

Kuwait
12 October 2010

Act No. 6 of 10 February 2010, which relates to employment in the private sector

Book one: General provisions

Sections 1-6

Book two: Employment, apprenticeship and vocational training

Chapter one: Employment (Sections 7-11)

Chapter two: Apprenticeship and vocational training (Sections 12-18)

Chapter three: Employment of young persons (Sections 19-21)

Chapter four: Employment of women (Sections 22- 26)

Book three: Individual labour contract

Chapter one: Labour contract (Sections 27-31)

Chapter two: Workers' and Employers' duties and disciplinary sanctions (Sections 32-40)

Chapter three: End of labour contract, and end of service bonus (Sections 41-54)

Section 46

A worker's service may not be terminated without justification, on grounds of his/her trade union activity, or on grounds of his/her claims, or because he/she enjoys his/her legitimate rights in accordance with the provisions of this Act. A worker's service may not be terminated on grounds of sex, national extraction, or religion.

Book Four: System and conditions of work

Chapter one: Wages (Sections 55-63)

Chapter two: Hours of work, and weekly rest (Sections 64-69)

Chapter three: Paid annual holidays (Sections 70-79)

Chapter four: On occupational safety and health, occupational accidents and diseases (Sections 80-97)

Book five: Collective labour contracts (Sections 98-110)

Chapter one On the collective labour relationship
Workers' and employers' organizations and trade union rights

Section 102

The elected governing board shall submit, within fifteen days as of the day on which it was elected, the foundation papers of the organization to the Ministry.

The organization's legal entity status shall be confirmed as of the date on which the Minister's decision is issued approving its establishment and after depositing the full documents, which are required at the Ministry.

The Ministry shall guide and counsel the organization towards rectifying the procedures for its establishment, and to complete the foundation papers before its proclamation. If the Ministry does not reply within fifteen days as of the date on which the documents were deposited, the organization's legal entity status shall be confirmed by the force of law.

Section 104

The Ministry shall guide trade union and employer organizations towards the sound application of the law, and the manner of registration in registers and financial books specific to each of them, and their guidance towards understanding any lack of information, and the restrictions inscribed therein.

Trade unions shall be prohibited from the following:

1. Work on ideological, political and religious issues;
2. Invest its funds in financial, real estate or any type of speculation;
3. Accept donations and legacies without informing the Ministry.

Chapter two: A collective labour contract (Sections 111-122)

Chapter three: Collective labour conflicts (Sections 123-132)

Book six: Labour inspection and penalties

Chapter one: Labour inspection (Sections 133-136)

Chapter two: Penalties (Sections 137-142)

Book seven: Final provisions
(Sections 143- 150)