



وزارة العمل
والتنمية الاجتماعية
المملكة العربية السعودية

مسارات

Labor Program in Saudi Arabia



Program Overview

What is Musaned?

Musaned is a program initiated by the Ministry of Labor and Social Development to monitor and improve the labor market by acting as an orchestrator between the private and public sector using innovative solutions and e-services for both service providers and consumers.

Platforms



Website



Smart Phone Application

Program Owner



Ministry of Labor and Social Development,
Kingdom of Saudi Arabia

Program Beneficiaries



Labor/worker

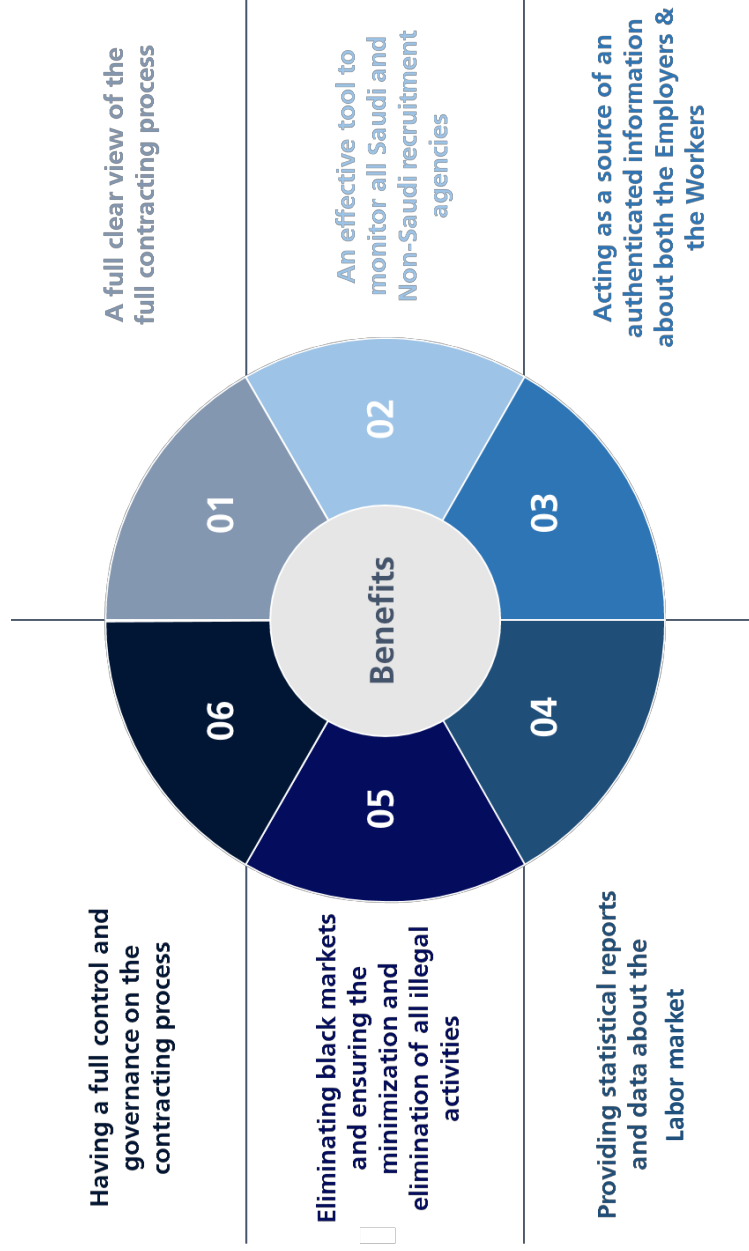


Private Recruiting Offices



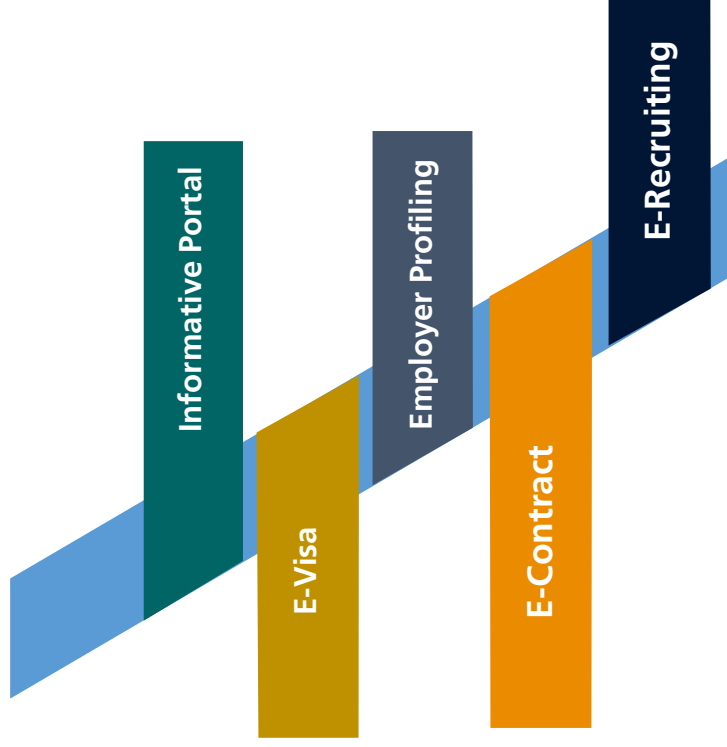
Employers

