

KSA

Labor Law Amendments



August 6, 2024

English Version

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Article Number	New Version	Old Version
Article 2	<p>In this Law, the following terms shall have the meanings assigned thereto, unless the context requires otherwise:</p> <p>Ministry: Ministry of Labor.</p> <p>Minister: Minister of Labor.</p> <p>Labor Office: The administrative authority assuming jurisdiction over the labor affairs within an area specified by a decision of the Minister.</p> <p>Employer: Any natural or corporate person employing one or more workers for a wage.</p> <p>Worker: Any natural person - male or female - working for an employer and under his management or supervision for a wage, even if said person is not under his direct control.</p> <p>Minor: Any person of 15 and below 18 years of age.</p> <p>Work: The effort exerted in all human activities in execution of a (written or unwritten) employment contract regardless of their nature or kind, be they industrial, commercial, agricultural, technical, or otherwise, whether physical or mental</p> <p>Original work: For individuals: Their usual business activities. For firms: The activities for which the firm was established as</p>	<p>In this Law, the following terms shall have the meanings assigned thereto, unless the context requires otherwise:</p> <p>Ministry: Ministry of Labor.</p> <p>Minister: Minister of Labor.</p> <p>Labor Office: The administrative authority assuming jurisdiction over the labor affairs within an area specified by a decision of the Minister.</p> <p>Employer: Any natural or corporate person employing one or more workers for a wage.</p> <p>Worker: Any natural person - male or female - working for an employer and under his management or supervision for a wage, even if said person is not under his direct control.</p> <p>Minor: Any person of 15 and below 18 years of age.</p> <p>Work: The effort exerted in all human activities in execution of a (written or unwritten) employment contract regardless of their nature or kind, be they industrial, commercial, agricultural, technical, or otherwise, whether physical or mental.</p> <p>Original Work: For individuals: Their usual business activities. For firms: The activities for which the firm was established as</p>

stated in its articles of incorporation, franchise contract – if a franchise company, or Commercial Register.

Temporary Work: Work considered by its nature to be part of the employer's activities, the completion of which requires a specific period or relates to a specific job and ends with its completion. It shall not exceed 90 days in either case.

Incidental Work: Work that is not considered by its nature to be part of the usual activities of an employer, and its execution does not require more than 90 days.

Seasonal Work: Work that takes place during known periodical seasons.

Part-Time Work: Work performed by a part-time worker for an employer and for less than half the usual daily working hours at the firm, whether such a worker works on a daily basis or on certain days of the week.

Continuous Service: The uninterrupted service of a worker for the same employer or his legal successor from the starting date of service.

Service shall be deemed continuous in the following cases:

1. Official holidays and vacations.
2. Interruptions for sitting for examinations in accordance with the provisions of this Law
3. Worker's unpaid absences from work for intermittent periods not exceeding 20 days per work year.

Assignment: A service to provide a

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worker to work for a non-employer through an establishment licensed for this purpose.

Resignation: A worker's written expression of his desire, without coercion, to terminate a fixed-term employment contract without any condition or restriction, and the employer's acceptance of it.

Basic Wage: All that is given to a worker for his work by virtue of a written or unwritten employment contract regardless of the kind of wage or its method of payment, in addition to periodic increments.

Actual Wage: The basic wage plus all other due increments decided for a worker for the effort he exerts at work or for risks he encounters in the course of performing his work, or those decided for the worker for the work under the employment contract or work organization regulation. This includes:

1. The commission or percentage from sales or profits paid against what the worker markets, produces, collects, or realizes from increased or enhanced production
2. Allowances the worker is entitled to for exerted effort or risks he encounters while performing his job.
3. Increments that may be granted in accordance with the standard of living or to meet family expenses.
4. Grants or rewards: What the employer grants to a worker and what is paid to him for honesty or efficiency and the like, if such grant or reward is stipulated in the employment contract

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	<p>or the work organization regulation of the firm, or if it is customarily granted to the extent that workers consider it part of the wage rather than a donation.</p> <p>5. In rem privileges: What the employer commits himself to provide to the worker for his work by stating the same in the employment contract or the work organization regulation, and it is estimated at a maximum of two months basic wage per annum, unless it is otherwise estimated to exceed that in the employment contract or the work organization regulation.</p> <p>Wage: actual wage.</p> <p>Firm: Any enterprise run by a natural or corporate person which employs one or more workers for a wage of any kind.</p> <p>Month: 30 days, unless otherwise specified in the employment contract or the work organization regulation.</p> <p>Regulations: The Implementing Regulations of this Law.</p>	<p>or the work organization regulation of the firm, or if it is customarily granted to the extent that workers consider it part of the wage rather than a donation.</p> <p>5. In rem privileges: What the employer commits himself to provide to the worker for his work by stating the same in the employment contract or the work organization regulation, and it is estimated at a maximum of two months basic wage per annum, unless it is otherwise estimated to exceed that in the employment contract or the work organization regulation.</p> <p>Wage: actual wage.</p> <p>Firm: Any enterprise run by a natural or corporate person which employs one or more workers for a wage of any kind.</p> <p>Month: 30 days, unless otherwise specified in the employment contract or the work organization regulation.</p> <p>Regulations: The Implementing Regulations of this Law.</p>
Article 7	<p>1. The following shall be exempted from the implementation of the provisions of this Law:</p> <p>a) The employer's family members, namely, the spouse and the ascendants and descendants who constitute the only workers of the firm.</p> <p>b) Players and coaches of sports clubs and federations</p> <p>c) Domestic workers and the like</p> <p>d) Agricultural workers, private</p>	<p>1. The following shall be exempted from the implementation of the provisions of this Law:</p> <p>a) The employer's family members, namely, the spouse and the ascendants and descendants who constitute the only workers of the firm.</p> <p>b) Players and coaches of sports clubs and federations.</p> <p>c) Domestic workers and the like.</p> <p>d) Agricultural workers, private</p>

