

Summary of Kuwait Labor Law

The Kuwait Labor Law regulates the rights, obligations, and working conditions of employees and employers in Kuwait. It applies to all workers in the private sector except domestic workers and those covered by special laws. **1. Employment Contracts:**

All employees must have written contracts specifying terms of employment, salary, job duties, and duration of work. If no written contract exists, the employee's statement is generally considered valid. **2. Working Hours and Overtime:**

The maximum working hours are 8 hours per day or 48 hours per week. Overtime work must be compensated at a rate of 125% on regular days, 150% on weekly rest days, and 200% on public holidays. **3. Leave Entitlements:**

Employees are entitled to 30 days of paid annual leave after completing 9 months of service. Sick leave is also provided according to a specific scale, starting with full pay for the first 15 days.

4. Termination and End of Service Benefits:

An employer may terminate an employee for valid reasons as defined under the law. If an employee is terminated without valid reason, they are entitled to compensation. Employees who complete more than 3 years of service are eligible for an end-of-service indemnity. This is calculated based on the length of service and the last drawn salary, usually 15 days' pay for each of the first 5 years and one month's pay for each subsequent year. **5. Health and Safety:**

Employers are required to ensure safe and hygienic working conditions and provide necessary medical facilities. **6. Dispute Resolution:**

Labor disputes are first referred to the Public Authority for Manpower (PAM) for mediation. If no resolution is reached, the case can be escalated to the labor court.

Conclusion:

Kuwait Labor Law aims to balance the rights of workers and employers, ensuring fair treatment, safe workplaces, and protection against arbitrary dismissal.