

Saudi Worker's Right in the Saudi Labor Law

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Abstract:

As part of promoting the welfare and working conditions of workers, for both expatriates and Saudi nationals, the Saudi Arabian government has over the years been developing and improving labor laws. This research looks at the rights of the Saudi labor market's employees, as provided by the country's labor laws. This research's findings are targeted to three different groups of people, namely, policymakers, employers, and employees. The research employed doctrinal legal methodology, whereby, data was collected using the approach of reviewing existing data on the subject of labor rights in Saudi Arabia. The research demonstrates that Saudi employees have the right to minimum wages, protection against workplace hazards, injuries and accidents. Employees have the right to the safe work environment, payment for the accident, and injuries suffered in the course of work. The study recommends enhancing the rights of workers and implementation of various labor rights of workers, especially through having stiff penalties for failing to implement labor laws.

Keywords: Labor Laws , Leave , Workers/Employees , Expatriates , Saudi Nationals , Occupational Hazard , Termination Of Work Contract, Work Injuries , Accidents , And end-of-service Reward.

حقوق العامل السعودي في قانون العمل السعودي

ياسر عبدالرحمن المهيدب .

قسم القانون ، كلية العلوم والدراسات النظرية ، الجامعة السعودية الإلكترونية ، المملكة العربية السعودية .

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نبذة مختصرة :

كجزء من تعزيز رفاهية العمال وظروف عملهم ، لكل من المغتربين والمواطنين السعوديين ، عملت الحكومة السعودية على مر السنين على تطوير وتحسين قوانين العمل. يبحث هذا البحث في حقوق موظفي سوق العمل السعودي ، على النحو المنصوص عليه في قوانين العمل في البلاد. تستهدف نتائج هذا البحث ثلاث مجموعات مختلفة من الأشخاص ، وهي: صناع السياسات ، وأرباب العمل ، والموظفون. استخدم البحث المنهجية القانونية الفقهية ، حيث تم جمع البيانات باستخدام منهج مراجعة البيانات الموجودة حول موضوع حقوق العمال في المملكة العربية السعودية. يوضح البحث أن للموظفين السعوديين الحق في الحد الأدنى للأجور والحماية من مخاطر مكان العمل والإصابات والحوادث. للموظفين الحق في بيئة عمل آمنة ، ودفع تعويض عن الحادث ، والإصابات التي لحقت بهم أثناء العمل. أوصت الدراسة بتعزيز حقوق العمال وإعمال الحقوق العمالية المختلفة للعمال ، خاصة من خلال تشديد العقوبات على عدم تنفيذ قوانين العمل .

الكلمات المفتاحية : قوانين العمل ، الإجازات ، العمال / الموظفون ، الوافدون ، المواطنون السعوديون ، المخاطر المهنية ، إنهاء عقد العمل ، إصابات العمل ، الحوادث ، مكافأة نهاية الخدمة.

1.0 Introduction

The growth and development of the Saudi Arabian economy today and in the future is largely dependent on workers' contributions. Workers who foreigners and Saudi nationals play an instrumental role in providing labour services critical to meeting production and consumption needs in the economy. According to Scholz (2017) workers in any economy provide labour in the form of mental, social, and physical efforts used in the production of services and goods, whereby, in return, they get wages and other benefits. As of June 2020, Saudi Arabia had a workforce of 14,731,295 people (The World Bank, 2020). The workers' ability to perform effectively in their work depends on the protection of inherent rights that they have, which are provided by international labour standards and the Saudi labour laws.

As part of promoting the welfare and working conditions of workers, for both expatriates and Saudi nationals, the Saudi Arabian government has over the years been developing and improving labour laws. The labour laws are designed to provide for employers and employees' rights on different issues, such as compensation, working hours, leave, employment termination, and others. Through the ministry of labour, the government keeps updating existing labour laws to meet emerging market needs. According to Bin Hezeem & Associates (2020) in response to covid-19, the Saudi Arabian government introduced some labour law changes to help protect workers and employers' wellbeing. The introduced changes aimed to ensure that employees did not lose their work unfairly or salaries due to the negative impacts of covid-19 on the Saudi economy.

