



Global Care Policy Index

Technical Report for Saudi Arabia

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Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the equally weighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an equally weighted average of their respective sub-category scores. Each sub-index is calculated as an equally weighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an equally weighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

Scoring Notes for Saudi Arabia

Some questions on the GCPI (A1.10 and A3.7 on adoption and A2.1.4 on financing maternity benefits) were not scored because Saudi Arabia does not allow adoption or provide any state-funded maternity benefits. This may lead to Saudi Arabia receiving an overall higher score despite not having protections in place.

Furthermore, B5.2.2 to B5.2.5 on under-age laborers were not scored as migrant workers in Saudi Arabia must be at least 18 years of age. However, there is no mention in the Labor Law or Resolution No. 310 of a minimum age for domestic workers.

How to Cite this Technical Report

The recommended citation for this report is as follows:

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No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
Saudi Arabia				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	1.00	Yes. According to the Labor Law (Article 101), a "female worker shall be entitled to a maternity leave for the four weeks immediately preceding the expected date of delivery and the subsequent six weeks".	Saudi Arabia Labour Law, Article 101
A1.2	Are all categories of working women guaranteed maternity leave?	0.20	<p>"Maternity leave is guaranteed to all 'female workers' according to the Saudi Arabia Labor Law. However, the Labor Law only covers the following categories of workers, according to Article 1:</p> <ol style="list-style-type: none"> 1. Any contract whereby a person commits himself to work for an employer and under his management or supervision for a wage. 2. Workers of the government and public organizations and institutions including those who work in pastures or agriculture. 3. Workers of charitable institutions. 4. Workers of agricultural and pastoral firms that employ ten or more workers. 5. Workers of agricultural firms that process their own products. 6. Workers who operate or repair agricultural machineries on a permanent basis. 7. Qualification and training contracts with workers other than those working for the employer within the limits of the special provisions provided for in this Law." <p>Under Article 6, "temporary workers shall be subject to the provisions on duties and disciplinary rules, the maximum working hours, daily and weekly rest intervals, overtime work, official holidays, safety rules, occupational health, work injuries and compensation therefore as well as whatever is decided by the Minister."</p> <p>According to Article 5, part-time workers only receive coverage "with respect to safety, occupational health and work injuries".</p> <p>Therefore only formal workers, or 1 out of 5 categories of workers outlined by the ILO ((1) Workers in formal & full-time employment, (2) Workers in temporary (including informal) employment, (3) Workers in part-time and on-call work, (4) Workers in temporary agency or multi-party employment relationships, (5) Workers in disguised employment and dependent self-employment) are covered, and Saudi Arabia receives a score of $1/5 = 0.2$</p>	Saudi Arabia Labour Law, Article 1
A1.3	How long a maternity leave are eligible working women guaranteed?	0.25	According to the Labor Law (Article 101), a "female worker shall be entitled to a maternity leave for the four weeks immediately preceding the expected date of delivery and the subsequent six weeks ". As this leave is only 10 weeks, which is less than the 14 weeks specified under the ILO's Convention 183 and less than the 18 weeks specified in R191, Saudi Arabia scores a 0.25.	Saudi Arabia Labour Law, Article 101
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.00	No. According to Article 101 of the Labor Law, "a female worker shall be entitled to a maternity leave for the four weeks immediately preceding the expected date of delivery and the subsequent six weeks . The probable date of delivery shall be determined by the physician of the firm or pursuant to a medical report certified by a health authority. A woman may not work during the six weeks immediately following delivery." There is no mention of an extension of maternity leave if the date is different from the initial predicted date of childbirth; therefore, Saudi Arabia scores a 0.	Saudi Arabia Labour Law, Article 101
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	0.00	There is no mention in any legislation of a guaranteed extension of maternity leave in the case of simultaneous multiple births.	Saudi Arabia Labour Law
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	1.00	Yes. According to Article 151 of the Labor Law, "female workers shall be entitled to fully paid maternity leave for a period of 10 weeks to be divided at the female worker's discretion."	Saudi Arabia Labour Law, Article 151
A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	Yes. Article 101 of the Labor Law states " A woman may not work during the six weeks immediately following delivery. "	Saudi Arabia Labour Law, Article 101
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	1.00	The leave is six weeks long. Article 101 of the Labor Law states " A woman may not work during the six weeks immediately following delivery. "	Saudi Arabia Labour Law, Article 101
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	0.75	Yes. Article 151 states "She [a mother] shall be entitled to extend the [maternity] leave for an additional two months as unpaid leave." However, as this leave is unpaid, one step point is deducted. $1 - 0.25 = 0.75$	Saudi Arabia Labour Law, Article 151



