



# Global Immigration alert

December 2024

## Saudi Arabia

Saudi Arabia temporarily extends grace period for foreign workers to regularize their stay

### Executive summary

On 3 December 2024, the Ministry of Human Resources and Social Development (Ministry) published a [notice](#), according to which foreign nationals whose employment contract with a private Saudi company has ended have an additional 60 days from the date of termination of the contract to obtain sponsorship from another employer or leave the country. This is a temporary measure and is effective from 1 December 2024 until 29 January 2025, as per media reports.

### Key developments

In general, foreign nationals working with Saudi companies whose employment contract with their current employer ends have 60 days to find a new sponsor or leave the country. The recent regulation provides them an additional 60-day period to do so. Individuals who seek to remain in the country must request their previous employer to access the [Qiwa platform](#) and review and approve relevant documents to transfer sponsorship to their new employer. Those who do not obtain sponsorship from a new employer or do not leave the country within 120 days of their previous contract ending will be considered to be "absent from work" and may be banned from the country (and, in certain cases, from all Gulf Cooperation Council countries) for up to three years. The grace period will end at the end of January 2025, at which point these individuals will again have only 60 days to find a new sponsor or leave the country.

The Ministry has sent text messages to impacted individuals to alert them about the temporary grace period.

### Impact on employers

This update is expected to benefit Saudi employers by enabling them to hire foreign nationals who are present in the country and whose employment contract with their current employer has ended.

### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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