	<p>herdsmen, and the like.</p> <p>e) Non-Saudi workers coming to perform a specific task for a period not exceeding two months.</p> <p>2. The Minister shall issue, in coordination with relevant agencies, one or more regulations for the categories set out in subparagraphs (a), (c), (d), and (e), of paragraph (1) of this Article, containing the rights, obligations, and other special provisions related to each category.</p> <p>As an exception to the provisions of paragraph (1) of this article, these regulations shall apply the penalties stipulated in Article (229) of this system.</p> <p>3. The regulations issued regarding the categories mentioned in subparagraphs (c) and (d) of paragraph (1) of this article shall include the procedures and mechanisms that ensure the improvement of the performance of the labor market for the two categories, regulate their movement, and determine the responsibilities and duties of employers, offices, and companies that mediate in contracting with them.</p>	<p>herdsmen, and the like.</p> <p>e) Sea workers working on board vessels with a load of less than 500 tons:</p> <p>f) Non-Saudi workers entering the Kingdom to perform a specific task for a period not exceeding two months.</p> <p>2. The Minister shall issue, in coordination with relevant agencies, one or more regulations for the categories set out in subparagraphs (a), (c), (d), (e), and (f) of paragraph (1) of this Article, containing the rights, obligations, and other special provisions related to each category.</p>
Article 22	<p>The Ministry provides free employment channels that do the following:</p> <p>1. Assist workers in finding suitable</p>	<p>The Ministry shall provide employment units, free of charge, at locations convenient for employers and workers, which shall undertake the following:</p> <p>1. Assist workers in finding suitable</p>

	<p>jobs and aid employers in recruiting suitable workers.</p> <p>2. Gather necessary information on the labor market and its developments and analyzing such information to make it available to various public and private organizations concerned with economic and social planning affairs.</p> <p>3. Perform the following duties:</p> <p>3.1 Registering job seekers.</p> <p>3.2 Obtaining data on vacant jobs from employers.</p> <p>3.3 Referring workers' applications to suitable vacant jobs.</p> <p>3.4 Providing advice and assistance to job seekers with respect to vocational qualification and training or the required retraining to fill vacancies.</p> <p>3.5 Other matters decided by the Ministry.</p>	<p>jobs and aid employers in recruiting suitable workers.</p> <p>2. Gather necessary information on the labor market and its developments and analyzing such information to make it available to various public and private organizations concerned with economic and social planning affairs.</p> <p>3. Perform the following duties:</p> <p>3.1 Registering job seekers.</p> <p>3.2 Obtaining data on vacant jobs from employers.</p> <p>3.3 Referring workers' applications to suitable vacant jobs.</p> <p>3.4 Providing advice and assistance to job seekers with respect to vocational qualification and training or the required retraining to fill vacancies.</p> <p>3.5 Other matters decided by the Ministry.</p>
Article 23	<p>Every citizen of working age who is capable of work and willing to work may register his name at the employment channels, along with his date of birth, qualifications, previous employment, preferences, and address</p>	<p>Every citizen of working age who is capable of work and willing to work may register his name at the employment unit along with his date of birth, qualifications, previous employment, preferences, and address</p>
Article 24	<p>The Regulations shall specify the rules and procedures for work progress at employment channels, forms of registers, notices, and other papers used for its work in addition to job classification tables, according to the official job classification, which shall be the basis for organizing recruitment.</p>	<p>The Regulations shall specify the rules and procedures for work progress at employment units, forms of registers, notices, and other papers used for its work in addition to job classification tables, according to the official job classification, which shall be the basis for organizing recruitment.</p>

<p>Article 25</p>	<p>Every employer shall send the following to the Ministry:</p> <ol style="list-style-type: none"> 1. A statement of vacant and new jobs, their types, locations, wages, and qualifications within a period not exceeding 15 days from the date of vacancy or creation thereof. 2. A notice of the measures taken to employ the citizens nominated by the employment unit within seven days from receiving the nomination letter. 3. A list of the names, jobs, professions, wages, ages, and nationalities of his workers, as well as the numbers and dates of work permits for non-Saudis and other data specified in the Regulations. 4. A report on the status, conditions, and nature of work and the anticipated increase or decrease in jobs during the year following the date of the report. 5. The statements specified in paragraphs (3) and (4) of this Article shall be sent during the month of Muharram of every year. 	<p>Every employer shall send the following to the competent labor office:</p> <ol style="list-style-type: none"> 1. A statement of vacant and new jobs, their types, locations, wages, and qualifications within a period not exceeding 15 days from the date of vacancy or creation thereof. 2. A notice of the measures taken to employ the citizens nominated by the employment unit within seven days from receiving the nomination letter. 3. A list of the names, jobs, professions, wages, ages, and nationalities of his workers, as well as the numbers and dates of work permits for non-Saudis and other data specified in the Regulations. 4. A report on the status, conditions, and nature of work and the anticipated increase or decrease in jobs during the year following the date of the report. 5. The statements specified in paragraphs (3) and (4) of this Article shall be sent during the month of Muharram of every year.
<p>Article 27</p>	<p>The Minister may – when necessary in certain activities and professions and in some provinces and counties - require employers not to employ workers until they have been registered at employment channels under the terms and conditions specified pursuant to his decision.</p>	<p>The Minister may – when necessary in certain activities and professions and in some provinces and counties - require employers not to employ workers until they have been registered at employment units under the terms and conditions specified pursuant to his decision.</p>
<p>Article 28</p>	<p>Every employer employing 25 or more workers, and the nature of his work enables him to employ professionally qualified persons with disabilities, shall employ at least 4%</p>	<p>Each employer employing 25 workers or more where the nature of his work allows recruitment of the professionally disabled shall employ a number of disabled persons that</p>

