

## Employment subsidy

Aimed at increasing the employment opportunities of individuals to match the needs of the labour market, increasing Saudisation, and supporting their continuation on the job.



## Full-time subsidy programme

This programme aims to support the increase of Saudisation levels in private sector establishments by contributing 20% of new female employees' monthly salary calculated according to Saudisation growth and 5% of new male employees' monthly salary calculated according to Saudisation growth. The total number of programme beneficiaries has reached 36,205.

**Beneficiaries of the programme in 2018**

Region	Male	Female	Total
Riyadh	9,685	8,011	17,696
Makkah Al Mukaramah	3,610	2,926	6,536
Al Madinah Al Munawarah	709	507	1,216
Eastern Region	4,111	1,630	5,741
Al Qassim	396	147	543
Hail	153	114	267
Tabuk	160	175	335
Al Jouf	102	109	211
Northern Frontier	39	13	52
Asir	1,561	271	1,832
Jazan	265	292	557
Najran	660	363	1,023
Al Baha	119	77	196
<b>Total</b>	<b>21,570</b>	<b>14,635</b>	<b>36,205</b>

Table: 11

## Part-time subsidy programme

This programme aims at supporting the growth of Saudisation in private sector establishments and activating the mechanism of part-time employment. HRDF contributes SAR 300 to private sector companies as a percentage of the 1,500 social insurance of new employees. This subsidy is credited directly to the account of the General Organisation for Social Insurance on a monthly basis. The total number of beneficiaries has reached 1,936.

**Beneficiaries of the programme in 2018**

Region	Male	Female	Total
Riyadh	655	319	974
Makkah Al Mukaramah	269	124	393
Al Madinah Al Munawarah	47	17	64
Eastern Region	158	78	236
Al Qassim	13	11	24
Hail	8	9	17
Tabuk	9	4	13
Al Jouf	14	1	15
Northern Frontier	6	–	6
Asir	99	10	109
Jazan	22	12	34
Najran	33	12	45
Al Baha	2	4	6
<b>Total</b>	<b>1,335</b>	<b>601</b>	<b>1,936</b>

Table: 12

# 3,715

individuals with disabilities benefitted from the *Tawafuq* programme.

7,501 candidates benefitted from additional wage support

## Freelance subsidy programme

This programme aims to provide direct financial and practical support to freelancers by generating more job opportunities for the national workforce and spreading the culture of self-employment for male and female entrepreneurs. The Fund contributes by paying a percentage of the social insurance subscription for those with a freelancing permit. In 2018, a total of 631 (361 male and 270 female) benefitted from the programme.

## Tele-work programme

Tele-work programme is a nation-wide initiative by the HRDF in partnership with the Ministry of Labour and Social Development. This programme is aimed at providing Saudi national job seekers with physical difficulties to connect with employers. Job seekers who encounter difficulties in transportation, inconveniences in the workplace, or those focusing on childcare can utilise this programme to remotely connect with employers through a virtual workplace. A total of 246 (Female) benefitted from the programme in 2018. The programme stopped taking support applications in October 2017.

### Beneficiaries of the programme in 2018

Region	Female
Riyadh	36
Makkah Al Mukaramah	14
Al Madinah Al Munawarah	–
Eastern Region	193
Al Qassim	–
Hail	–
Tabuk	–
Al Jouf	2
Northern Frontier	–
Asir	1
Jazan	–
Najran	–
Al Baha	–
<b>Total</b>	<b>246</b>

Table: 13

## Direct employment subsidy programme

This programme aims at recruiting job seekers in private sector establishments who wish to employ male and female job seekers by providing salary up to 50% and not exceeding SAR 2,000 per month for the period of support (24 months). The beneficiaries of the programme in 2018 numbered 20,777. The programme stopped taking support applications in September 2017.

Beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	3,889	3,773	7,662
Makkah Al Mukaramah	2,596	1,526	4,122
Al Madinah Al Monawarah	536	292	828
Eastern Region	2,187	1,598	3,785
Al Qassim	584	244	828
Hail	362	114	476
Tabuk	216	81	297
Al Jouf	241	141	382
Northern Frontier	262	33	295
Asir	405	143	548
Jazan	592	140	732
Najran	424	74	498
Al Baha	241	83	324
<b>Total</b>	<b>12,535</b>	<b>8,242</b>	<b>20,777</b>

Table: 14

## Additional wage support

This programme aims to stimulate enterprises to enable Saudi job seekers to join the opportunities available in the private sector. The programme offers financial support for recruitment of Saudi nationals in facilities classified in the platinum and green ranges of Nitaqat programme. A business entity can enrol a maximum of 20% (in the platinum range) and 15% (in the green range) of its Saudi employees in the additional support programme provided that the beneficiaries are qualified according to the eligibility requirements of a candidate. A total of 7,501 candidates benefitted from the programme. The programme stopped taking support applications in October 2017.

Beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	2,919	1,060	3,979
Makkah Al Mukaramah	887	429	1,316
Al Madinah Al Munawarah	129	90	219
Eastern Region	1,016	484	1,500
Al Qassim	95	13	108
Hail	114	15	129
Tabuk	24	5	29
Al Jouf	3	–	3
Northern Frontier	17	–	17
Asir	125	38	163
Jazan	18	4	22
Najran	5	1	6
Al Baha	9	1	10
<b>Total</b>	<b>5,361</b>	<b>2,140</b>	<b>7,501</b>

Table: 15

## Tawafuq Employment of persons with disabilities programme

This programme supports and enables job seekers with disabilities to be employed in the private sector. The core principles of the programme are right to equal opportunity, inclusion, skills, disability confidence, and services. 3,715 persons with disabilities benefitted from the Tawafuq programme in 2018.

Beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	1,002	846	1,848
Makkah Al Mukaramah	259	232	491
Al Madinah Al Munawarah	51	39	90
Eastern Region	315	157	472
Al Qassim	32	42	74
Hail	65	40	105
Tabuk	42	16	58
Al Jouf	68	42	110
Northern Frontier	38	37	75
Asir	94	34	128
Jazan	83	25	108
Najran	63	40	103
Al Baha	40	13	53
<b>Total</b>	<b>2,152</b>	<b>1,563</b>	<b>3,715</b>

Table: 16

## Subsidising the wage of dialysis days

This programme aims to motivate private sector companies to employ renal failure patients and help them continue in their jobs in order to achieve job stability, provided that HRDF compensates these companies for the wage of off days taken by such employees in order to undergo hemodialysis. The total number of beneficiaries has reached 33.

## Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	7	–	7
Makkah Al Mukaramah	18	1	19
Al Madinah Al Monawarah	2	–	2
Eastern Region	2	–	2
Al Qassim	1	–	1
Hail	–	–	–
Tabuk	–	–	–
Al Jouf	1	–	1
Northern Frontier	–	–	–
Asir	1	–	1
Jazan	–	–	–
Najran	–	–	–
Al Baha	–	–	–
<b>Total</b>	<b>32</b>	<b>1</b>	<b>33</b>

Table: 17

## Teachers subsidy programme in private schools

This programme is aimed at improving the working conditions and to increase the functional ability of teachers in private and foreign schools. HRDF supports through financial means by fulfilling the minimum wage requirement of SAR 5,000 and a transportation allowance of SAR 600. In 2018, there were 29,635 beneficiaries of this programme. The programme stopped taking support applications in September 2017.

## Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	2,031	9,688	11,719
Makkah Al Mukaramah	1,712	5,677	7,389
Al Madinah Al Monawarah	317	1,424	1,741
Eastern Region	841	3,634	4,475
Al Qassim	206	748	954
Hail	113	213	326
Tabuk	273	595	868
Al Jouf	212	223	435
Northern Frontier	51	87	138
Asir	236	623	859
Jazan	144	354	498
Najran	68	102	170
Al Baha	21	42	63
<b>Total</b>	<b>6,225</b>	<b>23,410</b>	<b>29,635</b>

Table: 18

## Women's work support programmes (Feminisation of shops and feminisation of factories programme)

The objective of this programme is to increase the opportunities for women to work in private sector establishments in line with their qualifications as per the needs of the labour market and according to the women employment regulation decisions issued by the Ministry of Labour and Social Development through a unified recruitment and training support mechanism for up to three years in accordance with the specified controls. In 2018, there were 3,131 beneficiaries from the feminisation of shops programme while there were 2,457 beneficiaries of the feminisation of factories programme. The programme stopped taking support applications in October 2017.

### Beneficiaries of the programmes in 2018

Region	Feminisation of factories programme	Feminisation of shops programme
Riyadh	1,057	1,405
Makkah Al Mukaramah	1,009	1,084
Al Madinah Al Monawarah	2	8
Eastern Region	188	421
Al Qassim	130	10
Hail	–	28
Tabuk	64	9
Al Jouf	–	1
Northern Frontier	–	1
Asir	7	47
Jazan	–	38
Najran	–	61
Al Baha	–	18
<b>Total</b>	<b>2,457</b>	<b>3,131</b>

Table: 19

## Small enterprise owners support

This programme is aimed at supporting and encouraging Saudi nationals who operate small businesses. Through the programme, financial support is provided for the management of these small businesses. The number of beneficiaries in 2018 reached 260. The programme stopped taking support applications in the end of 2018.

### Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	24	20	44
Makkah Al Mukaramah	13	25	38
Al Madinah Al Munawarah	18	10	28
Eastern Region	2	3	5
Al Qassim	16	1	17
Hail	25	13	38
Tabuk	3	4	7
Al Jouf	29	10	39
Northern Frontier	11	4	15
Asir	–	–	–
Jazan	5	3	8
Najran	3	2	5
Al Baha	11	5	16
<b>Total</b>	<b>160</b>	<b>100</b>	<b>260</b>

Table: 20

## Work seriousness programme

This programme offers financial support for job seekers enrolled in the Hafiz programme, in order to motivate them to find stable employment. The programme offers financial support up to SAR 24,000 throughout 24 months from the date of commencement of employment. There were 4,410 beneficiaries of the programme in 2018. The programme was stopped in January 2018.

### Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	346	756	1,102
Makkah Al Mukaramah	513	615	1,128
Al Madinah Al Munawarah	122	125	247
Eastern Region	305	511	816
Al Qassim	50	45	95
Hail	50	23	73
Tabuk	37	35	72
Al Jouf	129	25	154
Northern Frontier	48	25	73
Asir	141	86	227
Jazan	276	72	348
Najran	4	13	17
Al Baha	39	19	58
<b>Total</b>	<b>2,060</b>	<b>2,350</b>	<b>4,410</b>

Table: 21