

# Saudi Arabia: Royal Decree No. M/51 issuing the Saudi Labor Law as amended by Royal Decree No. M/46 issued on 05/06/1436H

<b>Title</b>	Royal Decree No. M/51 issuing the Saudi Labor Law as amended by Royal Decree No. M/46 issued on 05/06/1436H
<b>Date of adoption</b>	05 April 2015
<b>Entry into force</b>	24 October 2015
<b>Text versions</b>	<a href="#">Arabic</a> <b>Source:</b> – <i>The Ministry of Labor, Kingdom of Saudi Arabia</i> , accessed: 22 October 2015, <a href="http://portal.mol.gov.sa/ar/Pages/OrganizeWork.aspx?m=3">http://portal.mol.gov.sa/ar/Pages/OrganizeWork.aspx?m=3</a>

## **Abstract**

This is the consolidated version of the Saudi Labour Law, which incorporates the changes introduced by Royal Decree No. M/46 issued on 05/06/1436H.

The amendments permit the probationary period to be extended to another 90 days subject to the approval of both parties and also enable employers to require a returning employee to serve another probationary period where there has been a break in service of at least six months (Art. 53 & 54)

Articles 74 – 78, 88, and 88, which fall under the chapter on the end of work contracts have all been amended.

Art. 90 has been amended to require employers to pay wages through approved banks in the Kingdom.

Art. 101 is amended to increase the total number of hours that an employee can be required to remain at the place of work from 11 to 12 hours per day.

Paid leave periods for employees have been increased. Paternity, marriage, and compassionate leave have been increased to five, five and three days respectively (Art. 113).