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EMPLOYMENT DISPUTES IN SAUDI ARABIA

The Labour Law of Saudi Arabia provides a body of laws and regulations outlining the legal rights, restrictions and obligations of employees and sponsors.

The British Embassy cannot offer legal advice on employment issues. We can provide a list of local lawyers who you may seek advice or assistance from at your own cost.

Ministry Of Labour and Social Development

Any British national seeking assistance in an employment dispute should first contact relevant authorities such as Labour Office, Principality of Riyadh, Passport Office and the region's police if required.

The Ministry of Labour & Social development lunched the 'Labour Education' website on 2017 for expatriates to learn more about their legal rights and how to manage any labour issues; expatriates could find useful information under FAQs link. Further information and details can be obtained from the following link: <u>https://laboreducation.mlsd.gov.sa/en</u>

You can also speak with the Ministry's Customer Service Centre number 19911 to log a complaint. Please visit the Ministry's official website for further guidance: <u>www.mol.gov.sa</u>

The Ministry is dealing with wide range of labor disputes. After investigating a complaint, the Labour Department will try its best to resolve the issue without referring it to Court. They may contact the employer and request addition evidence and documents if necessary. If a resolution cannot be reached, the case may be referred to the Labour Court.

Exit Permits:

According to the Saudi Labour Law, sponsors are responsible for issuing exit permits for employees. Under no circumstances is the British Embassy able to issue an exit permit on behalf of a British national. Any British National who believes she/he has been unfairly denied an exit permit by their sponsor can appeal to the labour office, once a complaint is filed, official will contact the sponsor, who should provide justification for the denial of an exit permit, and the official will then issue a decision. Sponsors and employees have the right to appeal the decision. If no appeal is lodged, decision is considered final.

National Society For Human Rights

The National Society for Human Rights (NSHR) is available in Saudi Arabia to deal with human rights violations. Instructions on how to submit a complaint could be obtain from the following: http://nshr.org.sa/en/?page_id=330

To visit/contact the NSHR, kindly refer to the link provided with their addresses and contact details across Saudi Arabia: <u>http://nshr.org.sa/en/?page_id=11</u>

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