In this research, the existing worker's rights are investigated, as provided by the Saudi labour laws. The research goes further to analyze the worker's rights in accordance with international labour standards. The objective is highlighting the areas that need improvement as far as the protection of workers rights is concerned so that Saudi Arabia can have a labour market that fully complies

with international labour standards in the future. Recommendations on areas of improvement in the Saudi labour laws, to improve and enhance worker's rights, are provided in this research paper.

2.0 Importance of the Study

The completion of this research is important in different ways. First, the study offers important information on the rights that workers in Saudi Arabia enjoy legally, as per the provisions of the country's labour laws. Therefore, it allows anyone seeking a job in Saudi Arabia to find out the types of rights to be enjoyed as a worker. Second, the study is important in providing information on the weaknesses in the Saudi Arabian labour laws regarding workers' rights. For instance, analyzing the labour laws and rights of workers in connection to international labour standards offers an opportunity to determine the standards that have not been fully implemented by the Saudi Arabian government. The study also offers an important opportunity of understanding how the Saudi labour laws keep on responding to changes in the social, economic and political environment. The study also provides a number of recommendations that if implemented by policymakers in the Saudi government can enhance in line with all international labour standards.

3.0 Target of the Study

The findings of this research are targeted to three different groups of people. The first group of people is workers in Saudi Arabia. The research offered detailed information on the rights workers, both expatriate and Saudi nationals are supposed to enjoy while working in any sector in the economy. For instance, the paper's information is instrumental in informing the decision of expatriates who intend to work in Saudi Arabia, especially by highlighting some of the legally protected labour rights for any worker in the country. The second group is employers, current ones and those intended to invest in the Saudi Arabian economy. Employers have to understand the rights that they should ensure that their workers enjoy, as this has cost implications on a business.

Thus, the research provides some insights to employers on workers' fundamental rights that they should ensure are provided in their respective workplaces. The last target group are the policymakers in the ministry of labour. The research provides information on some of the Saudi labour laws' weaknesses that deny workers' rights in international labour standards. Hence, the study offers the policymakers an opportunity to identify areas of labour laws that need improvement and updating in Saudi Arabia to ensure that all workers fully enjoy labour rights provided by international labour standards and laws.

4.0 Research Methodology and Plan

4.1 Research Methodology

Research methodology tends to be the strategy that research uses in carrying out given research (Walliman, 2017). In this research, the doctrinal legal methodology was employed. According to McConville (2017), doctrinal research methodology focuses on what is provided in the Law, rather than focusing on laws general principles. While using this methodology, research can compose a detailed and descriptive analysis of the legal rules on a certain issue found within its primary sources. The primary sources of Law, in most cases, include regulations, statutes and case laws. In this research, the labour laws articles were analyzed and described in a detailed way, thereby enabling the researcher to identify the key rights of workers protected by the Saudi Arabian legal system. McConville (2017) notes that this methodology's objective is gathering, organizing and describing the Law. Its application in this study enabled the researcher to identify various labour law articles and describe their underlying themes regarding workers rights. Therefore, each article of the Saudi labour law was analyzed to connect to workers' rights and how it complies or fails to adhere to international labour standards.

There were benefits associated with using doctrinal research methodology in completing this research. First, it enabled the researcher to identify the source law and have a detailed analysis of it, in relation to the concept of workers rights. It also allowed the researcher to craft a strong thesis, demonstrating that Saudi workers' rights continue improving, despite some weaknesses existing in the current labour laws, compared to what workers would go through three decades ago. The major shortcoming of this methodology is that it oversimplifies the Law, as it failed to look at its practicality and application (McConville, 2017). The methodology also resulted in a too formal approach to analyzing the Law, ignoring some informal aspects that can impact Saudi Arabia workers rights.

