

**Minister's Office
Ministerial Decision**

The Minister of Human Resources and Social Development,

Based on authorities duly granted to him.

And having reviewed the Labor Law issued by Royal Decree No. (M/51) dated 23/ 8/ 1426 H, and amended by Royal Decree No. (M/24) dated 12/ 5/ 1434 H, as well as Royal Decree No. (M/46) dated 5/ 6/ 1436 H, having reviewed Royal Decree No. (38100) dated 15/ 8/ 1433 H. encompassing approval of stimulating firms to Localization program (Nitaqat); having reviewed the Ministerial Decision No. (4040) dated 12/10/1432 H; having reviewed Articles (3), (11), (27) and (36) of Labor Law; having reviewed the Ministerial Decision No. (95296) dated 11/ 5/ 1439 H; and having reviewed the Guide to Localization of Outlets in 12 Economic Activities; **he decides as follows:**

- 1. The Guide to Localization of Outlets in 12 Economic Activities shall be approved as per the attachment and shall be valid as of its effective date.**
- 2. The Deputy Minister of Labor Sector shall take the necessary procedures to execute it.**

Minister of Human Resources and Social Development,

Eng. Ahmed bin Suleiman Al-Rajhi

(Signed)



Guide Manual

To Localization of Outlets in
12 Economic Activities

Localization of Outlets in 12 Economic Activities

An overview of the decision related to the Localization of outlets in 12 economic activities as well as of the guidelines that can be used by the firms.

This guide does not replace or contradict the decisions of localization or feminization that have been issued by the Ministry. This guide aims at explaining the fundamental concepts that the firms need to be aware of to implement the decision of localization. Furthermore, it also aims at presenting different support programs provided by the government firms involved in the decision of localization.

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Introduction:

As the Ministry of Labor and Social Development seeks to provide stimulating, productive and stable job opportunities for the citizens in different regions of The Kingdom of Saudi Arabia and increase their participation rate in the labor market, so the Minister of Labor and Social Development issued on 11 Jumada al-awwal 1439 H the Ministerial Decision No. (95296) limiting the work in the outlets of 12 economic activities to Saudi men & women in order to provide the citizens with appropriate job opportunities.

The Ministerial Decision is included under some of the Localization decisions issued by the Ministry in cooperation with a number of government and private firms. Such decisions aimed at providing suitable and motivational work environment for national human resources and increasing the participation rate in the private sector. It was issued in compliance with the Localization strategy hereby the Ministry attempts to develop human capital and enhance its contribution in the economic system.

This guide explains the details of the decision limiting the work in the outlets of 12 economic activities to Saudis, determines targeted activities, general conditions, and the support programs provided by the Ministry, and answers the most Frequent questions.

- Auto and Motorcycle Stores
- Ready-Made Clothes,
- Children's Clothing,
- and Men's Supplies Stores
- Ready-Made Home
- and Office Furniture Stores

**The Minister of Labor and Social Development Decision No. (95296)
Localizing Outlets in 12 Economic Activities
Ministerial Decision**

The Minister of Labor and Social Development,
Based on authorities duly granted to him,
Having reviewed the previous decisions issued for localizing some
economic activities that have not been full executed yet; having
reviewed the plan of the Localization program developed by the
Ministry of Labor and Social Development; and having reviewed
Articles (3), (11), (27) and (36) of Labor Law; **Decreases as follows:**

1. The work in the following activities and profession is limited to
Saudis from both gender:

Activity	Localization Commencement Date
Outlets of ready-made clothes, children's clothing, and men's supplies	1/ 1/ 1440 H.
Outlets of auto and motorcycle	
Outlets of ready-made home and office furniture	1/ 1/ 1440 H.
Outlets of kitchen utensils	
Outlets of watches	1/ 3/ 1440 H.
Outlets of optics	
Outlets of electrical and electronic devices	
Outlets of medical appliances and equipment	1/ 5/ 1440 H.
Outlets of patisserie	
Outlets of automobile parts	
Outlets of construction and building materials	
Outlets of all kinds of carpets	

2. Feminization decisions relevant to activities and stores shall be conformed to.
3. This decision does not contradict localization decisions according to the memorandums of understanding concluded with regional governors on the specified dates.