	<p>of the total number of his workers with disabilities, whether through nomination of employment channels or otherwise. He shall send to the competent ministry a statement of the number of jobs and businesses occupied by professionally qualified persons with disabilities, and the wages of each of them.</p>	<p>represents at least 4% of the total number of his workers whether through nomination by employment units or otherwise, and he shall send to the competent labor office a list of the jobs and posts occupied by professionally rehabilitated disabled persons and their wages.</p>
Article 30	<p>1. A natural or corporate person may not engage in the activity of employing Saudis or the activity of recruiting workers or the activity of outsourcing unless licensed by the Ministry. The Regulations shall determine the functions of these two types of activities, the conditions for granting and renewing a license to each of them, the obligations of the licensee, the duties and prohibitions as well as rules for nonrenewal or revocation of the license and the consequences thereof, and other conditions and controls necessary for ensuring the proper conduct of business</p> <p>2. The Ministry shall propose the value of the fees for practicing the activities referred to in paragraph (1) of this article, and the aspects of completing the regulatory procedures for disbursing them, in preparation for this matter.</p>	<p>A natural or corporate person may not engage in the recruitment of Saudis or in the recruitment of workers from abroad unless licensed for the same by the Ministry. The Regulations shall determine the functions of these two types of activities, the conditions for granting and renewing a license to each of them, and the duties and prohibitions as well as rules for nonrenewal or revocation of the license and the consequences thereof, and other conditions and controls necessary for ensuring the proper conduct of business.</p>
Article 31	<p>Saudi workers who were employed by recruitment offices and companies, and workers who were brought in on behalf of employers, shall be deemed workers of the employer and bound to him by direct contractual relation.</p>	<p>Saudi workers to whose employment the recruitment offices contributed and workers recruited from abroad on behalf of employers shall be deemed workers of the employer and bound to him by direct contractual relation.</p>
Article 35	<p>The Ministry may, for the considerations it deems appropriate,</p>	<p>The Ministry may decline to renew the work permit if the employer</p>

	<p>may refrain from renewing the work permit if the employer violates the standards for the localization of jobs set by the Ministry, or any other conditions or controls contained in the regulations. The regulations shall specify the procedures that ensure that the worker is not affected by the failure to renew the work permit, including the possibility of transferring the worker's service to another employer without the consent of the violating employer.</p>	<p>violates the Saudization requirements set by the Ministry.</p>
Article 37	<p>A non-Saudi employment contract must be written and of a fixed duration. If the contract does not state its duration, its duration shall be considered one year from the date the worker actually commences work. If the work continues after the expiry of this period, it shall be considered renewed for a similar period.</p>	<p>The employment contract for non-Saudis shall be written and of a fixed term. If the contract does not specify the duration, the duration of the work permit shall be deemed the duration of the contract.</p>
Article 39	<p>The employer may not - without following the established rules and procedures - leave his worker to work for others or work for his own account, and the worker may not work for another employer or for his own account, and the employer may not employ another worker. The Ministry shall inspect establishments, detect violations of this system, and take the necessary measures to implement the penalties stipulated thereunder, and then refer what falls within the jurisdiction of the Ministry of Interior to it to take what it deems appropriate in accordance with the provisions stipulated therein. The Ministry of Interior shall also refer - in the event that it detects violations related to the provisions stipulated</p>	<p>Unless he has followed the stipulated legal rules and procedures, an employer may not allow his worker to work for others, and a worker may not work for other employers. Similarly, an employer may not employ the workers of other employers. The Ministry of Labor shall inspect firms, investigate violations of this paragraph detected by its inspectors, and refer them to the Ministry of Interior for the imposition of prescribed penalties.</p> <p>2. An employer may not allow a worker to work for his own account and a worker may not work for his own account. The Ministry of Interior shall be in charge of detection, detention, deportation, and imposition of penalties on violators</p>

	<p>therein - the data of employers who violate the provisions of this system to the Ministry of Labor; to implement the penalties stipulated thereunder.</p>	<p>working for their own account in streets and squares, as well as absconding workers and persons employing, hiding, or transporting them as well as any person involved in such violation, and shall impose the prescribed penalties against them.</p>
Article 40	<p>1. An employer shall bear the fees pertaining to the recruitment of non-Saudi workers, the fees for issuing and renewing residence permit (Iqama) and work permit, and fines resulting from delays caused by the employer, as well as the fees pertaining to change of profession, exit and re-entry visas, and return tickets to the worker's home country at the end of the relation between the two parties.</p> <p>2. A worker shall bear the costs of returning to his home country if he is unfit for work or if he wishes to return to his home country without a legitimate reason.</p> <p>3. An employer shall bear the fees of transferring the services of a worker who wishes to transfer his service to him.</p> <p>4- The employer shall be obligated to bear the expenses of preparing the body of the worker and transporting it to the place where the contract was concluded or from which the worker was recruited, unless he is buried with the approval of his relatives within the Kingdom. The employer shall be exempted in the event that the General Organization for Social Insurance is obligated to do so.</p>	<p>1. An employer shall bear the fees pertaining to the recruitment of non-Saudi workers, the fees for issuing and renewing residence permit (Iqama) and work permit, and the fines resulting from their delay, as well as the fees pertaining to change of profession, exit and re-entry visas, and return tickets to the worker's home country at the end of the relation between the two parties.</p> <p>2. A worker shall bear the costs of returning to his home country if he is unfit for work or if he wishes to return to his home country without a legitimate reason.</p> <p>3. An employer shall bear the fees of transferring the services of a worker who wishes to transfer his service to him.</p> <p>4. An employer shall be responsible for the cost of preparing the body of a deceased worker and transporting it to the location where the contract was concluded, or where the worker was recruited unless the worker is interred in the Kingdom with the approval of his family. The employer shall be relieved if the General Organization for Social Insurance (GOSI) undertakes the same.</p>
Article 42	<p>Every employer shall establish a policy for training and qualifying his</p>	<p>An employer shall be required to prepare his Saudi workers and</p>

