

## Ministerial Decision

The Minister of Labor and Social Development, pursuant to the powers legally delegated to him, and after reviewing the Labor Law issued by the Royal Decree No. (M / 51) dated 23/08/1426 H, and amended by the Royal Decree No. (M / 24) dated 12/05/1434 H, and amended by the Royal Decree No. (M / 46) dated 05/06/1436 H, amended by the Royal Decree No. (M / 14) dated 22/02/1440 H, and the Article Eleven bis, and after reviewing the Ministerial Decision No. (1/1/4624/P) dated 21/10/1433 H concerning the counting of persons with disabilities in the Program of Incentivizing firms to localization Jobs (Nitaqat), and based on Ministerial Decision No. 1/1/4763 dated 24/12/1436 H, regarding the definition of disability and work and the guiding table of the Resolution, and in order to improve the performance of the labor market, and based on the requirements of the public interest.

Decides as follows:

**First:** Med-level firms (from 50 to 499 worker) of all categories (A, B, and C) that are employing or intending to employ persons with disabilities, in case they wish to obtain a worker calculation weight from persons with disabilities by four workers (4:1) in the Program of Incentivizing firms to localization (Nitaqat), shall obtain a supportive work environment certificate for the work of persons with disabilities (which called Mowa'amah Certificate) from the entity or entities approved by the Ministry and published on the Ministry's website by registering in the online Mowa'amah's portal and follow the statutory requirements to obtain the certificate before the date of 02/01/1441 H (01/09/2019).

**Second:** In the event that the med-level firm is not able to obtain a Mowa'amah certificate and present it to the Ministry within the period specified in Clause (First), the weight of the worker's calculation of persons with disabilities in the Program of Incentivizing firms to localization (Nitaqat) will be reduced to two workers only. A year later, and as of the date 01/01/1442 H corresponding to (08/20/2020), the weight of the calculation of the worker of persons with disabilities will be reduced to one worker in the event that the med-level firm is unable to obtain the Mowa'amah Certificate and submit it to the Ministry.



Human Resources and  
Social Development

Ministry of Labor and Social  
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**Third:** The Ministry has the right to reduce the weight of the calculation of the worker of persons with disabilities to the med-level firm in the Program of Incentivizing firms to localization (Nitaqat) in the event that it is proven that the firm does not comply with the requirements of Mowa'amah Certificate or tamper therewith after its issuance and during its validity period.

**Fourth:** This Decision shall repeal all previous resolutions that are inconsistent therewith, and it shall be included in the Nitaqat program document.

**Fifth:** This Decision shall come into force as of the date of its issuance, and shall be published on the ministry's website.

**Sixth:** The Vice Minister shall take the necessary measures to implement this decision.

God Bless,  
Minister of Labor and Social Development  
Eng. / Ahmed bin Sulaiman Al Rajhi