Program Benefits





Program Overview





Informative Portal

Informative Portal

Informative Portal The informative portal shows all data relating to the procedures and the latest news regarding the labor market. It also enables clients to search for service providers based on services delivered, cost and delivery duration

Main Benefits

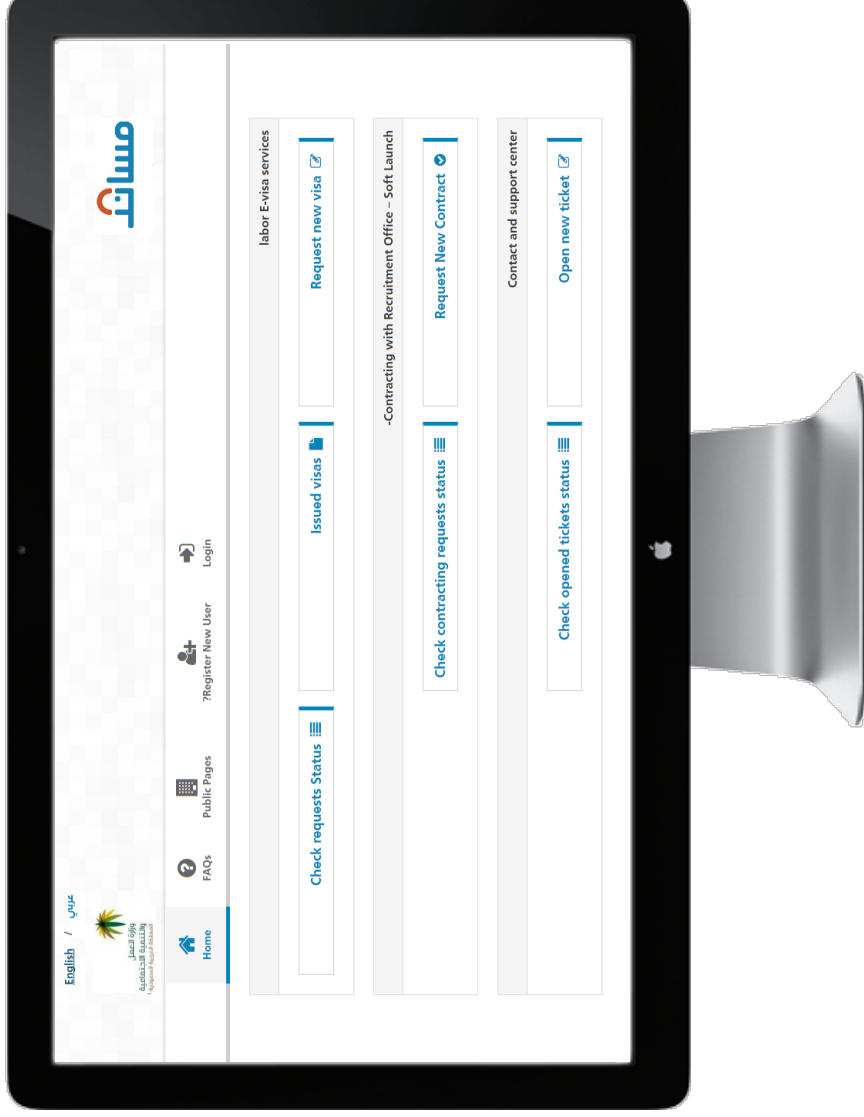
- 1 Information regarding current service providers and the latest news related to the labor market in Saudi Arabia
- 2 Search for cost and service delivery durations from the licensed service providers
- 3 Online communication channel with clients, service providers, and labors to report complaints and claims

