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**Decree of the Minister  
of Human Resources and Social  
Development no. (92768) dated 05/05/1443 H**





**Decree of the Minister of Human Resources  
and Social Development no. (92768) dated 05/05/1443 H**

The Minister of Human Resources and Social Development,

Upon the powers legally given to him,

And after reviewing the provisions of Articles eleven bis, two hundred twenty-nine, two hundred thirty, and two hundred thirty-one of 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, and amended by royal decree no. (M/1) dated 22/1/1435 H, and amended by royal decree no. (M/134) dated 27/11/1440 H, and amended by royal decree no. (M/5) dated 7/1/1442 H.

And after reviewing the provisions of the executive regulations of the Labor Law and its exhibits issued by the ministerial decree no. (70273) dated 11/4/1440 H, amended by ministerial decree no. (54908) dated 16/3/1441 H, amended by ministerial decree no. (142906) dated 13/8/1441 H, amended by ministerial decree no. (146481) dated 7/9/1441 H, amended by ministerial decree no. (3485) dated 7/1/1442 H, amended by ministerial decree no. (89384) dated 12/5/1442 H.

Decides the following:

First: without prejudice to any more severe penalties stipulated in another law, tables of the violations and penalties whose penalty does not exceed half the maximum limit of the two penalties mentioned in the two subparagraphs (A) and (B) of Article (two hundred twenty-nine) of the Labor Law are adopted in the following format:

(A): Table of the violations of the employer to the Labor Law and its executive regulation and ministerial decrees:

No	Violation Description	Penalty in Saudi Riyals		
		Category C (10 workers or less)	Category B (11 to 50 workers)	Category A (51 workers or more)
I	Non-compliance by the employer with the rules of occupational protection, safety, and health (approved by the Ministry) and to take the necessary precautions to protect workers in all activities, and the employer or his agent is responsible for the accidents that affect third parties in the facility headquarters.	2500	5000	10000

2	Failure to place safety instructions in all the languages of the workers in the facility with a minimum of Arabic and English.	1000	2000	5000
3	Failure of the worker to abide by the preventive instructions.	1000 Redoubled according to workers count	1000 Redoubled according to workers count	1000 Redoubled according to workers count
4	Failure of the employer to abide by taking necessary precautions to prevent fire.	1000	2500	5000
5	Failure of the employer to abide by performing a comprehensive examination of workers who are likely to be infected with an occupational disease at least once a year.	1000 Redoubled according to workers count	2000 Redoubled according to workers count	3000 Redoubled according to workers count
6	The employer admits the worker to perform his job duties under open sunlight, or in bad climatic conditions without taking the necessary precautions, in the cases, times, and periods specified by the ministerial decree.	3000 Redoubled according to workers count	3000 Redoubled according to workers count	3000 Redoubled according to workers count
7	Failure to provide first aid kit supplied with useable medicine according to the kit content list stipulated in the executive regulations of the Labor Law.	1000	2000	3000
8	Failure of the employer to comply with one of the requirements of the regulations of occupational safety and health administration based on the ministerial decree issued in this regard.	1000 Redoubled according to the count of violated requirements in a maximum of 3000	2000 Redoubled according to the count of violated requirements in a maximum of 6000	3000 Redoubled according to the count of violated requirements in a maximum of 15000
9	Failure to provide medical insurance to the worker and his family members taking the cooperative health Law into account.	3000 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
10	Employing children under the age of fifteen without taking into account the provisions of Article (167) of the Labor Law.	10000 Redoubled according to children count	10000 Redoubled according to children count	20000 Redoubled according to children count

11	Non-compliance with the provisions of juveniles' employment contained in section ten of the Labor Law.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
12	Non-compliance with the provisions and instructions approved by the ministry for the employment of labor in mines and quarries.	2000 Redoubled according to workers count	2000 Redoubled according to worker count	5000 Redoubled according to worker count
13	Employing the working mother during the six weeks following giving birth.	10000 Redoubled according to workers count	10000 Redoubled according to worker count	10000 Redoubled according to worker count
14	According to the Unified Regulation of the Work Environment, not providing security escort or electronic security law for all the facilities, including the workplace and the inventory.	2500	5000	10000
15	Not providing desks or seats equivalent to the number of workers whose job requires so during the working hours according to the Unified Regulation of the Work Environment.	1000	2000	3000
16	Not providing a place for the male and female workers for prayer times and rest and toilets according to the Unified Regulation of the Work Environment.	2500	5000	10000
17	The absence of a place for child care or a nursery for the facility that has (50) female workers or more, and the number of the female workers' children who are less than six years is (10) children or more.	-	-	25000
18	The absence of regulation for staff uniform requirements in the facility which presents an appropriate professional look that fits with the tasks of work in the workplace, and declaring it and making the workers acknowledge and commit to it, or not applying a penalty on the workers who violate the staff uniform requirements.	1000	3000	5000
19	Non-compliance of the employer with the indemnities and benefits during working hours, or the wage or any other benefits for workers who perform night work.	3000 Redoubled according to workers count	3000 Redoubled according to workers count	3000 Redoubled according to workers count
20	The employer admits the excluded cases to work at any shift in the night work.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count

