











Saudi Arabia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
50.0	36.7	85.6

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Saudi Arabia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Riyadh). The scores for Saudi Arabia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	25.0	50.0	100.0	25.0	50.0	50.0	50.0	25.0	100.0
Supportive frameworks score	25.0	100.0	33.3	100.0	33.3	0.0	25.0	0.0	0.0	50.0
Expert opinions score	75.0	87.5	100.0	75.0	43.8	100.0	75.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Saudi Arabia (50.0 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to laws affecting women’s pay and laws affecting the size of a woman’s pension, Saudi Arabia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Saudi Arabia is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Saudi Arabia may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Saudi Arabia (36.7 out of 100.0) is lower than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). When it comes to supportive frameworks affecting freedom of movement and supportive frameworks affecting women’s pay, Saudi Arabia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Saudi Arabia is on the indicator measuring supportive frameworks affecting women’s work after having children. To improve on the Parenthood indicator, Saudi Arabia may wish to consider

making it possible to apply for maternity benefits through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Saudi Arabia (85.6 out of 100.0) is higher than the global average (65.7) and higher than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on women's decisions to work, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Saudi Arabia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Saudi Arabia is on the indicator measuring expert opinions on marriage.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Anti-Harassment Law, Arts. 1, 5, 6(1) and 6(2)(c)(d)
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	No	Royal Decree No. M73 of the Year 1443 Hijri, Arts. 42(4), 43, 55 and 56
Can a woman travel internationally in the same way as a man?	No	Travel Document Law, Arts. 2 and 4; Personal Status Law No. M73, Art. 55
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	The Nationality Ordinance as amended in 2023, Arts. 8 and 16
Workplace		
Can a woman get a job in the same way as a man?	Yes	Guidelines for Employing Women in the Private Sector, Art. 1/1(3)
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 3
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Decree No. 215739/1440
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	No	Royal Decree No. M73 of the Year 1443 Hijri, Art. 42
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Status Law, as amended by Royal Decree No. M/134 of 1440H, Art. 91
Can a woman obtain a judgment of divorce in the same way as a man?	No	Royal Decree No. M73 of the Year 1443 Hijri, Arts. 77 and 84(1)
Does a woman have the same rights to remarry as a man?	No	Royal Decree No. M73 of the Year 1443 Hijri, Arts. 116 to 123
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Art. 151

Are leave benefits for mothers paid solely by the government?	No	Labor Law, Art. 151
Is paid leave available to fathers?	Yes	Labor Law, Art. 113
Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Art. 155
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Regulatory Controls of Private Children's Care Center of 2021, Arts. 1-2
Does the law establish any form of support for families for childcare services?	Yes	Official Website of the Government
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Banking Consumer Protection Principles, Para. 19.6; Finance Companies' Consumer Protection Principles, Para. 12.3
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Basic Law of Governance, Arts. 7 and 23; The Civil Transactions Law No. M/191 of 2023, Art. 608
Do sons and daughters have equal rights to inherit assets?	No	Royal Decree No. M73 of the Year 1443 Hijri, Art. 215
Do male and female surviving spouses have equal rights to inherit assets?	No	Royal Decree No. M73 of the Year 1443 Hijri, Art. 210
Does the law provide for the valuation of nonmonetary contributions?	No	Basic Law of Governance, Arts. 7 and 23
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Insurance Law, Art. 38 (1)
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Law, Art. 74 (4); Social Insurance Law, Art. 38 (1)
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Implementation Regulations of the Registration and Contribution, Art. 21 (4,B); Labor Law, Arts. 151 and 152

