



◆ WOMEN AT WORK · SAUDI LABOR LAW

Working women's rights under the Labor Law

The rules the Labor Law sets for women working in the private sector, as amended and in force since 19 February 2025, with the article for each, plus the main points of the Anti-Harassment Law.

Saudi Labor Law as amended, in force since 19 February 2025

Article 151**Maternity leave**

12 weeks on full pay, of which the six weeks after delivery are mandatory. She may extend it by one month without pay.

Article 87**Full award after marriage or childbirth**

If she ends the contract within six months of the date of her marriage contract, or three months of the date she gives birth, as an exception to the Article 85 resignation shares.

Article 155**Protection from dismissal**

She may not be dismissed, or warned of dismissal, during pregnancy or maternity leave, including illness arising from either with an approved medical certificate, up to 180 days a year.

Article 154**Nursing breaks**

One or more breaks totalling no more than one hour a day. They count as actual working hours and do not reduce the wage.

Article 153**Medical care**

The employer must provide medical care for the female worker during pregnancy and childbirth.

Article 160**'Iddah leave**

At least four months and ten days on full pay for a Muslim female worker whose husband dies, and 15 days on full pay for a non-Muslim female worker.

Article 159**Childcare**

An employer of 50 or more female workers must prepare a suitable place with nannies for their children under six, if there are 10 or more children.

Article 158**Seating**

In all places where women work, and in all occupations, the employer must provide them with seats so they can rest.

Article 3**Equal right to work**

Citizens are equal in the right to work without discrimination on the basis of sex, disability or age, at work, at hiring and in job advertisements.

The Anti-Harassment Law (M/96, 1439H)

- ◆ Harassment: any word, act or gesture with a sexual connotation, made by any means, including modern technology (Article 1).
- ◆ Workplaces must set up an internal mechanism to receive and verify complaints confidentially, without affecting the right to complain to the competent authorities (Article 5); the victim's identity is disclosed only where an investigation or trial requires it (Article 4).
- ◆ Penalties: prison of up to two years and a fine of up to SAR 100,000, or either, and up to five years and SAR 300,000 for a repeat or aggravating circumstances, including a crime at a place of work (Articles 6 and 7).

Before you rely on an article

- ◆ These rules cover female workers under the Labor Law; Article 7 excludes groups such as domestic and agricultural workers.
- ◆ No longer in force: Articles 149 and 150 (deleted), Article 152 (merged into 151) and Article 156 (repealed).
- ◆ The Article 85 shares apply to resignation from a fixed-term contract, as Article 2 defines it since the 2025 amendments. A worker ending an open-ended contract with notice under Article 75 is treated differently; see the [calculator page](#) for details.