

### Ministerial Decision

The Minister of Labor and Social Development,

Based on the powers legally delegated to him,

Having considered 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, amended by Royal Decree No. (M/134), dated 27/11/1440 H and Article 11 bis, Article 26 and Article 121, and after reviewing the telegram of the Royal Authority No. (38100) dated 15/08/1432 H, which includes the approval of the firms Incentive Program to Localize jobs "Nitaqat", and after reviewing Ministerial decision No. (4040), dated 12/10/1432 H and Ministerial decision No. (939), dated 20/06/1438 H, related to "Nitaqat" and to improve the performance of the labor market.

Given the requirements of the public interest.

Decides as follows:

**First:** The firms targeted for the economic activities described in this clause shall comply with the following employment requirements:

**A. Targeted Economic Activities:**

Construction and Building, Petroleum and Natural Gas, Electricity, Water and Gas, Health Services, Mines and Quarries, Cement Industry, Petrochemicals, Coal and Rubber Industries, Ready Mix Concrete Industry, Stone, Granite and Brick Industry, Manufacturing: Plastic, Bottled Beverages and Synthetic Disposable Materials. Manufacturing: Metal manufacturing, chemical industries, transportation sector industries, general manufacturing of consumer goods and others. Manufacturing: industries of foodstuff, plastics, weaving, building materials, carpentry, machinery, household appliances and their accessories, dairies, manufacture of jewelry, jewelry and coinage.

**B. The minimum requirements for Employment, Localization, Targeted firms, and Graduation:**

Equation 1 to 50 (1:50): one worker (1) occupational safety and health for every (50) fifty workers for the firm shall apply to giant, large and medium firms that is, %2 of the total workers, according to the following table:

Facility Size	Date of commencement of the obligation to hire + gradual Localization rates (from the total occupational safety and health personnel)		
	Localization rate not less than %30	Localization rate not less than %50	Localization rate not less than %70
Giant and Large (500 workers or more)	01/04/2020 AD	01/01/2021 AD	01/01/2022 AD
Medium C (200 to 499 workers)	01/04/2020 AD		
Medium B (100 to 199 workers)	02/08/2020 AD		
Medium A (50 to 99 workers)	04/10/2020 AD		

The guideline for calculating employment numbers, Localization rates for professionals and practitioners of the occupational safety and health profession shall be adhered to.

**Second:** The firms targeted in the economic activities described in this clause shall comply with the following employment requirements:

**A. Targeted Economic Activities:**

Other economic activities not mentioned in clause (First).

**B. The minimum requirements for Employment, Localization, Targeted firms, and Graduation:**

Equation 1 to 100 (1:100): one worker (1) occupational safety and health for every (100) fifty workers for the firm shall apply to giant, large and medium firms that is, %1 of the total workers, according to the following table:

Facility Size	Date of commencement of the obligation to hire + gradual Localization rates (from the total occupational safety and health personnel)		
	Localization rate not less than %30	Localization rate not less than %50	Localization rate not less than %70
Giant and Large (500 workers or more)	01/04/2020 AD	01/01/2021 AD	01/01/2022 AD
Medium C (200 to 499 workers)	01/04/2020 AD		
Medium B (100 to 199 workers)	02/08/2020 AD		
Medium A (50 to 99 workers)	04/10/2020 AD		

The guideline for calculating employment numbers, Localization rates for professionals and practitioners of the occupational safety and health profession shall be adhered to.

**Third:** Two main levels are approved for occupational safety and health officials, which are a professional and a practitioner, and under them all fall into the various job titles and descriptions set by the firms. for the profession of occupational safety and health.

**Fourth:** The numbers of workers in the occupational safety and health profession shall be distributed to the level of the professional between %30 - %40, and the level of the practitioner between %60 - %20. In the event that the numbers result in fractions, then they are computed according to what is indicated in the guide.

**Fifth:** The supervisory authorities for economic activities in the two clauses first and second, depending on the nature and need of the activity, can add more requirements for the Localization of the profession than is stipulated in this Decision and in a manner that does not contradict its objective and the provisions of the Labor law.

**Sixth:** The Ministry shall take all necessary measures to ensure the firms' commitment to implementing the provisions of this Decision, and the penalties prescribed by the Labor law and the relevant Ministerial Decisions shall apply to the Facility that violates any of the provisions of this Decision.

**Seventh:** The guideline shall be considered an integral part of this Decision, and it shall be enforced from the date of issuance of this Decision and cancel the relevant Decisions issued by the Ministry that contradict it

**Eighth:** The decision will be published from the date of its issuance on the Ministry's website.

**Ninth:** The Vice Minister for "Labor" shall take the necessary action to implement this decision

God Bless

Minister of Labor and Social Development

// Signed //

Eng. Ahmed bin Sulaiman Al-Rajhi