Screenshots: Informative Portal



Labor Education

Screenshots: Informative Portal



E-Services

The logo consists of two overlapping rounded rectangular bars. The top bar is orange and the bottom bar is blue. The text "E-Visa" is written in white on the orange bar.

E-Visa

E-Visa

E-Visa Online channel to issue "Labor Visas" which allow individuals living in Saudi Arabia to recruit labors. The system also allows service providers to raise requests on behalf of their clients (Saudis/Expats)

Main Benefits

1

Clear standards and procedures which results in equal opportunity in regards to applying MOL regulations to issue/reject visa requests

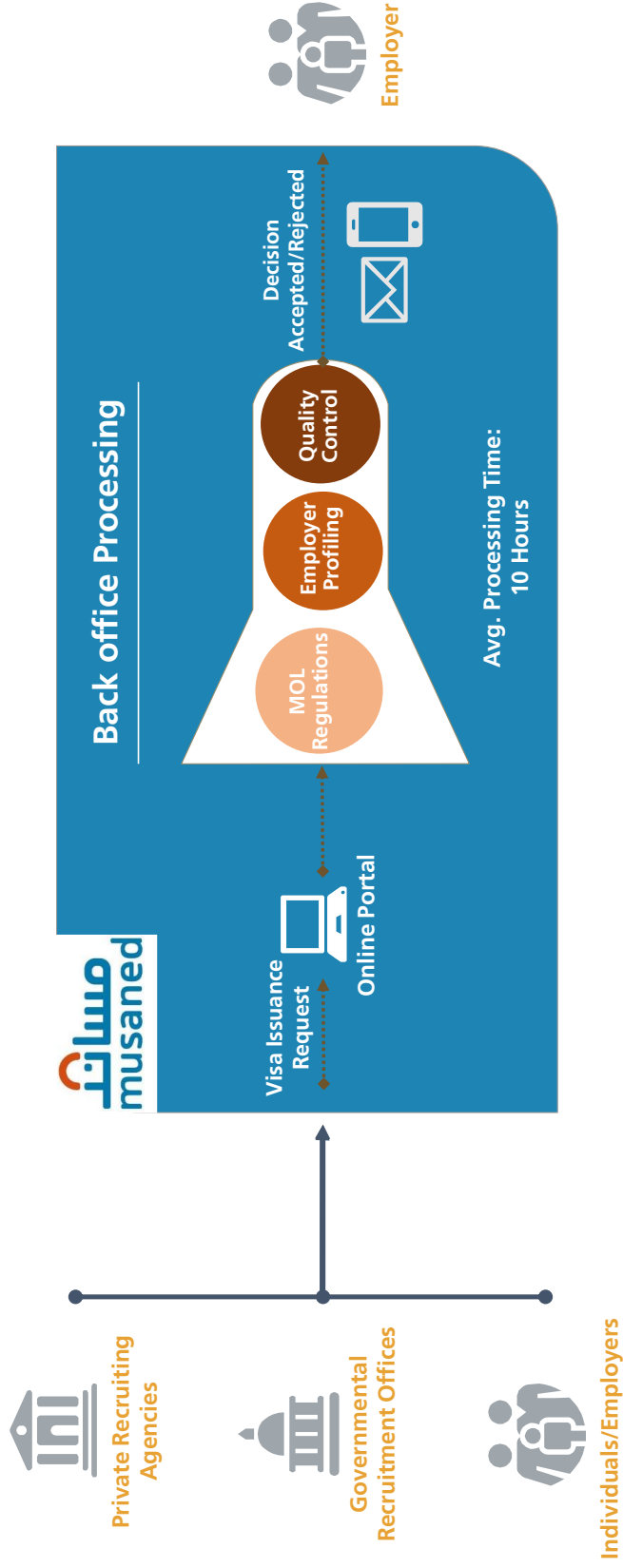
2

Raise service level satisfaction by adding easier channels for clients instead of visiting MOL branches physically

