



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.



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