4. A committee shall be formed of representatives of the Ministry of Labor and Social Development, Human Resources Development Fund and Social Development Bank to develop localized activities program and to coordinate with the related patries firms.
5. The violator shall be subject to the penalty of violating the Localization of the professions limited to Saudi men or women, as indicated in violations and penalties table developed under the Ministerial Decision No. (88478) dated 1/ 5/ 1439 H.
6. Deputy Minister shall take the necessary procedures to announce it and execute it.

Minister of Labor and Social Development,
Ali bin Nasser Al-Ghafis
(Signed)

Targeted Activities:

The national classification of economic activities that the General Authority for Statistics used to classify the economic activities to draft this guide has been approved; so, now, (ISIC4) classification can be reviewed through the Authority following website:

<http://www.stats.gov.sa/ar/النشاط - الاقتصادي/التصنيف - الوطني- isic4 للأنشطة الاقتصادية>

Phase (1)

Localization Commencement Date 1/ 1/ 1440 H

Definition of Outlet:

The place where goods or commodities are sold to the retail and wholesale customers including stores, exhibitions, shopping malls, booths, etc.

1. Outlets of ready-made clothes, children's clothing, and men's supplies

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464121	Wholesale of men's fabrics
464151	Wholesale of men's clothing
464153	Wholesale of children's clothing
464154	Wholesale of men's Bisht, fur, etc.
464155	Wholesale of sportswear
464156	Wholesale of military uniforms
464159	Wholesale of all other clothes
464160	Wholesale of clothing accessories, including (gloves, bow ties, suspenders, prayer beads, and umbrellas)
464171	Wholesale of footwear
464172	Wholesale of sneakers
464179	Wholesale of all other types of footwear
464952	Wholesale of perfumes, makeup and cosmetic soaps
471910	Retail sale of personal goods in the major markets managed by single department, including (clothes, shoes, leather goods, perfumes, and accessories)
477111	Retail sale of ready-made men's clothing
477113	Retail sale of ready-made children's clothing
477114	Retail sale of ready-made clothing to joint stores
477119	Retail sale of ready-made clothing
477116	Retail sale of sportswear

477115	Retail sale of military uniforms*
477120	Retail sale of men's Bisht and women's Abayas and fur
477130	Retail sale of clothing accessories, including (gloves, bow ties, suspenders, prayer beads, umbrellas and other accessories)
477140	Retail sale of footwear
478200	Retail sale of textiles, clothing and footwear in booths and shopping malls
477230	Retail sale of perfumes, makeup, cosmetic soap and incense
477151	Retail sale of products, leather goods and travel accessories
477152	Retail sale of bags
477160	Retail sale of Omani Masar, Ghotra, and Kuma
477190	Retail sale of all other types of clothing, footwear, and leather goods not classified in other place

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

2. Outlets of auto and motorcycle

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
451011	Wholesale and retail sale of new private vehicles, including (ambulances, minibuses, and four-wheel drive)
451012	Wholesale and retail sale of used private vehicles, including (ambulances, minibuses, and four-wheel drive)
451013	Wholesale and retail sale of new heavy vehicles, including (trucks and half lorry)

451014	Wholesale and retail sale of used heavy vehicles, including (trucks and half lorry)
451021	Retail agents of light vehicles under commission
451022	Retail agents of heavy vehicles under commission
451030	Auto Auctions
454010	Wholesale and retail sale of motorcycle and small steam engines

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

3. Outlets of ready- made home and office furniture

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
461018	Retail agents of household goods and furniture
464910	Wholesale of household furniture
465920	Wholesale of office furniture
475910	Retail sale of household furniture
477387	Retail sale and installation of hotel, restaurant, and kitchen equipment

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

4. Outlets of kitchen utensils

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464940	Wholesale of kitchen utensils and table accessories

475930

Retail sale of household items and
miscellaneous handcrafts, including (cutting
tools, ceramics, glassware, pottery, etc.)

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

Phase (2)

Localization Commencement Date 1/ 3/ 1440 H

Definition of Outlet:

The place where the goods or commodities are sold to the retail and wholesale customers including stores, exhibitions, shopping malls, booths and similar outlet.

