



Human Resources and
Social Development

Minister's Office

Procedural Guide for
**The Decree on
Engineering Profession Saudization**

Muharram 1442 H.

V. 1.0

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Issue No. 686
Date: 01/01/1442
Attachment: 1 Guide
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Ministry of Human Resources
and Social Development

Minister's Office

Ministerial Decree

The Minister of Human Resources and Social Development,
based on the powers granted thereto, and
having reviewed the provisions of Article (3), Article (11), bis, and Article (36) of the Labor Law, issued by the Royal Decree No. (M/51), dated 23/8/1426 H., amended by the Royal Decree No. (M/24), dated 12/05/1434 H., amended by the Royal Decree No. (M/1), dated 22/1/1435 H., amended by the Royal Decree No. (M/46), dated 05/06/1436 H., amended by the Royal Decree No. (M/14), dated 22/02/1440H., and amended by the Royal Decree No. (M/134), dated 27/11/1440 H.; and for the purpose of implementing the "Profession Saudization" initiative launched by the Ministry, announced on 20/01/1440 H.;

the Minister decreed as follows:

- First: The engineering profession in establishment shall be Saudized at a rate of (20%) according to specialties and titles stated in the Procedural Guide as of 01/06/1442 H.
- Second: This Decree shall apply to establishments which employ (5) engineers and above;
- Third: This Decree shall be enforced in conformity with the issued previous Ministerial Decree on Saudization or the Decree regulated for professions;
- Fourth: The Ministry shall take all the actions required for ensuring that an establishment applies this Decree. An establishment which violates the provisions of this Decree shall receive the punishments stated in the Procedural Guide.
- Fifth: The Procedural Guide shall be an integral part of this Decree and shall be enforced as of the date of issuing this Decree.
- Sixth: This Decree shall be published with the Procedural Guide on the Ministry's website.
- Seventh: The Deputy Minister of Labor shall take the actions required for enforce this Decree.

May Allah grant you success

Minister of Human Resources and Social Development
/signed/
Eng. Ahmed bin Suleiman Al-Rajhi

Ministry of Human Resources and Social
Development
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Sixth: This Decree shall be published with the Procedural Guide on the Ministry's website.

Seventh: The Deputy Minister of Labor shall take the actions required for enforce this Decree.

May Allah grant you success

Minister of Human Resources and Social Development
Eng. Ahmed bin Suleiman Al-Rajhi

/the seal of the Ministry of Human Resources and Social Development, Minister's Office is affixed hereon/

Al-Rubaian 26/12/1441 H.	Copy	Template Copy "Social Development"	A copy to Minister's Assistant
A copy to our office	A copy to Human Resources	A copy to the Human Resources Development	A copy to Branch Managers
A copy to the Minister's Assistant to Civil Service	Development Fund	Fund	A copy to the Legal Dept.
A copy to Saudization Agency	A copy to Inspection Agency	A copy to Director of the Institute for Public	
		Administration	

1. Introduction and Purpose

For the purpose of enforcing the Ministerial Decree No. 686 on Engineering Profession Saudization at a rate of 20%, which has been issued among the Profession Saudization decrees, as worked on by the Ministry in cooperation and partnership with the competent Government and supervisory authorities for enabling specifically qualified graduates of native nationals to have the good job opportunity, providing an appropriate, challenging working environment for the national cadres in the Private Sector, and enhancing their roles in the key positions for contributing to developing the Private Sector.

The Decree considers the conditions of the labor market of engineering professions and activities. In addition, the Decree considers the number of the current jobseekers from the graduates specialized in engineering professions. Besides, the Decree takes into consideration the current learners of the specialties related to engineering professions who will join the labor market within the next several years, and the reality of the Private Sector and its ability to accommodate the national cadres of professional specialties.

This Guide has been prepared for clarifying all the details of engineering profession Saudization, including the imposed rates, the target activities and professions, and the mechanism for calculating the rates of labors and penalties. In addition, it clarifies the Support Programs introduced by the system of the human resources and the specialized agencies for supporting the Private Sector in enforcing the Decree. Besides, the Guide replies to the frequently asked questions (FAQs).

2. Definitions

Engineering Professions	All the professions classified as engineering professions according to the professional classification approved by the Ministry of Human Resources and Social Development, as exclusively detailed in this Guide.
Decree on Saudization	Means the Decree of the Minister of Human Resources and Social Development on Engineering Profession Saudization in the Private Sector.
Profession Saudization Rates	Means the number of Saudi labors (of the specific profession) in an establishment, in proportion to the total number of labors, either Saudis or expats, (of the same profession) in the same establishment.
Target Establishments	A legal entity registered in the records of the Ministry of Human Resources and Social Development, employing (5) labors, and above, of those to whom the engineering profession definition applies to.
Engineering Professionals	Any person who is registered in an establishment as a worker, under the professional classification of an engineering profession.
Support and Employment	Means the support and employment program introduced by the Human Resources System for motivating and supporting the Sector.