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A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	99.00	This question is not scored as according to Article 15 of the Executive Regulations of Child Protection Law, "adoption is prohibited" in Saudi Arabia.	Executive Regulations of Child Protection Law
A2. Protections during Pregnancy and Maternity Leave				
A2.1 Financial Protections				
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	0.50	The proportion of salary working women are eligible to receive on maternity leave depends on how long they have worked. Article 112 of the Labor Law states: 1. "An employer shall pay the female worker half her wage if she has been in his service for one year or more, 2. A full wage if she has served for three years or more as of the date of commencement of such leave. 3. A female worker shall not be paid any wages during her regular annual leave if she has enjoyed in the same year a maternity leave with full wage. She shall be paid half her wage during the annual leave if she has enjoyed in the same year a maternity leave at half wage." One step-point deduction (0.25) is made because a woman must have worked three years or more to be eligible, and another deduction is made because she does not receive paid annual leave if she has take maternity leave in the same year. Therefore, Saudi Arabia scores a 0.5.	Saudi Arabia Labor Law , Article 112
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	0.00	There is no legislation to ensure that women not covered by wage replacement/the Labor Law can access cash benefits during maternity leave. The Saudi Arabian government has however set up other social support and financing schemes. Financial and social benefits are disbursed to help families who care for one or more people with disabilities, orphans, or the like, whose care has been entrusted to the Ministry's Agency for Social Welfare and Development (Government of Saudi Arabia). There are also other general programs to meet the financial needs of employees. For example the SANED System provides beneficiaries with monthly sums of money by the Social Insurance to ensure the continuity of a decent living during force majeure, such as pandemics, conditions beyond the control of the individual, disrupting events, or during the transition between two jobs.	Saudi Arabia Labor Law
A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	0.00	No. According to Part 9 of the Labor Law, employers are liable for the cost of providing working women paid maternity leave .	Saudi Arabia Labor Law Social Security Around the World - Saudi Arabia
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	99.00	This is not applicable as maternity benefits are financed by employers. The Saudi Arabian government has however set up other social support and financing schemes. Financial and social benefits are disbursed to help families who care for one or more people with disabilities, orphans, or the like, whose care has been entrusted to the Ministry's Agency for Social Welfare and Development (Government of Saudi Arabia). There are also other general programs to meet the financial needs of employees. For example the SANED System provides beneficiaries with monthly sums of money by the Social Insurance to ensure the continuity of a decent living during force majeure, such as pandemics, conditions beyond the control of the individual, disrupting events, or during the transition between two jobs.	Saudi Arabia Labor Law Social Security Around the World - Saudi Arabia Saudi Arabia Government - Social Protections
A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	0.00	No, there is no legislation to ensure unemployment benefits are protected in situations where a worker refuses a job offer on the grounds of conflicts with their family responsibilities.	Saudi Arabia Labor Law Social Security Around the World - Saudi Arabia
A2.2 Employment Protections				
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	0.00	There is no specific mention in the Labor Law of whether working women are guaranteed a right to return to the same job or equivalent, paid at the same rate at the end of their maternity leave.	Saudi Arabia Labor Law
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	1.00	Yes. Article 100 of the Labor Law states " an employer may not terminate the employment of a female worker or give her a warning of the same while on maternity leave. "	Saudi Arabia Labor Law , Article 100



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A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	No, working women are not protected from dismissal following the end of their leave and their return to work. According to Article 155 of the Labor Law, "an employer may not terminate the employment of a female worker or give her a warning of the same during her pregnancy or while she is on maternity leave. This shall include the period she is ill as a result of either of them, provided that her illness is documented pursuant to an official medical report, and that her absence does not exceed 180 days a year whether separately or consecutively."	Saudi Arabia Labor Law, Article 155
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child) ?	0.00	No, there is no mention of any prohibition on employers requiring pregnancy tests of women applying for employment. Furthermore, Article 55 of the Labor Law further states that workers must "undergo, upon the employer's request, the medical examinations required prior to or during employment to ensure that he is free from occupational or communicable diseases."	Saudi Arabia Labor Law
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.00	No, there are no laws to explicitly protect workers against job discrimination on the basis of their marital status or family responsibilities. However, Article 3 of the Labor Law provides an anti-discrimination clause, stating " All citizens are equal in the right to work without discrimination on the basis of gender, disability, age, or any other form of discrimination, whether during their performance of work, at the time of employment, or at the time of advertising. "	Saudi Arabia Labor Law, Article 3
A3.	Paternity Leave Policies			
A3.1	Are working men guaranteed paternity or parental leave?	1.00	Yes. According to Article 113 of the Labor Law, working men are guaranteed three days of paternity leave. The Article states "Taking into account female workers' leaves as provided for under this Law, a worker shall be entitled to [...] a three-day paid leave in the case of childbirth."	Saudi Arabia Labour Law, Article 113
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	0.20	According to Article 113 of the Labor Law, "a three-day paid leave in the case of childbirth" is guaranteed to all 'workers' according to the Saudi Arabia Labor Law. However, the Labor Law only covers the following categories of workers, according to Article 1: ("1) Any contract whereby a person commits himself to work for an employer and under his management or supervision for a wage. (†) Workers of the government and public organizations and institutions including those who work in pastures or agriculture. (‡) Workers of charitable institutions. (‡) Workers of agricultural and pastoral firms that employ ten or more workers. (‡) Workers of agricultural firms that process their own products. (†) Workers who operate or repair agricultural machineries on a permanent basis. (†) Qualification and training contracts with workers other than those working for the employer within the limits of the special provisions provided for in this Law. " As only 1 (formal workers) out of 5 categories of workers outlined by the ILO ((1) Workers in formal & full-time employment, (2) Workers in temporary (including informal) employment, (3) Workers in part-time and on-call work, (4) Workers in temporary agency or multi-party employment relationships, (5) Workers in disguised employment and dependent self-employment) are covered, Saudi Arabia receives a score of 1/5 = 0.2	Saudi Arabia Labor Law, Article 113 and Article 1
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	0.21	Men are guaranteed three days of parental leave. As this is below the GCPI criteria of 14 days, Saudi Arabia receives a score of 3/14 = 0.21.	Saudi Arabia Labor Law, Article 113
A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	1.00	This parental leave is "paid" according to Article 113 of the Saudi Labor Law. Therefore, it is implied that men receive 100% of their salary. This payment is financed by employers.	Saudi Arabia Labor Law, Article 123
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the death of the mother.	Saudi Arabia Labor Law
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the sickness or hospitalization of the mother.	Saudi Arabia Labor Law
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	99.00	This question is not applicable. According to Article 15 of the Executive Regulations of Child Protection Law, "adoption is prohibited" in Saudi Arabia.	Executive Regulations of Child Protection Law



