

# GMS Flash Alert

## Employment Law

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## Kuwait – Electronic Working Hours Regulations Implemented for Private Sector

Kuwait’s Public Authority for Manpower implemented Resolution No. 15 of 2025, mandating electronic management and reporting of working hours for private sector employers, effective November 1, 2025. The resolution was published in the Official Gazette on September 14, 2025.<sup>1</sup>

### WHY THIS MATTERS

This development introduces significant changes for private sector employers and globally mobile employees working in Kuwait. Organizations must now transition from paper-based to electronic systems for recording working hours, rest periods, weekly days off, and official holidays. This mandate is intended to promote transparency and fairness in working conditions, help protect workers from exploitation, achieve timely compensation, and reduce the risk of disputes and penalties related to wage violations or excessive working hours.

The requirement to promptly update records and display regulations on-site may increase administrative obligations and heighten scrutiny from authorities.

Non-compliance may result in penalties, including suspension of the employer’s file, affecting operations, workforce planning, and potentially the mobility of expatriate employees.

### Background

Previously, private sector employers in Kuwait managed working hours and related records using paper-based systems. The shift to electronic administration marks a modernization of oversight intended to improve transparency and facilitate inspections, as stated by the Public Authority for Manpower (the “Authority”).

## Key Highlights

Kuwait has enacted Resolution No. 15 of 2025, requiring private sector employers to manage and report working hours electronically. This move replaces the legacy paper-based system and seeks to enhance transparency, oversight, and compliance in the labor market. Non-compliance risks penalties, including suspension of the employer’s file under Law No. 6 of 2010.

- **Mandatory Electronic Reporting:** Employers must record daily working hours, rest periods, weekly days off, and official holidays on the Authority’s electronic platform.
- **Workplace Display Requirement:** Regulations must be printed and displayed at the workplace for employee and inspector access.
- **Enforcement and Penalties:** Recorded data serves as the official reference for inspections; non-compliance may lead to suspension of employer files.
- **Immediate Compliance Urged:** The Authority advises employers to update records immediately to achieve lawful operations.

## KPMG INSIGHTS

Transitioning to electronic management of working hours may require investment in new systems and retraining of staff. The increased transparency and real-time data access could improve compliance but also exposes organizations to greater enforcement risks for errors or delays in updating records.

In light of the change, the organisations and entities might consider the following:

- Organizations may wish to review and update internal processes to achieve timely and accurate submission of working hours data, rest periods, and holidays.
- Companies may wish to establish protocols for regular audits and staff training to maintain compliance with the new electronic equipment. Displaying regulations visibly in the workplace would be essential for both employee awareness and regulatory inspections.

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### FOOTNOTE:

1 “Kuwait implements electronic working hours regulations for private sector,” The Times, dated November 2, 2025.

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