

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<p data-bbox="89 331 268 365">Recruitment</p> <p data-bbox="89 387 331 450">Mandatory hire of nationals only</p>	<p data-bbox="453 387 1038 450">Employers in the car rental sector will be ordered to employ Saudi nationals only as of March 18, 2018.</p> <p data-bbox="453 465 1043 618">Employers in breach will be ordered to pay a fine of SAR 20,000, multiplied by the number of expatriate employees occupying positions reserved for Saudis. The fine will be doubled where the violation is repeated.</p>	<p data-bbox="1098 387 1501 450">Action is only required if you are in the car rental sector.</p> <p data-bbox="1098 465 1477 589">If applicable, take steps to ensure that only Saudi nationals are employed from March 18, 2018 onwards.</p> <p data-bbox="1098 604 1485 725">Legal advice on how to exit expatriate employees is strongly recommended to reduce potential liabilities.</p>