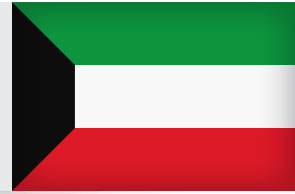


# KUWAIT



## History:

The history of Kuwait dates back to antiquity, with archaeological evidence indicating human presence since 8000 BC. In the 18th century, the Bani Utbah clan established a trading post in the area, which eventually became the modern city of Kuwait. The country was a British protectorate from 1899 until 1961 when it gained independence. The discovery of oil in the 1930s transformed Kuwait into one of the richest countries in the Arabian Peninsula. The late 20th century was marked by the brutal Iraqi invasion in 1990, which led to the Gulf War. Since liberation in 1991, Kuwait has been working towards political and economic recovery.

## Geography:

Kuwait is a small, oil-rich country situated in the northeastern corner of the Arabian Peninsula. It shares borders with Iraq to the north and west, and Saudi Arabia to the south, with the Persian Gulf lying to the east. Covering an area of approximately 17,818 square kilometers, Kuwait's terrain is mostly flat desert plain. Its highest point is an unnamed location, reaching about 306 meters above sea level. The country has nine islands, the largest of which is Bubiyan, although only Failaka Island is inhabited.

## Economy:

Kuwait's economy, one of the smallest but wealthiest in the world, is largely dependent on oil reserves, which account for nearly 90% of its export earnings and more than half of its GDP. The country is also one of the top ten richest countries in the world per capita. The government has been investing in various sectors to diversify the economy as part of its 'Vision 2035' strategic plan. This includes sectors like finance, real estate, tourism, and information technology. Despite the significant impact of the 2020 global pandemic and subsequent economic slowdown, the country has shown resilience, maintaining a stable economy.

## Business Opportunities:

Kuwait offers several business opportunities, especially in non-oil sectors, as the government seeks to diversify the economy. Infrastructure projects, ICT, renewable energy, and healthcare are some of the sectors that are expected to grow in the coming years. The government is also working to improve the business environment by implementing reforms to attract foreign investment. For instance, in 2019, a new Foreign Direct Investment Law was introduced, providing incentives for foreign companies. However, as with all international business ventures, understanding the local business culture, legal framework, and market dynamics is crucial.

## Summary of Labor Law:

The labor law in Kuwait provides a legal framework for the rights and protections of workers in the country. Here is a summary of the key aspects of labor law in Kuwait:

- **Working Hours:** The regular working hours in Kuwait shouldn't exceed eight hours daily or 48 hours weekly. During Ramadan, work hours are reduced to 36 hours per week for Muslim employees.
- **Overtime:** Overtime work is allowed and is compensated at a rate of 1.25 times the normal hourly wage for excess hours worked on ordinary days. This increases to 1.5 times the normal hourly wage for overtime work performed on holidays.
- **Leave and Holidays:** Employees are entitled to a weekly rest of at least one day, usually Friday. Employees who have worked for at least nine months are entitled to 30 days of paid annual leave.
- **End of Service Benefits:** Upon termination of the contract, irrespective of the cause, an employee is entitled to an end-of-service benefit. It equals 15 days' remuneration for each of the first five years of service and a month's remuneration for each of the subsequent years, provided the total benefit does not exceed one and a half year's remuneration.
- **Minimum Working Age:** The minimum working age in Kuwait is 18 years. However, minors aged 15 to 18 years may work under certain conditions.
- **Maternity and Paternity Leave:** Women are entitled to 70 days of paid maternity leave. Kuwait does not have specific paternity leave provisions, but new fathers can use their annual leave.
- **Termination of Employment:** Both the employer and the employee can terminate the employment contract, but requirements for notice and severance pay must be followed.

As this is a summary, do not hesitate to contact us at [contact@genta-international.com](mailto:contact@genta-international.com) for specific advice on labor law in Kuwait.