











Saudization Requirements

A summary of the consequences of a business being in the various Nitaqat colour categories is set out below¹:

  Red Nitaqat	  Lower Green Nitaqat	  Middle Green Nitaqat	  Higher Green Nitaqat	  Platinum Nitaqat
<ul style="list-style-type: none"> • Cannot change an expatriate's profession • Cannot transfer an expatriate's employment • Cannot request new visas • Cannot issue new work licenses for expatriates • Cannot open a file for a new establishment or branch • Cannot renew employment licenses for expatriates that are currently employed at the company 	<ul style="list-style-type: none"> • Permitted to change an expatriate's profession² • Permitted to transfer an expatriate's employment, but only from other companies in the low green category, or if the employee is entitled to transfer without the employer's permission (this applies in cases where the employee has not been paid salary for a specified consecutive period) • Permitted to renew employment licenses for expatriates regardless of the duration they have remained in the Kingdom • Cannot request new visas and any pending requests for new visas are suspended 	<p>Same as Low Green, save that can transfer an expatriate's employment from a company of any nitaqat status</p>	<ul style="list-style-type: none"> • Can request new employment visas • Must advertise positions on a special portal aimed at Saudi nationals first (prior to obtaining the employment visa). The waiting period for the advertisement is two weeks • Everything else is the same as Mid Green 	<p>Same as High Green but waiting period is one week for the job offer to appear on the online advertisement portal</p>

¹ The position is stated as of August 2019

² Save for professions that are excluded by virtue of a decision issued by the Council of Ministers or Royal Orders and taking into consideration the requirements to change professions as contained in the Customer Service Manual