



Human Resources and
Social Development

Procedural Guide for the Decision on Localization of Public Education Sector Jobs in Private Schools (Private Schools)

Dhu al-Qa 'dah 1444AH

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1. Introduction and Purpose

In implementation of Ministerial Decision No. (312028) dated 09/12/1444 AH on localization of Public Education Sector Jobs in Private Schools, which stands as part of a series of measures taken by the Ministry of Human Resources and Social Development (HRSD) in collaboration with relevant government authorities to provide quality job opportunities for qualified Saudi graduates. Its aim is to create an attractive and supportive work environment in the private sector and promote involvement of national professionals in key positions to contribute to the development of this sector. The Decision takes into consideration improvement of the regulatory system governing private schools in Saudi Arabia, which adopt recognized curricula from reputable institutions. It also analyzes localization policies for private public education schools and updates them to ensure realization of set goals. Furthermore, the Decision considers labor market conditions in the public education sector jobs in private schools, as well as the current state of the private sector and its capacity to accommodate local talent across various disciplines.... This guide is designed to provide comprehensive information about the Decision regarding job localization in private public education schools. It covers key aspects such as the mandated ratios, targeted jobs, calculation method for workforce proportion, penalties, as well as support programs offered by HRSD system to assist private sector in decision implementation. Additionally, it addresses frequently asked questions to ensure clarity on the subject.

2. Definitions

Term	Definition
Localization Decision	Means the decision of the Minister of Human Resources and Social Development to localize Public Education Sector Jobs in Private Schools.
Localization Ratios	Refer to the proportion of Saudi workers, specifically in the specified job jobs, compared to the total number of workers in an enterprise, both Saudi and non-Saudi, holding the same job positions within that enterprise.
Target Jobs	Refer to all jobs stipulated in Decision No. (312028) dated (09/12/1444 AH) by HRSD which are exclusively detailed in this guide.
Structures Jobs	Refer to each legal entity officially registered with HRSD, categorized under a the following specific classification: (Private Schools for Boys / Girls)
Support and Employment	Refer to the support and employment programs provided by HRSD system to stimulate and support the sector.
Private Education of Public Sector	Refers to private schools that offer educational services following the Saudi or international curriculum.

3. General Conditions of Localization Decision

3.1 Mandated Ratios:

Localization of target jobs (Table I-1) in private schools of the public education sector (national curriculum) according to the ratios shown below of the total number of male and female workers in the same jobs, as follows:

- Enforcement of localization rates (50%) in private education (national curriculum) to target jobs (Table I-1).

Sector	Enforcement Date	Applicable Ratio
Private School (National Curriculum)	Beginning of the first semester of <u>1445</u> AH 26/01/ 1445 AH	50% of national identity teachers (Arabic language, Religion, and social sciences).

3.2 Decision Applicability and Binding Ratios:

This decision shall apply to private schools within the public sector that teach the national curriculum for the designated jobs mentioned in the target jobs table (Table I-1). However, it shall not be applicable to schools that offer the international curriculum or international programs.

3.3 Target Jobs:

The decision shall apply to jobs related to the national identity teachers, which include religion, Arabic language, and social sciences in private schools that follow the national curriculum stated in the provided table.

Educational Jobs in Private Schools

The table below displays the specific teaching jobs in private schools that follow the national curriculum, as defined by the Saudi Standard Classification of Occupations approved by HRSD (Table I-1), that are targeted for localization.

	Target Jobs
233015	Islamic Education Teacher for Secondary Stage
233032	Islamic Education Teacher for Intermediate Stage
233002	Arabic language Teacher for Secondary Stage
234102	Social Sciences, Arabic Language, and Islamic Education Teacher for Primary Stage
233036	Social Sciences Teacher for Intermediate Stage
233005	Social Sciences Teacher for Secondary Stage
233026	Arabic Language Teacher for Intermediate Stage

3.4 Localization Ratios Calculation Mechanism

The following details shall be taken into account upon decision application: -

The decision shall apply to employees working in the specific occupations listed in the detailed table of target jobs for localization in the designated field.

