



Saudi Arabia Labor Law Outline

Michael O'Kane

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Newly updated (November 2013), this best-selling handbook on Saudi labor law is full of critical information for the new Saudi employee or the employer who seeks to recruit staff for the Kingdom. This new version contains a translation of the new Domestic Servants Law. From the Table of Contents: Introduction Historical View I. The Employment Contract 1. Right to Work 2. Government Employees 3. Characteristics of the Employment Contract 4. Probation, Contract Duration 5. Relocation of Employees; Change in Duties 6. Expiration of the Employment Contract 7. Employee Discipline 8. Discrimination in Employment 9. Immigration II. Conditions of Employment 1. Workday/Workweek 2. Overtime 3. Breaks 4. Treatment of Professional and Managerial Employees 5. Leave 6. Holidays 7. Part-Time Employees 8. Workmen's Compensation 9. Health Insurance 10. Mandatory Deductions from Salary 11. Transfer of Employees 13. Workers in Remote Areas 14. Termination of the Employer-Employee Relationship 15. Retirement 16. End of Service Benefit 17. Calculation of End of Service Benefits 18. Disputes III. Saudiization Saudization—Government Contracts The Nitaqat System Foreign Employee Fee Secondment of Employees Recurring Issues Employee Transfer Probationary Period Passport Confiscation Freezing Bank Accounts Lay-offs or Redundancies Transfers Late Payment Unfunded End of Service Benefit Appendix I--The Labor Law Appendix II--Labor Law Implementing Regulations Appendix III--Resolution No. 50 Appendix III--Jobs Reserved for Saudis Appendix I--Sample Employment Agreement Appendix V--Definition of "Wage" Appendix VI—Nitaqat (Ranges) Table Labor Law Index Useful for doctors, nurses, engineers and anyone considering a job in Saudi Arabia-- this helpful text is for anyone planning to work in Saudi Arabia, for companies that employ workers in Saudi Arabia or anyone interested in examining the labor rules in one of the world's strongest economies. Learn about the End of Service Benefit, vacation pay, the importance of the labor contract, Saudiization and more. Explore visa and immigration issues, sponsorship, and what qualifies as a breach of a Saudi employment contract. The author, Michael O'Kane, is a practicing attorney with more than ten years of experience in Saudi Arabia. He routinely advises foreign governments and major corporations on Saudi labor matters. The book is available in both hardcover and digital editions from Amazon. Have a comment? Contact the author at info@aldandaluslaw.com.

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