



Human Resources and
Social Development

وزارة البلديات والإسكان
Ministry of Municipalities and Housing



Procedural Manual

for the Saudization Resolution of Technical Engineering Professions

Issued by Ministerial resolution No. 103105 dated 26/01/2025 AD.



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1. Introduction and Purpose

In collaboration with the Ministry of Municipalities and Housing, the Ministry of Human Resources and Social Development remains committed to fostering a productive, stable, and stimulating employment environment for Saudi nationals across the Kingdom while enhancing their participation in the labor market. Pursuant to Ministerial Resolution No. 103105, dated 26/01/2025, regarding the adoption of updates to the Procedural Manual for Technical Engineering Professions and the gradual implementation of Saudization for these professions, the Saudization percentage shall be increased progressively up to 30% over five years, starting from 27/07/2025.

The Decree considers the labor market conditions in the targeted professions and activities, as well as the number of job seekers among graduates of relevant specializations. It also considers current students in related fields who are expected to enter the labor market in the coming years. Additionally, the decision reflects an assessment of the private sector's capacity to absorb national talent in professional specializations.

This manual has been developed to clarify all details of the Saudization decision for the targeted professions, including the prescribed percentages, the scope of application, the targeted professions, and the mechanism for calculating the percentage for employees. It also outlines the penalties and explains the support programs provided by the Human Resources system and specialized entities to assist the private sector in implementing the decision. Additionally, it includes answers to the most frequently asked questions.

2. Definitions

Saudization Decree	This refers to Ministerial Resolution No. 103105, issued by His Excellency the Minister of Human Resources and Social Development on 26/01/2025, concerning the implementation of the Saudization rate for Technical Engineering professions in the private sector.
Saudization Percentage	It is the mandated Saudization rate for Technical Engineering professions in accordance with the calculation mechanism specified in this manual.
Establishment:	Any project managed by a natural or legal person who employs one or more workers in return for a wage of any kind.
Technical Engineering Profession	These are all professions classified as Technical Engineering professions under the Saudi Standard Classification of Occupations and targeted for Saudization by the Ministry of Human Resources and Social Development, as detailed in this Procedural Manual.
Enforcement Period	The period in which an establishment shall enforce the Decree; otherwise, the establishment shall face legal actions and penalties in case of noncompliance with the percentage of Saudization of the Technical Engineering professions. (See Mechanism for implementing penalties and Legal Actions).
Grace period	It is the period between the date of publishing the Ministerial Decree and the date of the Decree enforcement. During such period an establishment may do its best for rectifying its status.
Support & Employment	Means the support and employment programs provided by the Human Resources Development system to stimulate and support the sector.

3. General conditions of the Decree on Saudization

3.1 Imposed Percentage

Saudization of (30%) of the total number of workers in targeted professions in the establishment.

3.2 Scope of Application of the Decree

This Decree applies to all private sector establishments operating in the Saudi market that employ five (5) or more workers in the Technical Engineering Profession specified in Table (1). If certain professions have been targeted in previous or future resolutions with different Saudization rates, in alignment with labor market changes and needs, the higher Saudization rate shall apply.

3.3 Minimum Wage for Inclusion in Saudization Calculation

For a Saudi technician to be counted toward the mandated Saudization percentage in technical engineering professions, their registered monthly wage in the General Organization for Social Insurance (GOSI) (the contributory wage) must not be less than 5,000 SAR. A Saudi technician earning less than this amount will not be included in the Saudization calculation under this resolution.

3.4 Professional Accreditation

Technicians must obtain professional accreditation from the Saudi Council of Engineers. Technicians who are not accredited shall not be counted toward the mandated Saudization percentages.

3.5 Targeted Profession

The Decree applies to all targeted professions listed in Table 1.