$$\text{Localization Ratio} = \frac{\text{Number of Saudis working in target jobs}}{\text{Total number of workers in the target jobs (Saudi nationals and expatriates)}}$$

The example below shows the mechanism for calculating localization rates in the targeted jobs:

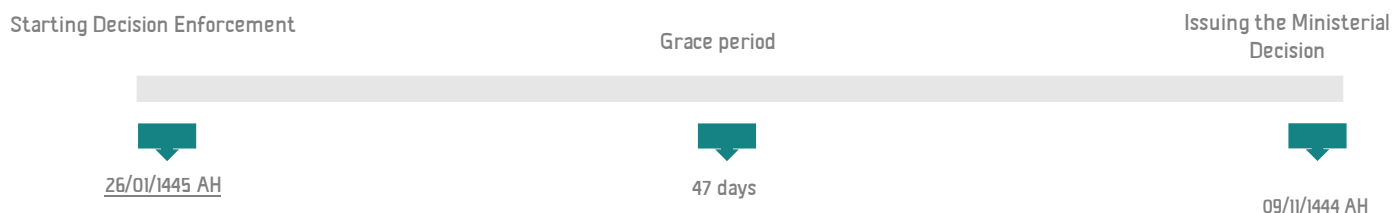
Total number of workers in the Enterprise.	300
Total number of workers (Saudi nationals and expatriates) in the target jobs	40
Total number of Saudi nationals in the target jobs	10
Enforcing the (50%) Localization Rate	(Total number of workers in the target jobs X localization rate) 40 X 50% = 20 Saudi workers
Required number of localization (number of Saudi nationals employed)	20 (required) - 10 (current number) = 10 Saudi workers <ul style="list-style-type: none"> The enterprise shall employ 10 Saudi workers in the target jobs. <p>* The enterprise must take into account the ratio achieved in the event of replacement or new employment</p>

3.5 Date of Decision Enforcement

The ministerial decision obliging localization of the target jobs shall be enforced on private schools in the public education sector that follow the national curriculum, beginning from the first semester of 1445AH.

3.6 Grace Period

This period refers to the time between ministerial decision's issuance date and actual implementation of the decision. During this period, the enterprise can take necessary steps to ensure it meets localization requirements and achieves its target rates.



4. Support and Employment programs

A comprehensive set of incentives and support aimed at encouraging the private sector to employ Saudi nationals will be offered. The support packages will include the following benefits: -

1. Supporting the employment process and facilitating search for suitable workers.
2. Supporting the necessary training and qualification processes.
3. Supporting the employment process and job stability for Saudi nationals.
4. Providing priority of accessing and utilizing all available localization support programs within the system.

5. Mechanism for Implementation of Penalties and Legal Actions

1. HRSD will undertake necessary actions to ensure enterprise compliance with the implementation of this decision. Violating schools will be subjected to penalties as per the specified schedule of violations and penalties outlined in Ministerial Decision No. 312028, dated 9/12/1444 AH, and subsequent amendments thereto.

Occupation Change from	Suspension
Occupation Change to	According to occupation change controls
Transfer an employee’s services to another enterprise	Suspension
Transfer an employee’s services from the enterprise	According to occupation change controls
Work permits	Suspension
Recruitment	Suspension

2. As stated in Article (II) of Implementing Regulations of Labor Law, “If any tasks associated with localized occupations are assigned to a non-Saudi worker, whether directly or indirectly, using a different job title, the penalties for violations of localization policies, mentioned in Ministerial Decision No. 178743 issued on 27/9/1440 AH and subsequent amendments thereto, shall apply”. The key criterion for determining a violation is nature of tasks performed, regardless of the job title used.

6. FAQs

Does the decision apply to job titles only or to the actual work of an employee?

The decision shall apply to both, job titles and the actual work of the employee.

Will the ratio be adjusted for localization of occupations in the future?

HRSD is actively engaged in efforts to decrease the unemployment rate and enhance availability of suitable employment opportunities for Saudi nationals. To accomplish so, HRSD regularly assesses the necessary localization rates by evaluating number of graduates and job seekers, as well as market's capacity to absorb them. This ensures that graduates can seamlessly participate in the labor market.



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