the threat is to commit a felony or what is considered an insult to the dignity, honor, esteem or reputation of persons, the penalty shall be imprisonment for a period not exceeding five years and/or a fine of not less than five thousand dinars and not more than twenty thousand dinars....”

As for the Lebanese legislator, he did not follow the example of his Kuwaiti counterpart when he issued Law No. 81 of 2018 on Electronic Transactions and Personal Data, as he did not insert a special text criminalizing electronic blackmail under this law. Thus the judiciary played the main role, as it adapted Article 650 of the Penal Code issued in 1943 with the development of information technology, in pursuit of justice and so that blackmailers would not be with impunity. The interpretation adopted the application of Article 650 of the Penal Code, which punishes anyone who threatens a person to expose, disclose or divulge a matter, and who would harm the dignity or honor of this person in order to force them to bring an unlawful benefit to the blackmailer or to others in the event of using information that could be obtained through information systems, because the text does not indicate the source of information used in threats or blackmail.

Countries have paid great attention to combating cybercrime. Kuwait and



Lebanon have established a department to combat cybercrime, and have created phone numbers to report such crimes, including electronic blackmail. In addition to consolidating confidentiality and preserving personal life, the importance of this element in encouraging blackmail reporting should be noted, as the girl is usually afraid of scandal. This is what the blackmailer relies on to reach his desired goal, as the victim responds to him to prevent the publication of her photos

or confidential information. Therefore, the essence of confidentiality was to give the victim additional protection and encourage her to report to punish the criminal as soon as possible.

The role played by the Cyber Crime Combating Department was very effective, as the victim is treated with respect and the confidentiality of private information is preserved, until the criminal is tracked down and referred to the Public Prosecution to pursue him.

However, the only obstacle is the technical knowledge of the workforce in this department, which requires practical and technical training on many modern technologies that are in line with these crimes.

In conclusion, electronic blackmail crimes have become a phenomenon that penetrates the body of society and makes it fragile and disturbed. Women usually fall victim to this type of crimes, so awareness must be raised not to send any information

or personal photos to others, even if they are the closest relatives of the victim. In the event of falling into the blackmailer's web, the victim must trust the Cyber Crime Combating Department and inform them immediately, instead of yielding to the blackmailer's demands, as the latter will constantly threaten and blackmail the victim and will not be satisfied with one time.

The crime of electronic blackmail has become a phenomenon that penetrates the body of society and infects it with weakness and turmoil. Usually women fall victim to this type of crime

ON THIS DAY, 16 MAY 2022 (KUWAITI WOMEN'S DAY)

We congratulate every Kuwaiti woman on the anniversary of the recognition of her full political rights, after it was approved by the Kuwaiti National Assembly on 16 May 2005, under the wise political leadership, following the issuance of the historic decree by the late Amir Sheikh/ Jaber Al-Ahmad Al-Jaber Al-Sabah, may he rest in peace, granting the Kuwaiti women all their political rights to stand for election and vote, believing that they play an important role and appreciating their support.

We are proud of all the women working in all fields, including women doctors, engineers, teachers, judges, police women, soldiers, and employees in all sectors, especially women lawyers, whom we commend their role in spreading legal awareness and advocating the interests of the country and the citizens, as well as the women volunteers who made every effort in providing support and contributing without expecting compensations.

We also express our gratitude to the great Kuwaiti women's support in achieving the community development and their significant role in family welfare, especially their political role in the past years and their continuous giving in all stages of nation-building.

Kuwaiti women have suffered a lot to address the challenges of life they faced during Covid-19 pandemic.

We underline their great and influential role under these exceptional circumstances that the country has faced during the outbreak of Covid-19 pandemic, whether socially, regarding her family and children, or practically, in the light of addressing the crises. It is no surprise that she is the best supporter of men in terms of facing crises, building, developing, and achieving the goals of this generous country.

However, there are many challenges that must be addressed with transparency and objectivity, including political challenges,

especially in the light of the absence of Kuwaiti women from the National Assembly and the urgent need to amend some legislation that discriminates against women and includes violence challenges against them.

