

Minister's Office
Ministerial Decision no. (605) dated 15/5/1438 H.

The Minister of Labor and Social Development has decided the following, based on the powers granted thereto, and after reviewing the labor law issued by Royal Decree No. (M / 51) dated 23/8/1426 H. as amended by Royal Decree No. (M / 46) dated 5/6/1436 H.

and, after reviewing the provisions of Article (11) repeated of the labor law, the Minister of Labor and Social Development, after reviewing the labor law issued by Royal Decree No. (M / 51) dated 23/8/1426 H. as amended by Royal Decree No. (M / 46) dated 5/6/1436 H.

And,

After reviewing Article 11 of the Labor Law "repeated", stating the Minister may take measures that will ensure the improvement of the performance of the labor market, and after reviewing the telegram of the High Place No. (12366 / MB) dated 12/11/1426 H. regarding the authorization of the Ministry of Labor and social development to take whatever measures it deems necessary to transfer sponsorship, in accordance with the changing labor market requirements. As well, after reviewing the home workers regulations issued by Cabinet Resolution No. (310) dated 7/9/1434 H, and based on the powers delegated to him by law, the Minister **decides the following:**

1. It is permissible, by a decision of the minister or his authorized representative, to transfer the services of the worker from the category of home workers and those of similar status from one employer to another in the following cases:
 - If it is proven that, the employer delayed in paying the worker's wages for three consecutive or separate wages without a reason related to the worker.
 - In the event that, the home worker has not been received from the port of arrival. As well, if she has not been received from the shelters within (15) days from the date of her arrival to the Kingdom.

- In the event that the employer does not obtain a residence permit for the worker or does not renew it after thirty days from the date specified for its extraction or renewal.
 - In the event that the employer rents out the worker's services to others without the worker's knowledge.
 - In the event that the worker is assigned to work for others who are not relatives of the employer up to the second degree.
 - In the event that it is proven that the worker has been assigned to work that threatens his health or threatens the safety of his body
 - If it is proven that, the employer or one of his family members has mistreated the worker.
 - In the event that there is a complaint by the worker against the employer, and the employer prolonged the period of consideration, provided that the worker has not caused or contributed to the prolongation of the complaint also.
 - In the event that the employer submits an incorrect notification of absence against the worker.
 - The failure of the employer or his representative to attend before the competent authority for two sessions to be informed of them to report on the complaint submitted by the worker.
 - Upon the recommendation of the competent authority, during considering the complaint in order to avoid any potential damages that may occur to the worker.
 - If the employer is absent either due to his travel, imprisonment, or death, or for any other reason that results in the inability to pay the worker's wages for a period of three consecutive months.
 - Any other individual or general cases decided by the Minister.
2. It is permissible for the new employer to test/try the performance of the worker before transferring his services to him for a period not exceeding (10) days after obtaining a notice of (ajeer), provided that

he is obligated to pay the wage of the worker agreed upon during that period.

3. in order to complete the transfer of services, the new employer must:
 - Pay the fees for transferring the intended services.
 - Bear the costs of accommodating the worker at the shelters during the period of her stay there, at the rate of (SR 150) one hundred and fifty riyals for each day or part of the day, according to the mechanism set by the Ministry for that purpose.
4. This decision cancels all previous decisions that are Inconsistent with it..
5. The Vice Minister must take what is necessary to assign it and implement it.

Greetings

Minister of Labor and Social Development
Ali bin Nasser Al-Ghafis
//Signed//