





*In the name of God  
the Compassionate  
the Merciful*



# PART I

## DEFINITIONS AND GENERAL PROVISIONS



PART I

DEFINITIONS AND  
GENERAL  
PROVISIONS



PART I  
DEFINITIONS AND  
GENERAL  
PROVISIONS  
Chapter One  
Definitions

(3) Worker's unpaid absences from work for intermittent periods not exceeding twenty days per work year.

Basic Wage: All that is given to the worker for his work by virtue of a written or unwritten work contract regardless of the kind of wage or its method of payment, in addition to periodic increments.

Actual Wage: The basic wage plus all other due increments decided for the worker for the effort he exerts at work or for risks he encounters in performing his work, or those decided for the worker for the work under the work contract or work organization regulation. This includes:

(1) The commission or percentage from sales or profits paid against what



PART I

Chapter Two

DEFINITIONS AND  
GENERAL  
PROVISIONS



PART I  
DEFINITIONS AND  
GENERAL  
PROVISIONS  
Chapter Two  
General Provisions

(5) Non-Saudi workers entering the Kingdom to perform a specific task for a period not exceeding two months.

(6) Players and coaches of sports clubs and federations.

The Ministry shall, in coordination with the competent authorities, draft regulations for domestic helpers a a TWa 'govhenkt8kz), 1670'W'1i670'Wfor 7kIDegulations '14zzWraft'1





**PART I**  
**DEFINITIONS AND**  
**GENERAL**

PART I



PART II

ORGANIZATION  
OF RECRUITMENT

Chapter One

Employment Units

Article (22):

The Ministry shall provide employment units, free of charge, at locations convenient for employers and workers, which shall undertake the following:

- (1) Assisting workers in finding suitable jobs and aiding employers in recruiting suitable workers.
- (2) Gathering necessary information on the labor market and its developments and analyzing such information to make it available to various public and



**PART II**

ORGANIZATION  
OF RECRUITMENT

**Chapter One**

Employment Units



PART II  
ORGANIZATION  
OF RECRUITMENT

Chapter Two  
Employment of the Disabled

*Article (28):*

Each employer employing twenty- five workers or more where the nature

**PART II**

ORGANIZATION  
OF RECRUITMENT

**Chapter Three**

Private Offices for Recruitment of Citizens  
and Private Offices for Recruitment from Abroad

Article (30):

PART III  
EMPLOYMENT OF NON-SAUDIS



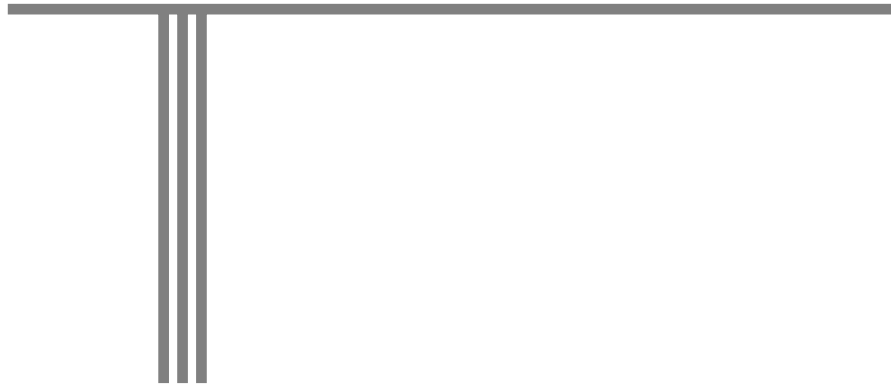
**PART III**  
EMPLOYMENT  
OF NON-SAUDIS







PART IV  
TRAINING AND QUALIFICATION



PART IV  
TRAINING AND  
QUALIFICATION

PART IV

TRAINING AND  
QUALIFICATION

Chapter Two

Qualification and Training Contract of Workers other  
than the Employer's

**Article (45):**

The training or qualification contract is a contract which commits the employer to train and qualify a person for a specific profession.