May God bless and secure Kuwait and its people from all harm. We hope that God will unfold this gloominess soon. We aspire to a bright future for our beloved country, Kuwait.

And we also hope to overcome together the consequences of this cries, whether socially, economically or politically.

Kuwaiti women are always have a leading, supportive, responsible and effective role in decision-making.

In addition, we contribute to achieve the fifth goal of sustainable development, which provides for the gender equality and women's empowerment in order to achieve Kuwait Vision 3035.

Lawyer/
Prof. Alia Behbehani
Head of the Center for Women of Kuwait Bar Association



Lawyer/ Taghreed Almashari

Managing Partner of the legal platform www.Elmetr.com

Meta Description

With a large legal experience, and previous experience advising the biggest Saudi companies how to start and scale in the Saudi Market, Taghreed Almashari is now appointed as the Managing Partner of the legal platform www.Elmetr.com. According to the interview held with Ms. Taghreed, “ Elmetr appears to be a great solution to the Saudi legal industry, serving thousands of litigants, making their life much easier”.

Our short term plan, In the second quarter of 2022, on one side, we plan to have the best 60 lawyers in Riyadh covering the different specializations. One the other side, we plan to service over 5000 clients.

Background

“The managing partner of www.elmetr.com in KSA “ Taghreed Almashari” Working as a legal counsel in Saudi Arabia, with a quiet experience at local law firms, international law firms in Europe, private and public sector.

She provides advisory/legal services to many sectors such as: Commercial services, including: (drafting,

**We plan to service
over 5000 clients**

analyzing, and reviewing all commercial contracts, franchising, and commercial agency, sale and purchase agreements, mortgage and leasing, drawing up the organization of commercial operations, establishing and registering trademarks, including branches and trade names, merger and acquisition. Almashari has knowledge in Zakat and tax services (preparing

the financial statements and final accounts for the past year and preparing the next year's budget). Furthermore, she's an expert in corporate governance, which includes: (preparing and reviewing the articles of association and contracts of incorporation of companies, preparing and building the entire governance framework and including the regulations of councils

and its committees, the regulations of administrative committees and governance policies, the matrix of powers, reviewing the requirements of governance in full according to the legal form of each company. Also, she is a business developer who implements and coordinates corporate business plans. Her main goal is to deploy new growth levers for the company, by working on developing a long-term vision while at the same time rolling out tactics to rapidly conquer new markets.

Vision of Elmetr in Saudi Arabia

Technology and innovation underpin large domains of Saudi Arabia's National Transformation Program. As it aspires to improve economic competitiveness and enhance efficiency, Vision 2030 will demand Saudi Arabia to embrace and to invest substantially in new technologies.

Find out which tech developments to expect in the Kingdom and how this will impact regulation.

As a result of Vision 2030, we see transformations transpiring speed, increased investment,

potential privatization opportunities, raised government support for technological solutions, and more widespread technology adoption. The Kingdom will need to balance this fast shift with regulation to protect corporations and consumers.

New Tech Laws and Legislations

To promote change and encourage innovation, we expect more focus on laws identifying digital transactions. At the same time, we also expect legal and regulatory measures to establish higher information security and data protection standards.

www.elmetr.com 's managing partner “ Taghreed Almashari ” said the Kingdom's telecommunications sector regulator – the Communications and Information Technology Commission (CITC) – issued a public consultation on a proposed regulation for cloud computing in July 2016. The consultation paper highlighted the anticipation of the regulatory status of cloud computing in the Kingdom and security risks connected with cloud usage as crucial factors in the need for regulation.

Almashari mentioned that it is refreshing to see the Saudi regulatory authorities, such as the CITC, taking a proactive and consultative approach to the new regulation. By inviting

comments on significant legislation such as the proposed cloud framework, the outcome will hopefully consider the range of industry views and result in comprehensive and practical legislation.

Opportunities for Tech Companies

The opportunities for technology companies appearing from Vision 2030 are considerable. The possibility to shape the future of the Kingdom presents a glamorous and rare chance for companies to deliver solutions that can make a real difference. We expect that suppliers will be encouraged to be creative and offer products and services that can integrate with Saudi Arabia's future vision.