3. General Conditions of Decree on Saudization

1.1 3-1. Imposed Rates

Saudizing a rate of 20% of the total number of engineering professionals in an establishment.

1.2 3-2. Decree Enforcement and Binding Rates

This Decree shall apply to all the private-sector establishments operating in the Saudi labor market, which employ (5) engineering professionals and above. If engineering professions are targeted in previous decrees and subsequent decrees on a specific profession or specific professions at different rates in line with labor market's changes and needs, the higher Saudization rate.

1.3 3-3. Professional Accreditation

Engineers shall obtain the professional accreditation from the Saudi Council of Engineers according to the provisions of the Engineering Professions Practice Law and the Implementing Regulations of the Engineering Professions Practice Law. Unaccredited engineers shall be included in the imposed Saudization rate.

1.4 3-4. Minimum Wages for Saudization Rate Calculation

For the purpose of including a Saudi engineer in the imposed Saudization rate, a Saudi engineer's wage shall not be less than SAR 7,000. A Saudi engineer who receives a lesser wage shall not be included in the Saudization rate.

1.5 3-5. Target Professions

The Decree shall apply to all the professions classified as engineering professions according to the professional classification approved by the Ministry of Human Resources and Social Development, as exclusively stated in the following table:

Profession Code	Profession
2215211	Airplane APU Engineer
2217031	Petroleum Engineer

221409I	Microwave Engineer
221507I	Hydraulic Seal Mechanical Engineer
221508I	Vehicle Mechanical Engineer
221518I	Non-marine Engine and Machine Mechanical Engineer
221504I	Welding Mechanical Engineer
221515I	General Mechanical Engineer
221510I	Train Maintenance Mechanical Engineer
221511I	Airplane Maintenance Mechanical Engineer
221512I	Vessel Maintenance Mechanical Engineer
221506I	Maintenance Mechanical Engineer
221516I	Vessel Manufacture Mechanical Engineer
221503I	Casting Mechanical Engineer
221505I	Central Conditioner Mechanical Engineer
221501I	General Production Mechanical Engineer
221502I	Production Mechanical Engineer
221509I	Road Machinery Mechanical Engineer
221517I	Equipment and Industrial Machine Mechanical Engineer
221212I	Earth Mechanical Engineer
221809I	Materials Engineer
221806I	Material Handling Engineer
221708I	Mines Engineer
221101I	Architect
221526I	Military Airplane Calibration Engineer
221522I	Airplane Break Component Treatment Engineer
221707I	Minerals Engineer
221201I	Project Engineer
221213I	General Surveyor
221214I	Air Surveyor
221215I	Marine Surveyor
221527I	Military Airplane Propeller Engineer
221808I	Quality Control Engineer
221207I	Civil Engineer (Ports)
221206I	Civil Engineer (Airports)
221211I	Civil Engineer (Traffic)

221204I	Civil Engineer (Roads)
221208I	Civil Engineer (Railways)
221209I	Civil Engineer (Dams)
221210I	Civil Engineer (Irrigation)
221205I	Civil Engineer (Bridges)
221203I	Civil Engineer (Metal Construction)
221202I	Civil Engineer
221709I	Quarry Engineer
221601I	General Chemical Engineer
221603I	Oil Industry Chemical Engineer
221605I	Food Processing Chemical Engineer
221604I	Fertilizer Industry Chemical Engineer
221602I	R & D Chemical Engineer
221311I	Prevention Electrical Engineer
221303I	Transmission and Distribution Electrical Engineer
221304I	Transmission Electrical Engineer
221309I	Control Electrical Engineer
221301I	General Electrical Engineer
221307I	Maintenance Electrical Engineer
221302I	Electric Power Generation Electrical Engineer
221305I	Distribution Electrical Engineer
221306I	Wiring Electrical Engineer
221308I	Microdevice Engineer
221903I	Water Analysis Efficiency Engineer
221812I	Flight Engineer
221514I	Nuclear Power Engineer
221801I	General Industry Engineer
221901I	Sanitary and Sewerage Engineer
221805I	Occupational Safety and Health Engineer
221904I	Agricultural Engineer
221813I	Time and Movement Study Engineer
221815I	Cathodic Protection Engineer
221704I	Well Digging Engineer
221701I	Geology Engineer

2215281	Airplane Gearbox and Infantry Engineer
2211021	Site Coordination Engineer
2217051	Explosion Engineer
2217021	Mining Engineer
2218071	Development and Specification Engineer
2215251	Airplane Production Workshop Development Engineer
2218041	Manufacture Engineer
2211041	Interior Design Engineer
2218031	Industrial Equipment Installation Engineer
2215231	Landing Gear Engineer
2218021	Factory Planning Engineer
2211031	City Planning Engineer
2219021	Environment Engineer
2218111	Vessel Marine Engineer
2212211	Senior Surveyor
2212261	Senior Mapping Program Engineer
2214011	General Electronics Engineer
2214071	Maintenance Electronics Engineer
2214051	Medical Devices Electronics Engineer
2215131	Agricultural Machine Engineer
2217061	Metal Extraction Engineer
2211991	Engineer
2218181	Quality Systems Coordinator
2213101	Material Follow-up Supervisor
2212251	Quality Assurance Air Surveyor
2212181	Senior Digital Air Surveyor
2212281	Senior Air Surveyor
2218231	Safety and Loss Prevention Consultant
2218271	Occupational Safety and Health Consultant
2218161	Quality System Internal Auditor
2215241	Lead Airplane Nondestructive Check Inspector
2218171	Lead Quality System Auditor
2215201	Lead Technical Environment System Controller
2218211	Lead Occupational Safety and Health Specialist

