



Bureau of Experts at the Council of Ministers
Official Translation Department

Social Insurance Law

Royal Decree No. M/273
July 2, 2024

Translation of Saudi Laws

NOTES:

1. This translation is provided for guidance. The governing text is the Arabic text.
2. The translation of Saudi laws takes the following into consideration:
 - Words used in the singular form include the plural and vice versa.
 - Words used in the masculine form include the feminine.
 - Words used in the present tense include the present as well as the future.
 - The word “person” or “persons” and their related pronouns (he, his, him, they, their, them, and who) refer to a natural and legal person.



National Center for Archives & Records

For any comments or inquiries, please contact the Official Translation Department at:

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Royal Decree No.: M/273

Date: 26/12/1445H

**We, Salman bin Abdulaziz Al Saud,
King of the Kingdom of Saudi Arabia,**

Pursuant to Article 70 of the Basic Law of Governance issued by Royal Order No. A/90, dated 27/8/1412H;

Pursuant to Article 20 of the Law of the Council of Ministers issued by Royal Order No. A/13, dated 3/3/1414H;

Pursuant to Article 18 of the Shura Council Law issued by Royal Order No. A/91, dated 27/8/1412H;

Upon perusal of Shura Council Resolution No. 383/36, dated 26/11/1445H; and

Upon perusal of Council of Ministers Resolution No. 1022, dated 26/12/1445H;

Decree the following:

First:

The Social Insurance Law shall be approved as per the attached form.

Second:

The provisions of the Law referred to in Clause (First) of this Decree shall not apply to the following categories:

1. Contributors who have contribution periods prior to the effective date of the Law for which they have not received compensations.

Contribution periods shall, in the implementation of paragraph (1) of this Clause, refer to contribution periods computed in accordance with the provisions of the Civil Pension Law issued by Royal Decree No. M/41, dated 29/7/1393H, or the Social Insurance Law issued by Royal Decree No. M/33, dated 3/9/1421H, or both. This definition shall extend to the periods deemed lapsed under either of the two laws.

2. Contributors entitled to receive pensions under the provisions of the Civil Pension Law or the Social Insurance Law prior to the effective date of the Law referred to in Clause (First) of this Decree.

Third:

Application of the Law referred to in Clause (First) of this Decree to persons covered by its provisions shall be as follows:

1. The percentage of contributions to the annuities branch provided for in Article 15 of the Law shall be applied on a gradual basis until it reaches 22 percent of the contributory wage or salary as follows:
 - a) Contributions shall be fixed at 18 percent for the 12 months following the effective date of the Law.
 - b) Contributions shall be fixed at 19 percent as of the month following the lapse of 12 months



from the effective date of the Law.

- c) Contributions shall be fixed at 20 percent as of the month following the lapse of 24 months from the effective date of the Law.
 - d) Contributions shall be fixed at 21 percent as of the month following the lapse of 36 months from the effective date of the Law.
 - e) Contributions shall be fixed at 22 percent as of the month following the lapse of 48 months from the effective date of the Law.
2. For mandatory contributions, the employer and the contributor shall each bear 50 percent of the contributions referred to in paragraph (1) of this Clause.
 3. The provisions of paragraph (1) of this Clause shall apply to voluntary contributions, provided that the contributor bears the contribution amount in full.
 4. The date for applying the provisions of the occupational hazards and additional compensations branch to employees shall be determined pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors of the General Organization for Social Insurance. In the event of the death of an employee or his dismissal from his job—within the period following the effective date of the Law and prior to the date to be determined by the aforementioned Council of Ministers resolution—due to his complete inability to work, and if the death or disability was the result of a work-related accident during the performance of his duties, the entitlement of such employee shall be determined in accordance with the provisions of Article 21 of the Civil Pension Law, provided that the disability is established by the medical boards of the General Organization for Social Insurance provided for in Article 50 of the Law referred to in Clause (First) of this Decree.
 5. Without prejudice to the provisions of the previous paragraphs of this Clause, the social insurance branches provided for in Article 3 of the Law referred to in Clause (First) of this Decree shall be applied in phases to be determined pursuant to a decision by the Board of Directors of the General Organization for Social Insurance.

Fourth:

The provisions of the Social Insurance Law issued by Royal Decree No. M/33, dated 3/9/1421H, the Civil Pension Law issued by Royal Decree No. M/41, dated 29/7/1393H, and the Unemployment Insurance Law issued by Royal Decree No. M/18, dated 12/3/1435H, shall continue to apply to the categories referred to in Clause (Second) of this Decree.

Fifth:

Notwithstanding the provision of Clause (Fourth) of this Decree, the following shall apply, with regard to pensions, to contributors who have not reached 50 years of age as per the Hijri calendar on the effective date of the Law referred to in Clause (First) of this Decree, and who have contribution periods prior to the effective date of said Law for which they have not received compensations, provided that such periods have not reached 240 months:

1. The legal age of pension entitlement for a contributor who has not reached the age of 29 years as per the Gregorian calendar on the effective date of the Law shall be 65 years as per the Gregorian calendar.



2. The legal age of pension entitlement for a contributor who has reached 29 years of age or more as per the Gregorian calendar on the effective date of the Law shall be according to the following schedule:

Age as per the Gregorian calendar on the effective date of the Law	Legal age of pension entitlement as per the Gregorian calendar
29 years or older, and less than 30 years	64 years and 8 months
30 years or older, and less than 31 years	64 years and 4 months
31 years or older, and less than 32 years	64 years
32 years or older, and less than 33 years	63 years and 8 months
33 years or older, and less than 34 years	63 years and 4 months
34 years or older, and less than 35 years	63 years
35 years or older, and less than 36 years	62 years and 8 months
36 years or older, and less than 37 years	62 years and 4 months
37 years or older, and less than 38 years	62 years
38 years or older, and less than 39 years	61 years and 8 months
39 years or older, and less than 40 years	61 years and 4 months
40 years or older, and less than 41 years	61 years
41 years or older, and less than 42 years	60 years and 8 months
42 years or older, and less than 43 years	60 years and 4 months
43 years or older, and less than 44 years	60 years
44 years or older, and less than 45 years	59 years and 8 months
45 years or older, and less than 46 years	59 years and 4 months
46 years or older, and less than 47 years	59 years
47 years or older, and less than 48 years	58 years and 8 months
48 years or older, and less than 48 years and 6 months	58 years and 4 months

3. A contributor whose contribution periods have not reached 180 months on the effective date of the Law referred to in Clause (First) of this Decree shall be entitled to pension prior to reaching the legal age if his contribution periods have reached 360 months.



4. A contributor whose contribution periods have reached 180 months or more on the effective date of the Law referred to in Clause (First) of this Decree shall be entitled to pension prior to reaching the legal age pursuant to the following schedule:

Contribution periods on the effective date of the Law	Qualifying period for pension entitlement
From 180 months to 191 months	348 months
From 192 months to 203 months	336 months
From 204 months to 215 months	324 months
From 216 months to 227 months	312 months
From 228 months to 239 months	300 months

5. Subject to the provisions of paragraphs (1), (2), (3), and (4) of this Clause, contribution periods for which compensation has not been paid shall be treated pursuant to the provisions of the Civil Pension Law and the Social Insurance Law referred to in Clause (Fourth) of this Decree.

For the application of this Clause, a contributor who reaches the age of 48 years and 6 months as per the Gregorian calendar on the effective date of the Law shall be deemed as having reached the age of 50 years as per the Hijri calendar.