5. Outlets of watches stores

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464981	Wholesale of watches
464989	Wholesale of watches and other jewelry.
477331	Retail sale of various types of watches.
477339	Other wholesale activities for watches, jewelry and artifacts.

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

6. Outlets of optics stores

The national classification of economic activities based on ISIC4:

Activity code	Activity Description
179464	Wholesale of photograph and optics goods (spectacles), magnifying glasses and binoculars.
123774	Retail sale of ophthalmic equipment (Optics stores)

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

7. Outlets of electrical and electronic stores

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464920	Wholesale of domestic appliances, including (Sale of radios, TVs, fridges, microwaves, etc.)
474210	Retail sale of radio and television parts.
465203	Wholesale of telephones and telecommunication devices.
477326	Sale of telecommunication and wireless devices and equipment.
477386	Trade and maintenance of agricultural machines, pumps, and electricity generators and their supplies by retail.
474220	Retail sale of acoustic and speaker devices.
464996	Wholesale of electronic games.

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

LOCALIZATION COMMENCEMENT DATE 1/ 5/ 1440 H

Phase (III)

Localization Commencement Date 1/ 5/ 1440 H

Definition of Outlet:

The place where the goods or commodities are sold to the retail and wholesale customers including stores, exhibitions, shopping malls, booths and similar outlet.

8. Outlets of medical appliances and equipment

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464959	Wholesale of pharmaceuticals, medical products and appliances, equipment, perfumes and other cosmetics
477220	Trade of orthotic devices

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

* The decision excludes pharmacies in this phase.

9. Outlets of patisserie

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
472160	Retail sale of bakery and confectionery products
472191	Trade of sweets, including (Omani and Bahraini sweets)
463052	Wholesale of chocolate and cocoa

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

10. Outlets of automobile parts

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
453011	Wholesale and retail sale of new auto spare parts and related accessories

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

*The decision excludes car accessories shops in this phase.

11. Outlets of construction and building materials

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464930	Wholesale of chandeliers and lighting items
465940	Wholesale of wires, switchgear equipment and all other couplings
465950	Wholesale of generators and electrical transformers
466310	Wholesale of all kinds of wood
466331	Wholesale of cement, gypsum, etc.
466332	Wholesale of sand and salbookh
466333	Wholesale of bricks, tiles, ceramics, marble, and pellets
466334	Wholesale of glass panels
466339	Wholesale of nonmetallic mineral construction materials
466340	Wholesale of sanitary ware and accessories, water heaters and tanks
466359	Wholesale of dyes, varnishes and other insulating materials
466390	Wholesale of construction materials and metal scraps not indicated above
475250	Retail sale of electrical tools and accessories
477325	Sale of power cables
475290	Retail sale of metal scraps, paints, and construction materials, including (garage doors, etc.)
475260	Retail sale of decorative products, industrial roofs and insulating and building materials
475283	Retail sale of marble, artificial natural stone, ceramic and porcelain
475281	Retail sale of construction materials, including (cement, pellets, gypsum, cement tiles, etc.)

475285	Retail sale of construction timber
475289	Retail sale of construction materials and other scraps
475250	Retail sale of electrical tools and accessories
475240	Retail sale of sanitary ware and accessories, including (laundries, chairs, bathtubs, and sauna equipment)
466320	Wholesale of iron tools and locks
466351	Wholesale of dyes and varnishes
466352	Wholesale of insulation, padding and installation materials
466360	Wholesale of wallpapers and floor coverings
466370	Wholesale of industrial metal roofs, doors, windows, etc.
466381	Wholesale of metal accessories, locks, hinges, etc.
466382	Wholesale of hand tools, including (screwdriver, saw, hammer, etc.)
466389	Wholesale of metal accessories, locks, hinges and other hand tools
475220	Retail sale of glass panels
475230	Retail sale of dyes, paints, varnish and adhesives
475330	Retail sale of wallpapers and floor coverings
475284	Retail sale of sand and all kinds of gravel
475940	Retail sale of chandeliers and lighting items
475970	Retail sale of water reservoirs, including (fiberglass tanks and its accessories)

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

12. Outlets of all kinds of carpets

The national classification of economic activities based on ISIC4:

Activity Code	Activity Description
464998	Wholesale of carpets and rugs

475310

Retail sale of carpets and rugs

*As for any violating firm exercising the same activity with different commercial register, the regulatory sanctions shall be applied in cooperation with the concerned government firms.

