

# Kuwait

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 35 out of 100**. The overall score for Kuwait is lower than the regional average observed across the Middle East and North Africa (53). Within the Middle East and North Africa region, the maximum score observed is 88.8 (Malta).

## Kuwait - Scores for Women, Business and the Law 2022



## Relative Strengths

Kuwait does not attain a perfect score on any of the WBL2022 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's pay (the WBL2022 Pay indicator). To improve on the Pay indicator, Kuwait may wish to consider mandating equal remuneration for work of equal value, allowing women to work at night in the same way as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

## Recent Reforms

During the past year (October 2nd, 2020 – October 1st, 2021), Kuwait prohibited gender discrimination in employment and adopted legislation on sexual harassment in employment.



Further data details for Kuwait are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/kuwait/2022>



	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, 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?	Yes	Ministerial Decree No. 177 of 2021 on Prohibiting Discrimination in Employment and Prohibiting Sexual Harassment at Workplaces, Art. 1
	Is there legislation on sexual harassment in employment?	Yes	Ministerial Decree No. 177 of 2021 on Prohibiting Discrimination in Employment and Prohibiting Sexual Harassment at Workplaces, Art. 2
	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 a woman work at night in the same way as a man?	No	Labor Law No. 6 of 2010, Art. 22
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Law No. 6 of 2010, Art. 23; Decree No. 27 of 2021 on Rules and Procedures for Granting Work Permits, Art. 26
	Can a woman work in an industrial job in the same way as a man?	No	Labor Law No. 6 of 2010, Art. 23; Decree No. 27 of 2021 on Rules and Procedures for Granting Work Permits, Art. 26
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 restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection from Domestic Violence, Art. 1(2)
	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 and 157
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law No. 6 of 2010, Art. 24
	Does the government pay 100% of maternity leave benefits?	No	Labor Law No. 6 of 21, Art. 24
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	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 a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law, 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, Art. 299
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law, Art. 343
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Social Insurance Law 1976, Art. 17(6); Law No. 10 of 2019. Men: Social Insurance Law 1976, Art. 17(6); Law No. 10 of 2019
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Social Insurance Law 1976; Law No. 10 of 2019. Men: Social Insurance Law 1976; Law No. 10 of 2019
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located