Sixth:

Notwithstanding the provision of Clause (Fourth) of this Decree, the provisions of the occupational hazards branch contained in the Social Insurance Law referred to in Clause (Fourth) of this Decree shall be applied as follows:

1. The maternity allowance provided for in Articles 41 and 42 of the Law referred to in Clause (First) of this Decree shall apply to contributors subject to the provisions of the occupational hazards branch in the Social Insurance Law referred to in Clause (Fourth) of this Decree, provided that the qualifying period for entitlement is computed as of the effective date of the Law referred to in Clause (First) of this Decree.
2. The maximum amount for lump-sum compensations shall be canceled in cases of total and partial disability stipulated in Articles 32 and 36 of the Social Insurance Law referred to in Clause (Fourth) of this Decree.
3. The age, beyond which the amount of the lump-sum compensation provided for in Article 32 of the Social Insurance Law referred to in Clause (Fourth) of this Decree is reduced, shall be the same as the age provided for in Article 35(3) of the Law referred to in Clause (First) of this Decree.

Seventh:

The Board of Directors of the General Organization for Social Insurance may, in coordination with the relevant entities, introduce voluntary savings programs for contributors subject to the provisions of the Civil Pension Law and the Social Insurance Law referred to in Clause (Fourth) of this Decree.

Eighth:

The Board of Directors of the General Organization for Social Insurance may add benefits to a contributor whose contribution period exceeds 100 percent of the salary or average wage on the basis



of which the pension is computed in accordance with the provisions of Article 19 of the Civil Pension Law and Article 38 of the Social Insurance Law referred to in Clause (Fourth) of this Decree.

Ninth:

The Board of Directors of the General Organization for Social Insurance may, as it deems appropriate, merge all or some of the accounts of the branches of the Social Insurance Law and the Unemployment Insurance Law and the account of the fund of the Civil Pension Law referred to in Clause (Fourth) of this Decree.

Tenth:

Clauses (Fifth, Sixth, Seventh, Eighth, and Ninth) of this Decree shall be implemented as of the date the Law referred to in Clause (First) of this Decree enters into force.

Eleventh:

His Royal Highness the Prime Minister, the ministers, and the heads of relevant independent agencies shall, each within their jurisdiction, implement this Royal Decree.

Signed

Salman bin Abdulaziz Al Saud

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Resolution: 1022.

Date: 26/12/1445H.

The Council of Ministers,

Upon perusal of Casefile No. 85921, dated 28/11/1445H, received from the Royal Court regarding the strategy for reforming pension laws in the Kingdom, and the draft Social Insurance Law;

Upon perusal of the aforementioned draft Law;

Upon perusal of the Civil Pension Law issued by Royal Decree No. M/41, dated 29/7/1393H;

Upon perusal of the Social Insurance Law issued by Royal Decree No. M/33, dated 3/9/1421H;

Upon perusal of Memoranda No. 2160, dated 28/11/1442H, No. 1659, dated 23/7/1443H, and No. 3421, dated 26/9/1445H, and Minutes No. 212, dated 20/12/1445H, prepared by the Bureau of Experts at the Council of Ministers;

Upon perusal of Minutes No. 1984/45/M, dated 16/10/1445H, prepared by the Council of Economic and Development Affairs;

Upon considering Shura Council Resolution No. 383/36, dated 26/11/1445H; and

Upon perusal of Recommendation No. 13192, dated 24/12/1445H, of the General Committee of the Council of Ministers;

Resolves the following:

First:

The Social Insurance Law shall be approved as per the attached form.

Second:

The provisions of the Law referred to in Clause (First) of this Resolution shall not apply to the following categories:

1. Contributors who have contribution periods prior to the effective date of the Law for which they have not received compensations.

Contribution periods shall, in the implementation of paragraph (1) of this Clause, refer to contribution periods computed in accordance with the provisions of the Civil Pension Law issued by Royal Decree No. M/41, dated 29/7/1393H, or the Social Insurance Law issued by Royal Decree No. M/33, dated 3/9/1421H, or both. This definition shall extend to the periods deemed lapsed under either of the two laws.

2. Contributors entitled to receive pensions under the provisions of the Civil Pension Law or the Social Insurance Law prior to the effective date of the Law referred to in Clause (First) of this Resolution.

Third:

Application of the Law referred to in Clause (First) of this Resolution to persons covered by its provisions shall be as follows:

1. The percentage of contributions to the annuities branch provided for in Article 15 of the Law shall be applied on a gradual basis until it reaches 22 percent of the contributory wage or salary as



follows:

- a) Contributions shall be fixed at 18 percent for the 12 months following the effective date of the Law.
 - b) Contributions shall be fixed at 19 percent as of the month following the lapse of 12 months from the effective date of the Law.
 - c) Contributions shall be fixed at 20 percent as of the month following the lapse of 24 months from the effective date of the Law.
 - d) Contributions shall be fixed at 21 percent as of the month following the lapse of 36 months from the effective date of the Law.
 - e) Contributions shall be fixed at 22 percent as of the month following the lapse of 48 months from the effective date of the Law.
2. For mandatory contributions, the employer and the contributor shall each bear 50 percent of the contributions referred to in paragraph (1) of this Clause.
 3. The provisions of paragraph (1) of this Clause shall apply to voluntary contributions, provided that the contributor bears the contribution amount in full.
 4. The date for applying the provisions of the occupational hazards and additional compensations branch to employees shall be determined pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors of the General Organization for Social Insurance. In the event of the death of an employee or his dismissal from his job—within the period following the effective date of the Law and prior to the date to be determined by the aforementioned Council of Ministers resolution—due to his complete inability to work, and if the death or disability was the result of a work-related accident during the performance of his duties, the entitlement of such employee shall be determined in accordance with the provisions of Article 21 of the Civil Pension Law, provided that the disability is established by the medical boards of the General Organization for Social Insurance provided for in Article 50 of the Law referred to in Clause (First) of this Resolution.
 5. The contribution period referred to in Article 16(2) of the Law shall be 180 months.
 6. For the application of the provisions of Article 44(2) of the Law, contributions in the unemployment insurance branch shall be set on the effective date of the Law at 1.5 percent of the contributory wage, and the employer and the contributor shall each bear 50 percent thereof.
 7. Without prejudice to the provisions of the previous paragraphs of this Clause, the social insurance branches provided for in Article 3 of the Law referred to in Clause (First) of this Resolution shall be applied in phases to be determined pursuant to a decision by the Board of Directors of the General Organization for Social Insurance.

Fourth:

The provisions of the Social Insurance Law issued by Royal Decree No. M/33, dated 3/9/1421H, the Civil Pension Law issued by Royal Decree No. M/41, dated 29/7/1393H, and the Unemployment Insurance Law issued by Royal Decree No. M/18, dated 12/3/1435H, shall continue to apply to the categories referred to in Clause (Second) of this Resolution.

**Fifth:**

Notwithstanding the provision of Clause (Fourth) of this Resolution, the following shall apply, with regard to pensions, to contributors who have not reached 50 years of age as per the Hijri calendar on the effective date of the Law referred to in Clause (First) of this Resolution, and who have contribution periods prior to the effective date of said Law for which they have not received compensations, provided that such periods have not reached 240 months:

1. The legal age of pension entitlement for a contributor who has not reached the age of 29 years as per the Gregorian calendar on the effective date of the Law shall be 65 years as per the Gregorian calendar.
2. The legal age of pension entitlement for a contributor who has reached 29 years of age or more as per the Gregorian calendar on the effective date of the Law shall be according to the following schedule:

Age as per the Gregorian calendar on the effective date of the Law	Legal age of pension entitlement as per the Gregorian calendar
29 years or older, and less than 30 years	64 years and 8 months
30 years or older, and less than 31 years	64 years and 4 months
31 years or older, and less than 32 years	64 years
32 years or older, and less than 33 years	63 years and 8 months
33 years or older, and less than 34 years	63 years and 4 months
34 years or older, and less than 35 years	63 years
35 years or older, and less than 36 years	62 years and 8 months
36 years or older, and less than 37 years	62 years and 4 months
37 years or older, and less than 38 years	62 years
38 years or older, and less than 39 years	61 years and 8 months
39 years or older, and less than 40 years	61 years and 4 months
40 years or older, and less than 41 years	61 years
41 years or older, and less than 42 years	60 years and 8 months
42 years or older, and less than 43 years	60 years and 4 months
43 years or older, and less than 44 years	60 years
44 years or older, and less than 45 years	59 years and 8 months
45 years or older, and less than 46 years	59 years and 4 months
46 years or older, and less than 47 years	59 years
47 years or older, and less than 48 years	58 years and 8 months
48 years or older, and less than 48 years and 6 months	58 years and 4 months

3. A contributor whose contribution periods have not reached 180 months on the effective date of the Law referred to in Clause (First) of this Resolution shall be entitled to pension prior to reaching the legal age if his contribution periods have reached 360 months.



