

Approval to amend Article No. (4) of the Implementing Regulation of the Labor Law and its Annexes

The Minister of Human Resources and Social Development,

Based upon powers granted to him by law,

Having reviewed provisions of Articles Nos. (12) and (13) of the Labor Law issued by the Royal Decree No. (M/51) dated on 23/8/1426 H, as amended by the Royal Decree No. (M/24) dated on 12/5/1434 H, as amended by the Royal Decree No. (M/1) dated on 22/2/1435 H, as amended by the Royal Decree No. (M/46) dated on 5/6/1436 H, as amended by the Royal Decree No. (M/14) dated on 22/2/1440 H, as amended by the Royal Decree No. (M/134) dated on 27/11/1440 H, having reviewed the Implementing Regulation of the Labor Law and its Annexes issued by the Ministerial Decision No. (70273) on 11/4/1440 H, as amended by the Ministerial Decision No. (142906) dated on 13/8/1441 H, as amended by the Ministerial Decision No. (146481) dated on 7/9/1441 H, do hereby decide the following:

1: Approve to amend Article No. (4) of the Implementing Regulation of the Labor Law and its Annexes issued by the Ministerial Decision No. (70273) on 11/4/1440 H, as amended by the Ministerial Decision No. (142906) dated on 13/8/1441 H, as amended by the Ministerial Decision No. (146481) dated on 7/9/1441 H, to be as follows:

- In implementing provisions of paragraph (2) of Article No. (12) and provisions of paragraph (2) of Article No. (13), the firms shall prepare its own Labor Regulation to be reviewed and approved by the certified law firms on the Ministry's website, so that the law firm, in turn, ensures that it does not conflict with



provisions of the Labor Law and its Implementing Regulation and Annexes and the decisions issued in implementation thereof, and also refers it to the competent entity in the Ministry as per the prescribed procedures. The firms whose number of workers is less than (50) shall choose the standard form of Labor Regulation via the Ministry's website without any amendment or addition thereto, and follow the necessary steps for its approval and issuance of an e-certificate thereof.

- The firms that have already approved its own Labor Regulation are exempt from preparing a new Labor Regulation in accordance with the standard form attached to this Regulation, if all articles stipulated therein are compatible with the Labor Law, this Regulation, and the standard form of Labor Regulation and the decisions issued thereunder. If it includes articles in conflict with the aforementioned, such articles are deemed to be void and the facility shall amend such articles to be compatible with the Labor Law, this Regulation, and the standard form of Labor Regulation and the decisions issued thereunder, in accordance with the two procedures mentioned in paragraph (1-2) of this article.

2: This Decision shall be published in the official Gazette and the Ministry's website, and shall enter into force as of the date of its publication.

3: The Vice Minister shall take the necessary action to implement this Decision.

Allah is the Arbiter of Success



Ministry of Labor and Social
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Minister of Human Resources and Social Development
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