At the same time, all organizations will be required to monitor the developing legal and regulatory frameworks around the use of technology and data processing. We expect that information security and data protection will be significant themes for future legislation, in addition to specific regulations on particular technology products and services. In some cases, this will create additional administrative and licensing burdens that will need to be considered alongside the market entry opportunities.

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MOROCCO POST ISSUES A SERIES OF THREE POSTAGE STAMPS FOR MOROCCAN WOMEN

Morocco Post issues a series of three postage stamps for Moroccan women; i.e. Malika El Fassi 1919 - 2007, the only Moroccan woman among the 66 signatories to the Declaration of Independence on January 11, 1944; Touria Chaoui 1936 - 1956, the first female pilot in Morocco and the Arab world; and Fatema Mernissi 1940-2015, a great writer and professor of sociology .



The Legal Challenges Group has organized a seminar in Casablanca With an elite group of Moroccan Law Women entitled

“Legal Challenges for Women”



“Areej Hamada: The Moroccan Woman was the first to assume a judiciary position in the Arab Region and achieved historical gains”



The International Bar Association has honored the Lawyer, Areej Hamada, on the occasion of appointing her in the position of the Regional Representative of Kuwait at the Chinese-European Arbitration

Center headquartered in the Federal Republic of Germany. As she is the first Gulf lawyer to assume this position, and with confidence that reflects the appreciation and recognition of this center towards her

academic and professional career path.

The Chairman of the Association, the attorney Saeed Ma'sh, and on behalf of the Association, has

expressed the best wishes and congratulations to the lawyer Areej Hamada, wishing her the best of success and luck in her professional career. Moreover, he invited her to visit the Kingdom of Morocco, with the aim of sharing her unique experience as a brilliant attorney and a role model in professional competence and excellence for the Arab lawyer.

In this context, the attorney Areej Hamada has stressed the importance of this honoring from the first association in the Arab world, which is specialized in supporting female judges, namely, the Moroccan Association of Women Judges.

Furthermore, Hamada also met with during the visit with the King's representative, the Moroccan judge, Aisha Ayat El Hajj, in the presence of each of the association's female judges: Zohour Al-Rashidi, Jahan Mazouzi and Yasmine Kanaan, noting that this shield of honor is very expensive for her professional life and dear to her heart, being her first award of honor from an Arab country, and for being an award from the first Arab Association of Women Judges, and also in professional terms.

The visit also included many meetings with a number of political and legal figures,

where she met the First Deputy Speaker of the Moroccan parliament, Mohamed Al-Sabari, and also with a number of female parliamentarians, including the Deputy Speaker of the Moroccan parliament, lawyer/ Wazina Addakhli, who got the highest electoral votes among women (316 thousand votes), a member of the Moroccan Parliament, and the member of the Justice and Legislation Committee, the lawyer/ Najwa Cox, the member of Parliament, Chairperson of the Parliament's Public Finance Control Committee, and the Professor of Law/ Latifa Lableeh. In addition, Hamada also met with the Head of the Regional Human Rights Committee, which is fighting for women's rights, the lawyer/ Saadia Waddah, as well as the President of the Court of First Instance in Casablanca, the Judge/ Abdel Salam Masar.

Hamada told "Al-Anbaa News": During the visit, a round table was arranged on the occasion of International Women's Day with a group of inspiring female characters, in which we discussed our professional experiences and the challenges encountered and how to overcome them, where the positive atmosphere prevailed discussions in all aspects, while stressing on the importance of working to provide the best for women

in general, and female lawyers and female judges in particular, indicating that the status that Moroccan women have obtained today is mainly due to the royal discretions, which have triumphed over Moroccan women's rights, which made them achieve many historical gains recorded in all fields, as the Moroccan Ruler, King Mohammed VI, was keen that Moroccan women obtain all their rights on a par with men. The Moroccan woman was the first to ascend the judicial chair in the Arab world, as the first woman judge was appointed in Morocco in 1961, and since that date women could prove their efficiency and competence in doing this difficult assignment, which enabled them to move up the ranks of responsibility in the judiciary.

