

## Minister's Office Ministerial Decision

The Minister of Labor and Social Development,  
Based on the powers legally delegated to him.

And after reviewing the work law issued by Royal Decree No. (M/51) dated 23/08/1436 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 based on Article Eleven (bis) of the Labor Law, in order to improve the performance of the labor market and based on what is required by the interest of the work, he **decides as follows:**

1- The adoption of these definitions in explaining the terms of this decision:

- Woman's Work Environment:** It refers to the circumstances surrounding and pertaining to female workers at the time and place of work.
- Entities:** Every project managed by a natural or legal person who employs one or more workers, against a wage of any kind. The enterprise may be a shop or a stand-alone store, a factory, or anything else that applies with the definition of the enterprise.
- Shop:** A place designated to carry out an activity licensed to sell or display one or more commodities, to provide or offer one or more services, - for example, but not limited to: entertainment activity, selling women's supplies, providing meals. A shop is what a closed market, an open market, and a stand-alone market consists of.
- Closed Market:** It is a complex that contains a number of shops, and it may contain entertainment places and restaurants. It may be covered in whole or in part,

- and it has specific entrances and exits that open and close at certain times, and it is usually called (a mall) and it is also called (a commercial complex).
- Open Market:** It is a center that contains a number of shops, partially covered or uncovered. It has no specific entrances and exits, and it is called (a commercial center).
- Stand-Alone Shop:** It is any place designated to carry out a licensed activity to sell or display one or more commodities, or to provide or offer one or more services. It is located outside the closed or open markets in the main roads and streets. It does not meet the definition of a closed or open market.
- The Booth (Kiosk):** It is a small shop and it is not considered as a part of the main fixed building.
- Section:** Any place in the entity that independently sells a commodity or provides a specialized service or a specific activity (the section may be concerned with selling more than one commodity or providing more than one service or activity, provided that the collection is based on the similarity of the nature of the good and / or service and / or activity).
- Subsection:** This is a division of the section, where the activity, service or the sale of the good is divided into two parts according to the gender of the provider of the activity, service, or good. In the event that the word section is mentioned, this shall include the subsection, unless otherwise indicated in the wording of the decision.

2- This decision applies to all entities in the various activities that regularly employ women.

- 3- Feminization and Localization are applied to the open and closed markets stand-alone Shops:**
- For the stand-alone shops, open and closed markets, work in Entities and sections devoted to women's underwear and cosmetics is limited to the Saudi women workers.
  - For the stand-alone shops, open and closed markets, work in Entities and sections is limited to the Saudi men and women in the following women's necessities activities: evening dresses, bridal dresses, women's gowns, women's accessories, maternity care supplies, women's jalabiy as, women's shoes, women's bags, women's socks, women's ready-to-wear clothes.
  - For the stand-alone shops, open and closed markets, work in enterprises and sections is limited to the Saudi men and women with a percentage of 70% in the following women's necessities activities: women's perfumes and women's fabrics.
  - The employer is not obligated to employ Saudi women workers in the self-service sections in pharmacies, supermarkets and hypermarkets in which one of the following women's supplies activities is provided in their commodities: women's underwear and cosmetics.
  - All that was mentioned in the first, second, and third clauses above of "Feminization and Localization Controls in Open Markets, Closed Markets and Stand-alone Shops" applies to all the jobs in those stores, including sales accounting. As for cleaning the shop or loading and unloading goods to and from the shop, not the shop's arrangement. It is permissible to hire non-Saudi workers.
  - In the event that other controls are applied in each provisional emirate of the Kingdom with regard to feminization and Localization in the open and closed markets and stand-alone shops, the employer must adhere to them.



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- 4- The penalties prescribed by the work law and the relevant ministerial decisions shall apply to the enterprises that violates any of the provisions of this decision.
- 5- This decision cancels all the previous decisions issued by the Ministry regarding the regulation of women's work or the employment of women, which are: 793/1 dated 22/05/1426 H, 2838 dated 09/09/1427 H, 1/1/2475/P dated 10/08/1432 H, 1/1/2473/ P dated 10/08/1432 H, 1/1/3732/P dated 28/08/1433 H, 1/1/3729/P dated 28/08/1433 AH, 1/1/3731/P dated 28/08/1432 H, 1/1/3730/P dated 28/08/1432 AH, 2702 dated 29/05/1435 H, 790 dated 22/02/1436 H, 39860 dated 27/02/1440 H, and 39787 dated 27/07/1440 H.
- 6- This decision shall take effect from the date of its issuance and shall be published in the Ministry's website.
- 7- The Vice Minister for labor sector must take the necessary measures to implement this decision.

Minister of Human Resources and Social Development  
Eng. Ahmad bin Sulaiman Alrajhi  
*//Signed//*