221819I	Internal Audit Program Administrator
221826I	Safety and Loss Prevention Expert
221822I	Occupational Safety and Health Expert
221220I	Geodesic Expert
221810I	Glass and Ceramics Industry Technologist
221519I	Marine Equipment Specialist
221223I	Digital Air Survey Specialist
221224I	Digital Cartography Specialist
221820I	Occupational Safety and Health Specialist
221217I	Digital Mapping Specialist
221814I	Patent Specialist
221222I	Senior Quality Assurance Specialist/ Cartography
221529I	Airplane Supply Specialist

1.6 3-6. Saudization Rate Calculation Mechanism

Upon applying the Decree, the following details shall be considered:

- The Decree shall apply to only the engineering professionals stated in the Engineering Profession Detailed Table.
- The Decree shall not apply to any establishment employing (4) expat engineers and below.
- The Decree shall not conflict with the other rates of Saudization which apply to the total workers in an establishment according to the Software Scopes.
- Upon calculating the 20% of the total engineers in an establishment, it shall be rounded to tens. From 0.49 and below shall be rounded to zero. From 0.5 and above shall be rounded to 1.

The following example shows the binding Saudization rate calculation mechanism for engineering professions



Establishment
A



Total Number of Workers
60 Workers

Workers assignments in Establishment A within different professions

Profession	Technician	Administrator	Engineer	Cleaner	Receptionist
Workers	23	5	22	5	5

Number and titles of the 22 engineers

Profession	Architect	Project Manager	Civil Engineer	Occupational Safety and Health Specialist
Saudis	1	0	1	0
Expats	5	6	4	5

The rate of 20% shall apply to the establishment for the engineering professions – Table (1)

Total Saudi engineers in establishment	2 Engineers
Total expat engineers in establishment	20 Engineers
Total engineers in establishment	22 Engineers
Saudization rate application (20%)	(total number of engineers X Saudization) – total number of Saudi engineers $2 - (22 \times 20\%) = 2.4$
Rounding to a whole number	2
Requirement imposed on the establishment	Then, the establishment shall employ (2) Saudi engineers within the grace period for applying the Saudization rate of the engineering professions in the establishment

1.7 3-7. Decree date of enforcement

This Ministerial Decree on Engineering Profession Saudization shall be enforced as of the first of Jumada Al-Thani of the year 1442 H., corresponding to 14/01/2021 G.

4. Support and Employment Program

A package of incentives and support shall be offered for supporting private sector establishments in employing Saudi engineers. It includes the following packages:

1. Headhunting and talent attraction support.
2. Required training and qualification support.
3. Saudi engineer employment and tenure support.
4. The priority to benefit from all the Saudization support programs available with the system.

Punishment Administration Mechanism and Legal Proceedings

- A. In the event that an establishment fails to apply the required Saudization rate, all electronic transactions for engineering professions (professional visa issuance, service transfer to profession, career change, and professional licenses) shall be automatically suspended, in addition to imposing the punishment for violating the Saudization of the professions limited to Saudis as provided in the Ministerial Decree No. 178743, dated 27/09/1440 as amended.

Career change from	Suspended
Career change to	According to career change controls
Service transfer to establishment	Suspended
Service transfer from establishment	Suspended
Work Permits	Suspended
Recruitment	Suspended

- B. In the event that a worker is employed in a target engineering profession under a job title that is different from the job title stated in the work permit, the penalty of (Non-Saudi employment for a job different from the job in the work permit) shall be imposed, as provided in the Ministerial Decree No. 178743, dated 27/09/1440 H., as amended.

FAQs

Shall the Decree on profession Saudization apply in parallel with Scopes?

Yes, the Decree on profession Saudization, as well as the legally stipulated penalties, shall apply to the target professions stated in the Decree within an establishment, regardless of the scope of establishments in Scopes. In other words, an establishment scope in Scopes shall not affect the engineering profession Saudization rate calculation.

Shall the Decree apply to only job titles or the actual worker's job?

The Decree shall apply to both job titles and actual worker's job.

Will the engineering profession Saudization rate be amended in the future?

The Ministry of Human Resources and Social Development works on reducing the unemployment rate and contributing to providing appropriate jobs for nationals through several initiatives that are being launched. For this purpose, the Ministry reviews the required Saudization rate on a periodic basis through quantifying the number of graduates and jobseekers and the labor market capacity for ensuring that graduates will enter the labor market automatically.



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