

**Ministerial Decision No. 1032 dated 03/01/1436 H**

The Minister of Labor,  
after reviewing the Articles (122) and (243) of the Labor Law issued by  
the Royal Decree No. M / 51 dated 23/08/1426 H, and after reviewing  
the Ministerial decision 551/1 dated 17/02/1429 H,  
and pursuant to the powers legally delegated to him,  
**Decides as follows:**

**Firs:** If the work is performed in open places, the employer shall, in  
harsh climatic conditions during heavy rains, or extreme cold, take the  
necessary precautions and all measures followed in such  
circumstances, and provide preventive safety measures - including  
providing workers with appropriate clothing - to protect workers from  
the hazards arising therefrom, before commencing the works.

**Second:** The employer shall raise the level of workers 'awareness to  
deal with these climatic conditions, and direct them to use preventive  
safety measures.

**Third:** The worker, while working in those climatic conditions, shall  
take caution and prudence, and use the preventive safety means and  
maintain them.

**Fourth:** The penalty provisions stipulated in Article (236) of the Labor  
Law, shall be applied to the firm that violates this decision.

**Fifth:** The Vice Minister shall take the necessary measures to make this  
Decision enforceable and informed.

God Bless,  
Minister of Labor  
// Signed //  
Adel bin  
Mohammed  
Fakih