Table (1): Technical Engineering Profession:

Occupation code	Occupation title	Occupation code	Occupation Name
3212152	Photogrammetric Surveyor	3212072	Land Surveyor
216507		216505	
3212242	Quantity Surveyor	3215322	Technician of Production Engineering
214905		311906	
3212092	Soil Mechanics Laboratory Technician	3211012	Architect
3212102	Construction Materials Laboratory Technician	3211022	Architectural Model Maker (Maquette)
3212122	Civil Engineering Draftsman	3212012	Structural Building Draftsman
3212132	General Surveyor	3212022	Road Structural Draftsman
3212142	Mine Surveyor	3212042	Road Technician (Road Inspector)
3212162	Cartographer and Plans Draftsman	3212052	Building Surveyor
3212172	Assistant Surveyor	3212062	Road Surveyor
3212182	Digital Mapping Technician	3215202	Agricultural Machinery Maintenance Technician
3212232	Marine Mapping Technician	3215222	Helicopter Maintenance Technician
3213012	Electrical Draftsman	3215232	Aviation Engineering Technician
3213022	Mechanical Draftsman	3215242	Jet Aircraft Maintenance Technician
3213032	Electrical Design Draftsman	3215252	Ship Engine Maintenance Technician
3213052	Power Plant Operation and Maintenance Technician	3215262	Locomotive Maintenance Technician
3213082	Overhead Line Electrician	3215272	Hydraulics Technician
3213092	Underground Cable Electrician	3215312	General Maintenance Mechanic
3213102	Subscriber Services Electrician	3215332	Time and Motion Study Technician
3213112	Electrical Wiring Technician	3215342	Cathodic Protection Technician
3213122	Electrical Maintenance Technician	3215352	Swimming Pool Maintenance Technician
3213132	Precision Instrument Electrician	3216022	Petroleum Refining Chemical Technician
3213142	General Electrical Engineering Technician	3216032	Chemical Detergent Manufacturing Technician
3213152	Electronics Technician	3216052	Paint Industry Technician
3213172	Fire Alarm Systems Technician for Desalination Plants	3217042	Drilling Technician
3213192	Aircraft Generators and Motors Electrician	3218012	Industrial Plant Layout Draftsman

3213212	Electrician	3218022	Industrial Equipment Installation Technician
3214012	Electronic Draftsman	3218052	Firefighting Technician Firefighting
3214032	Broadcast Electronics Technician	3219012	Water Network Technician
3214062	Television Maintenance Electronics Technician	3212192	Digital Aerial Survey Mapping Technician
3214082	Electronic Control Devices Technician	3212202	Field Surveyor and Investigator
3215012	General Mechanical Draftsman	3212212	Digital Aerial Survey Equipment Operator
3215022	Plumbing and Heating Mechanical Draftsman	3212222	Senior Map Printing Supervisor
3215032	HVAC Mechanical Draftsman	3215212	Engine Lathe Technician
3215042	Welding and Sheet Metal Mechanical Draftsman	2218181	Quality Systems Coordinator
3215052	General Mechanical Engineering Technician	2213101	Materials Monitoring Supervisor
3215062	Production Mechanic Technician	2212251	Aerial Survey Quality Inspection Supervisor
3215072	Welding Technician	2212181	Senior Digital Aerial Survey Supervisor
3215083	Welding Inspector	2212281	Senior Aerial Survey Supervisor
3215102	Molding Technician	2218161	Internal Quality Systems Auditor
3215122	Plumbing and Heating Installation Technician	2215241	Senior Aircraft Non-Destructive Testing (NDT) Inspector
3215132	Plumbing and Heating Operation and Maintenance Technician	2218171	Senior Quality Systems Auditor
3215142	HVAC Installation Technician	2215201	Senior Environmental Monitoring Systems Technician
3215152	HVAC Operation and Maintenance Technician	2212201	Geodesy Expert
3215162	Mechanical Engineering and Steam Engines Technician	2212231	Digital Aerial Survey Specialist
3215172	Light Vehicle Maintenance Technician	2212241	Digital Cartography Specialist
3215182	Bus and Truck Maintenance Technician	2212171	Digital Mapping Specialist
3215192	Road Machinery Maintenance Technician	2218141	Patent Specialist
311805	Architectural Draftsman	2212221	Senior Quality Inspection Specialist / Cartographer
311804	Architectural Model Technician	2215291	Aircraft Supply Specialist
216502	Cartographic Draftsman	3216042	Food Industry Technician
311802	Road Planning Draftsman	311509	Agricultural Equipment Mechanic Technician
311801	Engineering Draftsman	311513	Helicopter Mechanic Technician
311210	Road Maintenance Technician	311514	Jet Aircraft Mechanic Technician