4. A contributor whose contribution periods have reached 180 months or more on the effective date of the Law referred to in Clause (First) of this Resolution shall be entitled to pension prior to reaching the legal age pursuant to the following schedule:

Contribution periods on the effective date of the Law	Qualifying period for pension entitlement
From 180 months to 191 months	348 months
From 192 months to 203 months	336 months
From 204 months to 215 months	324 months
From 216 months to 227 months	312 months
From 228 months to 239 months	300 months

5. Subject to the provisions of paragraphs (1), (2), (3), and (4) of this Clause, contribution periods for which compensation has not been paid shall be treated pursuant to the provisions of the Civil Pension Law and the Social Insurance Law referred to in Clause (Fourth) of this Resolution.

For the application of this Clause, a contributor who reaches the age of 48 years and 6 months as per the Gregorian calendar on the effective date of the Law shall be deemed as having reached the age of 50 years as per the Hijri calendar.

Sixth:

Notwithstanding the provision of Clause (Fourth) of this Resolution, the provisions of the occupational hazards branch contained in the Social Insurance Law referred to in Clause (Fourth) of this Resolution shall be applied as follows:

1. The maternity allowance provided for in Articles 41 and 42 of the Law referred to in Clause (First) of this Resolution shall apply to contributors subject to the provisions of the occupational hazards branch in the Social Insurance Law referred to in Clause (Fourth) of this Resolution, provided that the qualifying period for entitlement is computed as of the effective date of the Law referred to in Clause (First) of this Resolution.
2. The maximum amount for lump-sum compensations shall be canceled in cases of total and partial disability stipulated in Articles 32 and 36 of the Social Insurance Law referred to in Clause (Fourth) of this Resolution.
3. The age, beyond which the amount of the lump-sum compensation provided for in Article 32 of the Social Insurance Law referred to in Clause (Fourth) of this Resolution is reduced, shall be the same as the age provided for in Article 35(3) of the Law referred to in Clause (First) of this Resolution.

Seventh:

The Board of Directors of the General Organization for Social Insurance may, in coordination with the relevant entities, introduce voluntary savings programs for contributors subject to the provisions of the Civil Pension Law and the Social Insurance Law referred to in Clause (Fourth) of this Resolution.



Eighth:

The Board of Directors of the General Organization for Social Insurance may add benefits to a contributor whose contribution period exceeds 100 percent of the salary or average wage on the basis of which the pension is computed in accordance with the provisions of Article 19 of the Civil Pension Law and Article 38 of the Social Insurance Law referred to in Clause (Fourth) of this Resolution.

Ninth:

The Board of Directors of the General Organization for Social Insurance may, as it deems appropriate, merge all or some of the accounts of the branches of the Social Insurance Law and the Unemployment Insurance Law and the account of the fund of the Civil Pension Law referred to in Clause (Fourth) of this Resolution.

Tenth:

Clauses (Fifth, Sixth, Seventh, Eighth, and Ninth) of this Resolution shall be implemented as of the date the Law referred to in Clause First of this Resolution enters into force.

A Royal Decree was drafted to provide for Clauses (First, Second, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, and Tenth) and Clause (Third)(1, 2, 3, 4, and 7) of this Resolution, a copy of which is attached herewith.

Eleventh:

A committee shall be formed in the Ministry of Human Resources and Social Development, with the participation of the Ministry of Finance, the Ministry of Economy and Planning, and the General Organization for Social Insurance, to review the laws, regulations, statutes, royal orders and decrees, and resolutions affected by the issuance of the Law, referred to in Clause (First) of this Resolution, and the abovementioned Clauses, particularly the following:

1. Provisions contained in other laws relating to the age of retirement.
2. Provisions contained in the Civil Pension Law, the Social Insurance Law, and the Law of Benefit Exchange between the Civil and Military Pension Laws and the Social Insurance Law.
3. Maternity and childbirth leaves of absence provided for in the Labor Law issued by Royal Decree No. M/51, dated 23/8/1426H, and the Implementing Regulations for Human Resources in Civil Service issued by His Excellency the Minister of Human Resources and Social Development's Decision No. 1550, dated 9/6/1440H.
4. The Civil Pension Law and the Social Insurance Law shall be amended to align with the provisions contained in the abovementioned Clauses and the Law referred to in Clause (First) of this Resolution. Any required amendments shall be submitted in accordance with applicable legal procedures within a period of 90 days from the date of this Resolution.

Signed
Prime Minister



Social Insurance Law

Part 1: General Provisions

Article 1

In this Law, the following words and phrases shall have the meanings assigned thereto, unless the context requires otherwise:

Law: Social Insurance Law.

Regulations: Implementing Regulations of the Law.

Organization: General Organization for Social Insurance.

Board of Directors: Board of Directors of the Organization.

Minister: Minister of Finance.

Governor: Governor of the Organization.

Employer: A natural or legal person employing one or more workers or employees for a wage or salary.

Employee: A natural person who, in exchange for a salary, holds a position in the State civil service or performs its duties, regardless of the nature of his work or his job title.

Worker: A natural person who, in exchange for a wage, works for an employer and under his management or supervision.

Contributor: A person covered by any of the social insurance branches, savings programs, or insurance products.

Compensations: Benefits, whether monetary or non-monetary, provided to a contributor under any of the social insurance branches, savings programs, or insurance products.

Competent Medical Board: The medical boards provided for in Article 50 of the Law.

Insurance Products: Any product that provides insurance protection to certain categories against specific risks, subject to the provisions specified therefor.

Article 2

For the application of the provisions of this Law, the words “year” and “month” shall refer to units of time according to the Gregorian calendar.

Article 3

This Law shall include the following social insurance branches:

1. Annuities branch.
2. Occupational hazards and additional compensations branch.
3. Unemployment insurance branch.



Article 4

The Board of Directors may, in coordination with the relevant entities, introduce voluntary savings programs in accordance with the provisions specified in the Regulations.

Article 5

Mandatory insurance products may, pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors, be introduced for any of the following categories; the resolution shall determine the necessary provisions therefor.

- a) Saudi nationals, other than workers, who engage in works, activities, or professions.
- b) Non-Saudi workers, other than those provided for in Article 6 of this Law and in the provisions of the occupational hazards and additional compensations branch.

Article 6

The categories listed hereunder shall be covered by the provisions of the social insurance branches pursuant to a decision by the Board of Directors and in accordance with the provisions specified in the Regulations. The categories shall be as follows:

1. Workers employed by foreign international diplomatic, political, or military missions.
2. Workers employed to perform farming, forestry, or herding work.
3. Seafarers, including fishermen.
4. Domestic workers.
5. Non-Saudi workers entering the Kingdom on a temporary or seasonal work visa for a period not exceeding 60 days.
6. Craftsmen who work from home.
7. Players and coaches of sports clubs and federations.