4.2 Research Plan

The study involved reviewing existing literature on the subject of the research. The researcher reviewed the existing Saudi labour law provisions, which details employees' rights, both foreigners and Saudi nationals. The reviewed literature was obtained from journals, news articles, books and articles of the Law related to labour rights (Crowther & Lancaster, 2012). The search strategy involved search finding the required articles, books, news articles and journals using keywords. T that were used included Saudi labour laws, Saudi workers rights and covid-19 labour laws changes in Saudi Arabia. These keywords helped generate thousands of articles and books related to concepts of workers and labour laws. However, the researchers selected at least articles, news articles, books, and journalgeneratetalked about international labour standards, and workers rights as per the provisions of the Saudi Arabia labour laws. After the articles to be reviewed, the researcher collected data and recorded it. Theme coding was then used to analyse the obtained data, whereby, it was organized in major themes, especially in relation to employees' rights, such as compensation, contract termination and others.

Crowther & Lancaster (2012) argue that research ethics is always important when conducting any research. When carrying out

this research, various research ethical provisions and principals were observed. The researcher ensured that objectivity was adhered to by avoiding presenting the data from different sources in a subjective way. This would have negatively impacted the credibility and reliability of the findings due to subjective bias. The researcher also presented the findings in an honest way. The data obtained from secondary sources were properly cited, thereby avoiding copyright violation and plagiarism issues.

5.0 Workers' Rights as per the Provision of Saudi Labor Laws

The Saudi Arabia Ministry of labour in collaboration with parliament has developed labour laws to enhance the efficiency of the Saudi labour markets. The labour laws provide legal provisions that protect the rights of workers and employers. In this section of the research, detailed information on the provision of the various Saudi Arabian laws is provided, in connection with the rights they give to workers, be it Saudi nationals or expatriates.

5.1 Rights of Saudi national workers

Article 23 of the Saudi labour laws state that every citizen has a right to be registered for employment consideration by an appropriate government agency, as long as the said citizen is within working age. This means that people seeking employment as Saudi nationals have a right to be registered by the ministry of labour, where this information is sent to potential employers. Article 26, section 2, indicates that 75% of jobs within an organization should be given to Saudi Arabian nationals (SH, 2020). Therefore, Saudi workers are entitled to 75% of jobs in any organization, while the remaining percentage should be given to expatriates if an organization wishes to do so. However, in cases where there are no adequate employees within the Saudi Arabian labour force with the technical qualifications for the jobs at hand, the ministry's minimum requirement of 75% can be reduced.

5.2 Rights related to Termination of Work Contract

Workers in Saudi Arabia, both foreign and expatriates, enjoy a wide range of rights regarding their work contract termination. Article 74, section 1 of the Law relating to labour, indicates that an employment contract is terminated if parties agree to terminate it, and the employee's consent is provided in writing (SH, 2020). Other circumstances for the contract termination are when the contract expires, force majeure, will of one of the parties when it comes to indefinite contracts and employee reaching retirement age. It means that unless otherwise stated by Law, an employer cannot wake up and terminate an employee's contract unless the said worker gives consent for the contract to be terminated. The labour law in article 75 gives workers a right to be informed of their contract's termination within a specific period. In a situation where an employee has an indefinite work contract, the termination on a legally acceptable basis should be notified to the worker for at least sixty days for those paid every month and a minimum of thirty days for waged persons. Therefore, an employer cannot terminate one work legally without providing appropriate notice of sixty days for salaried persons, as this provides the employee with legal grounds of contesting the termination of the work contract. Article 76 indicates that failure of the employer to notify an employee of work contract termination would result in the employer being required to pay wages that would have been received by a worker for the notification period, as stipulated in article 75 (SH, 2020). This shows that Saudi employees are protected from being terminated by employers based on what they feel, but can only be terminated on the legally acceptable basis and notification offered before termination can be implemented.

Notably, an employee who is terminated illegally by the employer has a right to seek reinstatement and compensation. Article 77 further indicates that unless a specific amount is stated in the contract, where termination is done by any of the parties unlawfully, the party who get injured by the act can terminate the

