

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'bethany_poulos@rubio.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Bethany,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'brian_walsh@rubio.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Brian,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP

Columbia Square

555 Thirteenth Street, NW

Washington, DC 20004-1109

Tel: +1 202 637 5600

Email: norm.coleman@hoganlovells.com

www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'charles_adams@risch.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Charles,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:02 PM
To: 'christian.krueger@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Christian,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'casey.kustin@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Casey,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'collen_lewis@manchin.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Collen,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'dan_adelstein@rounds.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Dan,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:02 PM
To: 'dan_burgess@blunt.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Dan,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:06 PM
To: 'daniel.sadlosky@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Daniel,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'ellen.mclaren@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Ellen,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'gabriella.zach@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Gabriella,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'hannah_hudson@collins.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Hannah,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:06 PM
To: 'jon_abdnor@thune.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Jon,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'john.drzewicki@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear John,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'john_noonan@cotton.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear John,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:06 PM
To: 'jason_suslavich@sullivan.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Jason,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:02 PM
To: 'leighton.huch@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Leighton,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'luke.murry@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Luke,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'leslie.zelenko@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Leslie,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'matthew.ellison@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Matthew,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:06 PM
To: 'mark_mckinnon@shelby.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Mark,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'megan_reiss@romney.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Megan,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'matt_rimkunas@lgraham.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Matt,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'megan_zavertnik@perdue.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Megan,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'robert_karem@mconnell.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Robert,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'rich.sheedy@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Rich,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'sarah_arkin@foreign.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Sarah,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:03 PM
To: 'william.chang@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear William,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:05 PM
To: 'wayne_jones@portman.senate.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Wayne,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.

Coyne, Michael

From: Coleman, Norm B.
Sent: Tuesday, December 8, 2020 6:04 PM
To: 'zoe.oreck@mail.house.gov'
Subject: Fact Sheet on Labor Reforms in KSA
Attachments: HL - KSA_Major_Labor_Reforms_Factsheet_November_24_2020.pdf

Dear Zoe,

On behalf of the Royal Embassy of Saudi Arabia, I wanted to update you on several important labor reforms and human rights efforts in the Kingdom.

Saudi Arabia recently announced changes to the sponsorship system that will increase job mobility, freedom of movement, and other significant freedoms for foreign workers. Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

Please see the attached fact sheet, which provides additional information on the labor reforms.

I welcome any feedback you may have.

All my best,

Norm

Senator Norm Coleman

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: +1 202 637 5600
Email: norm.coleman@hoganlovells.com
www.hoganlovells.com

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C. Additional information is available at the Department of Justice, Washington, DC.



مَسَارَة الْمَلَكَة الْعَرَبِيَّة السُّعُودِيَّة
لدى الولايات المتحدة الأمريكية

EMBASSY OF THE KINGDOM OF SAUDI ARABIA
TO THE UNITED STATES OF AMERICA

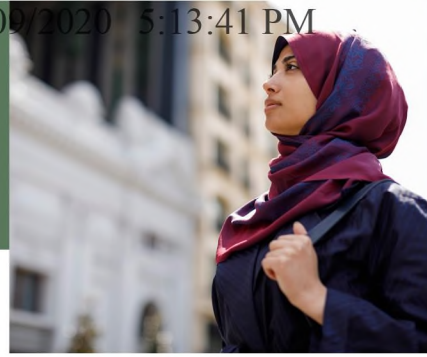
SAUDI ARABIA LAUNCHES MAJOR LABOR REFORMS FOR FOREIGN WORKERS

The announcement of reforms to the sponsorship system marks an important step forward in human rights for the Kingdom of Saudi Arabia. This reform will increase job mobility, freedom of movement and other significant freedoms for foreign workers. It will also help create a more dynamic, competitive and flexible labor market to ensure Saudi Arabia is able to meet the needs of a diversifying and growing economy under Vision 2030.

Reforms to the sponsorship system is only one critical element of a larger, and more comprehensive effort to advance Saudi Arabia's application of human rights standards. Over the past 5 years, Saudi Arabia has made more than 70 significant human rights reforms in a number of key sectors, including the judicial and penal systems, labor market, women's rights and many others. Just this year, Saudi Arabia made major strides by announcing the effective end of flogging as a form of criminal punishment and abolishing the death penalty for minors.

“This initiative to improve the contractual relationship was launched to give expatriate laborers more freedom of career mobility. This initiative is expected to raise laborer’s productivity and increase competitiveness in the Saudi economy.”

– His Royal Highness Crown Prince Mohammed bin Salman



LABOR REFORM INITIATIVE

On November 4, 2020, the Ministry of Human Resources and Social Development (HRSD) launched the Labor Reform Initiative (LRI) under the National Transformation Program (NTP).

The LRI Will:



Improve the application of labor rights in line with the best international practices.



Raise productivity and competitiveness in the Saudi economy.



Ensure that millions of foreign private-sector workers enjoy increased job mobility and freedom of movement.



Create a more attractive labor market for talented foreign workers.



Increase flexibility, dynamism and efficiency in the labor force to better adapt to the evolving needs of a diversifying economy.



Close off the space for human trafficking and further protect both Saudi and foreign victims from other potential abuses.



Increase employment opportunities for both Saudi and foreign workers.



Complement and advance the implementation of other significant labor reforms, including: the Wage Protection System, a portal for the digital documentation and authentication of work contracts, the Labor Education and Awareness Initiative and “Wedy,” a platform to settle labor disputes.

Key Areas

- ✓ The LRI focuses on three main areas: Employee Mobility, Exit and Re-Entry Visas and Final Exit Visas.
- ✓ Under the LRI, private sector workers are granted the freedom to:
 - Change their own employment;
 - Exit and re-enter the country;
 - Issue their own final exit visa without the approval or consent of their employer.
- ✓ All services will be made available for public access through HRSD’s smartphone application (Absher and Qiwa) portal.
- ✓ The LRI will be implemented through a phased approach and applies to millions of foreign workers in Saudi Arabia.
- ✓ The reforms will enter into effect on March 14, 2021.

This material is distributed by Hogan Lovells US LLP on behalf of the Royal Embassy of Saudi Arabia, Washington, D.C.



FOCUS AREAS BREAKDOWN



EMPLOYEE MOBILITY

- ✓ Allows employees to change or transfer jobs in the private sector without the approval of their employer.

Foreign workers are eligible, if they:

- Work under the Saudi labor system
 - Complete one full calendar year of service with their current employer
 - Have a valid and clear contract
 - Standing job offer by a new employer through the “Qiwa” portal
 - Submit a transfer notice request to their current employer
- ✓ Under certain conditions, foreign workers have the ability to transfer or change employers without conditions.



EXIT AND RE-ENTRY VISA

- ✓ Allows employees to travel abroad during a contractual period.
- ✓ Employees must apply through the “Absher” platform online.

To qualify, employees must have:

- Employment under the Saudi labor system
- A valid residency visa
- An existing and valid contract
- No outstanding fees or fines



FINAL EXIT VISA

- ✓ Allows employees to leave Saudi Arabia upon the expiration of their contract after notifying the employer through the “Absher” application without the employer’s consent.

To qualify, employees must have:

- Employment under the Saudi labor system
- A valid residency visa
- An existing and valid contract
- No outstanding fees or fines