Article 7

The Regulations shall specify the following:

- a) The method of registration in the social insurance branches for employers and contributors who are subject to this Law.
- b) The time limit for employers to register contributors who meet the conditions of coverage of any of the social insurance branches as well as the time limit for employers to remove contributors who no longer meet such conditions.
- c) The time limit for a contributor to register himself in any of the social insurance branches if he meets the conditions of coverage of any of such branches as well as the time limit for a contributor to request removal from such branches if he no longer meets such conditions, in the event that the employer refuses or delays registration or removal.
- d) The provisions relating to registration and removal upon the expiration of the time limits specified for employers and contributors.



Article 8

1. Contributions for each social insurance branch shall be computed on the basis of the basic wage or salary; the Regulations may add any other benefits and allowances received by the contributor to such basis, provided that the amount used as a basis for the computation of contributions is not less than the minimum wage or salary determined by the competent authority. The Regulations shall specify the criteria on the basis of which the contributions of voluntary contributors are computed as well as the computation method thereof.
2. The maximum contributory wage or salary shall be forty-five thousand riyals (SAR 45,000) per month.
3. The maximum contributory wage or salary provided for in paragraph (2) of this Article may be amended pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors based on the revision of wage and salary levels and the results of actuarial studies.
4. An employer shall, within the time limit specified in the Regulations and according to the method determined by the Organization, submit to the Organization the data of contributory wages or salaries.

Article 9

1. An employer shall pay the full amount of contributions due from him and from the contributor within the time limit specified in the Regulations, and shall bear the sole responsibility towards the Organization for such payment. The employer may, in return therefor, deduct from the contributor's wage or salary the amount due therefrom every time he pays the contributor his wage or salary.
2. A voluntary contributor shall pay the full amount of contributions due from him within the time limit specified in the Regulations.
3. If the employer or voluntary contributor fails to pay the contribution amounts within the time limit specified in the Regulations, he shall be subject to a fine the amount of which is equal to 2 percent of the due contribution amount for each month of delay or part thereof. The Regulations shall specify the cases of total or partial exemption of fines.
4. The qualifying periods for entitlement shall be the periods for which due contributions are paid. The computation of contribution periods shall be suspended if contributions are not paid for a period to be determined by the Board of Directors, provided that such period is not less than six months, or if the entity experiences an event that makes it impossible to pay the contributions, whichever occurs earlier. The Regulations shall specify the rules and mechanism necessary for the application of this paragraph.

The Regulations shall specify the manner of payment of contributions and fines due.



Article 10

Government agencies, public institutions and bodies, and state-owned companies, or companies in which the State owns more than 50 percent of the capital, shall require an employer dealing therewith to submit a certificate issued by the Organization establishing that his entity is registered therewith and that he has fulfilled all of his obligations vis-a-vis the Organization, or to submit a declaration that the provisions of this Law are not applicable to him. This shall apply to the employer in the following cases:

- a) Claiming his due payments.
- b) Tendering for the execution of any public works, supply, operation, or maintenance projects, or the like.
- c) Applying for the amendment, renewal, or cancellation of his commercial registration.
- d) Applying for receipt of aid allocated to him by the State.
- e) Considering liquidation of his entity.
- f) Applying for a license for any project or renewing such license.
- g) Applying for the recruitment of workers from abroad.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 11

1. The amounts of contributions and the fines imposed for delay shall be guaranteed as a priority claim in favor of the Organization and shall, in the ranking of claims, immediately follow the payment of wages.
2. The Organization may, through the competent authorities and pursuant to applicable judicial and legal procedures, effect attachment and compulsory enforcement against any property owned by or due to the employer for the purpose of collecting the amounts due to the Organization, provided that the schedules of such amounts are duly approved by the Minister or his designee.

Article 12

Each social insurance branch, savings program, and insurance product shall have its own account. The Board of Directors may merge all or some of the accounts of the branches, as it deems appropriate.

Article 13

1. The Organization shall, at least once every three years, conduct a detailed actuarial study of each social insurance branch, savings program, and insurance product. Such study shall include an assessment of the current and future obligations of each social insurance branch, savings program, and insurance product, and whether there exists a balance between the compensations specified for the branch, program, or product and its future obligations. The Board of Directors shall submit the results of such study, together with its recommendations, to the Council of Ministers.
2. The State shall, upon the approval of the Council of Ministers based on a proposal by the Board of Directors, pay any actual deficit if sufficient assets are not available to cover the compensations of the social insurance branches and insurance products.



Part 2: Annuities Branch

Article 14

1. Application of the annuities branch shall be mandatory on the following categories:
 - a) All Saudi employees.
 - b) All Saudi workers who work in the Kingdom, or work abroad for an employer whose head office is located in the Kingdom.
2. For the application of paragraph (1) of this Article, the age of a worker or employee must be below the legal age of entitlement on the date he becomes subject to this Law.
3. Enrollment in the annuities branch shall be voluntary for Saudi workers working abroad who are not employed by an employer whose head office is located in the Kingdom.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 15

1. The annuities branch contribution shall be 22 percent of the contributory wage or salary; the employer shall bear 11 percent and the contributor shall bear 11 percent.
2. The annuities branch contribution for voluntary contributors shall be 22 percent of the contributory wage, to be fully borne by the contributor.
3. The percentages of contribution provided for in paragraphs (1) and (2) of this Article may be amended pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors based on an actuarial study.

Article 16

1. For the application of the provisions of this Law, the legal age of entitlement shall be 65 years.
2. A contributor shall be entitled to receive a pension if he reaches the legal age of entitlement and his contribution period is not less than the period specified pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors.
3. Subject to the provisions of Article 17(3) of this Law, a contributor shall be entitled to a pension prior to reaching the legal age of entitlement by not more than 120 months if he is no longer engaged in employment covered by the provisions of this Law and his contribution period is at least 360 months.



Article 17

1. The pension provided for in Article 16 of this Law shall be computed by multiplying the average contributory wage or salary specified in Article 26(1) by 2.25 percent then multiplying the result by the number of contribution months, and dividing the result by 12, provided that the pension amount does not exceed 100 percent of said average. The Board of Directors may add benefits to any contributor whose contribution period exceeds such average.
2. The pension computed in accordance with the provisions of paragraph (1) of this Article shall be subject to the following:
 - a) The minimum amount of pension payable to a contributor whose contribution period has reached 480 months shall be SAR 4,000 per month.
 - b) If the contribution period is less than 480 months, the amount provided for in subparagraph (a) of this paragraph shall be reduced for every 12 months of contribution—and for every month in proportion thereto—which is less than such period, taking into account that the minimum pension amount for contributors whose contribution period has reached the qualifying period for pension entitlement provided for in Article 16(2) of this Law shall be SAR 2,000 per month.
 - c) The minimum pension amount provided for in subparagraphs (a) and (b) of this paragraph may be amended pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors based on an actuarial study.
3. If a contributor is entitled to a pension in accordance with the provisions of Article 16(3), the pension amount provided for in paragraph (1) of this Article shall be reduced by 3 percent for every 12 months—and for every month in proportion thereto—which precedes the legal age of entitlement or in which his contribution period is less than 480 months, whichever is less, provided that said percentage continues to be implemented throughout the entitlement period.
4. If a contributor, who meets the conditions of pension entitlement provided for in Article 16(2) and remains engaged in employment covered by this Law after reaching the legal age of entitlement, files for pension, the pension amount referred to in paragraph (1) of this Article shall be increased by 3 percent for every 12 months of contribution—and every month in proportion thereto—after reaching the legal age of entitlement.

The Regulations shall specify the rules necessary for the application of this Article.