**Article (46):**

The training or qualification contract shall be in writing, indicating the profession for which the training is contracted, the duration of training and

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PART V  
WORK RELATIONS



PART V  
WORK  
RELATIONS

PART V

WORK  
RELATIONS

Chapter One

Work contract



PART V

WORK  
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Chapter One

PART V  
WORK  
RELATIONS

Chapter Two  
Duties and Disciplinary Rules  
First: Employers' Duties

## LABOR LAW

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PART V

(2) Take due care of the employer's machinery, tools, supplies and raw

WORK

RELATIONS

Chapter Two

Duties and  
Disciplinary Rules

PART V

WORK

RELATIONS

Chapter Two

Duties and  
Disciplinary Rules





PART V

WORK PART V

## LABOR LAW

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**PART V**

**WORK  
RELATIONS**

**Chapter Three**

**Termination of  
Work Contract:**

PART V

WORK  
RELATIONS

Chapter Three

Termination of  
Work Contract:

PART V  
WORK  
RELATIONS

Chapter Four  
End-of-Service Award

Article (84):

Upon the end of the work relation, the employer shall pay the worker an end-of-service award of a half-month wage for each of the first five years and a one-month wage for each of the following years. The end-of-service award shall be calculated on the basis of the last wage and the worker shall be entitled to an end-of-service award for the portions of the year in proportion to the time spent on the job.

Article (85):





PART VI

WORK

CONDITIONS AND  
CIRCUMSTANCES

Chapter One

Wages

Article (89):



PART VI

WORK

CONDITIONS AND  
CIRCUMSTANCES

Chapter One

Wages

PART VI

WORK  
CONDITIONS AND  
CIRCUMSTANCES

Chapter One

Wages

PART VI

WORK

CONDITIONS AND



PART VI

Chapter Three

WORK

CONDITIONS AND  
CIRCUMSTANCES

PART VI  
WORK  
CONDITIONS AND  
CIRCUMSTANCES  
Chapter Three  
Rest Periods and  
Weekly Rest Days

Second: Weekly Rest Days

Article (104):

(1) Friday shall be the weekly rest day for all workers.

After proper notification of the competent labor office, the employer may replace this day for some of his workers by any other day of the week. The employer shall allow the workers to perform their religious obligations. The weekly rest day may not be compensated by cash.

PART VI (1) Annual inventory activities, preparation of the budget, liquidation,

WORK

CONDITIONS AND  
CIRCUMSTANCES

Chapter Three

Rest Periods and  
Weekly Rest Days



PART VI

Chapter Four

WORK

Leaves

CONDITIONS AND  
CIRCUMSTANCES

Article (109):

**PART VI**

**WORK  
CONDITIONS AND  
CIRCUMSTANCES**

**Chapter Four**

**Leaves**



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PART VII

PART-TIME WORK



## PART VIII

### PROTECTION AGAINST OCCUPATIONAL HAZARDS,

PART VIII

PROTECTION

## **PART VIII**

PROTECTION  
AGAINST  
OCCUPATIONAL  
HAZARDS,

MAJOR  
INDUSTRIAL  
ACCIDENTS AND  
WORK INJURIES,

AND HEALTH AND  
SOCIAL SERVICES

### **Chapter One**

Protection Against  
Occupational  
Hazards

PART VIII  
PROTECTION  
AGAINST  
OCCUPATIONAL  
HAZARDS,  
MAJOR  
INDUSTRIAL  
ACCIDENTS AND  
WORK INJURIES,  
AND HEALTH AND  
SOCIAL SERVICES

Chapter Two  
Protection Against Major Industrial Accidents

Article (127):

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**PART VIII**

PROTECTION  
AGAINST  
OCCUPATIONAL  
HAZARDS,

MAJOR  
INDUSTRIAL  
ACCIDENTS AND  
WORK INJURIES,  
AND HEALTH AND  
SOCIAL SERVICES

**Chapter Three**  
Work Injuries

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**PART VIII**

PROTECTION  
AGAINST  
OCCUPATIONAL  
HAZARDS,

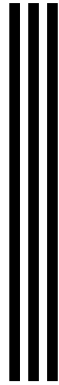
MAJOR  
INDUSTRIAL  
ACCIDENTS AND  
WORK INJURIES,

AND HEALTH AND  
SOCIAL SERVICES

**Chapter Four**

Medical and Social  
Services





Article (149):

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such leave. A female worker shall not be paid any wages during her regular annual leave if she has enjoyed in the same year a maternity leave with full wage. She shall be paid half her wage during the annual leave if she has enjoyed in the same year a maternity leave at half wage.

