

## Ministerial Decision

The Minister of Human Resources and Social Development has decided the following, based on the powers vested in him, And,

After reviewing the labor law issued by Royal Decree No. (M / 51) dated 23/8/1426 AH as amended by Royal Decree No. (M / 24) and dated 12/5/1434 AH as amended by Royal Decree No. (M / 1) dated 22/1/1435 AH as amended by Royal Decree No. (M / 46) dated 5/6/1436 AH amended by Royal Decree No. (M / 14) dated 22/2/1440 AH amended by Royal Decree No. (M / 134) dated 24/11/1440 AH.

And, After reviewing the provisions of Article (4), Article (11) repeated, and Article (12) of the labor law, and after reviewing the Implementing Regulations for the labor law and its annexes issued by Ministerial Resolution No. (70273) dated 11/4/1440 AH. As well, in view of the requirements of the labor market regulation:

**First:** The first paragraph of Article (38) regarding work behavior controls of the unified form of the work organization regulation to shall be amended to the following:

"Every entity must regulate the requirements of the uniforms of its workers, both men and women, in a manner that does not contradict the Sharia provisions. It must also include written instructions to ensure that employees adhere to the uniform that secures a trustworthy professional appearance and is commensurate with the worker's tasks at the workplace, and the penalties for violating such uniform. Provided that the facility displays these requirements separately in a visible place in the facility or any other means that ensure that those subject to it know their provisions and their acknowledgment of their knowledge.

**Second:** The penalties stipulated by the Labor Law and the Ministerial Regulations and Decisions issued in implementation of this decision shall be applied against the establishment that violates this decision.

**Third:** This decision shall come into effect as of 19/5/1442 AH corresponding to 3/1/2021 AD, and shall be published on the ministry's website.

**Fourth:** The Vice Minister of labor must take the necessary actions to implement this decision.

Greetings,

Minister of Human Resources and Social Development  
Eng. Ahmed bin Sulaiman Al-Rajhi  
//Signed//