Global Immigration alert

November 2025

Kuwait

New requirement for employers to submit work and holiday schedule electronically

Executive summary

Effective 1 November 2025, employers in Kuwait are required to electronically submit and update daily work schedules, rest periods and holidays for their employees, including foreign workers.

Key developments

The Public Authority for Manpower (PAM) announced the issuance of [Ministerial Resolution No. (15) of 2025] on 14 September 2025, which mandates employers to submit and update daily work schedules, rest periods and holidays through the PAM's electronic system. Once approved, employers will be required to print and display work schedule data at their office premises, which the PAM inspectors will use for official reference during their inspections and follow-ups. Noncompliance may lead to legal action, including partial or full suspension of the employer's file.

Impact on employers

Employers may update their internal policies as required to ensure compliance with the new requirement, and minimize delays and business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

EY

Shape the future with confidence

Xavier Brun
Partner – People Advisory Services Tax, MENA Immigration
Tel: + +973 1713 5249
Email: xavier.brun@bh.ey.com

Zina Zaidan
Manager – People Advisory Services Tax, MENA Immigration
Tel: + +974 4457 4179
Email: zina.zaidan1@qa.ey.com

Ben Willis
Partner – EY Global Immigration Competency Lead
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 009182-25Gbl

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com