contract. The termination is done by the party getting fifteen days wage for each service year, in case the contract is not fixed, and wage of the entire remaining contract period, in case of the fixed work contract. According to article 78, when an employee receives notice of termination, he/she is allowed to be absent from work for 8 hours in a week, or full working day in a week, for purposes of searching another job, and the employee is entitled to full payment for hours he or she was out of work, in search of an alternative job (SH, 2020). An employer can exempt an employer from work, during the period of notice, but the employee will still be entitled to compensation during this period. An employee is not supposed to lose a job due to an employer death, as per the provision of article 79. The employee can only lose a job based on his or her death or become incapacitated, but upon providing a medical certificate from a registered medical profession, confirming incapacity of the worker in question. Article 80 of the labour laws also require the employee to be notified or compensated before termination, unless in certain circumstances. Article 80 shows that an employee who assaults employer fails to perform work obligation as outlined in the contract, behaved badly or engaged in dishonesty act, engaged in fraud to get the work, placed under probation or committed an action aimed at inflicting a material loss on the part of the employer can get terminated without compensation, notice or remuneration. Therefore, the Saudi workers have a right to employment termination compensation and notification, but the rights may not be enjoyed in certain circumstances. For instance, in the case where an employee assault superior or employer in the place of work, he or she can be terminated without notice or compensation. Article 82 further gives workers the right to be protected from work termination based on sickness (SH, 2020). The article requires that an employer not terminate employee service based on sickness, as employees are entitled to annual sick leave, but can terminate it after exhaustion of the sick leave days provided in the Law.

5.3 Rights related to Leave

Royal Decree number M/46 of 05/05/143H introduced various rights associated with leave. First, employees serving within their notice periods as per the decree are supposed to get eight paid hours week or at least a day in a week as they seek alternative employment (HFW, 2016). However, employees can lose their job if they go for unauthorized leave, without any justifiable reason for 30 non-consecutive days within a year or around 15 consecutive days within a year. This means that one is not supposed to go for unauthorized leave without any justifiable reason, resulting in job loss. When it comes to maternity leave, the Saudi Arabian Law allows female employees to go for a maternity leave of 10 weeks, fully paid (HFW, 2016). The female workers can start their maternity leave four weeks before their due date. One can extend the leave for an extra month, but they will be unpaid in this case. This means that female employees in Saudi Arabia have a right to get paid maternity leave from their employer for Saudi nationals and foreigners. After returning from leave, a female who has given birth is entitled to an additional one hour of the rest period, during the normal working hours, as per article 154 of the labour laws. Article 155 indicates that an employer cannot fire or warn an employee while on maternity leave. Article 156 further reveals that an employer cannot dismiss an employer due to illness arising from pregnancy, though the illness should be confirmed through a medical certificate. Working women who have children who are sick or persons who have special needs, as well as a health condition that needs continuous assistance, are legally entitled to a month leave, that is fully paid, which starts immediately after expiry of the maternity leave period as indicated in article 152 (3). The women in this situation can extend the leave for an extra month, but without pay. However, the period of absence from work should not be more than 180 days. Women are also supposed to be provided with insurance seats in place of work for recreation purposes, as per article 158 of the labour laws. Also, employees are entitled to a

leave of five days due to immediate family member death or marriage. Thus, workers have a right to attend burials of family members or their marriages in Saudi Arabia, as long as they do so within five days as per article 113 of the Law. An employee is also entitled to a paternity leave of three days in accordance with article 113 of the labour laws in Saudi Arabia.

Important to note, article 81 of the Saudi labour laws outline a number of circumstances when an employee is allowed to go for unauthorized leave and retain all benefits and rights as a worker. Article 81 (1) indicates that an employee can go for leave without any notice in case an employer fails fulfilling fundamental legal or contractual obligations to the employee, such as salary payment (SH, 2020). This means that when an employer fails to meet contractual obligations outlined in the employment contract, then a worker in Saudi Arabian jurisdiction can leave without giving any notice, as this type of leave would be justifiable legally. Also, suppose an employee is subjected to fraud relating to conditions and terms of work. In that case, the worker is entitled to unauthorized leave without fearing the work contract's termination. Article 81 (3) also indicates that an employee can go for leave without having to give notice, in a situation where employer without offering consent assign him or her work that is different from the one agreed in the work contract or one that violates article 60 of the Saudi labour laws. This means that Saudi workers have a right to reject work assigned to them, which is not within the jurisdiction for which they were employed if the assigned work is done without their consent. For instance, if an employee is hired to offer driving services in an organization, then, he or she can reject offering cleaning services in the office, if the said assignments are assigned without his or her consent, as this will be a violation of the Law. Article 82 also gives Saudi employees the right to annual sick leave (SH, 2020). This means that when workers are sick, they are entitled to go for leave to receive appropriate treatment. In case an employer denies a worker right to sick leave, then this would violate the Law and