General Conditions of Localization Decision Excluded and Localized Job Opportunities and General Conditions

1- Localized Job Opportunities:

Exhibition Managers, Sales Managers, Procurement and Marketing Managers, Supervisors, Sellers, Accountants, Customer Service Providers, and any employee dealing with clients and goods offered for sale at the outlet in these activities, regardless of job title, or present at the outlet during working hours except for some jobs excluded in this guide.

2- Excluded Job Opportunities:

1. An exception for one year only from the decision effective date: The expatriate manager of the outlet (only one working as the outlet manager) is allowed to work in the outlet, provided that the number of Saudi employees is not less than 10 employees at the same shift in order to seek gradual implementation of the decision and ensure the transfer of knowledge to Saudi employees. The firm shall be required to have an assistant manager of the Saudi exhibition, who will become the exhibition manager after the end of exception period.
2. Cleaners, loading and unloading workers: there shall be noted that the total number of cleaning, loading and unloading workers does not exceed a maximum of one worker, who is responsible for cleaning, loading and unloading in firms with no more than 5 employees. As for the outlets whose total number of employees exceeds 5, then, there shall be noted that their percentage does not exceed 20%.
3. Expatriates (working in the firm's main office) are allowed to be present at the outlet outside the working hours before opening in the morning or after closing in the evening, based on the business need, as long as they commit to the general conditions. Expatriates are not allowed in any way to be present at the outlet during

working hours. Violations and penalties table will be applied upon committing a violation.

4. Health practitioners who are licensed by the competent authorities affiliated to the Ministry of Health who are at the outlet (such as an optics technician and optometrist specialist).
5. Professions requiring proficiency in a specific craft, technical skill or an accurate specialty are summed up as follows: (auto mechanic, watch technician, instrument maintenance technician, tailor, cooker and confectionery chef) provided that they commit to the general conditions.

3- General Conditions:

1. Outlets: the place where the goods or commodities are sold to retail and wholesale clients, including stores, exhibitions, commercial markets, kiosks, and similar outlet.
2. The decision includes every outlet that engages in one of the activities determined in Ministry Decision No. 95296 dated 11/ 05/ 1439 H (whether the activity is wholesale or retail trade, or both). If an additional joint/ identical activity is engaged (in the same outlet) that is not covered by the localization decision, this is considered a requirement for localization.
3. Each outlet, independent or within a commercial complex, running one of the activities determined in Ministry Decision No. 95296 dated 11/ 05/ 1439 H, is obligated to localize.
4. 70% of the total number of jobs stipulated in the localization guide shall be localized, provided that the number of Saudis in the outlet may not be less than one Saudi employee. localization rates are calculated according to the following schedule:

The following schedule represents the mechanism for calculating the percentage (70%) to be localized in an outlet of the total number of employees in those jobs (which the guide has provided for localization):

Total number of employees at the outlet	Number of Saudi employees required to be present at the outlet
One employee	Two Saudi employees
Two employees	One Saudi employee
Three employees	Two Saudi employees
Four employees	Two Saudi employees
Five employees	Three Saudi employees
Six employees	Four Saudi employees
Seven employees	Four Saudi employees
Eight employees	Five Saudi employees
Nine employees	Six Saudi employees
Ten employees	Seven Saudi employees
Eleven employees	Seven Saudi employees
Twelve employees	Eight Saudi employees
Thirty employees	Twenty-one Saudi employees
One hundred employees	Seventy Saudi employees

5. Exhibition or outlet manager may not be counted within the percentage of 30%, in which the firm is allowed to appoint the expatriate employee.
6. If any of the expatriate workers is observed during working hours working alone at the outlet or if the percentage of expatriates in the outlet (in the professions that the guide provides for Localization) exceeds 30%, a violation of the firm will be issued by the inspectors as stipulated in the Ministry's regulations.
7. Under no circumstances, it is permissible to engage in a commercial activity of all twelve activities without having at least one Saudi employee permanently at outlet.
8. Employees of the excluded professions shall commit to wear a uniform and an identification card displaying the worker name, photo, profession, and the firm name and seal. Such ID card shall

have the phrase "not authorized to sale". The employee's profession shall be identical to the profession recorded in the residence card, otherwise, a violation shall be issued according to the Ministry's regulations.

