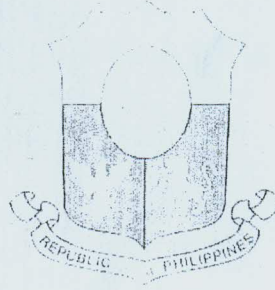


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سفارة جمهورية الفيلبين
الرياض، المملكة العربية السعودية

Frequently Asked Questions On the Latest Amendments to the Saudi Labor Law

Philippine Embassy in Riyadh
April 2013

FAQs on SAUDI LABOR LAW

Q1 What is the instrument that will govern the employment of OFWs in the Kingdom of Saudi Arabia?

A: The Work or Employment Contract signed by the worker and the employer. However, any stipulation that contradicts the Saudi Labor Law (SLL) including release and settlement of worker's rights, unless more beneficial to the worker, is null and void (Art. 8, SLL).

Q2 What is a "Work Contract"?

A: A Work Contract is a contract concluded between an employer and a worker, whereby the latter undertakes to work under the management or supervision of the former for a wage (Art. 50, SLL)

The Work Contract for Non-Saudis shall be written and of specified period. Otherwise, the duration of the work permit shall be deemed as the duration of the contract. (Art. 37, SLL)

Q3 What is the Saudi Labor Law?

A: It is Royal Decree No. M/51 dated 23 Sha'ban 1426/ 27 September 2005 which took effect on 27 March 2006.

Q4 What are the latest amendments to the Saudi Labor Law?

A: On 25 March 2013, the Saudi Council of Ministers approved amendments in the Saudi Labor Law specifying that foreign workers are not allowed to work for anyone other than their employer, and that the employer is not allowed to leave his workers to engage in jobs for their own personal gains.

The specific amendment made was Article 39 of the Saudi Labor Law, which now states:

- "It is not allowed for an employer to let his (foreign) worker go out to work for others. It is also not allowed for a worker to engage in work for another employer. The employer is not allowed to employ workers who