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actions can be taken against the employer. Article 177 indicates that sick leave should be paid in full in the first thirty days, but three-quarters of salary should be paid for sixty days that follows, and unpaid for the thirty extra days. Basu et al. (2008) indicate that employees globally have a right to get sick leave, which should be fully paid if they get sick. The objective is to ensure that employees do not lose their jobs for failing to attend to their duties due to illnesses.

Additionally, as per article 109 of the law employees are entitled to an annual leave of at least 21 days. The leave is subject to increase to a minimum of thirty days for those employed by one employer for five consecutive years. The employee can decide to postpone the leave to the following year, but with the employer's consent. Where the working conditions may necessitate further leave postponement extension, the employer will have to seek the employee's consent in writing for the extension to be implemented. Workers have the right to get leave, which is fully paid during holidays as well as other occasions specified by the Law, as per article 112 of the country's labour laws (SH, 2020). Article 110 shows that an employer can postpone the employee's annual leave in certain situations, but the extension should not be more than ninety days. Article 111 further reveals that a worker has the right of receiving wages for leave days if he or she leaves the place of work before utilizing the leave. Article 116 also indicates that an employee can take leave without pay for a period that they will agree with the employer. During the period of the leave, the work contract stands suspended. Article 115, indicates that an employee who enrolls for educational training with permission of the employer can get a leave to undertake the examination. However, the leave should be requested fifteen days in advance from the employer, and the employer has a right to request for documentation supporting the result, such as evidence of one taking the exam within the period of the requested leave. Employees are also entitled to Eid leave, for at least ten days and not beyond fifteen days, and the leave should be fully paid as per article 114 of the labour laws. They are also

entitled to leave to attend Hajji. The leave should be granted to employees who have worked with an employer for at least two years consecutively. Failure of the employers to give employees legally allowed leaves can attract penalty from the ministry of labour. Article 160, section 1, grants working Muslim women who lose their husband a fully paid leave of at least four months, as well as ten days from the day the husband died. The woman will also have a right to extending the leave if she is pregnant at the time of the death of the husband until the pregnancy comes to term, but the leave will without pay. Article 160, section 2, grants non-muslim working women who lose their husbands a leave fifteen days, which should be fully paid. The women will not be entitled to do any work with third parties at this period.

5.4 Rights to end of Service Reward, Disciplinary Actions and Training

In Saudi Arabia employees are entitled to reward from employers at the end of their employment contracts. Article 84 of the country's labour laws indicates that after work relation comes to an end between an employer and worker, the employer is legally bound to pay the employee end-of-service award amounting to half-month salary for a period of the first five years as well as a monthly wage for years that follows (SH, 2020). The employee's last salary should be used as a basis of calculating end-of-service award, and the award should be proportionate to the number of years that an employee has spent in a certain job. For instance, an employee who has spent ten years in a given job should receive high end-of-service award compared to a worker whose time of service to an organization is two years. There are circumstances where an employee might end up resigning from his or her work. Article 85 of the Law indicates that if an employee-employer relationship comes to an end as a result of resignation, then, the worker is only supposed to get a third of end-service award. Therefore, as an employer, it is essential to budget for the end-of-service award for

your employees, whose work contract is coming to an end, as they are legally entitled to the award. The award's goal is to ensure that employees continue having high standards of living after retirement, given they offered their best and energetic years to an employer. The employee has a right to receive training before commencing any work from the employer. This means that an employer is supposed to pay offer training to employees to familiarise them with working tools and environment. Article 66 outlines the types of disciplinary actions that can be taken by an employer against employees. These include fine, warning, promotion postponement, allowances postponement, dismissal from work, or suspension. However, a worker cannot face disciplinary actions before a proper investigation is conducted, and if no evidence is obtained within thirty days, then, the employee should not face any disciplinary action (SH, 2020). The employee should not be exposed to any disciplinary action that is not stipulated in the Saudi Labor laws, especially article 66, as this would violate his or her rights.

