

Minister's Office
Ministerial Decision No. (790) Dated 22/02/1436 H

**Regulating Women's Work in Shops and Kiosks Inside the Closed
Commercial Centers**

The Minister of Labor,

After reviewing the Royal Decree No. (A/121) dated 02/07/1432 H, Council of Ministers' Resolution No. 120 dated 12/04/1425 H regarding increasing the opportunities and fields of work for the Saudi women Council of Ministers' Resolution No. 187 dated 17/07/1426 H, which states that the Ministry of Labor is the competent authority to implement the labor law and that the other government agencies that have comments related to the employment of women in any private Firm should inform the Ministry of Labor to deal with them in accordance with the provisions regulating this, Council of Ministers' Resolution No. (50) dated 21/04/1415 H. regarding the replacement of the expatriate workers by the Saudi workers, and the Saudi employment strategy approved by Council of Ministers' Resolution No. (260) dated 05/08/1430 AH, complement of the ministerial decisions regulating women's work, such as decision no. (1/1/2475/P) dated 10/08/1432 H for "Requirements for the employment of women in factories", the decision no. (1/1/3731/P) dated 28/08/1433 H for "Regulating the work of the Saudi women in kitchens", the decision no. (1/1/3729/P) dated 28/08/1433 H for "Regulating the work of the Saudi women in accounting sales in retail stores", the decision no. (1/1/2473/P) dated 10/08/1433 H for "Regulating the work of the Saudi women in in the women's supplies shops in its three phases", the Ministerial Decision No. (1/1/3732/P) dated 28/08/1433 H, the Ministerial Decision No. (2702) dated 29/05/1435 H, based on the powers legally delegated to him, and in light of the requirements of the public interest, he decides as follows:

1. The shops and kiosks subject to this decision mean every activity licensed for sale or to provide services to women or families

inside the closed commercial centers other than the women's supplies shops and kiosks -for example, but not limited to- oud and gift shops, sweets kiosks, bank, and telecommunications branches and the other activities inside the closed commercial centers

2. Kiosks mean the small places in the corners and corridors of the closed commercial centers, built of wood or aluminum, and the like, intended to sell goods or provide services.
3. The employment of female workers in the closed centers' shops and kiosks does not require a prior permit from the Ministry of Labor or any other party.
4. In the event that the employer wishes to employ female workers in shops or kiosks inside the closed commercial centers, he must apply the requirements mentioned in this decision.
5. Restricting work in the shops and kiosks subject to this decision to Saudi women, except for professions that are permitted to be occupied by expatriate workers according to the controls of recruitment and transfer of services
6. The business owner in the shops and kiosks must adhere to the following:
 - Restricting the service of the female workers to women and families only.
 - Provide seats for the female workers to sit on.
 - There should be women's prayer room, rest room and toilets within the closed commercial center.
 - Female workers are not allowed to work before nine o'clock in the morning and after eleven o'clock at night.
7. The shop must be designated either for entry for women only or for families, according to the following:

- a. If the shop is designated for women, the business owner must withhold sight of what is inside the shop, and men are prevented from entering it.
 - b. If the shop is designated for families, the business owner is prohibited from withholding sight of what is inside the shop.
 - c. 3- Putting up an indicative board showing whether the shop is for women or for families.
8. It is prohibited for women to work in shops or kiosks that sell goods or provide services intended for young people only, or that lead to their dealings with buyers who are not accompanied by their families.
 9. The employer is prohibited from employing male and female workers together in the shops or kiosks subject to this decision.
 10. The business owner in the kiosk dedicated to the work of women is obligated to be:
 - Locked on all sides with a small door.
 - Its height is not less than one meter.
 11. Every store or kiosk must keep a record for the workers, explaining the job data in terms of name, civil registry and job title, in addition to specifying the name of the supervisor or manager in the employee data registry.
 12. The employer is required to hire a female Saudi supervisor or manager in the following cases:
 - If the shop employs three female workers or more. In this case one of them can work as the supervisor or the manager.
 - If the enterprise owns more than two shops in the same business center
 13. The worker must adhere to the rules of the Islamic veil and adhere to modesty in her uniform, and if the enterprise has a special uniform, then it must be modest, veiled and opaque.

- 14 The contractual relationship of the female worker must be regulated by a work contract documenting all the rights and allowances, including medical insurance for her and her legal dependents, in addition to any other rights stipulated in the labor law or in the rules and regulations of the enterprise.
- 15 The enterprise that violates the provisions of this decision shall be subject to:
 - A fine of not less than two thousand riyals and not exceeding five thousand riyals, according to Article (239) of the Labor Law.
 - All or some of the penalties stipulated in Article (6) of Cabinet Resolution No. (50) dated 21/4/1415 H regarding the replacement of expatriate workers by Saudi workers in accordance with the procedures contained therein.
- 16 In the event that any Saudi female worker cooperates with the enterprise in registering in a fake job, the Saudi female worker will be deprived of the support of the Human Resources Development Fund for a period of not less than 3 years for the first violation, and 5 years for the second violation.
- 17 The Ministry reviews the effectiveness of the implementation of this decision periodically, provided that it is updated whenever necessary in accordance with the developments of the labor market and in accordance with the development proposals it receives, and in a way that fulfills the royal orders and Cabinet decisions issued in this regard.
- 18 This decision shall be effective from the date of its issuance.
- 19 This decision is notified to whoever is required to act accordingly and shall be published on the Ministry's website and in the Official Gazette.



Ministry of Labor
Kingdom of Saudi Arabia
Minister's Office
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Minister of Labor
Adel bin Mohammed Fakhri
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