

COVID19 - Country Updates - Saudi Arabia

Updated 10th April 2020

Saudi Arabia has extended the duration of daily curfews to 24 hours to combat COVID-19. The Kingdom has imposed round-the-clock lockdowns on the cities of Riyadh, Tabuk, Dammam, Dhahran and Hofuf. The same measures were also imposed on the governorates of Jeddah, Taif, Qatif and Khobar.

Authorities had already sealed off the holy cities of Makkah and Madinah along with Riyadh and Jeddah, barring people from entering and exiting, as well as prohibiting movement between all provinces.

The authorities have further announced that no employment contracts can be terminated during this period and all expat visas have been extended for a further three months. Companies have been asked to grant a compulsory leave of 14 days, which may not be deducted from an employee's annual leave balance, for all employees who fall into one of the following categories:

- Pregnant and lactating women;
- People with respiratory, chronic or immunodeficiency diseases; users of immunosuppressive drugs; tumour patients; and
- Workers over the age of 55.

Let our Network Become Your Network

Through our local staff and global network, we can support your business on-the-ground when challenges and borders prevent you from being there yourself.



Supportive Services to Suit Your Business

Mauve Group's solutions help you to adapt to a changing global environment and position your business securely. Our service packages can be engaged in the short- or long-term for your global employees or overseas entities.

1 Employee Mobility – If you have employees who want to return to a home country for health or safety reasons, we can help by facilitating their employment in that location and advise of any in-country liabilities that might arise for your organisation. When movement is limited globally, we can review immigration requirements and provide much needed travel advice through our Global Visa and Immigration services.

2 Payroll, Tax and Risk Assessments – Our teams in Payroll and Compliance can assess fiscal impacts, liabilities or risks that may arise from adapting your in-country business to new conditions, such as risk of permanent establishment. For relocating staff, we can carry out payroll calculations as well as salary and benefit benchmarking. We can provide advice on new governmental economic measures available to your business or workers, and any benefits or incentives due to home-based employees.

3 In-country Operational Cost Review – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

4 Remote Working Solutions – We can help to facilitate employees to work remotely on a long or short-term basis. If they are unable to travel or need to work from a different location to the office, our Global Payroll or Employer of Record solutions can make this possible. Our teams can consult on HR compliancy in-country, ensuring your contracts and HR procedures adhere to labour law through our HR Risk Assessments and Employment Factsheets.

5 Remote Entity Management – Need help with the logistics of managing your overseas entity from afar? We can offer in-country representation on your behalf, granting you access to our on-the-ground staff and expert partners. Should you need to open or close an entity due to changing business needs or accessibility issues, we have the network to facilitate this.

6 Employee Wellbeing – To preserve peace-of-mind for international and remote workforces, we can offer local insurance covers, access to in-country points-of-contact, local education and training, and worker protection and evacuation services through our partnership with an international security firm.

Why Use Mauve?



Experience helping organisations expand into new territories



Established network in over 150 countries worldwide



Clients stay with us - average contract length of 5 years