

Know Your *Rights*

SAUDI ARABIA

DOMESTIC WORKER LAW

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Know Your Rights




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NOTE: This document sets out some of domestic workers' rights as outlined in Saudi laws and regulations on domestic work, immigration and social protection; there are additional rights. You should contact local offices of the Ministry of Human Resources and Social Development (MHRSD), known as Labour Offices, or their embassy or consulate with any complaints, and concerns. The MHRSD hotline can be contacted at **19911**.

These materials have been reviewed by Clyde&Co and are up to date as of September 2023. Saudi Arabia will enforce a new domestic workers law on 21 September 2024.

ISSUE	YOUR RIGHTS
CONTRACT	<ul style="list-style-type: none">→ You must enter into a contract with the employer. An employer has no right to employ you, except after signing a labour contract with you.→ You have the right to request a copy of this contract in a language you understand. <p> (ARTICLE 3 OF DOMESTIC WORK LAW OF 2013)</p>
PROBATION PERIOD	<ul style="list-style-type: none">→ You will be entitled to a paid probationary period of 90 days.→ Your employer can terminate your employment contract during the probation period without liability if your work is professionally insufficient.→ You should not be placed under probation more than once by the employer, unless you both agree on a different job than you first agreed to. <p> (ARTICLE 5 OF DOMESTIC WORK LAW OF 2013)</p>

<p>WAGES & DEDUCTIONS</p>	<ul style="list-style-type: none"> → You are entitled to the wages specified in your employment contract. Your country of origin may require a minimum wage. → You are entitled to receive your wage at the end of each month. You can request to receive your wages by bank transfer. → You are entitled to have a bank account and a debit card under your name where the employer can transfer your monthly wages to. If you receive your wages in cash or cheque, it must be documented in writing <p> (ARTICLE 7 OF DOMESTIC WORK LAW OF 2013)</p> <ul style="list-style-type: none"> → Deductions from your wage are sometimes legal, such as loan repayment, deductions to rectify damage caused intentionally or negligently, or as executions of a judicial ruling. Provided that deductions do not exceed 50% of your wage, unless stated in a judgment or administrative decision, that the deductions should exceed half of your wage. <p> (ARTICLE 9 OF DOMESTIC WORK LAW OF 2013)</p>
<p>WORKING HOURS</p>	<ul style="list-style-type: none"> → The domestic work law does not specify maximum working hours for domestic workers. In Saudi Arabia, working hours in most sectors do not exceed eight hours.
<p>REST & BREAKS</p>	<ul style="list-style-type: none"> → You have a right to at least 9 hours of rest per day. <p> (ARTICLE 7 (6) OF DOMESTIC WORK LAW OF 2013)</p> <ul style="list-style-type: none"> → You are entitled to 1 day of rest in a week. Your day off must be included in the contract. <p> (ARTICLE 8 OF DOMESTIC WORK LAW OF 2013)</p>

<p>SICK LEAVE & HEALTH CARE</p>	<ul style="list-style-type: none"> → You are entitled to paid sick leave not exceeding 30 days per year. → You should provide a medical report proving your need for leave.  (ARTICLE 11 OF DOMESTIC WORK LAW OF 2013) → Your employer should provide you with appropriate medical care and refrain from asking you to perform any tasks that harm your health and safety.  (ARTICLES 7 (2) & 12 OF DOMESTIC WORK LAW OF 2013)
<p>BIENNIAL</p>	<ul style="list-style-type: none"> → You are entitled to 1 month of paid leave if you complete 2 years of employment, provided that the contract will be renewed.  (ARTICLE 10 OF DOMESTIC WORK LAW OF 2013)
<p>TERMINATION OF EMPLOYMENT & CHANGING JOBS</p>	<ul style="list-style-type: none"> → You have the right to request to terminate or transfer your employment if you are mistreated (e.g., subjected to abuse or unsafe work) or in any of the following cases: <ul style="list-style-type: none"> » If your employer fails to pay your salary for 3 consecutive or intermittent months. » If your employer did not pick you up from the airport, and you stayed at the temporary accommodation centre for 15 days. → If your employer fails to produce or renew your expired residency permit. → If your employer assigns you to work for others (other than the employer's second degree family). → If your employer assigns you a dangerous task that may harm your health or body.

<p>TERMINATION OF EMPLOYMENT & CHANGING JOBS (continued)</p>	<ul style="list-style-type: none"> → If your employer and any of his/her family abused you. → If your employer files an invalid complaint that you have absconded. → If your employer fails to attend two sessions of complaints filed by you. <p> (MINISTERIAL DECISION NO. 605 OF 1438 (2017))</p>
<p>END OF SERVICE BENEFITS</p>	<ul style="list-style-type: none"> → If you completed a minimum of 4 consecutive years of service, your End-of-Service benefit is calculated at one month's salary. <p> (ARTICLE 16 OF DOMESTIC WORK LAW OF 2013)</p>
<p>RECRUITMENT FEES</p>	<ul style="list-style-type: none"> → Your employer cannot deduct recruitment fees from your wage. <p> (ARTICLE 9 OF DOMESTIC WORK LAW OF 2013)</p>
<p>YOUR IDENTIFICATION DOCUMENTS</p>	<ul style="list-style-type: none"> → You have a right to keep your passport and any other ID or travel documents in your possession except when your employer needs them for purposes such as applying for a resident permit. → It is illegal for your employer to confiscate your passport, ID or travel documents, or the passports of the members of your family. <p> (CABINET DECISION NO. 166 OF 2000)</p>