Article 18

1. If a pensioner who is entitled to receive a pension under the provisions of Article 16(3) of this Law re-engages in employment covered by the provisions of this Law prior to reaching the legal age of entitlement, such pensioner shall be treated in accordance with the following provisions:
 - a) If his contributory wage or salary from his new employment is equal to or greater than 100 percent of the average wages and salaries of contributors to the social insurance branches, he shall have the right to combine his wage or salary with 50 percent of his pension.
 - b) If his contributory wage or salary from his new employment is greater than 50 percent of the average wages and salaries of contributors to the social insurance branches but less than 100 percent of such average, he shall have the right to combine his wage or salary with 75 percent of his pension.
 - c) If his contributory wage or salary from his new employment is equal to or less than 50 percent of the average wages and salaries of contributors to the social insurance branches, he shall have the right to combine his wage or salary with his full pension.
2. If a pensioner's contribution period from his last employment terminates, his pension shall be re-computed in accordance with the provisions of Article 17(1) of this Law. The Regulations shall specify the rules necessary for the application of the provision of this paragraph.
3. If the contribution period terminates due to non-occupational disability or death, the pension amount payable to the contributor or to his family members, as the case may be, shall be computed pursuant to the provision of Article 19(2) of this Law.

Article 19

1. A contributor who sustains a non-occupational disability shall be entitled to a non-occupational disability pension if he has completed a contribution period of 12 consecutive months or 18 non-consecutive months following the date of his actual registration with the Organization and prior to the date his disability is established, provided that the following conditions are met:
 - a) The disability occurs prior to the legal age of entitlement.
 - b) The contributor is engaged in employment covered by the provisions of this Law when his disability is established.
 - c) The disability is established by the competent medical board.

The Regulations shall specify the rules and procedures necessary for the application of the abovementioned paragraphs.

2. Non-occupational disability pension shall be computed pursuant to the provisions of Article 17(1 and 2) of this Law, provided that such pension is not less than 50 percent of the average contributory wage or salary used as a basis for the computation of pension or the minimum pension amount provided for in Article 17(2)(b) of this Law, whichever is greater.
3. Non-occupational disability pension shall be increased by 50 percent if the disabled contributor requires the assistance of others in the performance of activities of daily living, as established by the competent medical board, provided that the amount of said increase does not exceed the maximum limit specified in the Regulations.



Article 20

If non-occupational disability occurs while the contributor is not engaged in employment covered by the provisions of this Law and his contribution period reaches the qualifying period for pension entitlement provided for in Article 16(2) of this Law, he shall be entitled to a pension in accordance with the provisions of Article 17(1 and 2) of this Law.

Article 21

1. A contributor shall be deemed to have sustained a non-occupational disability in accordance with the provisions of Articles 19 and 20 of this Law if the following conditions are met:
 - a) If it becomes impossible for him, due to his physical, psychological, or mental health condition or due to a disability or the amputation of a limb, to remain engaged in employment or in any other occupation that is compatible with his abilities, age, and physical, mental, and occupational capabilities.
 - b) If the disability provided for in subparagraph (a) of this paragraph is presumed, pursuant to the prognosis made by the competent medical board, to last for a period of six months or more.
2. The pension payable under the provisions of Articles 19 and 20 of this Law shall be granted on a temporary basis and for the entire period the disabled contributor meets the conditions provided for in paragraph (1) of this Article. In such case, the pensioner shall be examined periodically by the competent medical board to establish that the disability still exists.
3. The pension payable pursuant to the provisions of Articles 19 and 20 of this Law shall be deemed final when the pensioner reaches the legal age of entitlement.

Article 22

If a pensioner who is entitled to receive a pension pursuant to the provisions of Articles 19 and 20 of this Law re-engages in employment covered by the provisions of this Law prior to reaching the legal age of entitlement, his pension shall be suspended throughout the employment period which precedes the date of his entitlement to pension in accordance with the provisions of Article 16 of this Law.

Article 23

1. If a contributor dies while engaged in employment covered by the provisions of this Law, his family members shall be entitled to a survivors pension if the deceased contributor has completed a contribution period of not less than three consecutive months or six non-consecutive months following the date of his actual registration with the Organization.
2. The survivors pension provided for in paragraph (1) of this Article shall be computed pursuant to the provisions for the computation of pension stipulated in Article 19(2) of this Law.
3. If a contributor dies after leaving employment covered by the provisions of this Law and his contribution period reaches the qualifying period for pension entitlement provided for in Article 16(2) of this Law, his family members shall be entitled to receive a pension in accordance with the provisions of Article 17(1 and 2) of this Law.
4. In the event of the death of a pensioner who is entitled to receive a pension under the provisions of Articles 16, 19, and 20 of this Law, his family members shall be entitled to receive the pension in accordance with the provisions of Article 24 of this Law.



Article 24

1. For the application of the provisions of this Law, family members shall include the following:
 - a) The widow or widower, as the case may be, of a deceased contributor. Entitlement shall be suspended in the event of remarriage, and shall be resumed in the event of divorce as well as in the event of widowhood, provided that the widow or widower is not entitled to receive a pension for the other deceased contributor.
 - b) The sons and daughters of a deceased contributor until they attain the age of 21 years. The maximum age shall be extended to 24 if they are enrolled in an educational or vocational institution. The Board of Directors may extend said age in the cases it determines and in accordance with controls and conditions set thereby. In all cases, no age limit shall be required if such beneficiaries suffer from a medical disability, as established by the competent medical board, until such disability ceases to exist.
 - c) The father and mother of a deceased contributor who were financially supported by him at the time of his death.
 2. Distribution of the pension of a deceased contributor to entitled family members shall be as follows:
 - a) In the event of a single beneficiary, he shall receive 50 percent of the pension.
 - b) In the event of two or more beneficiaries, they shall receive 75 percent of the pension, and the shares shall be equally distributed among them.
 3. In the event that a family member ceases to be entitled to a pension, his share shall be redistributed to the remaining entitled family members, subject to the provisions of paragraph (2) of this Article.
- The Regulations shall specify the provisions, rules, and documents necessary for the application of this Article.

Article 25

1. A contributor who reaches or exceeds the legal age of entitlement or who sustains a disability as provided for in Article 21 of this Law, and who is no longer engaged in employment covered by the provisions of this Law and does not meet the conditions of pension entitlement pursuant to any of the provisions of Articles 16, 19, and 20 of this Law, shall be treated as follows:
 - a) If the contribution period is 60 months, or more, the contributor shall have the right to receive compensation computed on the basis of the total contributions paid by the employer and the contributor after re-assessment of such contributions, provided that such compensation is not less than the total contributions paid by the employer and the contributor. In such case, the contributor may receive the compensation in monthly payments or in a lump-sum payment in accordance with the provisions specified in the Regulations.
 - b) If the contribution period is less than 60 months, the contributor shall receive a lump-sum compensation to be computed in accordance with the provision of subparagraph (a) of this paragraph.
2. In the event of the death of a contributor who does not meet the conditions of pension entitlement stipulated in Article 23 of this Law, his family members shall be entitled to receive a full lump-sum compensation to be computed in accordance with the provision of paragraph (1)(a) of this Article.
3. If a contributor who receives monthly compensation payments dies prior to receiving all the



payments, his family members shall be entitled to receive the remaining payments.

Article 26

1. Pension shall be computed based on the average of the highest contributory wages or salaries over a period of 180 contribution months.
2. The pensions of contributors and family members may be increased pursuant to a decision by the Board of Directors and in accordance with provisions to be determined thereby, taking into account, in whole or in part, the Consumer Price Index approved by the competent authority and the results of the actuarial study.

Article 27

If a contributor is no longer a Saudi citizen, he shall be granted a lump-sum compensation to be computed in accordance with the provision of Article 25(1)(a) of this Law. The Regulations shall specify the rules and procedures necessary for the implementation of this Article.

