



Employee Data Privacy – Saudi Arabia

Security Requirements

What security obligations are imposed on data controllers and data processors?

Security requirements may not always be included in the data protection law, but are key to guaranteeing lawful processing of personal data. The entity processing the data must take all useful precautions with respect to the nature of the data and the risk presented by the processing, to preserve the security of the data and, prevent alteration, corruption or access by unauthorized third parties. Appropriate technical and organizational measures should be implemented



to ensure a level of security appropriate to the risk.

Saudi Arabia’s Personal Data Protection Law requires that controllers, such as employers, take the necessary regulatory, administrative and technical actions to ensure the security of personal data. Executive regulations may provide more detailed security guidelines in the future. Until more specific guidelines are released, employers should follow general best practices.



HR Best Practices:

Ensure contracts with service providers detail the security and confidentiality measures

that will be implemented. In addition, regularly train employees who may have access to personal information to ensure that they are following all technical and organizational security measures that have been put in place.

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