**Article (153):**

An employer shall provide medical care for female workers during pregnancy and delivery.

**Article (154):**

When a female worker returns to work following a maternity leave, she shall be entitled, in addition to the rest periods granted to all workers, to a rest period or periods not exceeding in aggregate one hour a day for nursing her infant. Such period or periods shall be calculated as part of the actual working hours and shall not entail any reduction in wages.

**Article (155):**

An employer may not terminate the employment of a female worker or give her a warning of the same while on maternity leave.

**Article (156):**

An employer may not terminate the employment of a female worker during illness resulting from pregnancy or delivery, and such illness shall be established by a certified medical report, provided that the period of her







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Article (164):

Article (166):







(1) Seamen's obligations and duties, organization rules and regulations, work conditions, board and discipline



the vessel chandler. This shall be regulated by a decision to be issued by the Minister.

**Article (179):**

Working hours aboard the vessel while on the high seas shall not exceed fourteen hours in a twenty four hour period and not more than seventy two hours in a seven-day period.

**Article (180):**

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(2) If the voyage is cancelled at the outset, for reasons beyond the Chandler's



## PART XII

**Article (185):**

Working in mines and quarries shall mean the following:

- (1) Operations involving prospection, detection, extraction or manufacture of (solid or liquid) mineral substances, including precious stones, in the area for which the license has been issued.
- (2) Operations involving extraction, concentration or manufacture of

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**Article (188):**

The actual working hours spent by the worker underground shall not exceed seven hours a day. No worker shall be kept at the workplace, above or under ground, for more than ten hours a day. If the work is conducted

the employer shall appoint a trained technician to supervise the rescue and first aid operations.

**Article (193):**

Without prejudice to the provisions of Article (142) of this Law, the employer of each mine or quarry with at least fifty workers shall set up a suitable location with a room equipped with rescue and first aid equipment, another room for nursing and one or more locker rooms. As for quarries and mines with less than fifty workers located withi2RKE3Eqwitd DrgipmentqSCkilopmaatarsD4Sefadi of rescue and first ind quarrieK and mine,d alsue asitabisEs

PART XIII  
WORK INSPECTION



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pursuant to the provisions of this Law and related decisions, and

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on the work inspection activities, the aspects of inspection, the firms inspected, the number and type of violations committed and the actions

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**Article (207):**

The Ministry shall prepare forms for recording violations, inspection



## PART XIV

### COMMISSIONS FOR SETTLEMENT OF LABOR DISPUTES



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when necessary, delegate the commission formed at the nearest labor office with the duties and jurisdictions of the commission which has not been formed.

**Article (214):**

The Preliminary Commission shall have jurisdiction to:

(1) Render final decisions on:

- (1.1) Labor disputes, irrespective of their type, the value of which does not exceed ten thousand riyals.
- (1.2) Objection to the penalty imposed by the employer upon the worker.
- (1.3) Imposition of the punishments provided for in this Law for a violation of which the punishment does not exceed five thousand riyals and violations with a combined punishment not exceeding five thousand riyals.

(2) Render preliminary decisions on:

- (2.1) Labor disputes the value of which exceeds ten thousand riyals.
- (2.2) Disputes over compensations for work injuries, irrespective of the amount of the compensation.
- (2.3) Disputes over termination of service.

the punishment of which exceeds five thousand riyals and violations with a combined punishment exceeding five thousand riyals.

(2.5) Imposition of punishments on violations punishable by fines and



## LABOR LAW

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PART XV  
PUNISHMENTS



Article 6(B):

The punishments provided for in this Part shall apply in the absence of



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## PART XVI





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