At the conclusion of the visit, Hamada expressed her thanks and appreciation to the President and members of the International Bar Association and everyone she met for the great appreciation and profound interest that she received, and that is not uncommon for the authentic, ancient and hospitable Moroccan people, praying to God Almighty to perpetuate the blessings of security and stability.

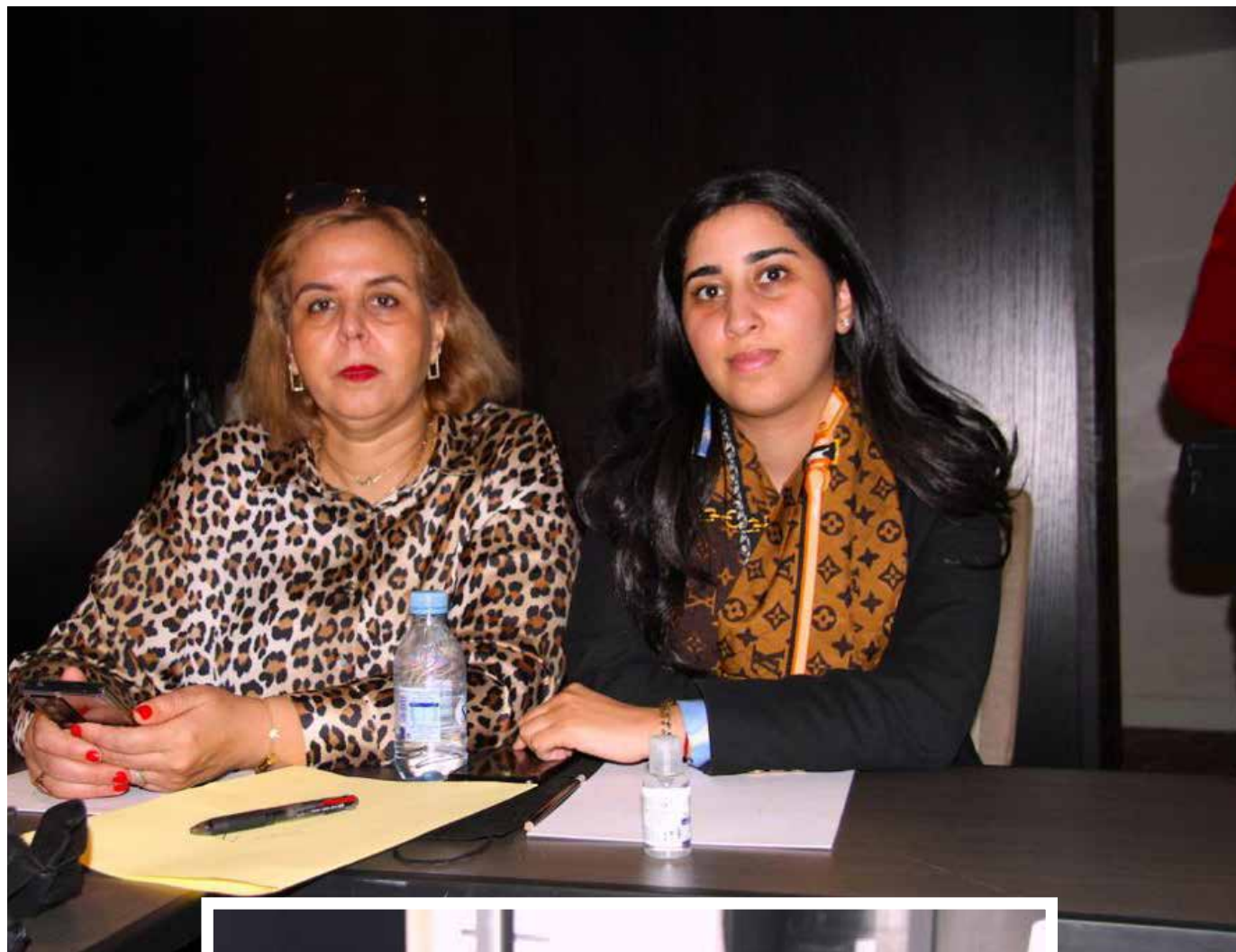
















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