9. Feminization decisions shall be observed in relation to activities and shops for which feminization decisions have been issued. This decision does not contradict in any way the previous decisions to localize activities in accordance with the memoranda of understanding concluded with the region principalities considering the dates stated therein.
10. Penalties and fines are applied to firms that perform localized activities under a commercial registry of an activity different from the activity they actually operate in accordance with government regulations and laws.

Support Programs

Human Resources Development Fund support programs (HRDF):

1. Support Program of Small Firm Owners:

The program aims to encourage citizens to operate their small firms and strategies adopted to manage these firms through providing material support to meet living needs during the stage of project operation with support of up to 3000 riyals per month for two years.

2. Support Program of Firms Localization Growth:

The program aims to support the growth of Localization in the private sector firms, with contribution of "HRDF" through paying 20% for women and 15% for men from the monthly social insurance subscription share on behalf of the firms that achieve growth in numbers of Saudi employees.

3. Support Program of Partial Work:

The program aims to support the growth of Localization in the private sector firms and activate the partial work mechanism, with contribution of "HRDF" through paying a percentage of the monthly social insurance subscription share on behalf of the firms that achieve growth in the numbers of Saudi employees working in the partial work system.

[Program/sa.org.hrdf.www://https
٤٦٤/العمل_الحزني/برنامج_دعم_العمل_الحزني/٤٦٤](https://www.hrdf.org.sa/Program/العمل_الحزني/٤٦٤)

4. Self-employment Support Program:

The program aims to support the provision of social protection for freelancer employees (male and female), with contribution of "HRDF" through paying a percentage of the value of the social insurance subscription on behalf of the freelancer employee who subscribed in the program: https://www.hrdf.org.sa/Program/العمل_الحزني/٤٦٣?bc=3

5. Dialysis Days Remuneration Support Program:

The program aims to motivate private sector firms to employ kidney failure patients and continue the work they joined in a way that achieves job stability for them, provided that the fund shall compensate private sector firms for the days of leave taken by employees to perform dialysis for blood purification.

[/https://www.hrdf.org.sa/Program/145](https://www.hrdf.org.sa/Program/145).

Employment programs:

1. The National Labor Gateway 'TAQAT': with the support of the Ministry of Labor and Social Development and the Ministry of Civil Service, the Human Resources Development Fund "HRDF" launched the National Labor Gateway to serve as a platform for the labor market in the Kingdom of Saudi Arabia. Such gateway extends to cover both public and private sectors. The gateway gradually seeks to integrate labor market services in the Kingdom of Saudi Arabia into a single platform, bringing together business owners and job seekers, and providing a better alignment between the needs of firms and the Manpower. The gateway's objective focuses on providing and exchanging recruitment and training services efficiently and effectively to increase the stability and development of the Manpower. The gateway offers a range of services to business owners, such as: job advertisement, CV verification, additional wage support, training and development, wage support. www.taqat.sa
2. "HRDF" branches of employment services: The Fund's branches in various regions that provide employment services and help firms in terms of Localization.
3. TAQAT centers for rehabilitation and employment: These centers are specialized in supporting the employment of male and female job seekers through providing some rehabilitation courses and guiding consultations that raises the readiness of the job seeker and helps him/ her find a suitable and sustainable job. There are 33 centers in all regions of the Kingdom of Saudi Arabia (18 centers for men- and 13 centers for women), in addition to 6 remote rehabilitation and employment centers that provide services in an innovative electronic way for job seekers.

