

## iGlobal Law : 2022 Annual Update : Saudi Arabia

Legal Change	Effective Date	Action required
<p><b>Rules Change - Electronic contracts</b></p> <p>All paper contracts with Saudi Residents must be transferred to electronic employment contracts on the Qiwa platform.</p>	Q1 2022 (expected to be 1 January 2022)	Action the contract transfers to Qiwa.
<p><b>Ministerial Resolution regarding the nationalism of certain roles.</b></p> <ul style="list-style-type: none"> <li>- Specific marketing roles will be required to ensure that 30 per cent of the affected roles will be Saudised. The affected roles are as follows: manager, marketing specialist, advertising and public relations manager, marketing sales expert, advertising designer and commercial advertising photographer. The minimum wage for any Saudi nationals to be considered in an employer's Saudisation figures under the "Nitaqat" program has been raised to SAR 5,500.</li> <li>- A decision has been made to reserve secretarial, translation, storekeeping, and data entry roles to Saudi nationals only. The minimum wage for any Saudi nationals who are employed as translators or storekeepers is to be considered in an employer's Saudisation figures under the "Nitaqat" program has been raised to SAR 5,500.</li> <li>- The minimum salary for Saudis practicing dentistry and in pharmacy professions will be set at SAR 7,000 in order to be considered in an employer's Saudisation figures under the "Nitaqat" program.</li> <li>- Specific technical engineering roles will be required to ensure that 25 per cent of the affected roles will be Saudised. The Ministry explained that the applicants will be required to obtain professional accreditation from the Saudi Council of Engineers. The minimum wage for any</li> </ul>	<p>8 May 2022</p> <p>8 May 2022</p> <p>11 April 2022.</p> <p>20 December 2022</p>	<p>Any Company that has five employee or more employees working in the relevant roles, will need to ensure that their Saudi national employees are receiving the minimum monthly wage in order to be fully considered for Saudisation purposes.</p> <p>Further, it will need to employ the minimum per cent of Saudi nationals in the affected roles.</p>

<p>Saudi national to be considered in an employer’s Saudisation figures under the “Nitaqat” program has been raised to SAR 5,000.</p> <ul style="list-style-type: none"> <li>- Specific legal roles will be required to ensure that 70 per cent of the affected roles will be Saudised. The roles include: legal adviser for public and private systems, contracts specialist, legal affairs clerk, in addition to job opportunities for trained lawyers. The minimum wage for any Saudi nationals to be considered in an employer’s Saudisation figures under the “Nitaqat” program has been raised to SAR 5,500.</li> <li>-</li> </ul>	<p>22 December 2022</p>	
<p><b>Covid Booster Requirement</b></p> <p>With effect from 1 February 2022, all citizens and residents of Saudi Arabia must also take a booster dose of the vaccine to maintain their status as being "immune" on the Tawakkalna application, unless medically exempt. The booster dose will become mandatory eight months after receiving the second dose of the vaccine.</p>	<p>1 February 2022</p>	<p>Employers to check that any employees or visitors show their Tawakkalna status as a condition for entry into the workplace/ office building.</p>