5.5 Rights related to Working Circumstances and Conditions

The global labour standards require employees to have good working conditions, where they are treated with dignity, respect and compensated for their work (Locke, 2013). In Saudi Arabian labour market, workers are entitled to certain rights as far as working conditions are concerned. First, an employee is entitled to minimum wage, as set by the ministry of labour. Workers in Saudi Arabia, who are lowly paid, should not receive wages that are below the set minimum wage. Article 90 indicates that workers are entitled to receive wages in the country's official currency, whereby, daily workers should get paid at least once within a week, monthly workers to get a salary once in a month and those working on jobs requiring pieces of work to be done in at least two weeks, are supposed to get wages for work done once in a week (SH, 2020). For instance, if a worker's fault of failing to follow instructions causes damage to machine in the workplace, an employer has a right to deducting wages/salary to cater to repair or replacement costs for

the machine at hand. Article 92 indicates that employers are not supposed to deduct employees' salaries/wages for receiving special rights unless they have their written consent. This means that an employer cannot deduct employees' wages for giving them certain rights unless the workers agree to have the deduction made. For instance, in a situation where the employer provides lunch and breakfast to employees, they cannot make a deduction to salaries/wages of the employees for these services, without their consent as this would violate the Law. The only deduction allowed from the salary of the employees without their consents includes loan recovery. However, the deduction should not be more than 10% of the worker's salary, contributions related to social security, or others that a worker has prescribed to, saving and loans fund contributions, penalties for offences committed in the workplace and others.

Locke (2013) indicates that employees are entitled to work for a certain number of hours a day, to avoid being enslaved by their employers, by being overworked for long-hours without proper compensation. In the Saudi Arabian job market, employees are legally supposed to work 48 hours a week or 8 hours a day as per the provision of article 98 of the labour laws (SH, 2020). During the month of Ramadan, which is considered holy in the Muslim culture, workers are supposed to work for only six hours a day. However, the employers have a leeway of developing work-programs that suits them, whereby, the productivity of the employees will be high. In such circumstances, the employer should not exceed the required 8 hours a day for the employees, unless in special industries, where workers can work for at a maximum of 9 hours a day. Workers who are assigned work for more than 8 hours a day are entitled to receiving over-time payment, as compensation for the extra hours they work. The compensation for over-time should be one-half-times the normal hourly wages (SH, 2020). Employees are entitled to rest during work hours. Article 101 (1) indicates that a worker is not supposed to work for five hours consecutively without a break.

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The goal is to ensure that employees have time to rest, take food, and pray, as it is the Saudi Arabian people's custom. In a week, Friday is considered a rest day for all workers, whereby, they are supposed to receive full salary, as per article 104 of Saudi labour laws. As part of enhancing the working condition of women, article 159 of the Law requires employers to create adequate space for nannies of employees, take care of workers children, if the number of workers is 50, and the children in the workspace are at least 10. If workers are at least 100, then a nursery should be created by the employer to allow for taking care of children of workers who are aged below six years.

5.6 Rights connected to Occupational Hazards, accidents and workplace Injuries

Employees are entitled to work in a safe environment. International labour standards require that employers ensure that work environments are safe, thereby protecting employees from hazards, injuries, and accidents (Basu et al., 2008). In Saudi Arabia, Article 121 of the labour laws require employers to keep work facilities clean and healthy, in terms of lighting, washing, and safe water for drinking, as a way of protecting employees from hazards that can expose them to various forms of dangers to their physical, mental and emotional wellbeing. The employers have a duty of educating the workers about safety measures put in place in the workplace, to ensure they observe safety at all times. For instance, the employers should have signs indicating hazardous materials found in a certain workspace, and the appropriate safety measures that workers should observe, particularly in setting like industries and hospital to protect themselves from exposure of these hazards.

