

## Ministerial Decision

**The Minister of Labor and Social Development,**  
Based on the powers legally delegated to him,  
Having considered the provisions of Articles 11 bis 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/46), dated 05/06/1436 H, amended by Royal Decree No. (M/14), dated 22/02/1440 H and after reviewing Ministerial Decision No. (6773), dated 21/04/1423 H, regarding the jobs that non-Saudis are prohibited from working in, and by extension of the Memorandum of Integration signed between the Saudi Commission for Tourism and National Heritage and the Ministry of Labor and Social Development on 13/04/1438 H, regarding increasing the Localization rate in the sectors of tourism and national heritage, and other fields mentioned in the memorandum in support of the development of national tourism human resources. Given the requirements of the public interest.

**Decides as follows:**

**First:** All provisions of this Decision shall apply to the following activities:

No.	firm Type				Classification
1	Hotels		Heritage Hotels		3 stars and above
2	Resorts	Hotel Apartments	Hotel villas	Heritage hotel villas	4 stars and above

**Second:** Limiting work to Saudis by %100 of workers in the following departments and their sub-units:

- Reservations Management
- Purchase Management
- Sales and Marketing Management (except for the following jobs: Sales Manager, Events and Conference Sales Manager).
- Front Office Management (except for the following jobs: luggage carrier, valet parking, driver, doorman).

No.	Job Title		
1	Deputy General Manager	7	Restaurant or Cafe Host
2	(Assistant Department Manager / Assistant Manager) for Information Technology	8	Tourist Information Clerk
3	SPA Supervisor	9	Executive Secretary
4	Hotel's General Services Supervisor	10	Public Administrative Clerk
5	Goods Receipt Clerk	11	Administrative Employee
6	Room Service Requests Recipient	12	Management Coordinator

**Fourth:** Localize the following jobs as follows:

- Apply Localization rate of not less than %70 in the two jobs: Sales Manager, Events and Conference Sales Manager.
- The number of Saudis should not be less than one employee in the following jobs - if any - for each firm:

No.	Job Title		
1	Food and Beverage Supervisor	3	Room Service Supervisor
2	Party Service Supervisor	4	Laundry Supervisor

**Fifth:** This Decision shall be applied in the rates mentioned in the above clauses (Second, Third and Fourth) as of the dates shown in the following table:

Workers	Supervisors / Assistant Directors	Directors
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**Sixth:** It is prohibited for Employers to recruit or transfer services or assign work or to use expatriate workers for the jobs mentioned in the Decision, whether directly or indirectly, according to the schedule for implementing the Decision.

**Seventh:** This Decision is integrated with the Decisions received regarding the Localization of activities according to the memoranda of understanding with the Emirates of the regions that were signed and according to the dates mentioned in them, and in the event of a difference in the Localization rate, the higher rate will be applied.

**Eighth:** The firm that violates the provisions of this Decision shall be subject to the penalty for violating the Localization of professions restricted to Saudi men or women mentioned in the violations and penalties table approved by the Ministry.

**Ninth:** The Vice Minister for "Labor" must take the necessary actions to inform and implement this Decision.

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