

## Ministerial Decision

The Minister of Labor and Social Development,

Based on the powers legally delegated to him, and after reviewing the provisions of Articles (Eleven bis and Twenty-Sixth) of the Labor Law issued by the Royal Decree No. (M / 51) dated 23/08/1426 H and amended by the Royal Decree No. (M / 24) dated 12/05/1434 H, and amended by the Royal Decree No. (M / 46) dated 05/06/1436 H, amended by the Royal Decree No. (M / 14) dated 22/02/1440 H, amended by the Royal Decree No. (M / 134) dated 27/11/1440 H, and after reviewing Ministerial Decision No. (4040) dated 12/10/1432 H, regarding the approval of the Document of the Program for Incentivizing Firms to Localization (Nitaqat), and after reviewing Council of Ministers Resolution No. (337) dated 25/06/1439 H issued regarding the Localization of operating and maintenance programs jobs in government sectors, and the purport of the Paragraph (1/C) of Clause "Second" thereof, to assign the Ministry of Labor and Social Development to increase the Localization percentages of the jobs targeted in the operation and maintenance program, to exceed (%36), and after reviewing the Council of Ministers Resolution No. (20) dated 8/01/1440 H regarding the approval of the National Plan for Employment in the Public and Private Sectors.

Decides as follows:

First: Localization percentages for the operation and maintenance contracts are adopted in all operation and maintenance contracts of government agencies, and they are applied in all requests for support thereon, according to the professions targeted for Localization, as follows:

	Electri city	Mecha nics	Equip ment	Ci vil	Saf ety	I T	Gene ral servi ces	Administ rative and Support
Administrative	%50							
Engineering and Specialized	%30							
Supervisory	%40				%100			
Technical	%30				%50			
Operational and Professional	%30				%70			
Low-Skilled workers	To be determined by the government entity in each contract based on the Localization opportunities it deems appropriate							

Second: The purport stated in the Clause "First" of this Resolution shall be applied to all companies in which the State shares a percentage of not less than (%51) of its capital.

Third: This Decision shall repeal all prescriptions and provisions that may contradict therewith, and it shall be included in the government endorsements portal and the Expatriate Recruitment Guide.

Fourth: This Decision shall come into force as of the date of its issuance, and it shall be notified to whomever is required for the implementation thereof.



Human Resources and  
Social Development

Ministry of Labor and Social  
Development  
Kingdom of Saudi Arabia  
Minister's Office  
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God Bless,  
Minister of Labor and Social Development  
Eng. / Ahmed bin Sulaiman Al Rajhi  
//Signed//