

Women and End of Service Benefits



The female worker shall be entitled to the full end-of-service benefits if she terminates the contract within six months from the date of her marriage contract or three months from the date of her delivery.

Article (87) of the Labor Law

How are Rights Filtered?



If the worker's service ends, the employer shall pay his/her wages and clear his/her rights within a week - at most - from the date the contractual relationship ends.



If the worker is the one who terminated the contract, the employer shall completely clear his rights within a period not exceeding two weeks.



The employer may deduct any debt owed to him/her by reason of the work from the amounts owed to the worker.

Article (88) of the Labor Law

Force Majeure in the Labor Law

Ministerial Decree No. (70273) was issued on 4/11/1440 H, adding a new article to the executive regulations of the labor law under No. (41), which states the following:



The government has taken measures regarding a situation or circumstance that requires reducing working hours, or precautionary measures that limit the aggravation of that situation, including the description of force majeure, so the employer agrees with the worker, within the following six months, to start taking those actions, based on any of the following:



Reducing the worker's wage in proportion to the number of actual working hours.



Granting a leave to the worker counted from his/her annual leave days.



Granting an exceptional leave to the worker.



It shall not be lawful to terminate the work contract after that if it is proven that the employer has benefited from any aid from the government to face this situation.



This shall not prejudice the right of the worker to terminate the work contract.



Human Resources and
Social Development

End-Of-Service Benefits

As Per Regulations

End-Of-Service Benefits

The end-of-service benefits is one of the most important rights of the worker, which the employer shall pay to the worker upon the expiration of the work contract, whether the worker is Saudi or non-Saudi.

End-Of-Service Benefits Calculator

The end-of-service benefits is one of the rights of the worker on the employer in the event of the end of the work contract. Therefore, the method of calculating the end-of-service benefits, the due date of the benefits, and the calculation method according to the labor law have been facilitated.

You can learn more about the end-of-service benefits calculator through the Labor Education website.



Please, visit the official website of labor education:

laboreducation.hrsd.gov.sa

About End-Of-Service Benefits



The end-of-service benefits is the obligation and commitment of the source (the labor law), according to which the employer, according to a regulation stipulated by the labor law, shall be required to hand over a sum in light of the period of his/her service and the last wage he/she received. This commitment is stipulated in all labor legislations that have labor regulations and membership in international and Arab labor organizations. The end-of-service benefits is a security for the future of the worker after the end of his/her work, and his/her protection from the risk of unemployment and inability to work, and when for his/her old age, so that such benefits can help him/her in the future and the life of his/her family members.



The end-of-service benefits is disbursed to a worker at the end of his/her service, as it is called the end-of-service benefits.



The end-of-service benefits is not disbursed except for the worker's right to the end-of service, of which the worker may not be deprived under any agreement between the worker and the employer.



Some companies, institutions, and individuals have disposed of the responsibility for the end-of-service benefits and disbursed such end-of-service benefits to him/her every year so that such end-of-service benefits would not overburden the employer; this practice shall not be permissible and contradicts the end-of-service benefits law.



Any agreement between the worker and the employer that leads to depriving the worker of the end-of-service benefits by waiving it or diminishing it is contrary to the labor law, so his right to the end-of-service benefits may be waived.

If The Labor Relationship Ends Naturally, The End-Of-Service Benefits Will Be As Follows:

If the labor relationship ends, the employer shall pay the worker end-of-service benefits for his/her period of service, calculated on the basis of a half-month's wage for each of the first five years.



He/She shall get a month's wage for each of the following years.



The final wage shall be the basis for calculating the end-of-service benefits.



The worker shall be entitled to the end-of-service benefits for the parts of the year in proportion to what he/she spent on work.

Article (84) of the Labor Law

If The Worker Resigns, Does He/She Have the Right To Receive the End-Of-Service Benefits?



If the termination of the work relationship is due to the worker's resignation, he/she shall be entitled in this case to one third of the end-of-service benefits after service of no less than two years in a row, and not more than 5 years.



A worker shall be entitled to two-thirds of the end-of-service benefits if his service period exceeds 5 years in a row, and does not reach 10 years.



The worker shall be entitled to the full end-of-service benefits if his service period reaches ten years or more.

Article (85) of the Labor Law

Are Commissions and Sales Added to the End-Of-Service Benefits?



It may be agreed not to calculate the wage on the basis of which the end-of-service is settled for all or part of the amounts of commissions, and the percentages of the sales from the elements of the wage paid to the worker and are subject to decrease and increase.

Article (86) of the Labor Law

In The Event That a Worker Resigns as a Result of Circumstances and Force Majeure that Forced Him/Her to Resign,

DOES HE/SHE HAVE THE RIGHT TO THE END-OF-SERVICE BENEFITS?



A worker shall be entitled to the full end-of-service benefits in the event that the worker left or quit the job as a result of force majeure beyond his/her control.

Article (87) of the Labor Law