

Minister's Office
Ministerial Decision No. (1592) Dated 28/05/1437 H.

The Minister of Labor, after reviewing the provisions of Articles 11 bis and (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, Royal Decree No. (M/46) dated 05/06/1436 H, based on the public interest requires, and based on the powers legally delegated to him by law, he **decides as follows:**

1. Work in the activity of selling and maintaining mobile phones and their accessories is limited to Saudis.
2. This decision will be implemented according to the following phases:

Phase	Description	End of time limit
1	The Saudis shall be at least 50% of the workers in the sales or maintenance outlets	1 Ramadan 1437 AH
2	The Saudis shall be 100% of the workers in the sales or maintenance outlets	1 Dhu al-Hijjah 1437 AH

3. Firms that carry out other activities in addition to the activity of selling mobile phones and their accessories and / or the activity of maintaining mobile phones and their accessories, must separate sales and/or maintaining mobile phoned and their accessories from the other activities and limit work in them to Saudis according to the two paragraphs, first and second.
4. The offender shall be subject to the penalty No. (7) contained in Paragraph No. (1) of "first" of Ministerial Decision No. (4786) dated 28/12/1436 AH, which imposes a fine of twenty thousand riyals, which is multiplied by the multiplicity of workers who have been

employed in the occupations limited to Saudis and If the violation is repeated, the fine will be doubled.

5. This decision is effective from the date of its issuance
6. The Vice Minister shall take the necessary actions to inform and implement this decision

Minister of Labor
Mafarj bin Saad Al-Haqbani
//Signed//