	<p>Saudi workers, in order to raise their skills and improve their level in technical, administrative, professional and other work, and the regulations shall specify the provisions related to this.</p>	<p>enhance their technical, administrative, vocational, and other skills for the purpose of gradually replacing non-Saudis. The employer shall keep a record showing the names of the Saudi workers who have replaced non-Saudis in accordance with the conditions and rules set forth in the Regulations.</p>
Article 43	<p>Without prejudice to the terms and conditions stipulated in franchise agreements and other agreements regarding training, qualification and skill upgrading, every employer must qualify or train his Saudi workers for his work, a percentage to be determined by a decision of the Minister. This percentage includes Saudi workers who complete their studies if the employer bears the costs of the study. The regulations shall specify the standards and general provisions related to this.</p>	<p>Without prejudice to the conditions set forth in franchise and other agreements regarding training and qualification, every employer employing 50 or more workers shall annually train, in his business, a number of his Saudi workers not less than 12% of the total number of his workers. This percentage shall include Saudi workers who are pursuing their studies if the employer is covering their tuition fees. The Minister may raise this percentage in certain firms pursuant to a decision by him.</p>
Article 44	<p>The training program must include the skill that the worker is training on, the rules and conditions to be followed in the training, its duration, number of hours, theoretical and practical training programs, the testing method, and the certificates granted in this regard. The regulation specifies the standards and general rules that must be followed in this regard to raise the level of the worker's performance in terms of skill and productivity.</p>	<p>The training program shall include the rules and conditions to be followed in training, its duration, number of hours, theoretical and practical training programs, testing method, and the certificates to be granted in this regard. The Regulations shall set forth the general criteria and rules to be followed in this regard to raise the worker's level of performance in terms of skill and productivity.</p>
Article 46	<p>The qualification or training contract must be in writing and specify the type of profession contracted for training, the duration of the training and its successive stages, the skill targeted to be acquired, and the amount of the reward given to the</p>	<p>A training or qualification contract shall be in writing, indicating the profession for which the training is contracted, the duration of training and its successive stages, and the allowance to be paid to the trainee at each stage, provided that it is not</p>

	<p>trainee at each stage, provided that it is not determined on the basis of the piece or production. The contract must specify the rights and duties of the trainee and the employer, and whether the qualification or training is in a facility affiliated with the employer or in another facility.</p>	<p>based on piecemeal or productivity.</p>
Article 47	<p>The Minister may require firms, to be determined pursuant to a decision by him, to accept a certain number or percentage of the students and graduates of colleges, institutes, and centers to receive training and supplementary practical experience in accordance with the conditions, circumstances, and durations specified by the regulations. A training contract may be concluded between the trainee and the employer, provided that the provisions contained in this chapter apply to it. The establishment may provide a reward to the trainee.</p>	<p>The Minister may require firms, to be determined pursuant to a decision by him, to accept a certain number or percentage of the students and graduates of colleges, institutes, and centers to receive training and supplementary practical experience in accordance with the conditions, circumstances, durations, and trainee allowances to be specified in an agreement to be concluded between the Ministry and the management of the relevant firm.</p>
Article 48	<p>1. The employer may terminate the training contract if it is established that the trainee is incapable of completing the training program, according to periodic evaluation reports prepared by the facility providing training or qualification. The trainee or his guardian has the right to terminate the contract. The party seeking to terminate the contract shall notify the other party of this at least one week prior to the specified date to terminate, neither party has the right to demand compensation from the other party unless the contract includes a provision to that effect.</p> <p>2. Following completion of training, the employer shall be entitled to</p>	<p>1. The employer may terminate the training contract if it is established that the trainee is incapable of completing the training program. The trainee or his guardian shall be entitled to the same. The party seeking to terminate the contract shall notify the other party of this at least one week prior to the date of termination of training.</p> <p>2. Following completion of training, the employer shall be entitled to</p>

	<p>require the trainee or the person subject to qualification to work for him for a period equivalent to that of the training. If the trainee refuses to work for a similar period or part thereof, he shall pay to the employer the cost of training incurred by the employer or the cost of the remaining period.</p>	<p>require the trainee to work for him for a period equivalent to that of the training. If the trainee refuses to work for a similar period or part thereof, he shall pay to the employer the cost of training incurred by the employer or the cost of the remaining period.</p>
Article 51	<p>1. The employment contract shall be executed in duplicate, one copy to be retained by each of the two parties. It must be documented in accordance with the relevant regulatory provisions and in light of what is specified in the regulations.</p> <p>However, a contract shall be deemed to exist even if not written. In this case the worker alone may establish the contract and his entitlements arising therefrom by all methods of proof. Either party may at any time demand that the contract be in writing. As for workers of the government and public corporations, the appointment decision or order issued by the competent authority shall serve as the contract.</p>	<p>1. The employment contract shall be executed in duplicate, one copy to be retained by each of the two parties. However, a contract shall be deemed to exist even if not written. In this case the worker alone may establish the contract and his entitlements arising therefrom by all methods of proof. Either party may at any time demand that the contract be in writing. As for workers of the government and public corporations, the appointment decision or order issued by the competent authority shall serve as the contract.</p>
Article 52	<p>1. Subject to the provisions of Article 37 of this Law, the Ministry shall create a model employment for each type of employment contract, which shall primarily include the name and place of the employer; the name and nationality of the worker; proof of identity; place of residence; agreed upon wage, including benefits and allowances; type and location of work; date of employment; and duration of the contract if fixed, and the rights and basic obligations of each party.</p> <p>2. The employment contract shall be in accordance with the model contract</p>	<p>1. Subject to the provisions of Article 37 of this Law, the Ministry shall create a model employment contract, which shall primarily include the name and place of the employer; the name and nationality of the worker; proof of identity; place of residence; agreed upon wage, including benefits and allowances; type and location of work; date of employment; and duration of the contract if fixed.</p> <p>2. The employment contract shall be in accordance with the model contract</p>