4. **Employment offices (TAQAT):** a chain of employment offices geographically dispersed in most cities to ensure access to the largest number of companies and job seekers. These offices assist job seekers through providing basic employment services, such as how to write a CV, as well as adaptation between the job seeker and the appropriate job.
5. **Electronic conference exhibitions:** In the context of the intensive use of the Internet technology in e-employment, the e-employment exhibitions held by Human Resources Development Fund are one of the effective channels helping business owners regarding employment. The electronic exhibitions held by Human Resources Development Fund are linked with National Labor Gateway (TAQAT) to help owners of businesses, including small firms, participate in such electronic exhibitions, save time, effort and money, and allow communication with Saudi jobs seekers - and the like - from both sexes in easy way on exhibition platforms.

Women's Employment Support Programs:

Support program of Female Transportation (WUSOOL):

(WUSSOL) is one of the initiatives of the Human Resources Development Fund that contributes to reducing the costs of female transportation in the private sector. It aims to increase women's participation in the labor market and support their job stability, with the participation of HRDF in paying a percentage of the financial costs for female transportation to and from the workplace. This process is provided through smart applications licensed to direct vehicles.

<http://wusool.sa>

Children Hospitality Service Subsidy Program for Working Mothers (Qurrah):

An initiative of the Human Resources Development Fund, which provides support to enable working mothers to join the labor market and continue working while reassuring provision of care to their children, as mothers can enroll their children in one of the licensed child hospitality centers.

[/https://qurrah.sa](https://qurrah.sa)

Funding Support Programs:

Support Programs of Social Development Bank:

The Social Development Bank provides support to young men and women who have the desire and ambition to pursue self-employment and make the path of success towards self-independence. The bank provides a number of funding programs that support the entry of youth to business activities. These programs include the following:

1. Excellence Path Funding Program (More than 300 thousand riyals).
2. Startups Funding Program (less than 300 thousand riyals).
3. Micro-enterprise Funding (less than 50 thousand riyals).

Monshaat programs to recover government fees for small and medium firms:

The program of governmental fee recovery (Esterdad) from the General Authority for Small and Medium Enterprises “Monshaat” was launched to support small and medium firms in all sectors during the first years of firm. The program seeks to facilitate the start-up of firms to enable them to grow and thrive.

FAQ

1. Does this decision contradict any previous localization or feminization decisions?

This decision does not contradict in any way the previous decisions regarding localization or feminization of activities. In addition, it does not contradict the localization decisions in the regions where a special agreement was signed and, as well, such decisions shall be subject to the dates mentioned in the said agreement.
2. What are the outlets?

The outlet is the place where the goods or commodities are sold to retail and wholesale clients, including stores, exhibitions, commercial markets, kiosks, and similar outlet.
3. Is it permitted to hire expatriate cleaners and loading and unloading workers in the outlets?

Yes, but they shall comply with the general conditions of this guide.
4. What is the Localization of men's supply outlets?

This includes clothes, shoes, leather goods, perfumes and accessories. Please refer to the list of economic activities approved in this guide and based on the international classification (ISIC4-revision 4) which includes a detailed description of the activities.
5. Does the decision include outlets selling consumer goods and cleaning materials in the activity of selling household utensils?

At this stage, the decision does not include the outlets of consumer and cleaning materials.
6. Does the decision include furniture, seat, curtains, and upholstery stores in the ready-made home and office furniture activity?

At this stage, the decision does not include furniture retailers, textiles, curtains and upholstery stores.

7. Does the decision include shops selling artificial turf in carpet activity?

At this stage, the decision does not include stores that sell artificial grass, as well as parquet and wallpaper.

8. Does the decision include stores selling equipment, tractors, forklifts, excavators, and modified car repair shops in the activity of selling auto and motorcycles?

The decision includes all outlets selling passenger or goods cars of all classes and motorcycles, be it new or used. The decision does not include trucks of a load exceeding 3 tons, tractors, excavators and the like.

9. Does the decision include restaurants, groceries and cafes shops?

At this stage, the decision does not include such kind of shops.

