



MIDDLE EAST IMMIGRATION NEWS FLASH 067/2021

SAUDI ARABIA

New Saudization Requirements Announced for Select Professions in Marketing, Healthcare and Other Sectors

27 October 2021

Executive summary

The Ministry of Human Resources and Social Development has issued several decisions relating to Saudization and other employment requirements for select professions in marketing, healthcare, medical appliances, dentistry, and pharmaceutical sectors. The Ministry has also restricted the employment of foreign nationals in secretarial, translation, storekeeping, and data entry jobs.

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Saudization and other employment requirements in select sectors

The below table illustrates select Saudization and employment requirements for specific positions identified by the MHRSD:

Targeted Sector	Total Saudization Ratio of the Sector	Remarks	Effective Date
Marketing	30%	<p>Applicable to all companies with a minimum headcount of 5 employees working in marketing professions, including marketing directors and specialists, public relations managers, sales, and marketing experts.</p> <p>Minimum monthly salary for a Saudi national employed in any of the targeted professions is SAR 5,500.</p>	08 May 2022

Dentistry	n/a	Applicable to all companies with a minimum headcount of 3 employees working in dentistry professions (professional accreditation with the Saudi Commission for Health Specialties is required). Minimum monthly salary for a Saudi national employed in any of the targeted professions is SAR 7,000.	11 April 2022
Pharmaceuticals	n/a	Applicable to all companies with a minimum headcount of 5 employees working in pharmaceutical professions (professional accreditation with the Saudi Commission for Health Specialties is required). Minimum monthly salary for a Saudi national employed in any of the targeted professions is SAR 7,000 for specialists and SAR 5,000 for technicians.	11 April 2022
Healthcare	60%	Applicable to all companies with employees working in medical laboratories, those working in radiology, physiotherapy, and therapeutic nutrition professions. Minimum monthly salary for a Saudi national employed in any of the targeted professions is SAR 7,000 for specialists and SAR 5,000 for technicians.	11 April 2022
Medical Appliances and Equipment	30-40% in the first phase; and 50-80% in the second phase	Applicable to all companies with employees working in professions related to sales, promotion, and introduction of medical appliances, as well as to those employed in engineering and technical professions in the medical appliances sector. Minimum monthly salary for a Saudi national employed in any of the targeted professions is SAR 7,000 for engineers, specialists and holders of bachelor's degrees, and SAR 5,000 for technicians and other diploma holders.	11 April 2022

Restriction of employment of foreign nationals

In addition to setting up specific requirements and Saudization targets in select sectors of economy, the MHRSD has also restricted access to secretarial, translation, storekeeping, and data entry jobs to Saudi nationals, effective 8 May 2022. The minimum salary for a Saudi national employed as a translator or a storekeeper has been set at SAR 5,000 per month.

What this means for affected employers

Affected employers should review the procedural details related to the application of the relevant Saudization requirements and must comply with them within the set deadlines. Non-compliant employers will be subject to penalties, including the suspension of immigration and employment services such as the issuance of new work permits and employment transfer. For additional information on the new requirements, including the affected professions, please contact your Fragomen representative.

How can Fragomen assist?

Fragomen will continue monitoring the situation and will revert with additional information as any further developments occur.

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