Part 3: Occupational Hazards and Additional Compensations Branch

Article 28

Application of the occupational hazards and additional compensations branch shall be mandatory on the following categories:

- a) All employees who work in the Kingdom.
- b) All workers who work in the Kingdom.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 29

1. Contributions to the occupational hazards and additional compensations branch shall be 2 percent of the contributory wage or salary and shall be borne by the employer. This percentage may, pursuant to a decision by the Board of Directors, be increased for a specified period by not more than double the amount for employers who refuse to comply with the instructions issued regarding the safety and health of contributors. The Regulations shall specify the rules and procedures necessary for the application of this paragraph.
2. The percentage of contributions provided for in paragraph (1) of this Article may be amended pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors based on an actuarial study.



Chapter 1: Occupational Hazards Compensations

Article 30

1. A work injury shall include any accident that occurs to a contributor during the performance of the duties of his work or by reason thereof. It shall also include any accident that occurs to a contributor during his regular commute between his place of residence and his place of employment, or between his place of employment and the place where he usually eats or prays. The same shall apply to accidents that occur to a contributor during his travel to perform a task assigned to him by the employer. The Regulations shall specify the rules necessary for the application of this paragraph.
2. The occupational diseases specified in the schedule referred to in paragraph (3) of this Article shall be deemed work injuries. The date of the patient's first medical examination shall be deemed the date on which the injury occurred.
3. Occupational diseases shall be specified in a schedule to be issued by the Board of Directors; such schedule shall be reviewed thereby when necessary.
4. The Regulations shall specify the maximum periods during which the symptoms of occupational diseases are presumed to appear, including cases where symptoms of the disease appear on the contributor after his employment terminates, as well as the methods and time limits for reporting work injuries.

Article 31

1. A contributor who sustains a work injury shall be entitled to receive the following compensations:
 - a) Medical care as required by his condition.
 - b) Daily allowances for temporary disability if he sustains a work injury that renders him temporarily unable to work.
 - c) Monthly disability benefits and lump-sum compensations for permanent total or partial disability resulting from an injury.
2. The compensations referred to in paragraph (1) of this Article shall only be payable if the injury occurs after completing the procedures for registering the contributor with the Organization, or within the time limit specified in the Regulations for an employer to register his contributors or the time limit specified in the Regulations for a contributor to register himself if the employer refuses or delays registration.

Article 32

1. Medical care shall, by all means possible, be directed to safeguarding the health of the injured person and his recovery. If not possible, medical care shall aim to improve his health condition and his ability to work and perform activities of daily living.
2. Medical care shall be provided for the entire period such care is required by the health condition of the injured person.
3. The employer shall provide first aid to the injured person and shall take the measures necessary to fulfill such obligation, taking into account the number of workers as well as the occupational hazards that may result from his existing activities.



4. Medical care shall be provided by the hospitals, medical centers, and clinics specified by the Organization.

The Regulations shall specify the rules and procedures necessary for the application of the provisions of this Article.

Article 33

1. An injured person shall, in the event of a temporary disability resulting from a work injury recorded according to the reporting methods and time limits specified in the Regulations, be entitled to receive a daily allowance for each day he is unable to work, including holidays. Such daily allowance shall be payable as of the day following the day on which the injury occurred. The right of an injured person to receive such allowance shall cease as of the day he regains his ability to work, recovers, or dies, or the day his permanent disability is established.
2. The daily allowance for temporary disability shall be 100 percent of the injured person's daily contributory wage or salary in the month preceding the month in which the injury occurred or the month in which he joined work if the injury occurred during such month. The allowance shall be reduced to 75 percent of said wage or salary during the period he receives treatment at the Organization's expense in any hospital, medical center, or the like.
3. The Regulations shall specify the provisions necessary for determining the daily allowance for workers who do not receive their wages or salaries on a monthly basis.
4. The Regulations shall specify the manner and dates of payment of the daily allowance.

Article 34

1. Occupational disability is the permanent total or partial disability resulting from a work injury.
2. The percentages of occupational disability shall be determined according to the nature of the disability and the general condition of the injured person as well as his age, occupation, physical and mental abilities, and professional capabilities. Such determination shall be based on the disability rating schedule to be issued by the Board of Directors; such schedule shall be reviewed thereby when necessary.

Article 35

1. An injured person shall, in the event of a permanent total disability resulting from a work injury, be entitled to receive a monthly benefit equal to 100 percent of the average monthly contributory wage or salary specified in accordance with the provisions of Article 36(1) of this Law, provided that the amount of such benefit is not less than the minimum amount provided for in Article 17(2)(b) of this Law.
2. An injured person shall, in the event of a work injury resulting in a permanent partial disability equal to or exceeding 50 percent, be entitled to receive a monthly benefit equal to the product of multiplying the percentage of such disability by the permanent total disability benefit that he would have received in the event of total disability.
3. An injured person shall, in the event of a work injury resulting in a permanent partial disability of less than 50 percent, be entitled to receive a lump-sum compensation equal to 60 times the monthly benefit specified for permanent partial disability stipulated in paragraph (2) of this Article, provided that the age of the injured person on the date of the injury does not exceed 45 years. If the age of the injured person on the date of the injury is above 45 years, the compensation amount



shall be reduced by a number of monthly benefits equal to the number of years above the age of 45. Any part of a year that is six months or more shall be deemed a full year, and any part less than six months shall not be counted.

4. For the application of the provisions of paragraph (3) of this Article, the compensation amount shall not be less than 36 times the amount of the assumed monthly benefit.

Article 36

1. The average monthly wage or salary provided for in Article 35(1) of this Law shall be one-third the total contributory wages or salaries of the three months preceding the month in which the injury occurred. If an injured person is unable to work during such period or part thereof for the benefit of the employer with whom the injury occurred, the average monthly wage or salary shall be one-third the total wages or salaries that would have been subject to contribution had the injured person worked under the same conditions and on a continuous basis for the last employer during the aforementioned three months. The Regulations shall specify the provisions for computing the average wage or salary for workers who do not receive their wages or salaries on a monthly basis.
2. Monthly benefits shall be paid on a temporary basis. The Organization shall require that the injured person be examined periodically by the competent medical board during the first five years following the determination of disability. If such examinations indicate a change in the degree of disability, the Organization shall review the benefit. Said benefit shall be increased, decreased, or suspended according to the change in the injured person's condition as of the first day of the month following the month in which such change occurs.
3. A monthly benefit shall be deemed final upon the lapse of the five-year period provided for in paragraph (2) of this Article.
4. The amount of the benefit due shall be increased by 50 percent if the injured person permanently requires the assistance of others in the performance of activities of daily living, as established by the competent medical board, provided that the amount of such increase does not exceed the maximum limit prescribed in the Regulations.
5. An injured person entitled to a monthly benefit may combine such benefit with his wage or salary.
6. Notwithstanding Article 53(1) of this Law, benefits for permanent total or partial disability shall be payable as of the date on which payment of the daily allowance is discontinued.

Article 37

1. If the recipient of a permanent partial disability benefit sustains another disability resulting from another work injury, he shall be entitled to receive a new benefit to be computed based on the total damage sustained thereby, provided that the total percentage of disability does not exceed 100 percent. Such benefit shall be computed based on the average wage or salary for the three months preceding the month in which the latest injury occurred or the average on the basis of which the first benefit was computed, whichever is greater.
2. If a contributor sustains a new injury or suffers a relapse or aggravation of a previous injury for which he received a lump-sum compensation pursuant to the provisions of Article 35(3) of this Law, he shall be entitled to receive a monthly benefit if the total percentage of disability makes him eligible to receive a benefit for permanent partial disability in accordance with the provision of Article 35(2) of this Law. In such case, the Organization shall recover the lump-sum compensation amount previously paid thereto by deducting such amount in installments from the monthly benefit, as specified in the Regulations. If payment of the benefit is suspended in



application of the provision of Article 36(2) of this Law or as a result of the contributor's death prior to full deduction of the amount of the lump-sum compensation, the remaining installments shall not be recovered.