	referred to in paragraph (1) of this Article. The parties to the contract may add other items not conflicting with the provisions of this Law, its Regulations, and relevant decisions.	referred to in paragraph (1) of this Article. The parties to the contract may add other items not conflicting with the provisions of this Law, its Regulations, and relevant decisions.
Article 53	<p>1. If the worker is subject to a probation period, the same shall be expressly stated and the duration clearly indicated in the work contract, provided that the total period shall not exceed, in all cases, 180 days. The regulations specify the provisions related to this, including those relating to vacations that are not included in the calculation of the period. Either party has the right to terminate the contract during this period.</p>	<p>1. If the worker is subject to a probation period, the same shall be expressly stated and clearly indicated in the work contract, provided that such probation period shall not exceed 90 days, exclusive of Eid Al-Fitr and Eid Al-Adha holidays and sick leaves. The probation period may be extended by written agreement between the worker and the employer, provided that it shall not exceed 180 days. Each party shall have the right to terminate the contract during this period, unless the contract contains a provision giving the right to terminate the contract to only one of them.</p>
Article 61	<p>In addition to the duties provided for in this Law and the regulations and decisions issued for its implementation, the employer shall be required to:</p> <ol style="list-style-type: none"> 1. Refrain from resorting to forced labor, or withholding the worker's wage or part thereof without court order, or mistreating the worker in any manner that may infringe upon his dignity or religion. 2. Give the workers the time required to exercise their rights as provided for in this Law without any deductions from their wages against such time. He may regulate the exercise of this right in a manner not detrimental to work progress. 3. Facilitate for the employees of the 	<p>In addition to the duties provided for in this Law and the regulations and decisions issued for its implementation, the employer shall be required to:</p> <ol style="list-style-type: none"> 1. Refrain from resorting to forced labor, or withholding the worker's wage or part thereof without court order, or mistreating the worker in any manner that may infringe upon his dignity or religion. 2. Give the workers the time required to exercise their rights as provided for in this Law without any deductions from their wages against such time. He may regulate the exercise of this right in a manner not detrimental to work progress. 3. Facilitate for the employees of the

	<p>competent authorities any task related to the enforcement of the provisions of this Law.</p> <p>4. To refrain from doing anything that would nullify or weaken the application of equal opportunities or treatment in employment and profession, whether through exclusion, differentiation or preference between job applicants or employees on the basis of race, color, gender, age, disability, social status or any other form of discrimination.</p> <p>5. To provide adequate housing for his workers. He may replace this with an appropriate cash allowance paid to them with their wages.</p> <p>6. To provide a suitable means of transportation for his workers from their place of residence to the workplace. He may replace this with an appropriate cash allowance paid to them with their wages.</p>	<p>competent authorities any task related to the enforcement of the provisions of this Law.</p>
Article 72	<p>1. The worker shall be notified in writing of the decision of imposing the penalty on him. If he refuses to receive the same or if he is absent, the notice shall be sent to the address shown in his file by registered mail, and he has the right to file a written grievance at the competent authority with the employer within 30 days -excluding official holidays- from the date of notification of the decision. If his grievance is rejected or not decided upon in writing within fifteen days of it's submission, he has the right to object before the labor courts to the decision to impose the penalty on him within 30 days -excluding official holidays- from the date of rejection of his grievance or the</p>	<p>1. The worker shall be notified in writing of the decision of imposing the penalty on him. If he refuses to receive the same or if he is absent, the notice shall be sent to the address shown in his file by registered mail. The worker may object to the decision of imposing the penalty upon him within 15 days, excluding official holidays, from the date of notifying him of the final decision. The objection shall be filed with the labor court which shall be required to issue its decision within 30 days from the date of registering the objection.</p>

	<p>expiry of the period specified for deciding on the grievance, whichever is sooner.</p>	
<p>Article 74</p>	<p>An employment contract shall terminate in any of the following cases:</p> <ol style="list-style-type: none"> 1. If both parties agree to terminate it, provided that the worker's consent is in writing. 2. If the term specified in the contract expires, unless the contract has been explicitly renewed in accordance with the provisions of this Law. In such case, it shall remain in force until the expiry of its term. 3. At the discretion of either party in indefinite term contracts, as stated in Article 75 of this Law. <p>3. Resignation.</p> <ol style="list-style-type: none"> 4. When the worker reaches the age of retirement in accordance with the provisions of the Social Insurance Law unless the parties agree on continuing work after this age. 5. Force majeure. 6. Permanent closure of the firm. 7. Termination of the line of business for which the worker is employed, unless agreed otherwise. <p>7. Issuance of a decision or final ruling by the competent court to terminate the worker's contract in any of the bankruptcy procedures opened in accordance with the bankruptcy system.</p> <ol style="list-style-type: none"> 8. Any other case provided for by any 	<p>An employment contract shall terminate in any of the following cases:</p> <ol style="list-style-type: none"> 1. If both parties agree to terminate it, provided that the worker's consent is in writing. 2. If the term specified in the contract expires, unless the contract has been explicitly renewed in accordance with the provisions of this Law. In such case, it shall remain in force until the expiry of its term. 3. At the discretion of either party in indefinite term contracts, as stated in Article 75 of this Law. 4. When the worker reaches the age of retirement in accordance with the provisions of the Social Insurance Law unless the parties agree on continuing work after this age. 5. Force majeure. 6. Permanent closure of the firm. 7. Termination of the line of business for which the worker is employed, unless agreed otherwise. 8. Any other case provided for by any

