

1. **Saudization Policy (Nitaqat)** is the national policy that requires private companies to hire a minimum percentage of **Saudi nationals**. Moreover, priority in hiring should be given to Saudis.

2. **GOSI Policy:** GOSI deductions in Saudi Arabia refer to the mandatory contributions made by both employers and employees towards the General Organization for Social Insurance (GOSI). These deductions are a percentage of the employee's salary and housing allowance, funding various social security benefits. Saudi nationals contribute 9.75% and employers contribute 11.75%, while expatriates only have a 2% employer contribution.