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A4. Dependent Care Leave Policies				
A4.1	Are eligible workers entitled to leave to take care of their children?	0.00	Article 151 of the Labor Law states "In the event of giving birth to a sick child or a child with special needs whose health condition requires a constant companion, a female worker shall be entitled to a one-month leave with full pay starting at the end of the maternity leave and she shall be entitled to extend the leave for an additional month as unpaid leave." As this leave is only for women, only if the child has an illness or special condition, and is a one-time allowance upon the birth of the child rather than a long-term scheme, Saudi Arabia scores a zero for this question.	Saudi Arabia Labor Law , Article 151
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	No, there are no legal provisions to allow eligible workers leave to take care of immediate family members who may be suffering from an illness.	Saudi Arabia Labor Law
A4.3	Are all categories of workers guaranteed dependent care leaves?	0.00	No, no categories of workers are guaranteed dependent care leave.	Saudi Arabia Labor Law
A5. Flexible Work Arrangements				
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	No, there are no legal provisions to grant employees with care responsibilities reduced working hours.	Saudi Arabia Labour Law
A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	No, employees with care responsibilities are not granted the right to request flexitime/telecommuting by any legislation.	Saudi Arabia Labour Law
A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	No, there is no legislation that mandates the consideration of family responsibilities in assigning shift-work arrangements.	Saudi Arabia Labour Law
A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	There is no mention of whether a woman is allowed to leave the workplace in order to undergo medical examinations. However, Article 113 of the Labor Law states "an employer shall provide medical care for female workers during pregnancy and delivery." As it is not clear if this care includes allowing women to leave the workplace for medical examinations relating to pregnancy, Saudi Arabia does not receive any points for this question.	Saudi Arabia Labour Law , Article 113
A6. Mother-Friendly Workplace Policies				
A6.1 Nursing Support in the Workplace				
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	1.00	Yes. According to Article 104 of the Labor Law, "when a female worker returns to work following a maternity leave, she shall be entitled, in addition to the rest periods granted to all workers, to a rest period or periods not exceeding in aggregate one hour a day for nursing her infant."	Saudi Arabia Labor Law , Article 104
A6.1.2	Are these breaks counted and compensated as working time?	1.00	Yes. According to Article 104 of the Labor Law, "such period or periods shall be calculated as part of the actual working hours and shall not entail any reduction in wages."	Saudi Arabia Labor Law , Article 104
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	0.00	No, there is no specific mention in the Labor Law of whether nursing breaks can be adapted upon the production of a medical certificate.	Saudi Arabia Labor Law
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.00	No, the Labor Law does not contain any provisions for facilities to be provided for mothers to nurse or pump milk.	Saudi Arabia Labor Law
A6.2 Workplace Safety for Pregnant and Nursing Women				
A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	0.00	No, there is no requirement in any legislation for employers to assess and report workplace risks specifically related to the health and safety of pregnant and nursing women and their children. However, Article 122 of the Labor Law states more generally that "an employer shall take the necessary precautions to protect workers against hazards, occupational diseases, and the machinery in use, and shall ensure work safety and protection." Furthermore, Article 153 of the Labor Law states that "employer must supply the necessary medical care for the working woman during pregnancy and baby delivery."	Saudi Arabia Labor Law , Article 122 and Article 153
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	0.00	No, there are no specific protections to ensure pregnant/nursing women do not perform work that is prejudicial to their health. However, Article 122 of the Labor Law states more generally that "an employer shall take the necessary precautions to protect workers against hazards, occupational diseases, and the machinery in use, and shall ensure work safety and protection." Furthermore, Article 158 of the Labor Law states "In all occupations and places where women are employed, the employer shall provide them with seats for resting."	Saudi Arabia Labor Law , Article 158



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A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	0.00	No, there is no specific mention of women being entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health.	Saudi Arabia Labor Law
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	0.00	There is no specific mention of whether a woman may be exempt from doing night work if is incompatible with her pregnancy or nursing.	Saudi Arabia Labor Law

SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS

B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	1.00	Yes. While domestic workers are not covered under the Labor Law, the Ministerial Decision Resolution No. 310 of 1434 H, 2013 regulates their employment and provides some basic protections to domestic workers. These are the right to an enforceable contract, monthly wages, daily rest as well as paid sick leave, adequate working conditions and healthcare.	Regulation of Domestic Workers
B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	1.00	Yes. Resolution No. 310, Article 1 defines domestic workers as "Any natural person who performs a direct or indirect service to the employer or any of his/ her family members, and will be under the supervision and direction of the employer or his representative during carrying out the agreed duties, such as Domestic worker (male or female), gardener or the housekeeper and the like. When the term "Domestic Worker" is used in this regulation, it means the domestic service worker and the like." As the Resolution applies to all "natural persons" rather than solely Saudi Arabian citizens, it is also applicable to migrant domestic workers.	Regulation of Domestic Workers, Article 1
B2. Fair Employment Process				
B2.1 Standard Terms of Employment				
B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	1.00	Yes. According to Article 3.1 of Resolution No. 310 states "the working relationship between the domestic worker and the employer shall be governed by a written contract. The contract shall be edited and translated, if any, in three copies, a copy will be kept with each party for reference, while the third copy shall be kept at the National Recruitment Office. In case of disputes, the Arabic text will prevail. "	Regulation of Domestic Workers, Article 3.1
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	0.25	According to Article 4 of the Resolution No. 310, the contract shall include "duration of the contract and how to extend it" and "probationary period". Since the contracts are required to mention the following two items (work duration and period of probation), but not the remaining six ILO recommended contract terms (name of employer, address of employer, name of employee, address of employee, address of workplace and terms and conditions of employment termination), Saudi Arabia scores a 2/8 = 0.25	Resolution No. 310 on Domestic Workers, Article 4
B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.33	According to Article 4.1 of the Resolution No. 310, the contract must include information on "the type of work that the domestic worker is committed to perform." Furthermore, Article 8 states "the domestic worker is permissible to obtain a one-day weekly rest as agreed by the parties in the employment contract." As the contract must include the type of work and weekly rest, but does not mention the remaining four ILO-recommended contract terms (normal hours of work, daily rest, annual leave and sick leave), Saudi Arabi scores a 2/6 = 0.33	Resolution No. 310 on Domestic Workers, Article 4.1
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.14	According to Article 4 of Resolution No. 310, the contract must include "The agreed wage that the employer is obliged to pay to the domestic worker." As there is legislation to ensure the contract mentions the wage, but no mention of the six other ILO-recommended terms (method of calculation, periodicity of payments, overtime pay, standby pay, payments in kind or any authorized deductions from the wage by employers), Saudi Arabia scores 1/7 = 0.142	Resolution No. 310 on Domestic Workers, Article 4.1
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	0.00	No, there is no requirement in Resolution No. 310 on domestic workers for contracts to include information on living conditions for live-in workers. However, Article 7 of Resolution No. 310 does state that employers "must provide adequate housing for the domestic worker".	Resolution No. 310 on Domestic Workers
B2.2 Regulations for Recruitment and Employment Process				
B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	0.00	No, there is no legislation to regulate how private employment agencies recruit and place local migrant domestic workers. This is confirmed by the International Trade Unions Confederation's 2017 report on migrant domestic workers in Saudi Arabia, in which it is stated that "the extent to which Saudi Arabian law addresses the role of private employment agencies in recruiting and placing migrant domestic workers leaves much to be desired [...] there is nothing to indicate that Saudi Arabia has sought to determine the conditions that govern the operation of private employment agencies, taken steps to ensure that adequate machinery and procedures are in place to investigate complaints or adopted measures adequate to guard against abuse of domestic workers and deduction of fees from workers' remuneration."	Resolution No. 310 on Domestic Workers IUTC Report 2017 - p.16