10. Does the decision include stores selling and maintaining communication devices?
The mobile phone stores (sale/ maintenance) were localized under a previous Localization decision that shall be complied with.
11. Does the decision include the maintenance stores of electrical and electronic devices?
At this stage, the electrical and electronic devices maintenance stores are excluded from this decision. It is necessary to localize the outlets that sell and maintain devices in the same outlet.
12. Does the decision include shops/ outlets of batteries, tires, scraping, sawing, and oil selling, workshop and car upholstery?
At this stage, the decision does not include the above stores.
13. Does the decision include pharmacies that sell medical devices such as (blood pressure monitor, glucose meter ... etc.)?
The decision does not include pharmacies at this stage.
14. Does the decision include men's sewing stores?
At this stage, Men's sewing stores are not included in the decision. It is necessary to localize the outlets that sell and sew men's fabrics in the same outlet.
15. Does the decision include design and decoration stores?
At this stage, the decision does not include design and decoration stores.
16. Are donut or ice cream stores/ outlets included in this decision?
At this stage, the decision does not include donut or ice cream stores/ outlets.
17. Does the decision include perfume stores/ outlets?
Please refer to the list of economic activities approved in this guide and based on the international classification (ISIC4- revision 4) which includes a detailed description of the activities.

18. Does the decision include the stores of watches and glasses (kiosks) located in malls or markets?
Yes, they are included in this decision.
19. Does the decision include stores selling pastry and unfinished sweets that are manufactured in the store?
Yes, the decision includes the shops selling pastry and unfinished sweets.
20. Does the decision include handbags and travel bags?
Yes, they are included in this decision.
21. Does the decision include home furniture and accessory stores that sell accessories of men, clothing, furniture, utensils, etc.?
Yes, the decision includes every outlet that runs these activities. If the outlet operates another additional joint activity that is not covered by the localization decision, then, localization is required.

22. Does the decision include stores selling mattresses, medical chairs, antiques and home accessories?

Yes, they are included in this decision.

23. Does the decision include kitchen outlets?

Yes, they are included in this decision.

24. When will inspection of outlets begins for activities mentioned in the decision?

On the date specified for each activity; pre-announced as of 01/ 01, 01/ 03 and 01/ 05/ 1439 H.

25. Shall the decision be applied in all regions of KSA or in large cities only?

Yes, in all regions, per the decision.

26. Does the decision include outlets on public streets only, or is it applied even to remote districts and highway stations outside the residential area?

It includes all outlets according to the ministerial decision.

27. What are the penalties prescribed for non-compliance with the decision?

Violation of jobs exclusive to Saudis according to Article 36 of the Labor Law and Paragraph 20 of the penalties schedule issued by decision No. 8847 dated 01/05/1439 H.

18	If employer has charged the worker fees or costs the former shall provide	(10,000) Multiplied as per number of workers	
19	If the employer has registered a Saudi person within the firm's workers without the latter's knowledge or approval.	(25,000) Multiplied as per number of registration cases.	Five days
20	In case non-Saudi workers are employed in posts exclusive to Saudis.	(20,000) Multiplied as per number of workers	
21	If male workers are employed in posts exclusive to Saudi female workers	(10,000) Multiplied as per number of workers	One day
22	If the firm that have (50) workers has not trained or rehabilitated at least 12% of its Saudi workers annually on its business.	(5,000)	
23	If the employer does not comply with the training conditions in terms of the profession and the period stipulated in the training and rehabilitation contract with non-workers of the employer.	(5,000) Multiplied as per number of workers	
24	If the employer has appointed the worker without a written contract of employment or if the worker has not received a copy thereof.	(5,000) Multiplied as per number of workers	
25	If the employer forced worker to work	(15,000) Multiplied as per number of workers	

26	If the employer after the end of the work contract does not give the worker a service certificate or include the certificate anything that may harm the worker's reputation or reduce work opportunities for him.	(5,000) Multiplied as per number of workers	
27	If the employer does not return the worker, upon expiry, with all the certificates and documents deposited with such employer.	(5,000) Multiplied as per number of workers	
28	If the employer deals with the fines applied to the workers in a way that is not beneficial to them or without referring to the labor committee of the firm or, if not applicable, obtaining Ministry's approval.	(10,000)	

*The guide shall be periodically reviewed, and the conditions added or modified based on developments in the labor market.