3

Automation of the process to expedite service response and to reduce human error

E-Visa: Customer Journey





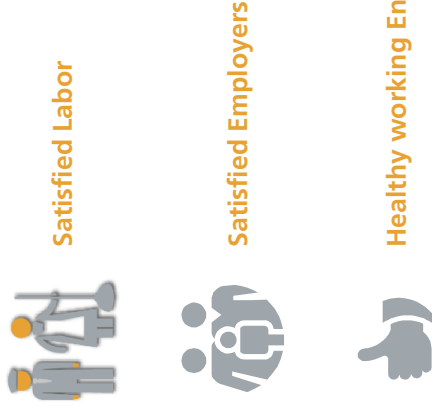
Employer Profiling

Employer Profiling

- **Goals:**
 - Verify the financial capabilities of potential employers
 - Protect labors rights



Employer Filtering Process





E-Contract

E-Contract

E-Contract

A system developed to control, maintain and track the contractual process between local clients and local service providers to increase market visibility for decision makers

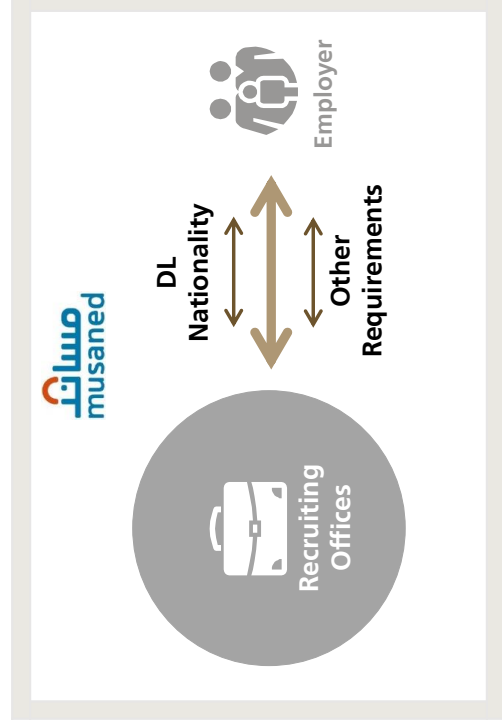
Main Benefits

- 1 Support governmental e-services to align with the Ministry's direction in automating all processes and producers
- 2 Break the geographical monopoly of recruitment offices
- 3 Increase competition and facilitate the entry of new offices
- 4 Allow the Ministry to monitor the contracting process between citizens and recruitment offices via Business Intelligence Dashboards
- 5 Monitor all contractual transactions and archiving these documents to resolve any future conflicts between stakeholders

E-Contract

Objective:

- To Have a full view and control on all the elements/parts of the contractual process starting from the initial agreements between the employers and the Saudi recruiting agencies, payment process, and ending when the worker arrives in the Kingdom



System Outcomes:



Electronic Contract

Main Benefit:



Improving the Saudi labor market by increasing the competitiveness between local recruiting agencies



Providing an electronic channel for the users to view the services and associated costs provided by the local recruiting agencies



Boosting Musaned portal as the market place that introduces easy, traceable, and a more streamlined recruitment experience



E-Recruitment

E-Recruitment

E-Recruitment

Aims to organize the contracts between local recruiting agencies and their counterparts in other countries sending domestic labor, which aim to develop electronic contractual mechanism and have a comprehensive system to create, document and preserve domestic employment contracts

