

Ministerial Decision

The Minister of Human Resources and Social Development,

Based on the powers legally delegated to him, Having considered the provisions of Article 3, Article 11 bis, Article 27, and Article 36 of the Labor Law issued by Royal Decree No. (M/51), dated 23/08/1426 H, amended by Royal Decree No. (M/24), dated 12/05/1434 H, amended by Royal Decree No. (M/1), dated 22/01/1435 H, amended by Royal Decree No. (M/46), dated 05/06/1436 H, amended by Royal Decree No. (M/14), dated 22/02/1440 H, amended by Royal Decree No. (M/134), dated 27/11/1440 H.

And upon reviewing Ministerial Decision No. 95296 dated 11/5/1439 H regarding the Localization of sale outlets in (12) economic activities, and Ministerial Decision No. 32630 dated 16/2/1440 H, regarding the indicative guide for Localization of sale outlets in (12) economic activities, and the High Ministerial Decision No. 38100 dated 15/08/1433 H, including approval of a program to entice firms, to Localize jobs, and the Ministerial Decision No. 12989/29 dated 3/8/1415 H, ordering the restriction of work in grocery stores to Saudis. Given the requirements of the public interest.

Decides as follows:

First: Localizing wholesale and retail outlets in the following economic activities:

Economic Activities	Date of Commencement of Implementation
Sale of books, and laboratory and stationery tools	1/1/1442 H 20/8/2020 AD
Sale of toys and bicycles	
Sale of plastics, soaps and detergents	
Sale of water and drinks	
Sale of meat, poultry, fish, eggs and dairy	

Sale of fruits, vegetables, dates and vegetable oils	
Sale of coffee, tea, honey, sugar and spices	
Sale of grains, seeds, flowers, plants and agricultural materials	
Sale of gifts, jewelry, handicrafts and antiquities	

Second: The implementation of the Decision regarding the activities defined above, starts on 1/1/1442 H.

Third: Sales outlets in the aforementioned activities will be Localized at a minimum rate of %70, in accordance with the standards, conditions and exceptions set out in the instruction manual No. 32630, dated 16/2/1440 H, which will be updated on the ministry's website in conjunction with this decision, and in accordance with previous ministerial decisions related to Localization of jobs.

Fourth: This decision shall be implemented in parallel with the Localization decisions in the regions, and in the case of a difference in the percentage of Localization, the higher percentage shall be implemented.

Fifth: the ministry shall take all the necessary procedures to ensure that firm implement this decision, and penalties will be applied to the violating firms according to the violations and penalties table according to Ministerial Resolution No. 178743 dated 27/9/1440 H, while taking account of any amendments to this decision.

Sixth: This Decree cancels all previous decisions that contradict it.

Seventh: The Decree shall take effect from the date of its issuance, and it shall be published on the Ministry's website and in official Gazette.

Eighth: The Vice Minister for Labor shall take the necessary actions to inform and implement this decision, and this decision is subject to periodic review whenever the need arises, according to changes in the labor market.

God Bless

Minister of Human Resources and Social Development

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Eng. Ahmed bin Sulaiman Al-Rajhi