

# COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Saudi Arabia - 2022

## FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

### REPORTING

#### Fulfilment of Government's reporting obligations

87-98 Fulfilment of Government's reporting obligations

yes

#### Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, the Government consulted: [10.1]

a) The most representative employers' organizations b) The most representative workers' organizations

94. Description of the consultation process(es). [10.2]

Sharing a copy of the report and requesting feedback and comments.

### OBSERVATIONS BY THE SOCIAL PARTNERS

#### Employers and workers' organizations

95. Did employers organizations comment on the report? [11a]

No

97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them

responses on the report have not been submitted yet, once the government receives them-if any-, it will submit the comments to the ILO.

## EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

### Ratification

#### Ratification status

87-98 Ratification status

Neither convention is ratified

#### Ratification intention

6. The prospects for ratification of Convention No. 87

Unlikely

7. The prospects for ratification of Convention No. 98

Unlikely

### Recognition of the principle and right (prospect(s), means of action, basic legal provisions)

#### Constitution

9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?

Yes

#### Policy-Legislation and/or Regulations

9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?

Yes

10.e.

the Ministerial Decision No. 87557 dated: 16-01-2021 on adopting the elections results of the workers committees to establish the National Committee of Workers Committees.

#### Judicial decisions

<p>9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?</p>	<p>Yes</p>
<p><b>Monitoring, enforcement and sanctions mechanisms</b></p>	
<p>9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?</p>	<p>Yes</p>
<p><b>Promotional activities</b></p>	
<p>13. Have any initiatives resulted in successful examples or good practice in promoting freedom of association and the effective recognition of the right to collective bargaining?</p>	<p>Yes</p>
<p>13.1. Please Specify</p>	<p>1- Please refer to the government's response on Q10. 2- National Social dialogue is frequent and continuous and official outcomes are considered from the different parties, beside the usual official consultations that are carried out in various occasions, the Eleventh Social Dialogue Forum was held on 8 December 2021, under the theme "Labour Market in the midst of the COVID-19 Pandemic - impact and solutions" During this year, the Ministry of Human Resources and Social Development, in partnership with King Abdul Aziz Center for National Dialogue, held preparation workshops for The Twelfth Social Dialogue Forum soon.</p>
<p><b>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</b></p>	
<p><b>According to the social partners</b></p>	
<p><b>Employers' and workers' organizations</b></p>	
<p>16.f.</p>	<p>the government is in continues endeavor to better align with international standards, while there are current provisions that covers the matters raised in the above conventions.</p>
<p><b>TECHNICAL COOPERATION</b></p>	
<p><b>Request</b></p>	

<b>17.k.</b>	- the government signed and implemented the Technical Cooperation Program with the ILO to support the Ministry of Labour and Social Development in Analysis, Policy and Capacity Development, on 31/05/2018. - the government is keen on cooperation with the ILO in all aspects.
<b>17. What are the technical cooperation needs in your country to promote freedom of association and the effective recognition of the right to collective bargaining?</b>	k) Other