WBL 2.0 supportive frameworks data

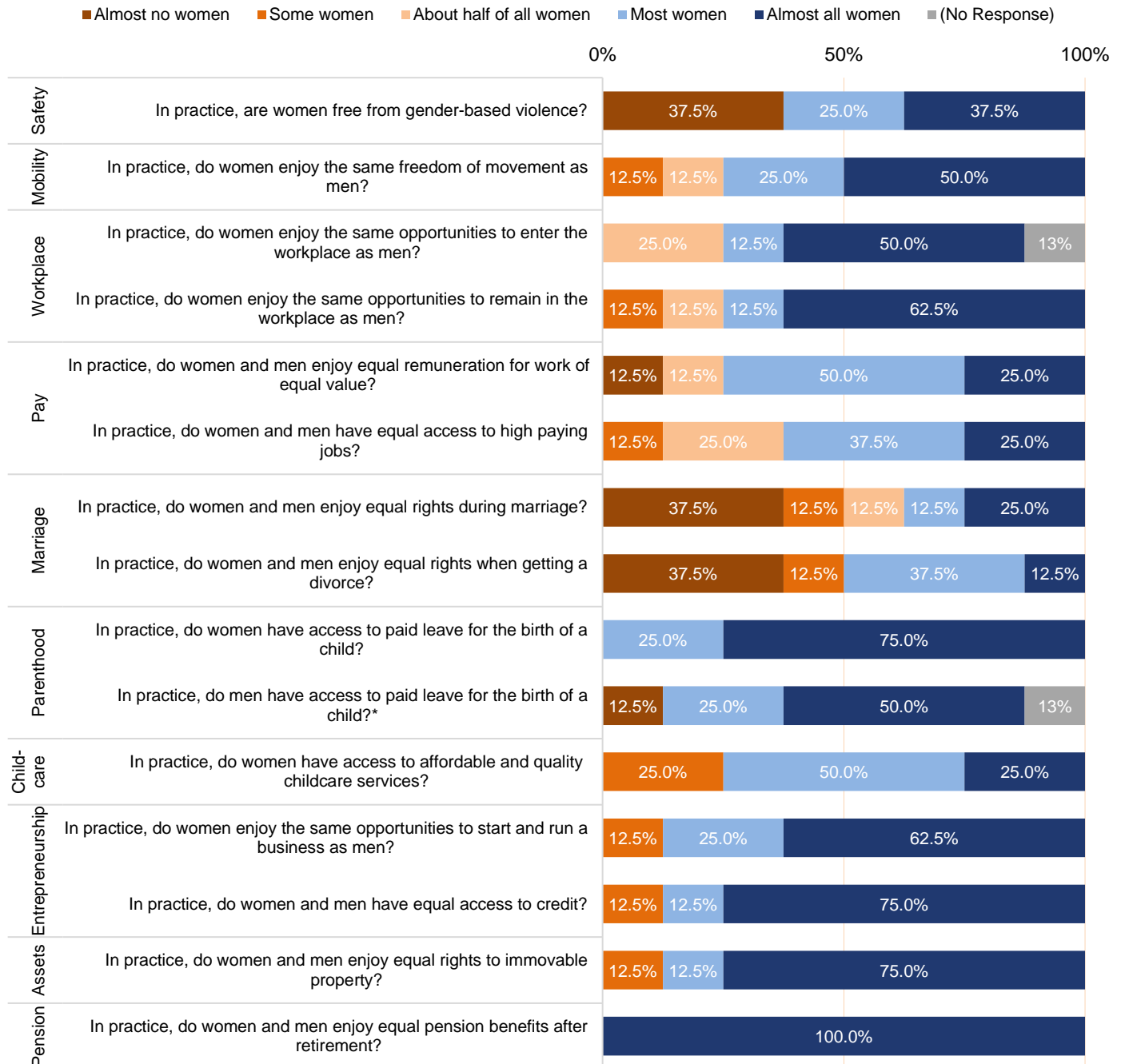
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Ministerial Resolution No. 20912 of 02/02/1441 AH; Domestic Violence Reporting Service, Ministry of Human Resources and Social Development
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		

Are passport application processes the same for a woman and a man?	Yes	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application form
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Waseel Initiative by the Human Resources Development Fund
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	Saudi Arabia Remote Work Program: Procedural guide to remote work arrangements?
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Wage Protection Program
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	General Authority for Statistics: Saudi Women's Report 2022
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Royal Decree No. M1 of 1435 (Hijri) on the Personal Status Disputes, Art. 33
Is legal aid available for family law disputes?	No	Insufficient evidence located
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Government
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		



Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Implementation Regulations of the Registration and Contribution, Chapter 8

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.