

## iGlobal Law 2024 Annual Alert : Saudi Arabia

Legal Change	Effective Date	Action required
<p><b>Self-Evaluation forms</b></p> <p>All employers are required to complete a self-evaluation form on the Qiwa platform. A reminder will be sent on January 1<sup>st</sup> 2024 to the affected companies.</p>	January 1 <sup>st</sup> 2024	<p>Employers who are required to submit self-evaluation forms will be sent a reminder on January 1<sup>st</sup> to complete this by January 31<sup>st</sup> 2024.</p> <p>Failure to submit the self-evaluation will result in the employer's Ministry of Human Resources and Social Development ("MHRSD") account and services being suspended.</p>
<p><b>Internal Work Regulations ("IWRs")</b></p> <p>All employers are required to register internal work regulations with the MHRSD. The IWRs act as employment regulations between the employer and employee and failure to register these could result in the MHRSD account being suspended.</p>	Ongoing	Employers should ensure that they have registered IWRs with the MHRSD to avoid any potential disruption to the business operations.
<p><b>Requirement to report training data</b></p> <p>The MHRSD has introduced a requirement for all entities with 50 or more workers to disclose training data annually thorough the Qiwa platform. Affected companies will be provided with a reminder to complete the submission of the required data through the Qiwa platform.</p>	January 31 <sup>st</sup> 2024	Employers should ensure that the data is disclosed in a timely manner before the deadline. Failure to disclose the training data will result in the employer's MHRSD account and services being suspended.
<p><b>Electronic contracts</b></p> <p>As a general reminder that the MHRSD set a threshold to authenticate 80% of an entity's employment contracts by September 30<sup>th</sup> 2023.</p>	Ongoing	<p>Employers should ensure that all employees have electronic contracts authenticated on Qiwa to avoid any disruption to their business operations.</p> <p>Failure to meet the threshold above would result in the entity's governmental online accounts being suspended, which may disrupt day to day business operations.</p>
<p><b>Ongoing Saudisation compliance</b></p>	Ongoing	Employers should ensure that they are compliant with the increased Nitaqat percentages which will apply from January 1 <sup>st</sup> 2024 as well as any Ministerial Decisions that are issued from time to time for specific roles.
<p><b>Personal Data Protection Law ("PDPL")</b></p> <p>The new PDPL was implemented in September 2023 although there is a one-year grace period for</p>	September 2024	Employers should ensure that they review any data protection provisions in their contracts as well as any data

<p>employers to comply with the statutory requirements under the PDPL which will become enforceable in September 2024. The PDPL applies to all personal data processing undertaken in Saudi Arabia, extending to personal data processing undertaken outside Saudi Arabia in respect of data subjects in Saudi Arabia.</p> <p>It introduces a number of data processing principles which are broadly similar to principles found in data protection laws in other countries.</p>		<p>privacy policies to ensure that they are compliant with the new PDPL.</p>
--	--	--