3. Disability percentages shall be combined in the event of the recurrence of injury or the relapse or aggravation of a previous injury, even if such combination does not qualify the injured person for a monthly benefit, provided that the combination increases the lump-sum compensation payable to the injured person for the total disability percentage he sustains. In such case, the compensation amounts already paid for the previous disability percentages shall be deducted from the lump-sum compensation to which the contributor is entitled for the total disability percentage.

Article 38

1. The family members of a deceased contributor shall have the right to receive monthly benefits if the contributor was a recipient of a benefit for permanent total or partial disability or if he died due to a work injury while engaged in employment covered by the provisions of this Law. In the latter case, the family members' benefits shall be computed on the assumption that the contributor is entitled to a benefit equal to the permanent total disability benefit provided for in Article 35(1) of this Law.
2. For the application of the provisions of paragraph (1) of this Article, the entitlement of family members shall be determined in accordance with Article 24 of this Law.

Article 39

Notwithstanding the provisions of Article 35(1 and 2) and Article 38 of this Law, a lump-sum compensation shall be paid to a non-Saudi injured person who is entitled to a monthly benefit, or to his family members in the event of his death, in lieu of the benefit. Such lump-sum compensation shall be distributed among entitled family members in accordance with the provision of Article 24(2) of this Law; in such case, the lump-sum compensation shall be determined pursuant to the following rules:

1. Eighty-four times the monthly benefit payable for permanent total disability.
2. Sixty times the monthly benefit payable for permanent partial disability.
3. Eighty-four times the monthly benefit payable to a contributor who dies due to a work injury.

Article 40

The Organization shall pay the expenses of the preparation of the body of a deceased contributor who dies due to a work injury or who used to receive a monthly benefit as well as the expenses of the transportation thereof to his home country. The Organization shall also pay the expenses of transporting an injured person with an occupational disability who requires the assistance of others, as determined by the competent medical board, to his home country. The Regulations shall specify the provisions necessary for the application of this Article.



Chapter 2: Maternity Allowance

Article 41

In the event of childbirth, a contributor shall be entitled to receive maternity allowance for a period of three months; such period shall be extended by one month if she gives birth to a sick or disabled child whose health condition requires the continuous presence of a caregiver in accordance with the documents and controls specified in the Regulations, provided that the contributor satisfies the following conditions:

1. She has completed a contribution period of not less than 12 consecutive or non-consecutive months following the date of actual registration with the Organization during the last 36 months preceding the date of delivery, provided that delivery takes place while the contributor is engaged in employment covered by the provisions of this Law.
2. Delivery occurs after the lapse of at least six months from the date of conception, whether the fetus is born alive or dead.

Article 42

1. Maternity allowance shall be 100 percent of the average monthly contributory wage or salary of the 12 months preceding the date of delivery.
2. Notwithstanding Article 53(1) of this Law, maternity allowance shall be payable as of the first day of the month in which the delivery occurs. The contributor may request to receive said allowance one month prior to the expected date of delivery.
3. Maternity allowance may not be combined with a wage or salary.

The Regulations shall specify the rules and procedures necessary for the application of this Article.



Part 4: Unemployment Insurance Branch

Article 43

1. Application of the unemployment insurance branch shall be mandatory on all Saudi workers working in the Kingdom, provided that the age of the worker on the date he becomes subject to this Law is below 64 years.
2. If a contributor engaged in employment covered by this Law reaches the legal age of pension entitlement, his contribution to the unemployment insurance branch shall be suspended.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 44

1. Contributions to the unemployment insurance branch shall be 2 percent of the contributory wage; the employer shall bear 1 percent and the contributor shall bear 1 percent.
2. The contributions provided for in paragraph (1) of this Article may, pursuant to a Council of Ministers resolution issued upon a proposal by the Board of Directors in accordance with a mechanism to be specified in the Regulations, be amended by a percentage of not more than 2 percent of the contributory wage and not less than 0.5 percent of such wage, provided that the employer bears half of the monthly contribution and the contributor bears the other half.

Article 45

An unemployed contributor shall be entitled to receive compensation under the unemployment insurance branch if he meets the following conditions:

- a) He must be a Saudi national.
- b) He must have completed the periods specified in Article 46(1) of this Law.
- c) He must not have been dismissed from work for a reason attributable to him.
- d) He must not have a private business or income from work.
- e) He must not have voluntarily left his employment.
- f) He must be able to work.
- g) He must not have reached the legal age of pension entitlement.
- h) He must register after leaving employment covered by this Law within the time limit specified in the Regulations.
- i) He must be actively seeking employment.
- j) He must be committed to training.

The Regulations shall specify the provisions necessary for the application of this Article.



Article 46

1. An unemployed contributor shall be entitled to compensation as follows:
 - a) First-time compensation if he is employed for a period of not less than 12 months within the 36-month period preceding the first claim.
 - b) Second-time compensation if he is employed again for a period of not less than 18 months within the 36-month period preceding the second claim.
 - c) Third-time compensation if he is employed again for a period of not less than 24 months within the 36-month period preceding the third claim.
 - d) Further compensation if he is employed again for a period of not less than 36 months within the 48-month period preceding the last claim.
2. For the application of the provisions of paragraph (1) of this Article, a new compensation claim shall be made each time the unemployed contributor receives a compensation for the maximum period provided for in Article 47 of this Law.

Article 47

The maximum period for the payment of compensation shall be 12 consecutive or non-consecutive months for each claim of entitlement, provided that the compensation is paid during the 24 consecutive months following the date of the first payment made within said period.

Article 48

1. Compensation under the unemployment insurance branch shall be 60 percent of the average monthly wages to be paid for each of the first three months and 50 percent of said average to be paid for each additional month.
2. The average monthly wage shall be one twenty-fourth of the total contributory wages for the last 24 months of contribution.
3. The maximum amount of compensation shall be nine thousand riyals (SAR 9,000) for each of the first three months and seven thousand and five hundred riyals (SAR 7,500) for each additional month.

Article 49

1. Payment of compensation to an unemployed contributor shall be suspended in any of the following cases:
 - a) Death of the contributor.
 - b) If the contributor reaches the legal age of pension entitlement and is entitled to receive a pension under the provisions of Article 16 of this Law; otherwise, the payment of compensation shall not be suspended.
 - c) If any of the conditions of entitlement provided for in Article 45 of this Law ceases to be applicable.
2. If, after suspension of the payment of compensation due to any of the cases referred to in paragraph (1)(c) of this Article, the ground for such suspension ceases to exist, payment shall be resumed from the beginning of the month following the date of notifying the Organization of such cessation, provided that said notification is made within the time limit specified in the Regulations.



Part 5: Common Provisions

Article 50

1. Establishing occupational and non-occupational disabilities, determining whether an injury or disease is occupational or non-occupational, and determining the estimated duration of a disability shall be made by the primary medical boards.
2. The contributor or his entitled family members, as the case may be, or the Organization may appeal the decisions issued by the primary medical boards before the appeal medical boards within 30 days from the date of notification of the decision.
3. The primary and appeal medical boards provided for in paragraphs (1) and (2) of this Article shall be formed pursuant to a decision by the Board of Directors, and each board shall comprise at least three physicians, one of whom shall be named chairman. All the members of the appeal medical boards shall be from outside the Organization. The remuneration of primary and appeal medical board members and the work rules and procedures of such boards shall be determined pursuant to a decision by the Board of Directors.