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B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	0.00	There is no explicit prohibition in Resolution No. 310 on fees charged by employment agencies being deducted from the domestic worker's remuneration. However, Article 9 of Resolution No. 310 states "it is not permissible to deduct from the domestic worker wage except in the following cases", and presents three defined instances. As recruitment is not one of these, it is implied that employment agencies can deduct their fees from workers' wages via employers.	Resolution No. 310 on Domestic Workers , Article 9
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	No, there is no legislation to prohibit discrimination in the employment of domestic workers on the basis of medical testing results. This is confirmed by the International Trade Unions Confederation's 2017 report on Saudi Arabia, in which it is stated that "the extent to which Saudi Arabian law addresses the role of private employment agencies in recruiting and placing migrant domestic workers leaves much to be desired [...] there is nothing to indicate that Saudi Arabia has sought to determine the conditions that govern the operation of private employment agencies, taken steps to ensure that adequate machinery and procedures are in place to investigate complaints or adopted measures adequate to guard against abuse of domestic workers and deduction of fees from workers' remuneration."	Resolution No. 310 on Domestic Workers IUTC Report 2017 - p.16
B3.	Decent Working and Living Conditions			
B3.1	Working Hours and Environment			
B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.00	No. Resolution No. 310 on Domestic Workers (Article 7) states domestic workers must be allowed "daily rest for at least nine hours a day." Therefore, they may work up to 15 hours. This is above the maximum allowed hours of daily work for other workers; the Labor Law (Article 98) states "worker[s] may not work for more than nine hours a day if the employer uses the daily work criterion, or more than forty-five hours a week if he uses the weekly criterion." Hence, while the Labor Law provides a maximum amount of normal working hours for other workers, there is an absence of similar protection for domestic workers, resulting in Saudi Arabia receiving a zero for this question.	Resolution No. 310 on Domestic Workers , Article 7 Saudi Arabia Labor Law, Article 98
B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0.00	No, there is no specific mention of whether on-call hours are regarded as hours of work in Resolution No. 310.	Resolution No. 310 on Domestic Workers
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0.00	No, there is no mention in Resolution No. 310 of a limit the number of hours of standby work domestic workers can be given.	Resolution No. 310 on Domestic Workers
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	0.00	There is no requirement in Resolution No. 310 to ensure that hours of work be accurately recorded and freely accessible to the domestic worker. However, other workers who are covered under the Labor Law have access to information about hours of work. Article 17 of the Labor Law states "an employer shall maintain, at the workplace, records, statements, and files the nature and contents of which shall be specified in the Regulations. He shall display at a visible location at the workplace a schedule of working hours, breaks, weekly rest days, and the time each shift starts and ends, when operating in shifts."	Resolution No. 310 on Domestic Workers Labor Law, Article 17
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	0.10	No, there is no specific requirement to provide domestic workers with a safe and healthy working environment. Article 7 of Resolution No. 310 states employers must "not assign the Domestic Worker to carry out any dangerous work that threatens his or her health, the integrity of his body, or impair his or her human dignity." Employers are then prohibited from assigning work that may be physically dangerous or impairs the worker's dignity -- however, as this is vague and does not provide details of the environment in which the domestic worker works, Saudi Arabia scores a 0.1 for this question.	Resolution No. 310 on Domestic Workers , Article 7
B3.2	Rest and Leave			
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	1.00	Yes. According to Article 7 of Resolution No.310 on domestic work, employers must " allow the domestic worker to enjoy daily rest for at least nine hours a day. "	Resolution No. 310 on Domestic Workers , Article 7
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	0.75	No. According to Article 8 of Resolution No. 310,"the domestic worker is permissible to obtain a one-day weekly rest as agreed by the parties in the employment contract." However, the law does not specify that this should be 24 consecutive hours. Hence, there is one exclusionary condition and Saudi Arabia receives a score of 1-0.25 = 0.75.	Resolution No. 310 on Domestic Workers , Article 8
B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	0.00	There are no defined exceptions in Resolution No. 310 on when the domestic worker may be asked to work during periods of rest, and no mention of compensatory rest for these. Hence, Saudi Arabia scores a 0.	Resolution No. 310 on Domestic Workers
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	0.00	No. According to Article 10 of Resolution No. 310, "the domestic worker shall be entitled to a one month paid leave if he/she has spent two years and wishes to renew his employment contract for a similar period". As this leave is less than two weeks per year, granted only after two years of work, not provided on an annual basis and on the condition that they renew their employment contract, Saudi Arabia scores a 0.	Resolution No. 310 on Domestic Workers , Article 10
B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	No, there is no explicit requirement in Resolution No. 310 that time spent accompanying household members on holiday should not be counted as part of paid annual leave.	Resolution No. 310 on Domestic Workers

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B3.3 Wages				
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	0.00	No, there is no mention of a minimum wage for domestic workers in Resolution No. 310. This is also supported by the International Trade Unions Confederation's 2017 report on domestic workers in Saudi Arabia, which states "Saudi Arabian law does not provide for a minimum wage for migrant domestic workers". However, this absence of a minimum wage is not for domestic alone -- a 2019 ILO report on Saudi workers states that "Saudi Arabia does not have a minimum wage" for any workers. For Saudi citizens however, the Nitaqat programme functions as a substitute for minimum wage (LSE 2019). The Ministry of Human Resources and Social Development requires private firms to pay citizens a minimum of 4,000 riyals per month to count nationals for Nitaqat program purposes (i.e. nationalization hiring quotas in the private sector).	Resolution No. 310 on Domestic Workers IUTC Report 2017 - p. 16 Regulatory Framework Governing Migrant Workers - Saudi Arabia - ILO 2019 - p.1 LSE Report on Saudi Arabia
B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	0.00	There is no mention in Resolution No. 310 of the overtime compensation rate for domestic workers. Workers covered under the Labor Law do however receive overtime compensation. Article 107 of the Labor Law states " the employer shall pay the worker for overtime working hours an additional amount equal to the hourly wage plus 50% of his basic wage. "	Resolution No. 310 on Domestic Workers Labor Law, Article 107
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	1.00	Yes. Article 7 of Resolution No. 310 states employers must " pay the Domestic Worker his agreed wage and dues in cash or by cheque and shall be document this in writing, unless the Domestic worker wishes to transfer it to a specific bank account. "	Resolution No. 310 on Domestic Workers , Article 7
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	0.75	Yes. Article 7 of Resolution No. 310 states employers must "pay the domestic worker his agreed wage at the end of each Hijri month unless the parties agree otherwise in writing." Furthermore, it states employers must "pay the Domestic Worker his agreed wage and dues in cash or by cheque and shall document this in writing, unless the Domestic worker wishes to transfer it to a specific bank account." One hijri month is of equivalent length to a month on the Gregorian calendar. As there is an allowance for wages to be paid less frequently if both parties agree, one step point is deducted as there is potential for coercion to be placed on the domestic worker. Hence, Saudi Arabia scores $1-0.25 = 0.75$.	Resolution No. 310 on Domestic Workers , Article 7
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	0.50	Yes, Article 7 of Resolution No. 310 states the employer must "document [wages] in writing". However, as there is no mention of details that should be mentioned e.g. the specific amount and purpose of any deductions made or any requirement for it to be understandable to the domestic worker, two step points are deducted. Hence, Saudi Arabia receives a score of 0.5.	Resolution No. 310 on Domestic Workers , Article 7
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	0.00	No, there is no requirement in Resolution No. 310 that domestic workers be promptly paid any outstanding payments upon termination of employment.	Resolution No. 310 on Domestic Workers
B3.4 Social Security				
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	Yes. Article 12 of Resolution No. 310 states " Healthcare shall be provided to the domestic worker in accordance with the regulations and instructions in force in the Kingdom of Saudi Arabia."	Resolution No. 310 on Domestic Workers, Article 12
B3.4.2	Are domestic workers eligible for paid sick leave?	1.00	Yes. According to Article 11 of Resolution No. 310, " The domestic worker shall be entitled to a paid sick leave not exceeding thirty days per year based on a medical report proving the need for leave. " This is the the same amount of leave as allowed for other workers (Article 117, Labor Law).	Resolution No. 310 on Domestic Workers , Article 11 Saudi Arabia Labour Law
B3.4.3	Are domestic workers eligible for unemployment benefits?	0.00	No. Article 5e. of the Social Insurance Law (2001) explicitly excludes "domestic servants" from coverage.	Social Insurance Law (2001), Article 5e
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	0.00	No. Article 5e. of the Social Insurance Law (2001) explicitly excludes "domestic servants" from coverage. As this law provides old-age benefits, domestic workers are not covered.	Social Insurance Law (2001), Article 5e
B3.4.5	Are domestic workers eligible for employment injury benefits?	0.00	No. Article 5e. of the Social Insurance Law (2001) explicitly excludes "domestic servants" from coverage. As this law provides employment injury benefits, domestic workers are not eligible.	Social Insurance Law (2001), Article 5e
B3.4.6	Are domestic workers eligible for invalidity benefits?	0.00	No. Article 5e. of the Social Insurance Law (2001) explicitly excludes "domestic servants" from coverage. As this law provides disability benefits, domestic workers are not eligible.	Social Insurance Law (2001), Article 5e
B3.4.7	Are domestic workers eligible for survivors' benefit?	0.00	No. Article 5e. of the Social Insurance Law (2001) explicitly excludes "domestic servants" from coverage. As this law provides disability benefits, domestic workers are not eligible.	Social Insurance Law (2001), Article 5e



