

Labor Reform Initiative (LRI) Services Guidebook



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Overview of the Labor Reform Initiative

A part of the National Transformation Program (NTP), the initiative aims to support the Ministry's vision to create an attractive labor market, empower and develop human resources, and improve the working environment in The Kingdom of Saudi Arabia. Based on research and studies that covered international best practices in the field, the initiative was developed in partnership with the Ministry of Interior and the National Information Center after holding several meetings with private sector representatives and the Council for Saudi Chambers.

Overview of the Labor Reform Initiative

- **Employee Mobility**
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- **Automatic Exit Visa**

Employee Mobility



Service Description

A service that allows expatriate workers to transfer jobs between private-sector establishments according to specific regulations that consider the contractual rights of both parties and the terms of the contract between the employer and the expatriate worker.

Target Groups

- Employee Mobilit
- Current employer
- New employer

Service Launch Date



March 2021

Conditions of Service

Eligibility Conditions for Expatriate Workers:

1. The worker must be an expatriate that is working under the Saudi labor system.
2. The worker must complete a total of one calendar year of service for the current employer, beginning from the date of entry to the Kingdom.
3. The worker must have a valid dully attested employment contract.
4. The worker must be presented a job offer by the new employer through "**Qiwa**" portal.
5. The worker must submit a notice of the transfer request to the current employer, taking into consideration the notice period.

New Employer Eligibility Conditions to Request the Transfer of Expatriate Worker:

1. The establishment must be eligible to obtain visas as per applicable regulations.
2. Compliance with the Wage Protection System (WPS) regulations.
3. Compliance with the electronic Contract Registration Program (CRP) regulations.
4. Compliance with the Self-evaluation Program regulations.

Conditions under which expatriate workers are entitled to employee transfer without conditions

1. Having no registered contract, taking into consideration that the contract registration deadline is three months from the worker's date of entry to the Kingdom.
2. Not receiving a salary for three consecutive months
3. If the employer is absent due to travel, imprisonment, death, or any other reason.
4. If the expatriate worker's work permit or visa expires.
5. If the worker reports a commercial cover-up by the employer, provided the worker is not involved.
6. If a labor dispute arises between the worker and the employer, and the employer or his representative fails to attend two litigation hearings at any judicial level despite being notified of the hearing dates or not attending two of the amicable settlement hearings.
7. If the current employer approves the expatriate worker's transfer.

Frequently Asked Questions

1 How can the employer benefit from the Employee Mobility service?

The new employer applies to acquire the service through the Ministry's "**Qiwa**" portal

2 Does the Employee Mobility service require any fee payments?

No, there are no additional fees, unlike the current system

3 Will this service affect the issuance of visas for business owners?

This initiative will not affect issued visas, which are still regulated as per the current system

4 Can an expatriate worker change jobs during their first year after entering the Kingdom?

Yes. However, they must obtain the approval of their current employer

5 Are there any conditions that the expatriate worker must meet to change jobs after the employment contract expires?

No

Automatic Exit and Re-entry Visa



Service Description

A service that enables expatriate workers to exit and re-enter the Kingdom during the contract's validity period by submitting an e-application through the «Absher» platform.

Target Groups

- Expatriate workers

Service Launch Date



March 2021

Conditions of Obtaining the Service

1. The worker must be an expatriate that is working under the Saudi labor system.
2. The worker must have a valid residency visa.
3. The worker must have a dully attested employment contract.
4. Payment of fees.
5. The expatriate worker must not have any outstanding fees or fines.
6. The worker must declare through the “**Absher**” portal that they fully understand the measures entailed by their failure to return before the leave period approved by the employer ends.

Frequently Asked Questions

1 How can I apply for the Automatic Exit and Re-entry Visa service?

You can apply to receive the service through the “**Absher**” portal

2 Will the employer bear the costs incurred by the expatriate worker’s Exit and Re-entry Visa application?

No, the employer does not bear the costs of the worker’s Automatic Exit and Re-entry request Automatic Exit and Re-entry request

3 Can the employer cancel the expatriate worker’s valid Automatic Exit and Re-entry Visa?

The employer is not entitled to cancel the worker’s valid Automatic Exit and Re-entry Visa

4 Can an expatriate worker apply for an Automatic Exit and Re-entry Visa for their dependents?

Yes.

5 Can an expatriates worker cancel the Automatic Exit and Re-entry Visa issued for themselves and their dependents during its validity period?

Yes.

6 What are the measures to be taken against expatriate workers who leave and fail to come back to resume their contractual service term?

The applicable penalties for breaching the contract will be implemented

Automatic Exit Visa



Service Description

A service that allows expatriate workers to exit the Kingdom during the contract validity period or after it expires by submitting an e-application through the «Absher» portal.

Target Groups

- Expatriate workers

Service Launch Date



March 2021

Conditions of Obtaining the Service

1. The worker must be an expatriate that is working under the Saudi labor system.
2. The worker must have a valid residency visa.
3. The worker must have a dully attested employment contract.
4. The expatriate worker must not have any outstanding government fees or fines.
5. The worker must declare through the “Absher” platform that they understand the measures entailed by their decision to exit the Kingdom before fulfilling their contract or applying through the “**Absher**” platform

Frequently Asked Questions

1 How can I apply for the Automatic Exit Visa service?

You can apply to receive the service through the “**Absher**” portal

2 Can the employer cancel the expatriate worker’s valid Automatic Exit Visa?

The employer is not entitled to cancel the worker’s valid Automatic Exit Visa.

3 Under what conditions are the expatriate worker eligible to acquire the Automatic Exit Visa service?

If the worker desires to leave the Kingdom permanently.

4 Can an expatriate worker apply for an Automatic Exit Visa for their dependents?

Yes.

5 Can expatriate workers cancel the Automatic Exit Visa issued for themselves and their dependents during its validity period?

Yes.

6 What are the measures to be taken against expatriate workers who exit the Kingdom permanently during the contract’s validity period?

The applicable penalties for breaching the contract will be implemented

Thank you

