

Kuwait

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Kuwait City). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Kuwait scores 32.5 out of 100**. The overall score for Kuwait is lower than the regional average observed across the Middle East & North Africa (49.6).

Kuwait - Scores for Women, Business and the Law 2020



Relative Strengths

Kuwait does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Kuwait could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Kuwait is on the indicator related to laws affecting women's decisions to work (the WBL2020 Workplace Indicator). To improve on the Workplace Indicator, Kuwait may wish to consider allowing a woman to get a job without permission from her husband, prohibiting discrimination in employment based on gender, enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Personal Status Law, Arts. 87 and 90
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law, Art. 89
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Law 11 of 1962, Art. 17
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	No	Personal Status Law, Art. 89
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	Labor Law No. 6 of 2010, Art. 22
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Law No. 6 of 2010, Art. 23 Jobs deemed arduous: Labor Law No. 6 of 2010, Art. 23 Jobs deemed morally inappropriate: Labor Law No. 6 of 2010, Art. 23
	Are women able to work in the same industries as men?	No	Mining: Ministerial Decision No. 552 of 2018 Construction: Labor Law No. 6 of 21, Art. 23 Factories: Ministerial Decision No. 552 of 2018 Agriculture: Ministerial Decision No. 552 of 2018 Energy: Ministerial Decision No. 552 of 2018 Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	No	Personal Status Law, Art. 87
	Can a woman be head of household in the same way as a man?	Yes	No applicable provisions could be located
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law, Arts. 97, 107, 111 and 130
Parenthood	Does a woman have the same rights to remarry as a man?	No	Personal Status Law, Arts. 156-157
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law No. 6 of 21, Art. 24
	Does the government pay 100% of maternity leave benefits?	No	Labor Law No. 6 of 21, Art. 24
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law of Kuwait, Arts. 96 and 810
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law, Arts. 300 and 307
	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law of Kuwait, Art. 299
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law, Art. 343
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	Personal Status Law, Art. 343
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Insurance Law 1976, Art. 17(6) Men: Social Insurance Law 1976, Art. 17(6)
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Social Insurance Law 1976 Men: Social Insurance Law 1976
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located