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B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	0.00	No, there is no mention in Resolution No. 310 or the Social Insurance Law of whether domestic workers' claims are protected in the event of the employer's insolvency or death. However, Article 14 states if "the contract expires with the death of the Employer [...] [and] If the employer's family wishes that the Domestic worker to remain, the family representative must refer to the labor office to change the employer's name."	Resolution No. 310 on Domestic Worker , Article 14
B3.5	Living Conditions for Live-in Workers			
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.00	No, there is no specific mention in Resolution No. 310 to ensure domestic workers are free to decide whether or not to live in the household.	Resolution No. 310 on Domestic Workers
B3.5.2	For live-in workers, is there any requirement for the employer to provide accommodation that offers privacy?	0.00	No, there is no requirement for the employer to provide accommodation that offers privacy. The only mention of living conditions in Resolution No. 310 is in Article 7, and states an employer must " provide adequate housing for the domestic worker ", however no details are provided of what standards this accommodation should meet.	Resolution No. 310 on Domestic Workers , Article 7
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No, there is no requirement in Resolution No. 310 for the employer to provide access to suitable sanitary facilities. However, Article 7 of the Resolution does necessitate that employers "provide adequate housing" to domestic workers.	Resolution No. 310 on Domestic Workers , Article 7
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	0.00	No. The only mention of living conditions in Resolution No. 310 is in Article 7, and states an employer must "provide adequate housing for the domestic worker". However, no details are provided of whether this must entail adequate lighting, heating and air conditioning. Therefore, Saudi Arabia scores a 0.	Resolution No. 310 on Domestic Workers , Article 7
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	0.00	No, there is no mention in Resolution No. 310 for a requirement to provide appropriate meals to the domestic worker.	Resolution No. 310 on Domestic Workers
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.00	No, there is no requirement in Resolution No. 310 to ensure live-in workers are not obliged to remain in the household during rest or leave.	Resolution No. 310 on Domestic Workers
B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.00	No, there is no requirement in Resolution No. 310 to ensure that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination.	Resolution No. 310 on Domestic Workers
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	0.00	No. According to a 2019 ILO report, "it is not explicitly prohibited to confiscate a domestic worker's passport".	Regulatory Framework Governing Migrant Workers - Saudi Arabia - ILO 2019 - p.1
B4.	Labor Rights and Protections			
B4.1	Freedom of Association and Access to Collective Bargaining			
B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	0.00	No. Resolution No. 310 has no mention of provisions for domestic workers to establish their own organizations. According to an ILO report (p. 3), trade unions are not explicitly prohibited in Saudi Arabia "but they do not exist in practice." While the Labour Law permits the establishment of worker councils for Saudi nationals, the employer and the Ministry have the right to participate in the committee and receive the minutes of every meeting. They may not engage in demonstrations, strikes or public bargaining. Saudi Arabia has not ratified ILO Convention No. 87 (1948) on Freedom of Association and Protection of the Right to Organise, or Convention No. 98 (1949) on the Right to Organise and Collective Bargaining.	Regulatory Framework Governing Migrant Workers - Saudi Arabia - ILO 2019 - p.3
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	0.00	No. A 2012 IUTC Report finds that there are no legislative provision for workers' to engage in collective bargaining. It states "unions, collective bargaining and strikes are not allowed by law. Employees are allowed to organise workers' committees with the participation of the government and the employer. The law was enforced on some strikes that occurred." Saudi Arabia has not ratified ILO Convention No. 87 (1948) on Freedom of Association and Protection of the Right to Organise, or Convention No. 98 (1949) on the Right to Organise and Collective Bargaining.	IUTC on Labour Standards in Saudi Arabia
B4.2	Access to Complaint Mechanisms			
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	1.00	Yes. The Saudi Labour Ministry has set up a toll free helpline "where workers can register their grievances in multiple languages including English, Hindi/Urdu and Malayalam and are provided appropriate advice for further follow up with concerned Labour Offices." A worker also has the right to contact the concerned Labour Office in his area of work to complain against the violation of his work related rights as enshrined in the Saudi Labour Law. There are 37 Labour Offices located in different parts of Saudi Arabia. Furthermore, free mobile SIM cards with credit balance for calls/SMS are being given to all expatriate workers on their arrival at airports in Saudi Arabia.	Labor Education FAQs (Ministry of Labor)



