



Human Resources and
Social Development

Wages



Wages



The worker's wages and all other entitlements shall be paid in the Country's official currency.



Establishments shall be obligated to pay wages into workers' accounts through accredited banks in the Kingdom, provided that their due date does not exceed the dates specified.

Types of wages



Daily wage:

it shall be paid at least once a week.



Monthly wage:

it shall be paid once a month.



Piecework wage:

It shall need more than two weeks; the worker shall receive a payment every week commensurate with the work they have completed, and the remainder of the wage shall be paid in full during the week following the handover of the work.



Otherwise, the workers shall be paid at least once a week.

Article 90 of the Labor Law

Working Hours



The worker may not work for more than 8 hours per day, or more than 48 hours per week.



Working hours shall be reduced during Ramadan for Muslims, so that they do not exceed 6 hours a day, or 36 hours a week.

Article 98 of the Labor Law



The working hours may be increased up to 9 hours per day for some categories of workers, or in some industries and jobs in which the worker does not work continuously, and the working hours may be reduced down to 7 hours per day for some categories of workers or in some dangerous or harmful industries and jobs.

Article 99 of the Labor Law



An employer may, in establishments where the nature of work requires the performance of work to be done in shifts, increase the working hours up to 8 working hours per day or 48 hours per week, provided that the average working hours when calculated for a period of three weeks or less do not exceed 8 hours per day or 48 hours per week.

Article 100 of the Labor Law



The actual working hours of guards and cleaning workers shall be set to (12) hours a day, which shall be reduced to (10) hours during Ramadan, provided that the weekly working hours shall not exceed (48) working hours, and (36) hours during Ramadan for Muslims, and the working hours that exceed the said set quota shall be calculated as overtime. The employer shall enable the workers to perform the prayers in time.

Executive Regulations of the Labor Law

If the worker causes any damage

The employer shall be entitled to the followings:



That the amount necessary for repair shall be deducted from the worker's wage, provided that such deduction for this purpose does not exceed the wage of 5 days each month.



He shall be entitled to seek grievance and ask for more than that if the worker has other money from which he can be recovered.



The grievance of either party shall be within 15 working days, otherwise the right to it shall be forfeited. The grievance date for the employer shall start from the date of discovering the incident.

Article 91 of the Labor Law

No amount may be deducted from the worker's wages in exchange for private rights without their written consent, except in the following cases:



Refunding the employer's loans, provided that the deduction from the worker in this case shall not exceed 10% of their wage.



Social insurance contributions, and any other legally determined contributions due from the worker.



Worker's contributions to the saving fund and loans owed to the fund.



Installments for any project that the employer undertakes to build housing with the intention of owning it to workers, or any other advantage.



Fines inflicted on the worker due to the violations they commit, as well as the amount deducted from them for what they destroy.



Collecting a debt in implementation of any court ruling, provided that the monthly deduction for this shall not exceed one-fourth of the worker's wage, unless the ruling states otherwise.

The alimony debt shall be collected first, followed by food, clothing and housing debts before other debts.

Article 92 of the Labor Law



In all cases, deductions made may not exceed half the worker's due wage, unless the Commission for the Settlement of Labor Disputes determines that further deductions can be made or that the worker is in need of more than half their wage. In the latter case, the worker may not be given more than three fourths of their wage no matter what.

Article 93 of the Labor Law