

Finding beneficial employment for an increasing number of young Saudis is a critical component of the government's labor policy. Reducing dependence on foreign labor, and increasing the number of Saudis in all types of employment became a primary objective of the Saudi Arabian government in 1996 when the Saudisation policy was instituted. This policy allows foreigners to be employed only if Saudi nationals with the required qualifications can not be found.

Companies with more than 20 employees must increase their Saudi workforce by 5 % each year, until the number of Saudis reaches 75% of the total. In practice, however, authorities do not apply the percentages under the policy strictly, but examine the real intention of the companies concerned on a case-by-case basis. Additionally, companies may request a relaxation of the requirements if Saudi nationals with the necessary skills and experience can not be found..