

## Sick Leave



The worker shall be entitled to have a paid sick leave for the first thirty days, three quarters of the wage for the next sixty days and without pay for the following thirty days, during a single year. A single year shall mean the year which begins from the date of the first sick leave.

Article 117 of the Labor Law

## Work Injuries



The worker shall be entitled to have a paid sick leave for the first thirty days, three quarters of the wage for the next sixty days and without pay for the following thirty days, during a single year. A single year shall mean the year which begins from the date of the first sick leave.

Article 133 of the Labor Law



An injury shall be deemed a work injury in accordance with the provisions of the Social Insurance Law. Occupational diseases shall also be considered work injuries and the date of the first medical diagnosis of the disease shall be treated tantamount to the date of injury.

Article 134 of the Labor Law



In the case of temporary disability arising from work injury, the injured worker shall be entitled to financial aid equal to their full wage for sixty days, then 75% of the wage for the entire duration of their treatment.



If one year elapses or it is medically determined that the injured worker's chances of recovery are improbable, their injury shall be deemed total disability. The contract shall be terminated and the worker shall be compensated for the injury. The employer may not recover the payments made to the injured worker during that year.

Article 137 of the Labor Law



If an injury results in a permanent total disability or the death of the injured person, the injured person or their eligible beneficiaries shall be entitled to a compensation equal to their wages for three years, with a minimum of fifty-four thousand riyals.

Article 138 of the Labor Law

## Leaves - Employer



The employer may determine annual leave times.

Article 109 of the Labor Law



The employer shall have the right to postpone the worker's leave after the end of being due, if work conditions so require for a period not exceeding 90 days. If the work conditions require the continuation of the postponement, the worker's approval shall be obtained in writing, provided that the delay does not exceed the end of the year following the year of the leave being due.

Article 110 of the Labor Law



Human Resources and  
Social Development

# Holidays

## EID and Special Occasion Holidays

Each worker shall be entitled to full-pay leave on EIDS and occasions specified in the Regulations.

### Article 112 of the Labor Law



#### EID AL-FITR holiday shall be 4 days

It shall start from the day following 29 of Ramadan according to the UMM AL-QURA calendar.



#### EID AL-ADHA leave shall be 4 days

It shall start from the day of ARAFAH



#### National Day holiday shall be one day

It shall be on the first day of Libra (23 September)

### Article 25 of the Labor Law

## Worker's Leave



The worker shall be entitled to a prepaid annual leave of not less than twenty-one days, to be increased to a period of not less than thirty days if the worker has spent five years in a row in the service of the employer. The leave shall be paid in advance.



The worker shall enjoy their leave in the year it is due. They may not forgo it or receive cash in lieu during their period of service.

### Article 109 of the Labor Law



The worker may, with the employer's approval, postpone their annual leave or days thereof to the following year.

### Article 110 of the Labor Law



The worker shall be entitled to a wage for the accrued days of the leave if they leave the work without using such leave. This applies to the period of work for which they have not used their leave. Such a worker shall also be entitled to a leave pay for the parts of the year in proportion to the part they spent at work.

### Article 111 of the Labor Law



The worker shall be entitled to a paid leave of not less than ten days and not more than fifteen days, including EID AL-ADHA holiday, to perform Hajj only once during their service. To be eligible for this leave, the worker must have spent at least two years of service in a row with the employer.

### Article 114 of the Labor Law



The worker, subject to the employer's approval, may obtain unpaid leave. The work contract shall be deemed suspended for the duration of the leave in excess of twenty days, unless both parties agree otherwise.

### Article 116 of the Labor Law

## Worker's leave on personal occasions



The worker shall have the right to have 5-day fully paid leave in the event of the death of their spouse, one of their ascendants or descendants.



The work shall have the right to have a 5-day leave upon their marriage.



The worker shall have the right to a 3-day leave in the event of the birth of a newborn.

### Article 113 of the Labor Law



- The worker enrolled in an educational institution – upon the employer's approval – shall have the right to a fully paid leave to sit for an examination of an unrepeatable year. Days of leave shall be based on the actual number of the examination days.
- For the examinations of a repeated year, the worker shall be entitled to unpaid leave depending on the examination days to sit for the examinations.
- Without prejudice to disciplinary action the worker shall be denied the wage if it is proven that he had not taken the examination.
- If the worker does not obtain the employer's approval to be enrolled in an educational institution, they may obtain a leave to sit the exam in the actual number of exam days, deducted from their annual leave if it is available, and when this is not possible, the worker may obtain a leave without pay for the number of actual exam days.
- The worker shall apply for the leave at least fifteen days ahead of the due date.

### Article 115 of the Labor Law

## Statutory leave for female workers



The female worker shall have the right to fully paid maternity leave for a period of ten weeks, which such a female worker distributes as she wishes. It begins no later than four weeks before the likely date of delivery.



The female worker shall have the right to extend the leave for a month without pay.



The female worker shall have - in the event of having a sick child or a person with a disability - shall have the right to a fully paid one-month leave that starts after the expiry of the maternity leave period, and such a working worker shall have the right to extend the leave for a month without pay.

### Article 151 of the Labor Law



A female Muslim worker whose husband passes away shall be entitled to a fully paid leave for a minimum period of four months and ten days as of the date of death. Such a female worker shall have the right to extend this leave without pay if such a female worker is pregnant - during this period - until such a female worker gives birth.



A non-Muslim female worker whose husband passes away shall have the right to a fully paid leave for a period of fifteen days.

### Article 160 of the Labor Law