Saudi Labor Law Compliance and Dispute Resolution Training Course



28 Dec 2026 - 01 Jan 2027

Munich

5100 € (Per Person)

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Course Introduction / Overview:

Navigating the complexities of the Saudi Labor Law is critical for any organization operating within the Kingdom's dynamic and rapidly evolving business landscape. This training course provides a comprehensive and practical exploration of the law, its executive regulations, and recent amendments. It is designed to equip participants with the essential knowledge and skills to ensure full workplace compliance, manage employee relations effectively, and mitigate legal risks. Moving beyond theoretical recitation, the program delves into real-world applications, from drafting legally sound employment contracts to managing complex termination scenarios and calculating end-of-service benefits with precision. As noted by comparative labor law scholars like Dr. Roger Blanpain, understanding a country's specific legal framework is paramount for successful international operations. This course, offered by BIG BEN Training Center, bridges the gap between legal text and operational reality, addressing the nuances of the MHRSD's regulations and the functionality of platforms like Qiwa and Mudad. Participants will gain the confidence to handle sensitive HR issues, from disciplinary actions to labor disputes, ensuring their organization's practices are not only compliant but also strategically aligned with the goals of Saudi Vision 2030.

Target Audience / This training course is suitable for:

- Human Resources Managers and Professionals.
- Legal Advisors and In-House Counsel.
- Compliance Officers and Managers.
- Business Owners and General Managers.
- Operations and Departmental Heads.
- Payroll and Compensation Specialists.
- Recruitment and Talent Acquisition Leaders.
- Anyone with responsibility for managing staff in Saudi Arabia.

Target Sectors and Industries:

- Construction and Real Estate Development.
- Oil, Gas, and Petrochemicals.
- Healthcare and Medical Services.
- Retail, Hospitality, and Tourism.
- Information Technology and Telecommunications.
- Banking, Finance, and Insurance.
- Manufacturing, Logistics, and Supply Chain.
- Governmental and Semi-Governmental Agencies.

Target Organizations Departments:

- Human Resources Department.
- Legal Affairs and Compliance Department.
- Finance and Administration Department.
- Operations Management.
- Executive and Senior Management.
- Employee and Industrial Relations Department.

Course Offerings:

By the end of this course, the participants will have able to:

- Interpret the key articles of the Saudi Labor Law and its implementing regulations.
- Draft, review, and manage legally robust employment contracts for different employee types.
- Implement fair and compliant disciplinary procedures and manage employee grievances effectively.
- Calculate end-of-service benefits and other final settlement dues with complete accuracy.
- Navigate the official procedures for resolving labor disputes, from mediation to court proceedings.
- Ensure organizational compliance with the Wage Protection System (WPS) and GOSI requirements.
- Develop and update internal HR policies and employee handbooks to reflect the latest legal standards.
- Manage the legal framework for both Saudi nationals and expatriate employees confidently.
- Proactively identify and mitigate potential legal risks in day-to-day HR operations.

Course Methodology:

The training methodology for this course is designed to be highly interactive, practical, and participant-focused, ensuring that legal concepts are translated into applicable skills. BIG BEN Training Center employs a blended learning approach that moves beyond traditional lectures. The sessions will be driven by expert-led facilitation, incorporating detailed case studies drawn from actual Saudi labor court rulings to provide context and real-world consequences. Participants will engage in group discussions and workshops to analyze complex scenarios, such as handling a disciplinary investigation or structuring a termination process. Practical exercises, including the calculation of end-of-service benefits for various situations, will solidify understanding and build confidence. Role-playing activities will simulate challenging conversations, such as grievance hearings or settlement negotiations, allowing participants to practice their skills in a controlled, supportive environment. Continuous feedback from the facilitator and peers is a core component, fostering a dynamic learning atmosphere where questions are encouraged and knowledge is built collaboratively. The focus is firmly on empowering participants to apply the law correctly within their own organizational context.

Course Agenda (Course Units):

Unit One: Foundations of the Saudi Arabian Labor Law

- Historical context and evolution of the Saudi Labor Law.
- Sources of labor legislation in the Kingdom.
- Scope of application and who is covered by the law.
- Key definitions and legal terminology.
- The role of the Ministry of Human Resources and Social Development (MHRSD).
- Understanding the Qiwa and Mudad platforms.
- Core principles of employee rights and employer obligations.

Unit Two: The Employment Contract and Hiring Process

- Legal requirements for recruitment and hiring.
- Types of employment contracts: Fixed-term vs. indefinite.
- Essential clauses and components of a compliant contract.
- Managing the probationary period effectively.
- Contract renewal, amendment, and transfer of sponsorship.
- The legalities of non-competition and confidentiality clauses.
- Documenting the employment relationship from day one.

Unit Three: Managing Daily Operations and Employee Entitlements

- Regulation of working hours, overtime, and rest periods.
- Statutory leave entitlements: Annual, sick, and special leaves.
- Wage Protection System (WPS) compliance and payroll management.
- GOSI regulations for social and occupational insurance.
- Workplace health and safety obligations.
- Employee data privacy and protection requirements.
- Managing Saudization (Nitaqat) program requirements.

Unit Four: Disciplinary Procedures and Termination of Employment

- Establishing a legally sound disciplinary policy.
- The statutory list of disciplinary penalties.
- Conducting fair internal investigations and hearings.
- Valid grounds for termination with and without cause (Article 77 and Article 80).
- Procedures for resignation, redundancy, and contract non-renewal.
- Accurate calculation of End-of-Service Benefits (EOSB).
- Issuing the service certificate and final settlement.

Unit Five: Labor Disputes, Litigation, and Modern Trends

- Understanding the employee grievance process.
- The stages of labor dispute resolution: Amicable settlement and mediation.
- Navigating the Saudi Labor Courts system.
- Preparing documentation and evidence for labor cases.
- Enforcement of labor court judgments.
- Analysis of recent amendments and key court precedents.
- Future trends in Saudi employment law and Vision 2030's impact.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How does the increasing emphasis on flexible work arrangements and the gig economy challenge the traditional definitions of 'employee' and 'employer' within the framework of the current Saudi Labor Law, and what legislative adaptations might be necessary to ensure fair protection for all parties?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing intensely on the practical application of the Saudi Labor Law, rather than merely reciting legal articles. Its core strength lies in a curriculum built around real-world scenarios and case studies from Saudi labor courts, providing participants with a deep understanding of how the law is interpreted and enforced in practice. Unlike programs that offer a purely theoretical overview, this training emphasizes proactive compliance and strategic risk mitigation. It equips attendees with the tools to not only resolve disputes but, more importantly, to prevent them from arising in the first place. The content is meticulously updated to include the very latest legal amendments, MHRSD circulars, and the operational impact of digital platforms like Qiwa. The interactive methodology, featuring role-playing and hands-on calculation exercises, ensures that participants leave with tangible skills they can immediately apply. It is a strategic masterclass in navigating the nuances of Saudi employment relations, designed for professionals who require actionable insights and a confident command of the legal landscape to protect and advance their organization's interests.