

I'm not a bot





The KSA Employment Contract provides essential guidelines for both employers and employees in Saudi Arabia, outlining the terms and conditions of employment, including work duties, salary, and duration of the contract. ##### Q. What are the requirements for a written employment contract? According to law, the employer must provide two copies of the work contract, one kept by each party. A written contract is not always necessary, but it is recommended. The worker can prove their rights through alternative means if the contract is lost or not available. ##### Q. What should be included in a KSA work contract? The contract should include the employer's and employee's names, nationality, salary, type of work, location, date of employment, and duration of the contract. ##### Q. How long is the probation period for an employee in Saudi Arabia? The probation period cannot exceed 90 days, excluding holidays and sick leaves. ##### Q. What happens when a fixed-term contract expires in KSA? After expiration, both parties can continue working without signing a new contract unless specified conditions are met for renewal. ##### Q. What are the requirements for non-KSA national employment contracts? These contracts must be written and have a fixed term. If no duration is stated, it defaults to one year from the start date. ##### Q. Can an employee's payment classification be changed without written consent? No, monthly-paid workers cannot be reclassified as daily or hourly-paid workers unless they agree in writing. ##### Q. Does an employer have the right to transfer an employee without their consent? No, employers cannot transfer employees to a different location that changes their place of residence if it causes serious harm and is not justified by work nature. Here's how to access your current employment contract through Qiwa: 1. Log into your individual Qiwa account. 2. Navigate to 'Services' and select 'Employment Contracts.' 3. Choose 'Your current contracts' from the dropdown menu. 4. Review your active employment contract(s) in either preview or full-screen mode. If you encounter any issues during this process, don't worry - it's a normal part of online interactions. However, if you're looking to manage your employment contract, consider the following: In Saudi Arabia, most employees sign an employment contract at the beginning of their tenure, often written in Arabic, English, or both languages. But have you ever wondered about its legal standing and format? Let's break it down: As a right, employees can request an employment contract from their employers. If a contract is solely in Arabic, it will be enforceable in court even if the expatriate doesn't understand it. Similarly, if a contract is only in English, it's binding for both parties. However, things get interesting when contracts are bilingual. In case of conflicts between languages, the Arabic version takes precedence - yes, even if you've signed below the English version! According to Article 9 of the Saudi Labor Law, Arabic is the official language for records, files, employment contracts, and other documents. If an employer uses a foreign language alongside Arabic in a contract, the Arabic version will prevail. To avoid any confusion, it's best to ask your employer for an English-language contract. If you receive a bilingual contract, have a trusted individual translate the Arabic section into English for your understanding. We've provided a sample format of a Saudi employment contract in both languages - feel free to download and compare it with your own contract!

Saudi employment contract format doc. Employment contract saudi arabia pdf. End of contract saudi labor law. Employment contract template saudi arabia. Employment contract in saudi arabia doc. Saudi labor law contract duration. Saudi arabia company salary. Example of job contract format.