	other law.	other law.
Article 75	<p>1. If the contract is of an indefinite term, and the wage was paid monthly, either party may terminate it for a legitimate reason, as follows:</p> <p>a. If the termination is by the worker, he must give written notice to the employer at least 30 days before the date of termination.</p> <p>b. If the termination is by the employer, he must give written notice to the worker at least 60 days before the date of termination.</p> <p>c. If the contract is of indefinite duration and the wage is not paid monthly, the party terminating the contract for a legitimate reason - whether the worker or the employer - must give written notice to the other party at least 30 days before the date of termination.</p>	<p>1. If the contract is of an indefinite term, either party may terminate it for a valid reason to be specified in a written notice served to the other party prior to the termination date as specified in the contract, provided that such period is not less than 60 days if the worker's wage is paid monthly, and not less than 30 days for non-monthly wages.</p>
Article 79	<p>1. The submitted resignation request is considered accepted if 30 days have passed since it's submission without a response from the employer. The employer may postpone acceptance of the resignation request for a period not exceeding 60 days if the interest of the work so requires, and in accordance with a written reasoned explanation provided to the worker, provided that the postponement of acceptance occurs before the end of the 30 days period referred to in this paragraph. The period of postponement is calculated from the date of submitting the aforementioned explanation to the worker.</p> <p>2. The employment contract shall</p>	No text.

	<p>terminate upon resignation from the date of the employer's acceptance of it, or the expiry of the 30 day period referred to in paragraph (1) of this article without a response from the employer, or the expiration of the period of postponement of acceptance referred to in paragraph (1) of this article.</p> <p>3. The worker may withdraw from the resignation request within a period not exceeding 7 days from the date of it's submission, unless the employer accepts it before withdrawing.</p> <p>4. It is not permissible to specify a postponed date in the resignation request.</p> <p>5. The employment contract is considered valid during the period of the resignation request. Both parties to the contract are committed to implementing all obligations arising from it during the contract.</p> <p>6. The worker whose contract has ended by resignation is entitled to all his rights stipulated in accordance with this system.</p>	
Article 107	<p>1. The employer shall pay the worker for overtime working hours an additional amount equal to the hourly wage plus 50% of his basic wage. The employer may, with the worker's consent, compensate the worker for overtime hours as compensatory paid leave days in lieu of the overtime hours. . The regulations shall specify the provisions related to this.</p> <p>2. If the firm is operated on the basis of weekly working hours, the hours in</p>	<p>1. The employer shall pay the worker for overtime working hours an additional amount equal to the hourly wage plus 50% of his basic wage.</p> <p>2. If the firm is operated on the basis of weekly working hours, the hours in excess of the hours taken as the</p>

	<p>excess of the hours taken as the criterion shall be deemed overtime hours.</p> <p>3. All working hours performed during holidays and Eids shall be deemed overtime hours.</p>	<p>criterion shall be deemed overtime hours.</p> <p>3. All working hours performed during holidays and Eids shall be deemed overtime hours.</p>
Article 113	<p>Taking into account female workers' leaves as provided for under this Law, a worker shall be entitled to a five-day leave with full pay in the event of the death of a spouse or an ascendant or descendant, or marriage, and three days in the event of the death of a brother or a sister, all of which are calculated from the date of the incident, three days in the event of the birth of a child within 7 days of date of birth. In all cases, the employer shall have the right to request supporting documents.</p>	<p>Taking into account female workers' leaves as provided for under this Law, a worker shall be entitled to a five-day leave with full pay in the event of the death of a spouse or an ascendant or descendant, or marriage, and a three-day paid leave in the case of childbirth. In all cases, the employer shall have the right to request supporting documents.</p>
Article 151	<p>1. Female workers shall be entitled to fully paid maternity leave for a period of 12 weeks including the 6 weeks following the birth, which are mandatory. She may distribute the remaining 6 weeks as she sees fit, starting 4 weeks before the expected date of birth. Expected date of delivery shall be determined pursuant to a medical report certified by a health authority. If the remaining leave period is less than 6 weeks due to the delivery being delayed beyond its expected date, the remaining period shall be considered unpaid leave. In all case, the working woman has the right to extend this leave for one month without pay.</p>	<p>1. Female workers shall be entitled to fully paid maternity leave for a period of 10 weeks to be divided at the female worker's discretion. Such period may start four weeks prior to the expected date of delivery. Expected date of delivery shall be determined pursuant to a medical report certified by a health authority.</p> <p>2. A woman may not, under any circumstances, work during the six weeks immediately following delivery. She shall be entitled to extend the leave for an additional</p>

