

Article 81 of the Saudi Labor Law stipulates that resignation without a notice period includes the following components:

The worker has the right to leave work without notice while retaining all his statutory rights, in any of the following cases:

- If the employer does not fulfill his fundamental contractual or legal obligations towards the worker.
- If it is proven that the employer or his representative committed fraud at the time of contracting with regard to the terms and conditions of work.
- If the employer assigns him, without his consent, to work that is fundamentally different from the work agreed upon and contrary to what is stipulated in Article Sixty of this law.
- If the employer, a member of his family, or the responsible manager commits a violent assault or immoral behavior towards the worker or a member of his family.
- If the treatment of the employer or the responsible manager is characterized by manifestations of cruelty, unfairness or insult.
- If there is a serious danger in the workplace that threatens the safety or health of the worker, provided that the employer was aware of its existence and did not take any measures to remove it.
- If the employer or his representative has pushed the worker by his actions, especially by treating him unfairly or by violating the terms of the contract, until the worker is ostensibly the one who terminated the contract.