

Summary of Labor Law Amendments

Pursuant to Royal Decree No. (M/134), dated 27/11/1440 H, approving the amendment of Labor Law, Five Articles of

Labor Law were amended as follows:

1. Article (2)- Worker Definition

Any natural person, whether male or female, working for an employer and under his management or supervision for a wage, even if he is not under his direct control.

2. Article (3)

Work is the right of the citizen. No one else may exercise such right unless the conditions provided for in this Law are fulfilled. All citizens are equal in the right to work, without any discrimination on the basis of sex, disability, age or any other form of discrimination, whether during work performing or upon recruitment or vacancy announcement.

3. Article (74)- Paragraph (4)

"Achieving retirement age of retirement, based on the Social Insurances Law provision, unless both parties agreed in writing to continue the service beyond such age."

*Note: Article (38) of the Social Insurances Law has been amended to equate the retirement age of men and women to become (60 years).

4. Article (155)

The Employer may not dismiss the female worker or give her notice of dismissal while she is pregnant or in a maternity leave, including the duration of her illness resulting from either of them, provided that the disease is proved by an approved medical certificate, and that the duration of her absence does not exceed (one hundred and eighty) days per year, whether "connected or sporadic.

5. Article (156)

Repealed.