



Employee Data Privacy – Saudi Arabia

Data Privacy Laws and Regulations

What laws apply to the collection and use of individuals' personal information?

Data privacy laws have become more prominent in recent years. As the amount of personal information available online has grown substantially, there has been an enhanced focus on the processing of personal data, as well as the enforcement of such laws.

The Personal Data Protection Law



Saudi Arabia's new Personal Data Protection Law (PDPL) is the first national data protection law in the country. The PDPL applies to the processing of personal data in Saudi Arabia by both private and public entities by any means, as well as the processing of Saudi resident personal data by entities outside the country.

Under the new law, "personal data" includes any information, in any form, through which a person may be directly or indirectly identified, and expressly includes an individual's name, identification number, address and contact

numbers, photographs and video recordings. Note that the PDPL also applies to the data of deceased persons if the processing can lead to the identification of the deceased person or their family.

In March 2022, the implementation of the PDPL was postponed until 2023. The executive regulations to supplement the PDPL have been delayed and are still in development. The Saudi authorities have indicated that they are working towards publishing an updated version of the law and supporting regulations in Q1 2023 with the grace period for compliance likely to go into the following year.

The Saudi Cloud Computing Regulatory Framework (CCRF) applies to cloud computing services in Saudi Arabia (where the cloud infrastructure is in Saudi Arabia or, a Saudi business is the provider) or procured by Saudi businesses and imposes security requirements on the provider.

The Saudi Data & Artificial Intelligence Authority (SDAIA) will supervise the implementation of the PDPL. After implementation, supervision may be transferred to the National Data Management Office (NDMO).

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