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B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	1.00	Workers may bring forth complaints to a Committee that includes a legal counsel from the Ministry of Labour. According to Article 21 of Resolution No. 310, "a committee [...] shall be formed" in order to consider disputes or "financial claims arising between domestic workers and employers, violations of these regulations that are not of a criminal nature, study and adjudicate them, and apply the penalties stipulated in these Regulations." "The Committee shall try to resolve the dispute amicably between the parties within five working days [...] If the dispute could not be settled amicably, the committee may consider the subject of the claim on the same meeting or in another session within ten working days, and issue its decision signed by the Chairman and members of the Committee."	Resolution No. 310 on Domestic Workers , Article 21
B4.3	Enforcement and Protection Mechanisms			
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.00	No. There is no mention in Resolution No. 310 of specific conditions under which access to household premises must be granted for labor inspections. However, Part 13 of the Labor Law mandates that other workplaces as covered by the Law may be subject to labor inspections at any time; an inspector may "access any firm that is subject to the provisions of the Labor Law at any time, day or night, without prior notice."	Resolution No. 310 on Domestic Workers Saudi Arabia Labor Law, Part 13
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	1.00	According to the Rules for Practicing the Recruitment Activity and Providing Labor Services, "private employment agencies are subject to the provisions of labor inspection procedures stipulated under the Labor Law". According to the Labor Law, "if, during inspection, the inspector discovers the presence of a violation of the provisions of this Law, the Regulations, or the decisions issued in implementation thereof, he shall record the violation in accordance with the provisions provided for in the Implementing Regulations for inspection and submit the violation report to the Minister for a decision." These penalties could include (according to Article 229 of the Labor Law): "A fine not exceeding 100,000 riyals• or permanent closure." Furthermore, "the penalty imposed on the violator may be doubled in the case of repetition. Fines shall be multiplied by the number of persons subject of the violation." *100,000 riyals is equivalent to 26,630 USD.	Implementing Regulations of the Labor Law and its Annexes , Annex 4 Saudi Arabia Labor Law, Part 13
B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	1.00	Yes. Article 17 of Resolution No. 310 establishes penalties for employers who do not comply with domestic worker protections. Article 17 states: "...the employer who contravenes the provisions of these regulations shall be punished as follows: 1. A fine of not more than two thousand riyals or preventing from recruitment for one year or both penalties. 2. If the violation is repeated, he shall be punished by a fine of not less than two thousand riyals, and not more than five thousand•, or to prevent him from recruiting for three years or both penalties." •2,000 Saudi riyals is equivalent to 532 USD, while 5,000 Saudi riyals is equivalent to 1,330 USD.	Resolution No. 310 on Domestic Workers , Article 17
B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	0.00	There is no mention in Resolution No. 310 on domestic workers of protections against workplace abuse, harassment and violence. According to the IUTC, "Saudi Arabia's law and systems do not protect migrant workers, especially domestic workers, against abuses and conditions akin to slavery." Workers that are covered under the Labor Law are protected under the Anti-Harassment Act of 2018, which prohibits all practices of abuse by one party against another, including all forms of exploitation, threats, harassment, extortion, seduction, quarrelling, insulting, hinting against modesty or intent to be alone with the opposite sex, or any other form of abuse which aims, leads to or is likely to cause a physical, psychological, sexual or economic harm to the other party.	Resolution No. 310 on Domestic Workers IUTC on Labour in Saudi Arabia Anti Harassment Act
B5.	Protections for Forced/Under-age Domestic Workers			
B5.1	Protections against Forced/Compulsory Labor			