311201	Civil Engineering Technician	723202	Aircraft Structural Repair Mechanic
311203	Construction Materials Technician	723201	Aircraft Mechanic
216501	Aerial Surveyor	723203	Aircraft Engine Mechanic
216506	Mining Surveyor	311512	Train Mechanical Technician
311211	Surveying Technician	712703	Refrigeration Mechanic
311803	Technical Specifications Draftsman	712702	Heating, Ventilation, and Air Conditioning (HVAC) Mechanic
311301	Electrical Engineering Technician	712701	Compressor Mechanic
311305	Electrical Equipment Maintenance Technician	311511	Mechanical Maintenance Technician
313103	Electrical Power Distribution Technician	311101	Astronomy Technician
311308	Electromechanical Technician	311106	Physics Technician
313104	Electrical Power Transmission Technician	311602	Chemical Plant Technician
313102	Power Plant Control Panel Technician	311205	Construction Maintenance Technician
313101	Power Generation Plant Operator	311207	Building Maintenance Technician
311302	Overhead Power Distribution Network Electrician	311601	Chemical Engineering Technician
311304	Electrical Wiring Technician	313402	Petroleum Refining Technician
311303	Underground Power Distribution Network Electrician	311208	Excavation Support Technician
311306	Electrical Equipment Maintenance Technician	723306	Drilling Rig Mechanic
311307	Electrical Network Maintenance Technician	311213	Firefighting Technician
311309	Electrical Protection Systems Technician	311202	Fire Inspector
311405	Instrumentation Technician	311204	Construction Technician
311403	Electronics Technician	351103	Digital Printing Technician
742101	Aircraft Electronics Technician	242122	Standards, Measurement, and Quality Specialist
741208	Aircraft Electrician	242120	Quality Specialist
741301	Electrical Cable Installer	313905	Product Quality Control Technician
352202	Telecommunications Engineering Technician	754301	Quality Controller
311404	Electronic Equipment Maintenance Technician	312301	Building Construction Supervisor
311409	Electronics Engineering Technician	312302	Road Construction Supervisor
311501	Technician of Production Engineering	312201	Manufacturing Supervisor
721202	Underwater Welder	312203	Maintenance Supervisor

754302	Product Inspector and Evaluator	312304	Construction Maintenance Supervisor
311510	Plumbing, Heating, and Gas Piping Mechanic Technician	312303	Construction Site Supervisor
311502	Heating, Ventilation, and Air Conditioning (HVAC) Technician	313202	Waste Incineration Plant Operator
311506	Engine Mechanic Technician	313201	Water Desalination Plant Operator
311507	Vehicle Mechanic Technician	311705	Mine and Quarry Control Unit Operator
311505	Structural Mechanic Technician	315306	Aviation Operations Inspector
311508	Heavy Equipment Mechanic Technician	226903	Medical Quality Assurance Specialist
235105	Measurement and Evaluation Specialist	213301	Environmental Specialist
242113	Aviation Affairs Specialist	226301	Environmental Protection Specialist
216503	Geodetic Surveyor	325702	Environmental Protection Inspector

3.6 Mechanism for Saudization Percentage Calculation

The Decree applies to all professions classified as Technical Engineering Professions according to the professional classification approved by the Ministry of Human Resources and Social Development, as listed in Table 1.

◀ An Example Illustrating Saudization Percentage Calculation:

Number of employees in the establishment:

Profession	Cleaner	Administrative	Technician	Engineer
Employees	5	14	51	23

◀ Total number of Technician across various titles 51 Technicians:

Profession	Mechanical Maintenance Technician	Chemical Plant Technician	Technician of Production Engineering	Technician of Production Engineering
Saudis	1	1	1	1
Non-Saudi	15	15	7	10