	<p>2. In the event of giving birth to a sick child or a child with special needs whose health condition requires a constant companion, a female worker shall be entitled to a one-month leave with full pay starting at the end of the maternity leave and she shall be entitled to extend the leave for an additional month as unpaid leave.</p>	<p>two months as unpaid leave.</p> <p>3. In the event of giving birth to a sick child or a child with special needs whose health condition requires a constant companion, a female worker shall be entitled to a one-month leave with full pay starting at the end of the maternity leave and she shall be entitled to extend the leave for an additional month as unpaid leave.</p>
Article 168	<p>The words and phrases (Vessel, Vessel Chandler, Captain, Seaman, and Marine Employment Contract) wherever they appear in this chapter shall have the meanings indicated for them in the commercial Maritime Law.</p>	<p>In this Part, the following terms shall have the meanings assigned thereto, unless the context requires otherwise:</p> <p>Vessel: A floating craft registered in the Kingdom of Saudi Arabia, whose tonnage is not less than 500 tons.</p> <p>Vessel chandler: A natural person, or public or private firm for whose account the vessel is being rigged.</p> <p>Captain: A seaman qualified to command a vessel and assume responsibility for it.</p> <p>Seaman: A person working aboard a vessel on a marine employment contract.</p> <p>Marine employment contract: An employment contract for a wage concluded between the vessel's owner or chandler or the representative of either of them and a seaman to work on board said vessel. Such contract shall be subject to the provisions of this Law, unless they are in conflict with the provisions of this Part and the decisions issued hereunder.</p>
Article 178	<p>Without prejudice to the provisions relating to the maritime employment contract contained in this system, a regulation shall be</p>	<p>Seamen shall be provided with food and accommodation at the expense of the vessel chandler. This shall be regulated by a decision issued by the</p>

	<p>issued by a decision of the Minister -in coordination with the General Authority for Transport- regulating the maritime employment contract, and it shall include provisions relating to the rights and obligations of the two parties to the contract, living conditions, safety, food, sleep and entertainment on board of the ship, the measures that the employer must take to prevent occupational injuries and diseases, health care, working hours, rest and vacations, training and development of the sailor's skills, provisions for returning the sailor to his home country, issuing a certificate of the ship's compliance with the provisions of this system, the mechanism for inspection and monitoring of the ships' compliance in light of this system, determining violations and the penalties resulting from committing them, and provisions for amicable settlement of complaints.</p>	Minister
Article 182	<p>An employer may terminate the contract without prior notice and without compensation If the voyage is canceled before the outset, for reasons beyond the Chandler's control and the wage is on the basis of a single voyage, unless the contract provides otherwise.</p>	<p>An employer may terminate the contract without prior notice and without compensation in the following cases:</p> <p>1. If the vessel sinks, is confiscated, goes missing, or becomes unseaworthy; or</p> <p>2. If the voyage is canceled at the outset, for reasons beyond the Chandler's control and the wage is on the basis of a single voyage, unless the contract provides otherwise.</p>
Article 195	Deleted.	<p>In addition to the general conditions for appointing employees, a work inspector shall satisfy the following requirements when performing his duties:</p>

		<p>1. Total impartiality.</p> <p>2. Absence of any direct or indirect relation with the firms he inspects.</p> <p>3. Passing a conduct examination following completion of a training period of at least 90 days.</p>
Article 196	<p>Work inspectors shall have the following powers:</p> <ol style="list-style-type: none"> 1. Monitor implementation of the provisions of this Law, its Implementing Regulations, and the decisions issued in implementation thereof. 2. Provide employers and workers with technical information and instructions that enable them to follow the best methods for implementing the provisions of this Law. 3. Report to the specialists the shortcomings of existing provisions, and submit relevant proposals. 4. Report violations of the provisions of this Law, its Regulations, and the decisions issued in implementation thereof. 5. Investigate violations which have been detected by other competent government agencies and referred to the Ministry. 6. Propose appropriate fines in accordance with the Violations and Penalties Table. 	<p>Work inspectors shall have the following powers:</p> <ol style="list-style-type: none"> 1. Monitor implementation of the provisions of this Law, its Implementing Regulations, and the decisions issued in implementation thereof. 2. Provide employers and workers with technical information and instructions that enable them to follow the best methods for implementing the provisions of this Law. 3. Report to the competent authorities the shortcomings of existing provisions, and submit relevant proposals. 4. Report violations of the provisions of this Law, its Regulations, and the decisions issued in implementation thereof. 5. Investigate violations which have been detected by other competent government agencies and referred to the Ministry. 6. Propose appropriate fines in accordance with the Violations and Penalties Table.
Article 197	Removed.	Before assuming their duties,

		<p>inspectors shall sign a pledge form prepared by the Ministry, affirming their commitment to carry out their duties with honesty and dedication, and not to disclose the secrets of any industrial invention or any other Page 43 secrets which they may become privy to in the course of performing their duties. An inspector shall carry an inspector identification card issued by the Ministry.</p>
Article 198	<p>Work inspectors shall have the right to:</p> <ol style="list-style-type: none"> 1. Access any firm that is subject to the provisions of the Labor Law at any time of the working hours of the facility, without prior notice. 2. Perform any examination or investigation required to ascertain the proper implementation of the Law. They may in particular: <ol style="list-style-type: none"> a) Question the employer, his representative, or the workers in private or in the presence of witnesses about any matter relating to the implementation of the provisions of the Law. b) Review all books, records, and other documents that must be kept pursuant to the provisions of this Law and relevant decisions, and obtain any copies or extracts therefrom. c) Take sample(s) of the materials used or handled in industrial and other operations subject to inspection and believed to have a harmful effect on the health or safety of workers, for the purpose of analyzing such samples in government laboratories to determine the extent of such effect, and duly 	<p>Work inspectors shall have the right to:</p> <ol style="list-style-type: none"> 1. Access any firm that is subject to the provisions of the Labor Law at any time, day or night, without prior notice. 2. Perform any examination or investigation required to ascertain the proper implementation of the Law. They may in particular: <ol style="list-style-type: none"> a) Question the employer, his representative, or the workers in private or in the presence of witnesses about any matter relating to the implementation of the provisions of the Law. b) Review all books, records, and other documents that must be kept pursuant to the provisions of this Law and relevant decisions, and obtain any copies or extracts therefrom. c) Take sample(s) of the materials used or handled in industrial and other operations subject to inspection and believed to have a harmful effect on the health or safety of workers, for the purpose of analyzing such samples in government laboratories to determine