Employers have a duty to ensure that employees do not get accidents or injuries in their work (SH, 2020). The right is protected by employers putting all possible safety measures, outline by the ministry and other appropriate agencies, to ensure workplace accidents are minimized or avoided fully. For instance, employees should be wearing protective gears when working in certain conditions to minimise their levels of accidents or injuries, and the employer should provide these gears. In case of employees getting accident or injuries in the workplace, due to the employer's fault or other unavoidable circumstances, they are entitled to receiving compensation of at least Rs 450,000. In case an employee becomes disabled, he or she should receive compensation that would cater for income lost for the remaining working years in his or her life.

5.7 Changes to the Law due to Covid-19

One of the changes introduced to labour laws is on article 43, whereby the government allowed the employer and employees to agree on a number of work contracts and compensation issues. The employees and employers agree on the salary reduction due to working hours reduction, placement of paid annual leaves and unpaid leave implementation (Bin Hezeem & Associates, 2020). The changes aim to ensure the employees are protected from losing their jobs due to worsening economic conditions associated with covid-19. The government also introduced reforms enhancing the mobility of foreign employees in the country. The employees would no longer be required to have exit and re-entry visas as it was the case in the past (Sheila & Sheila, 2020). Foreigners have been granted more rights, especially freedom of opening bank accounts, moving from one place to another in search of alternative work, without employer authorisation as it was the case in the past (Gulf Busines, 2020). This means that foreign workers have greater mobility in Saudi Arabia, which will enhance their ability to seek better-paying jobs, without being limited by past hurdles, such as seeking exit and re-entry visas, employer approval and other retrogressive conditions.

5.8 Women Rights

Saudi Women enjoy a considerable number of rights, as per the country's labour laws. One of the rights that they enjoy relates to maternity leave of 10 weeks, which is discussed in details under rights to leave the section in this paper. Women are also entitled to additional of one hour rest in the workplace, after returning from maternity level according to article 154. Women cannot be fired when on maternity leave as per article 155. Women workers cannot be dismissed due to illness arising from pregnancy as per article 156. Working women who have children who are sick or persons who have special needs, as well as a health condition that needs continuous assistance, are legally entitled to a month leave that is fully paid, which starts immediately after expiry of the maternity leave period as indicated in article 152 (3). Article 158 of the labour laws indicates that women should have an insurance seat for recreation purposes. Article 160 provides Muslim working women with a right to fully paid leave of 4 months to mourn their husbands, while non-Muslim women are entitled to full paid leave of 15 days to mourn their husbands' death.

5.9 Other Rights

Article 98 indicates that the working hours should not be more than 8 hours for the daily standard work system and 48 hours for the standard weekly system. The article further gives employees the right to work for six hours daily and thirty-six hours weekly during the Ramadan. However, article 99 indicates that in certain businesses and industries, working hours may be raised to nine hours daily, and in other which are harmful and hazardous, the hours may be reduced to seven hours. Article 100 indicates workers can work in a rotation system, but with approval of the labour ministry.

7.0 Conclusion and Recommendations

One of the major findings of this study is that Saudi nationals have a right to employment opportunities in an organization amounting to 75% of the total employment units. This means that an organization cannot employ more than 25% of foreigners, as this would be denying Saudi nationals employment opportunities. The research demonstrates that Saudi employees have the right to minimum wages, protection against workplace hazards, injuries and accidents. Employees have the right to the safe work environment, payment for the accident, and injuries suffered in the course of work. The Saudi labour laws further indicate that employees are entitled to an end-of-service reward, overtime pay and should only work for 8 hours a day. Employees are entitled to annual sick leave, ten weeks maternity leave for female workers, paternity leave of three days and bereavement or wedding leave for a family member of five days.

Despite the employees in Saudi Arabian labour market enjoying various rights, there are areas that need improvement. It is also recommendable for Saudi legislation to place restrictions on the recruitment of foreign workers so that workers with deep skills and experience are chosen for the Saudi worker to benefit from their expertise and cause the wheel of development and industry at the national level. Finally, it would be recommendable that the Saudi legislator raises the fines related to the employer for the violations stipulated by Law to be compatible with the amounts at present and be of feasibility and impact and be deterrent.

In summary, despite the current shortcomings, the government has made tremendous progress towards ensuring that Saudi workers enjoy vast rights, making workers happy and more productive, towards making contributions aimed at enhancing the growth of the country's economy.

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