Article 51

The Organization may, in accordance with the Regulations, suspend daily allowances, benefits, and non-occupational disability pensions if it is established that the contributor refused, without a legitimate reason, to receive the necessary treatment, undergo the necessary medical examinations, or follow the medical instructions required by his health condition.

Article 52

1. A missing or absent contributor shall, with respect to compensations to which his family members are entitled, be treated in the same manner as a contributor whose death has been established.
2. If a missing or absent contributor is found to be alive, payment of the pension or benefit to his family members shall be suspended, and he shall be treated as follows:
 - a) If he is a recipient of a pension or benefit, payment of the pension or benefit shall be resumed, and he shall be paid the difference between his pension or benefit and the payments made to his family members during the period he was missing or absent.
 - b) If he is not a recipient of a pension or benefit, he shall be liable for the payments made to his family members and the payments shall be deducted from his dues with the Organization. If such payments are in excess of his dues, recovery of the balance shall be disregarded.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 53

1. Subject to the provisions of Article 36(6) and Article 42(2) of this Law, the right to receive compensation shall begin as of the first day of the month following the month in which the contributor meets the entitlement conditions provided for in this Law.
2. Payment of compensations shall be discontinued at the end of the last day of the month in which the event calling for the termination of entitlement to compensation occurs.
3. The Regulations shall specify the dates and procedures for payment of compensations.



Article 54

Claims for daily allowance in case of injury and claims for transportation and accommodation allowances shall not be accepted upon the lapse of one year of entitlement to such allowances, and claims for other compensations shall not be accepted upon the lapse of five years of entitlement to such compensations, unless there is an excuse acceptable to the Organization.

Article 55

1. The Organization shall pay to the contributor or to his family members the full compensation amounts to which they are entitled, as provided for in this Law, regardless of the causes and circumstances leading to the contingency.
2. The compensations provided for in this Law shall not be paid to any contributor who is established to have intentionally caused or contributed to the occurrence of the contingency.

Article 56

First: A contributor may combine the following compensations:

1. The benefit and the pension, provided that the combined amount does not exceed 100 percent of the larger of the following two amounts:
 - a) The average monthly contributory wage or salary used as a basis for the computation of the occupational disability benefit, after increasing such average by 7 percent for each full year between the date the disability is established and the date of pension entitlement, provided that this does not apply beyond the legal age of pension entitlement.
 - b) The average contributory wage or salary used as a basis for the computation of the pension.
2. The lump-sum compensation or monthly payments and occupational hazards compensations.
3. The lump-sum compensation and annuities branch compensations.
4. Occupational hazards compensations and unemployment insurance compensation.
5. Occupational hazards compensations and maternity allowance.

Second: Family members shall have the right to combine annuities branch compensations and occupational hazards compensations in the following cases:

1. Sons and daughters may combine the share they are entitled to from their father's entitlement with the share they are entitled to from their mother's entitlement.
2. A widow or widower may combine his or her entitlement with the share he or she is entitled to from the spouse's entitlement.

Third: Except for the cases provided for in Clauses (First) and (Second) of this Article, compensations may not be combined except in the cases and within the limits specified in the Regulations.

Article 57

1. The monetary compensations provided for in this Law may only be attached pursuant to a court ruling, provided that deduction therefrom does not exceed 25 percent for a single creditor and 50 percent for multiple creditors. Family support debt shall be deemed a preferred debt over all other debts.



2. Notwithstanding paragraph (1) of this Article, the Organization shall have priority over all creditors to collect its dues from the monetary compensations provided for in this Law, and may directly deduct its debt from such compensations, provided that the deducted amount does not exceed 25 percent of the compensation. The Organization may deduct an amount in excess of such percentage, as prescribed in the Regulations, in the event of a lump-sum compensation, single payment, or monthly payments, or if the Organization's dues resulted from the provision of incorrect data or from negligence or failure to provide data and documents thereto.
3. The Regulations shall specify the provisions necessary for the application of paragraphs (1) and (2) of this Article as well as the provisions related to the waiver of monetary compensations.

Part 6: Concluding Provisions

Article 58

1. Inspectors to be appointed pursuant to a decision by the Governor shall monitor the application of the provisions of this Law and the Regulations. Employers shall allow such inspectors to obtain the information and documents necessary to facilitate the performance of their duties, including enabling them to access records related to the nature of work and related to the number of workers and employees, their wages and salaries, and the method of calculation and payment thereof.
2. The inspectors shall submit reports on the violations, if any, and the Organization shall verify and investigate such violations and take the necessary measures with regard thereto.
3. The inspectors and the Organization's employees shall maintain the confidentiality of information to which they become privy in the performance of their duties, and may not, under any circumstance, disclose such information or share it with a third party.
4. Notwithstanding paragraph (3) of this Article, the Organization may provide third parties with any of the information collected by the inspectors or the Organization's employees during the performance of their duties as required for the application of the provisions of this Law and the Regulations, upon the approval of the interested party, or upon the request of judicial or public authorities in the course of performing their duties. The Regulations shall specify the necessary provisions therefor.
5. Inspectors or others who assist in detecting any violation of the provisions of this Law and the Regulations may be granted a financial reward, in accordance with rules specified in the Regulations.

Article 59

1. Without prejudice to any harsher penalty provided for in any other law, any person who violates any of the provisions of this Law and the Regulations shall be subject to a fine not exceeding fifty thousand riyals (SAR 50,000). Such fine shall be doubled if the violation is repeated. The violation shall be deemed repeated if it is committed within three years from the date of commission of the previous violation. If an employer commits a violation against multiple contributors, the employer shall be fined for each contributor.
2. An employer established by the Organization to have registered a person not employed thereby shall be subject to a fine in accordance with the provisions of paragraph (1) of this Article, or a fine the amount of which does not exceed double the total value of contributions for the registration period of such person, whichever is greater. If the employer registers multiple persons in violation



of the provisions of this Law and the Regulations, he shall be fined for each of such persons, provided that the contributions paid for such period are refunded to the employer.

3. If a violation of any of the provisions of this Law or the Regulations results in the payment of undue compensations, the violator shall be subject to a fine in accordance with the provisions of paragraphs (1) or (2) of this Article, or a fine the amount of which does not exceed the value of such compensations, whichever is greater; the violator shall also be compelled to refund the paid compensations.
4. The fines stipulated in this Article may not be imposed for violations after the lapse of five years or more from the date of commission thereof, without prejudice to rectification of the violation and recovery of the amounts unlawfully paid.
5. The Board of Directors shall issue the violation classification schedule.
6. The Organization may reach a settlement with the violator to exempt him from all or part of the fines stipulated in this Article.

The Regulations shall specify the provisions necessary for the application of this Article.

Article 60

1. A committee, or more, shall be formed pursuant to a decision by the Board of Directors to review violations of the provisions of this Law and the Regulations and to impose the penalties stipulated in Article 59 of this Law. Said committee shall comprise three members at least one of whom is a legal specialist; one of the members shall be named chairman.
2. The work rules and procedures of the committee and the remuneration of its chairman, members, and secretariat shall be determined pursuant to a decision by the Board of Directors.
3. Any person against whom a penalty decision is issued may appeal such decision before the competent court.

Article 61

A penalty decision may include a provision to publish its summary at the expense of the violator in a local newspaper, or more, published in the area of his residence or through any other appropriate medium, according to the type, gravity, and impact of the violation, provided that publication is made after the decision becomes unappealable due to the lapse of the statutory period for appeal or due to the issuance of a final judgment thereon.

Article 62

The Board of Directors shall issue the Regulations of this Law. The Regulations shall be published in the Official Gazette, and shall become effective on the date this Law enters into force.

Article 63

This Law shall be published in the Official Gazette and shall enter into force as of the day following the date of its issuance.