Main Benefits

- 1** Follow-up steps and stages of labor recruitment cross-linking internal and external recruitment points to achieve the speed, transparency and greater efficiency in completing recruitment requests
- 2** Help the new recruitment offices in the entry and competition in the Saudi recruitment market, which will help in reducing the cost of recruitment
- 3** Providing an easy tool to view and retrieve workers' contracts
- 4** The ability to create a data bank and use the data as a tool to prepare future plans and initiatives
- 5** Monitoring all contractual transactions and archiving these documents to resolve any future conflicts between stakeholders

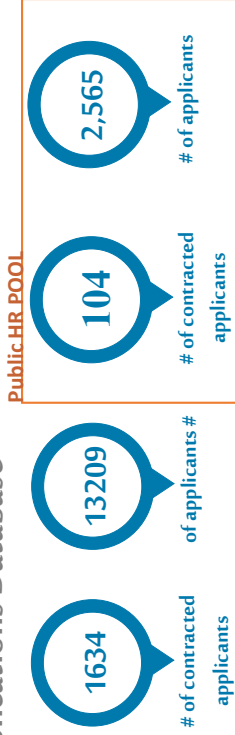
E-Recruitment: Bangladesh Statistics



Registered Offices



Applications Database



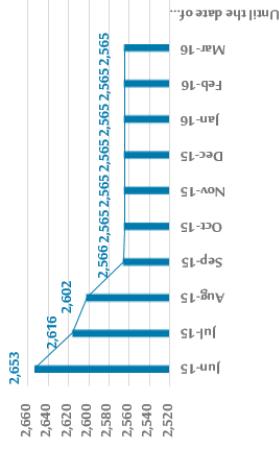
Recruitment Status Updates



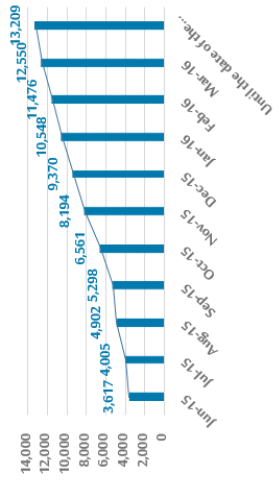
المملكة العربية السعودية

Graphical Statistics

