

Minister's Office Ministerial Decision

The Minister of Human Resources and Social Development,
Based on the powers legally delegated to him.

And after reviewing the work 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 after reviewing the implementing regulations of the labor law and its annexes issued by Ministerial Decision No. (70273) dated 11/04/1440 H, he decides as follows:

1. Adding Article No. (41) to the implementing regulations of the labor law issued by Ministerial Decision No. (70273) dated 11/04/1440 H. stating the following:
 - In the event that the Kingdom took, according to what it saw, or on the basis of what was recommended by a specialized international organization, measures in the matter of a situation or circumstance requiring a reduction in working hours, or precautionary measures that limit the aggravation of that situation or that circumstance, which is included in the description of force majeure mentioned in paragraph (5) of article (74) of the law, then the employer initially agrees with the worker - within the following six months to start taking the following measures:
 - a. Reducing the worker's wage, in proportion to the number of actual working hours
 - b. Granting the worker a leave counted from his due annual leave days

- c. Granting the worker unpaid leave, as stipulated in Article (one hundred sixteen) of the law.
- Termination of the employment contract after that is not legal if it is proven that the employer has benefited from any subsidy from the Kingdom to face that situation.
- This does not prejudice the worker's right to terminate the employment contract.
2. This decision shall be published in the Official Gazette and on the Ministry's website, and shall take effect from the date of its publication
3. The Vice Minister for Labor shall take the necessary measures to implement this decision.

Minister of Human Resources and Social Development
Eng. Ahmad bin Sulaiman Alrajhi
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