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B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	<p>Yes. According to an ILO article, Saudi Arabia ratified the ILO's Forced Labour Convention in 2021. Furthermore, the ILO article also states that in 2009, Saudi Arabia adopted a Human Trafficking Act and established a standing committee to combat trafficking in persons. In 2017, it also adopted a National Plan for Combatting Human Trafficking. With the support of the United Nations Office on Drugs and Crime (UNODC), the Government has implemented a national referral mechanism on trafficking in persons, to ensure coordination in the area of protection, assistance and care for victims of trafficking in the country.</p> <p>Additionally, according to Article 7 of Resolution No. 310, employers must not "assign the domestic worker [...] duties other than the agreed in the contract, except in cases of necessity; provided that the work assigned to him is not fundamentally different from his original work." Article 17 states the "employer who contravenes the provisions of these regulations shall be punished as follows:</p> <ol style="list-style-type: none"> 1. A fine of not more than two thousand riyals or preventing from recruitment for one year or both penalties. 2. If the violation is repeated, he shall be punished by a fine of not less than two thousand riyals, and not more than five thousand, or to prevent him from recruiting for three years or both penalties. 3. If the violation is repeated for the third time, the Committee may prevent the violator from recruitment incessantly. 4. The penalty shall be multiplied by the number of irregularities proven on the employer." 	ILO 2021 - Forced Labor in Saudi Arabia
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	1.00	The ILO states "Saudi Arabia has undertaken efforts to protect migrant workers victims of forced labour, including the implementation of corrective regulatory measures such as passport recovery, transfer of servicers, cancellation of malicious absconding reports, and termination of contractual relationships, among others." Furthermore, according to the India Embassy in Riyadh, the Saudi government has a housemaids' shelter in Riyadh where runaway housemaids are housed.	Labour Grievance Redressal Mechanism of Saudi Government ILO: Saudi Arabia reinforces its commitment to eradicate forced labour in all its forms
B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	0.00	There are no measures in places to provide victims of forced labor with compensation, psychosocial support or assistance for rehabilitation.	
B5.2	Protections for Under-age Laborers			
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	1.00	Yes. According to the Implementing Regulations of the Labor Law and its Annexes (Article 14.9), migrant "workers under the age of 18 or above the age of (60) may not be recruited for work." As domestic work in Saudi Arabia is performed by migrant workers, Saudi Arabia receives a score of 1. However, it should be noted that there is no minimum age for domestic workers explicitly laid down in Resolution No. 310 on domestic workers. Furthermore, the ILO wrote in 2018 that "domestic workers did not benefit from the [minimum age] protection laid down in the Labour Code.	Resolution No. 310 on Domestic Workers ILO (Worst Forms of Child Labour Convention) 2017
B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	99.00	Not applicable. According to the Implementing Regulations of the Labor Law and its Annexes (Article 14.9), "workers under the age of 18 or above the age of (60) may not be recruited for work."	Resolution No. 310 on Domestic Workers
B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	99.00	Not applicable. According to the Implementing Regulations of the Labor Law and its Annexes (Article 14.9), "workers under the age of 18 or above the age of (60) may not be recruited for work."	Resolution No. 310 on Domestic Workers
B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	99.00	Not applicable. According to the Implementing Regulations of the Labor Law and its Annexes (Article 14.9), "workers under the age of 18 or above the age of (60) may not be recruited for work."	Resolution No. 310 on Domestic Workers
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	99.00	Not applicable. According to the Implementing Regulations of the Labor Law and its Annexes (Article 14.9), "workers under the age of 18 or above the age of (60) may not be recruited for work."	Resolution No. 310 on Domestic Workers
B6.	Protections for Migrant Domestic Workers			
B6.1	Employment Support			



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B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	1.00	Yes. According to Annex 4 of a Saudi government document on Implementing Regulations of the Labor Law and its Annexes, in order to obtain a visa, a migrant worker must first have an approved employment contract. Furthermore, Article 3 of Resolution No. 310 on domestic workers states "the working relationship between the Domestic worker and the Employer shall be governed by a written contract. In case of disputes, the Arabic text will prevail."	Implementing Regulations of the Labor Law and its Annexes , Annex 4. Resolution No. 310, Article 3
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	1.00	Yes. The Saudi Labour Ministry has set up a toll-free helpline "where workers can register their grievances in multiple languages including English, Hindi/Urdu and Malayalam and are provided appropriate advice for further follow up with concerned Labour Offices."	Labor Education FAQs (Ministry of Labor)
B6.2	Support after Termination of Employment			
B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	0.00	No. There is no mention of any measures in Resolution No. 310 to ensure that loss of employment should not mean the withdrawal of the migrant domestic workers' residence authorization. According to the Human Rights Watch, while there have been reforms to Saudi Arabia's 'kafala' system (under which workers are tied to their employers and depend on them to facilitate entry/exit, residence and employment in Saudi Arabia), these reforms do not apply to domestic workers.	Resolution No. 310 on Domestic Workers Human Rights Watch report
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	0.00	No, migrant domestic workers are not entitled to reinstatement, compensation for lost wages or other payment if it is established that the termination of employment was not justified. The only requirement of employers who terminate employment "for an illegal reason" is, according to Article 15 of Resolution No. 310, that "the employer must bear the payment of the ticket to return the domestic worker to his country."	Resolution No. 310 on Domestic Workers , Article 15
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	1.00	Yes. According to Article 20 and 21 of Resolution No. 310, workers may appeal to a Committee formed by the Labor Office if they face expulsion or termination. Article 20 states "Without prejudice to the provisions of other laws and regulations, the Labor Offices shall have the competence to receive complaints, to detect violations committed by the domestic worker and the employer, and to submit a list of claims against them or against one of them to the Committee."	Resolution No. 310 on Domestic Workers , Article 20, 21
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	1.00	Yes. According to Article 15 of Resolution No. 310, " If the contract expires or was terminated by the employer for an illegal reason, or by the domestic worker for a legitimate reason, the employer must bear the payment of the ticket to return the domestic worker to his country. " Therefore, as they are entitled to repatriation at no cost if the contract expires, or if it was terminated by the employer for an illegal reason, Saudi Arabia scores a 1 for this question.	Resolution No. 310 on Domestic Workers , Article 15
B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	0.00	No, there are no special provisions to allow migrant domestic workers to access complaint mechanisms or legal, civil and criminal remedies after termination of employment and departure from the country.	Resolution No. 310 on Domestic Workers