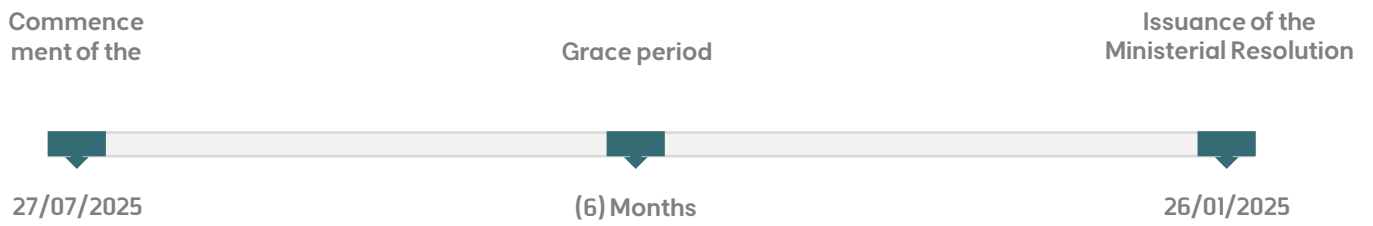
◀ A 30% Saudization rate applies to the establishment for technical engineering professions.

Total number of Saudi accountants in the establishment	4
Total number of Saudi technicians in the establishment.	47
Total number of technicians in the establishment	51
Applying the Saudization percentage of (30%)	(Total number of technicians × Saudization percentage) – Total number of Saudi technicians in the establishment. $11.3 = 4 - (\%30 \times 51)$
Rounding to the nearest integer	11
Required by the establishment	The establishment currently employs four (4) Saudi technicians; therefore, it must replace eleven (11) non-Saudi technicians with Saudi technicians, bringing the total to fifteen (15) Saudi technicians out of fifty-one (51) technicians during the grace period to comply with the required Saudization percentage for technical engineering professions in the establishment.

*: The equation has been applied based on the principle of replacement. If additional Saudi employees are hired in addition to the existing workforce (both Saudi and non-Saudi), the calculation shall be re-evaluated to ensure compliance with the mandated percentage.

3.7 Date of Decree Enforcement and grace period

The grace period is the timeframe granted to the establishment to achieve the targeted Saudization percentages, allowing it to meet the specified objectives. Upon the expiration of this period, the penalties stipulated in this manual, in addition to the statutory penalties, will be imposed on all establishments that fail to comply with the required Saudization percentage.



4.Support and Employment Programs

A package of incentives and support measures will be provided to assist private sector establishments in employing Saudi professionals in technical engineering professions. These packages include the following:

1. Supporting recruitment processes and identifying qualified candidates for available positions.
2. Providing the necessary support for training and skill development required for Saudi employees.
3. Supporting employment and ensuring job stability.
4. Making good use of all supporting localization programs available in the system

5. Mechanism for implementing penalties and Legal Actions

In the event that an establishment fails to comply with the required Saudization percentage or assigns any of the tasks of the Saudized professions to a non-Saudi worker—whether directly or indirectly—under any other job title, the penalties for Saudization violations stipulated in Ministerial Resolution No. 75913, dated 19/05/1445 AH, and Ministerial Resolution No. 44558, dated 03/04/1446 AH, shall be enforced, taking into account any subsequent amendments.

6.FAQs

Is the resolution of localizing professions applied in parallel with Nitaqat?

Yes, the Saudization Decree applies to the targeted professions within the establishment. The penalties stipulated by law are enforced regardless of the establishment's category in the Nitaqat program. The establishment's category does not impact the calculation of the Saudization percentage for technical engineering professions.

Shall the Decree apply to only the job titles or the actual work?

The Decree shall apply to the title job and the actual work.

Will the Saudization percentage for the technical engineering professions be adjusted in the future?

The Ministry of Human Resources and Social Development is committed to reducing the unemployment rate and contributing to the provision of suitable job opportunities for citizens through various initiatives. To achieve this, the Ministry periodically reviews the required Saudization percentages by assessing the number of graduates and job seekers, as well as the market's capacity and absorption potential, to ensure the seamless integration of graduates into the labor market.

What is the calculation mechanism?

Compliance with Saudization percentages is monitored automatically through the system, which applies the calculation based on job titles recorded in the General Organization for Social Insurance (GOSI) database. The system then verifies wages and professional accreditation through technical integration with supervisory authorities. If an establishment fails to comply, penalties will be enforced in accordance with the penalty implementation mechanism and regulatory procedures outlined above.

Is it possible to benefit from the services of the Ministry of Human Resources and Development during the grace period?

Yes, it is possible to benefit from the Ministry's services during the grace period for technical engineering professions, even if the required Saudization percentage for this profession has not yet been met.

