

Kuwait compensation and benefits are extremely important to both your employees and your company. Employees need to make a certain amount and at least receive statutory benefits to accept a position with your company. Plus, you need to meet Kuwait's compensation laws to stay compliant. Unfortunately, it's difficult to focus on compensation and benefits when you're also expanding your company, hiring new employees, and more.

Globalization Partners is a global PEO that makes it easier to expand in countries such as Kuwait. We offer an entire suite of global expansion services, including Kuwait benefits and compensation outsourcing. We'll onboard employees and add them to our compliant payroll and Kuwait benefits management plan. When you work with us, you'll have to worry only about running your company.

## **Kuwait Compensation Laws**

Kuwait's minimum wage is 75 Kuwaiti dinars per month, and it was last changed in 2018. Although the minimum wage equates to \$250 a month, many employees make between \$40,000 and \$50,000 a year. Kuwait's compensation laws also require companies to pay bonuses, although many do not.

## **Guaranteed Benefits in Kuwait**

You should start your Kuwait benefits management plan with guaranteed benefits that will help you stay compliant. The list includes days off for Kuwait's nine public holidays. Employees should also receive 30 days of paid annual leave after working for nine months for your company. Annual leave is supposed to get paid in advance of the employee starting their vacation. Muslim employees who have not previously performed Al-Hajj can take 21 days off for the pilgrimage after working two years for your company.

Female employees are guaranteed 30 days of paid maternity leave before the expected due date and 40 days after the birth of a child. They can also take another 100 days of unpaid leave, either consecutive or not, after paid maternity leave. Doing so requires a medical

certificate, however, to show that the employee is not able to work.

## **Kuwait Benefits Management**

Next, we recommend adding supplemental benefits that employees may expect before dispersing your entire Kuwait benefit management plan. Some of the common benefits in the country include a:

- Housing allowance
- Education allowance
- Car allowance
- Transportation allowance
- Phone allowance

## **Restrictions for Benefits and Compensation**

Companies expanding without the help of a global PEO such as Globalization Partners have to set up their own subsidiary before hiring employees, paying them, and dispersing benefits. You won't have the same restriction when you work with Globalization Partners because you can use our existing subsidiary. Our team will take care of paying your employees and making sure they get the benefits they deserve. We'll act as the Employer of Record too, so we'll be responsible for all compliance instead of you.

## **Choose Globalization Partners Today**

Globalization Partners understands the challenges of global expansion. We'll make it easier and faster to expand to Kuwait through Kuwait compensation and benefits outsourcing. Contact us today for more information about our entire suite of global expansion services.