	notify the employer or his representative of the same.	the extent of such effect, and duly notify the employer or his representative of the same.
Article 199	Employers and their agents and their managers in the workplace shall facilitate for the inspectors and officials entrusted with work inspection the performance of their duties. They shall provide them with the required data relevant to the nature of their work, respond to requests to appear before them, and dispatch a representative when asked.	Employers and their agents shall facilitate for the inspectors and officials entrusted with work inspection the performance of their duties. They shall provide them with the required data relevant to the nature of their work, respond to requests to appear before them, and dispatch a representative when asked.
Article 203	Removed.	If, during inspection, the inspector discovers the presence of a violation of the provisions of this Law, the Regulations, or the decisions issued in implementation thereof, he shall record the violation in accordance with the provisions provided for in the Implementing Regulations for inspection and submit the violation report to the Minister for a decision.
Article 205	Removed.	The work inspection chief at the labor office shall prepare a monthly report on work inspection activities, the aspects of inspection, inspected firms, the number and type of violations committed, and the actions taken with respect thereto. He shall also prepare an annual report on the inspection undertaken within the jurisdiction of the labor office, and its findings and effects, and he shall include therein his comments and proposals. Copies of both reports shall be submitted to the Ministry.
Article 206	Removed	The Deputy Minister for Labor Affairs shall prepare, within a period not exceeding 180 days from the end of the year, a comprehensive annual report on work inspection in the Kingdom, addressing all matters

		<p>relating to the Ministry's monitoring of the implementation of the provisions of the Labor Law. In particular, the report shall include the following:</p> <ol style="list-style-type: none"> 1. A statement of the provisions regulating inspection. 2. A list of the officials in charge of inspection. 3. Statistics on the firms subject to inspection and the number of workers therein. 4. Statistics on inspectors' visits and inspections. 5. Statistics on the violations committed and the penalties imposed. 6. Statistics on work injuries. 7. Statistics on occupational diseases.
Article 207	Removed.	<p>The Ministry shall prepare forms for recording violations, inspection records, notices, and warnings, and shall establish the provisions necessary for the filing and use of such forms and for their distribution to labor offices.</p>
Article 208	Removed.	<p>Training courses shall be organized for work inspectors, and shall in particular include the following:</p> <ol style="list-style-type: none"> 1. Principles for organizing inspection visits and communicating with employers and workers. 2. Principles for auditing books, records, and computers, as well as principles for organizing inspection

		<p>reports and interrogating persons.</p> <p>3. Principles for guiding employers on the requirements of statutory provisions and the benefits of their application, and assisting them in such application.</p> <p>4. Fundamental principles of industrial technology and the means of protection against work injuries and occupational diseases.</p> <p>5. Fundamental principles of production efficiency and its relevance to providing conditions conducive to a proper work environment.</p>
Article 209	The Minister shall issue the executive regulations to control and organize inspection work.	The Council of Ministers shall issue the Implementing Regulations needed to regulate and organize inspection activities as provided for in this Part.
Article 229 (Repealed)	Anyone who violates the provisions of paragraph (1) of the Article (30) of this system shall be punished with a fine of no less than (200,000) two hundred thousand riyals and no more than (500,000) five hundred thousand riyals, without prejudice to the provisions of Article (229) thereof.	No text.
Article 230	1. The Ministry may, pursuant to a decision by the Minister or his designee, impose both or either of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law, provided that half of the maximum limit set for each of them is not exceeded. The penalty decision may be appealed before the competent administrative court.	1. The Ministry may, pursuant to a decision by the Minister or his designee, impose both or either of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law, provided that half of the maximum limit set for each of them is not exceeded. The penalty decision may be appealed before the competent administrative court.

2. Pursuant to a decision by the Minister, a table shall be issued listing violations and the corresponding penalties that do not exceed half of the maximum limit of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law, taking into account that the fine shall be commensurate with the gravity of the violation.

3. Pursuant to a decision by the Minister, a table shall be issued listing violations whose penalties exceed half of the maximum limit of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law. Such table shall also list violations whose penalties are provided for in subparagraph (c) of paragraph (1) of Article 229.

4. If the violation warrants a penalty that exceeds half of the prescribed maximum limit, or if it warrants the permanent closure of the firm, in accordance with the table provided for in paragraph (3) of this Article, the Ministry shall file a suit before the competent court to review the case and impose the appropriate penalty provided for in Article 229 of this Law.

5. The Ministry and the violator may agree to settle the violation by means of paying the fine assessed by the Ministry, Page 48 provided that a decision to this effect is issued by the Minister **or his designee.**

2. Pursuant to a decision by the Minister, a table shall be issued listing violations and the corresponding penalties that do not exceed half of the maximum limit of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law, taking into account that the fine shall be commensurate with the gravity of the violation.

3. Pursuant to a decision by the Minister, a table shall be issued listing violations whose penalties exceed half of the maximum limit of the two penalties provided for in subparagraphs (a) and (b) of paragraph (1) of Article 229 of this Law. Such table shall also list violations whose penalties are provided for in subparagraph (c) of paragraph (1) of Article 229.

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5. The Ministry and the violator may agree to settle the violation by means of paying the fine assessed by the Ministry, Page 48 provided that a decision to this effect is issued by the Minister.