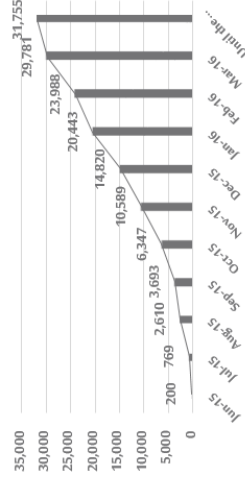
of applicants in HR public pool



of applicants in HR private



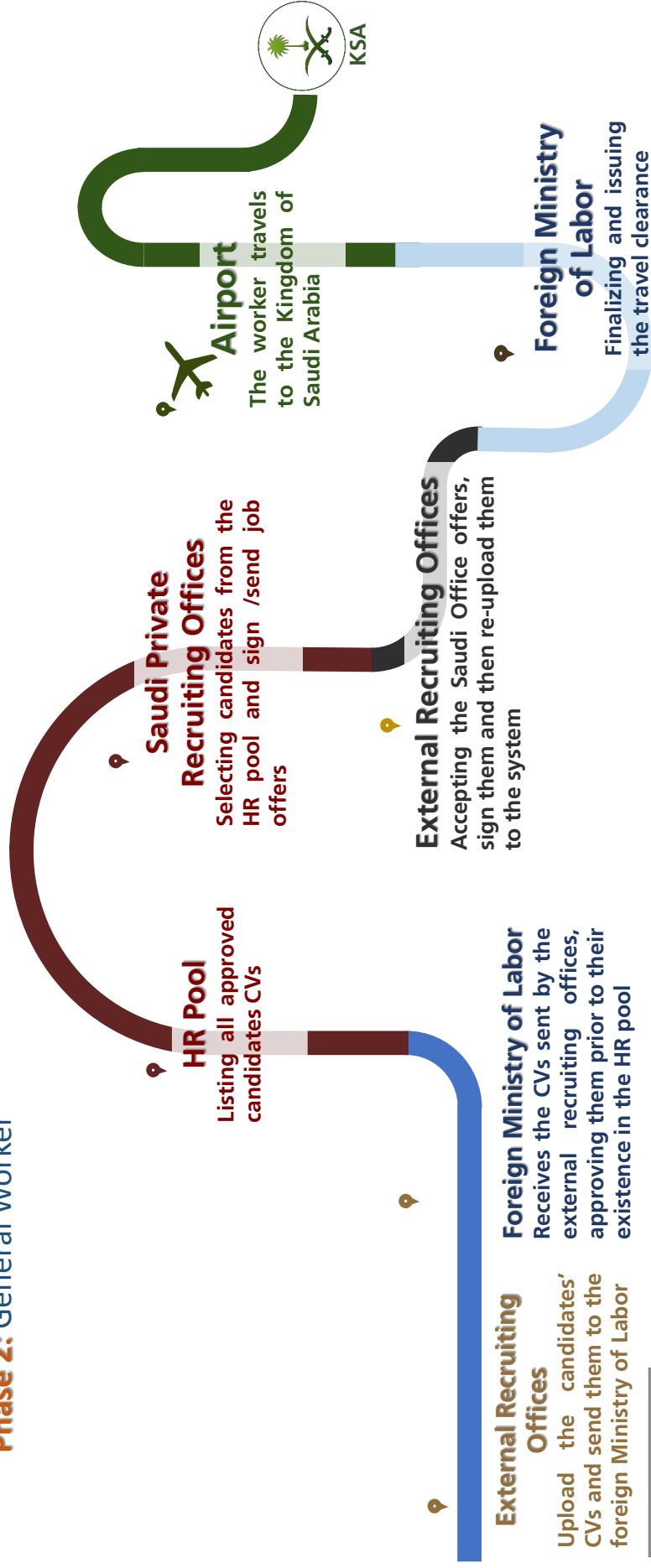
of travel permissions



E-Recruitment: Customer Journey

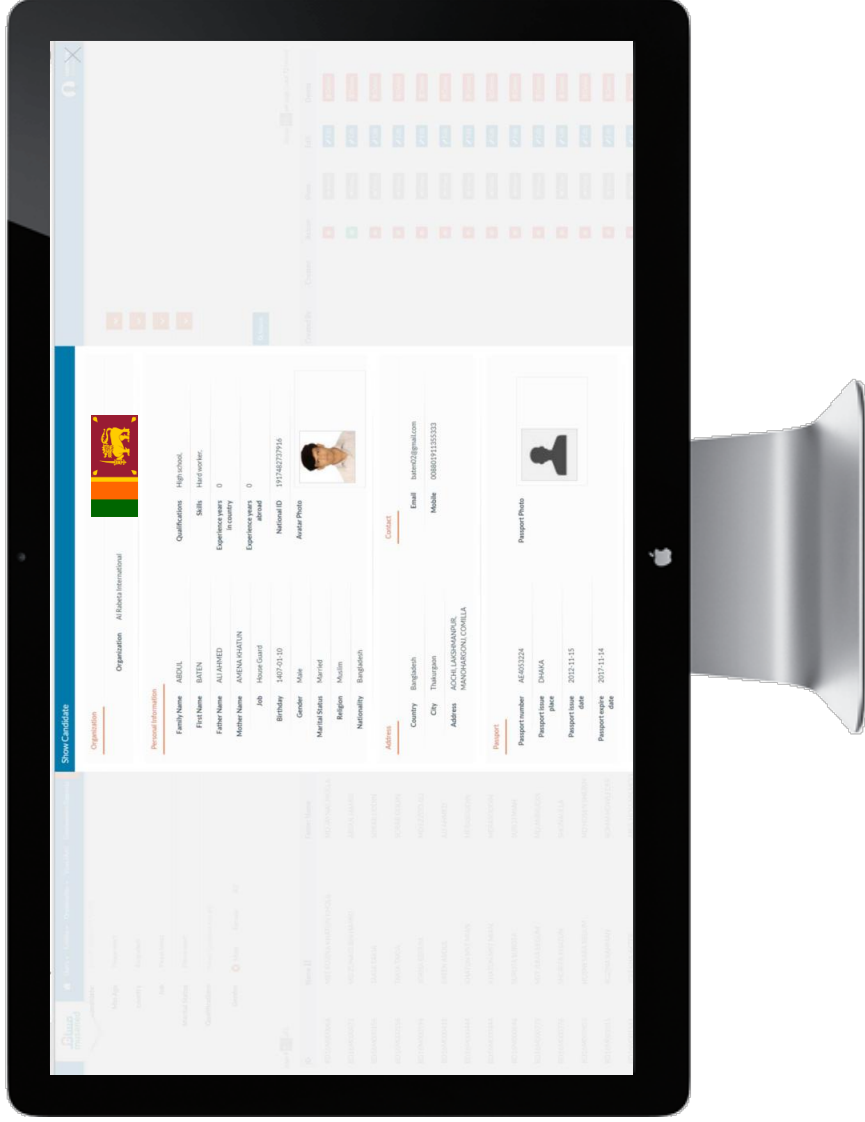
Phase 1: Domestic Labor

Phase 2: General Worker



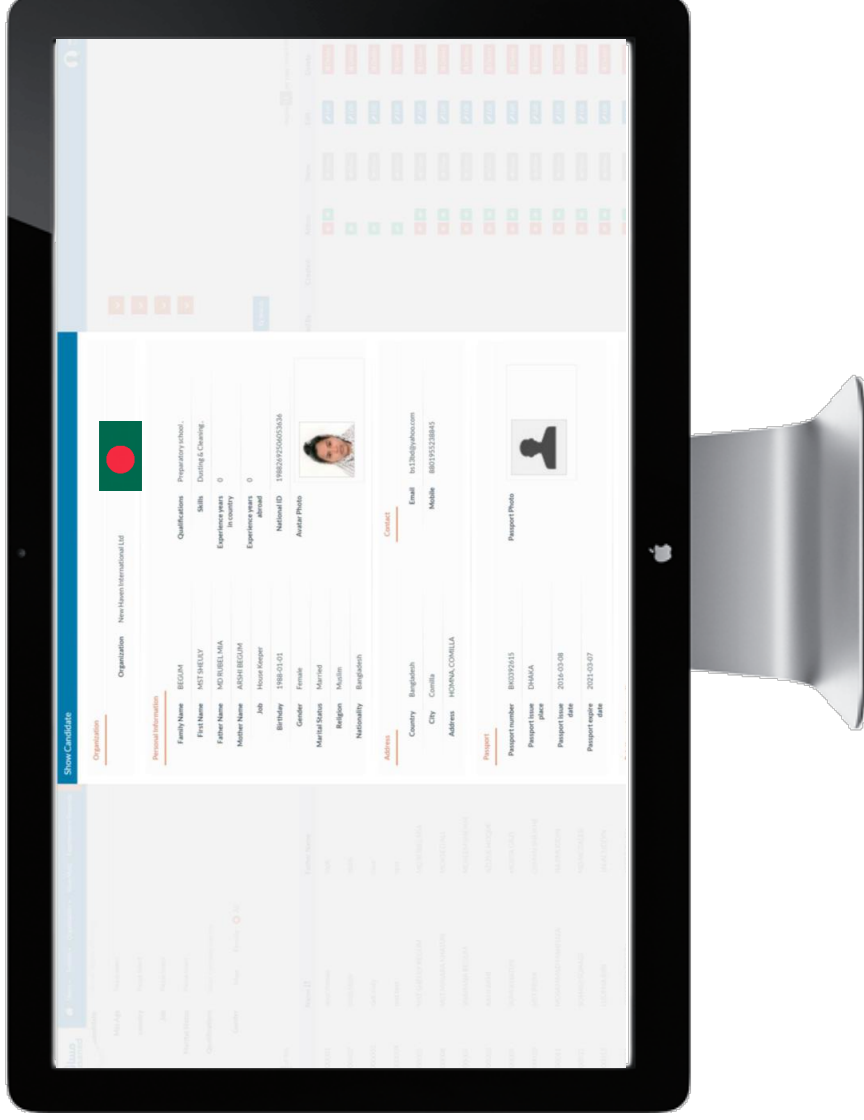
- Inactivated
- Training Centres
- Medical Checks

Screenshot: E-Recruitment



HR CV Pool

Screenshot: E-Recruitment



HR CV Pool



Thank You...

