

Minister's Office
Ministerial Decision No. (1003) Dated 29/06/1438 AH

The Minister of Labor and Social Development,

After reviewing article (3) of the labor law which states that work is a citizen's right, and others may not practice it except after fulfilling the conditions stipulated in this law, and citizens are equal in the right to work, article (eleven bis) of the Labor Law which states that, without prejudice to the provisions of this law and the relevant regulations, the minister may take any measures that would improve the performance of the labor market and regulate labor mobility.

And article (27), which states that the minister, when necessary in certain activities and professions and in some provinces and counties, requires employers not to employ workers until they have been registered at employment units under the terms and conditions specified pursuant to his decision, and article (36) which states that the minister shall issue a decision specifying the professions and jobs which are prohibited for non-Saudis.

And in order to enable Saudi job seekers of both genders to work in all regions of the Kingdom and based on the powers delegated to him by the law, he decides as follows:

1. Work in closed commercial centers (malls) is limited to Saudi nationals.
2. Closed commercial centers mean markets that contain a large number of shops with various activities, entertainment places and restaurants, which are usually called (mall).
3. Work in mobile cars is limited to Saudi nationals.
4. Mobile cars mean the mobile (caravans) in the streets, squares, and public places designated for selling a commodity or providing a service.
5. The conditions of the female worker shall be adhered to Labor Law regulations.

6. Feminization decisions must be adhered to with regard to the activities and shops for which feminization decisions were issued.
7. The Minister of Labor and Social Development determines the time plan for implementation and the locations, according to market and job seekers' data.
8. Coordination is made with their Highnesses, princes of regions, regarding the scheduled implementation plans and their dates.



Human Resources and
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9. The penalty for violating the localization of professions that are limited to Saudis, or which are limited to Saudi women, shall apply to the responsible employee, as listed in the list of violations and penalties issued by Ministerial Decision No. (4786) dated 28/12/1436 AH.
- 10 This decision cancels the previous contradicting decisions.
- 11 The Vice Minister shall take the necessary measures to inform and implement this decision.

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