21	Non-compliance of the employer with the employment requirements of the workers in dangerous or harmful jobs or professions.	5000 Redoubled according to workers count	10000 Redoubled according to workers count	20000 Redoubled according to workers count
22	Non-compliance with the requirements of the workplace according to the Unified Regulation of the Work Environment	2500 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
23	Employing male Saudi workers in activities restricted to female Saudi workers.	2500 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
24	Selling work visas or mediating in selling them.	20000 Redoubled according to visas count	20000 Redoubled according to visas count	20000 Redoubled according to visas count
25	The employer hires a non-Saudi worker without obtaining a work permit or a hiring notice	10000 Redoubled according to workers count	20000 Redoubled according to workers count	20000 Redoubled according to workers count
26	The employer enables the worker to work in a profession other than the profession written in the work permit or the employment contract.	2500 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
27	The employer conducts an act that includes any kind of discrimination, whether on his workers or on the applicants to work for him in respect of the terms and controls of the work or at the hiring or the advertisement thereof, or to discriminate in wages between workers – males and females – at work of equal value or by any act that results in nullification and weakening of equal opportunities.	2500 Redoubled according to cases count	5000 Redoubled according to cases count	10000 Redoubled according to cases count
28	The employer or his representatives does not facilitate the tasks and missions of the supervisors and the supervising employees or do not cooperate with them to apply the provisions of the Labor Law.	5000	10000	15000
29	Forcing the employees to conduct acts or behaviors that violate public morals.	5000	10000	15000

30	The owner of the facility performs an activity other than the one registered in the law of the ministry.	5000 Redoubled according to workers count working in the activity	5000 Redoubled according to workers count working in the activity	5000 Redoubled according to workers count working in the activity
31	The employer hires a worker without obtaining a professional work permit in the activities restricted to Saudis or without renewing it according to the requirements of the ministry.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count
32	Non-compliance of the facility with using the Arabic language in employment contracts, statements, books, and records of the employees and the instructions made by the owner to them.	1000	2000	3000
33	Submitting false information to the ministry results in getting unearned benefits and services.	10000 Redoubled according to workers count who benefited from the service or by the count of visas	15000 Redoubled according to workers count who benefited from the service or by the count of visas	20000 Redoubled according to workers count who benefited from the service or by the count of visas
34	The non-compliance of the employer to adopt the labor regulations or advertising it in any way that guarantees the knowledge of the individuals subject to it of its provisions.	1000	5000	10000
35	The absence of submitting a file of the facility or one of its branches in the competent office or not updating the locations and data of the facility and its branches according to the mechanism set forth by the ministry.	5000	10000	20000
36	Hiring non-Saudi workers in professions or activities restricted to Saudis.	5000 Redoubled according to workers count	10000 Redoubled according to workers count	20000 Redoubled according to workers count



37	Non-compliance with the percentage of repatriation of the professions and activities where ministerial decrees are issued in this regard.	5000 Redoubled according to workers count exceeding the prescribed percentage	10000 Redoubled according to workers count exceeding the prescribed percentage	20000 Redoubled according to workers count exceeding the prescribed percentage
38	Retention of the passport or the residence of the worker or his family members.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count
39	Non-compliance of the employer to incur the obligatory fees and costs or charge the workers for them.	10000 Redoubled according to workers count	10000 Redoubled according to workers count	10000 Redoubled according to workers count
40	The employer registers a Saudi worker among the facility workers without having a labor relationship and effectively employs him. Or not excluding him within two weeks upon the termination of the labor relationship.	5000 Redoubled according to registered workers count	10000 Redoubled according to registered workers count	20000 Redoubled according to registered workers count
41	Failure of the facility to provide training and orientation to its Saudi workers on its works, with no less than 12% of the total annual employment if the number of workers is 50 or more, according to the mechanism set forth by the ministry.	1000 Redoubled according to workers count that has not been trained	2500 Redoubled according to workers count that has not been trained	5000 Redoubled according to workers count that has not been trained
42	The employer submits a false report of interruption of employment of any worker at his facility.	10000 Redoubled according to workers count	15000 Redoubled according to workers count	20000 Redoubled according to workers count
43	Non-compliance of the employer to document employees' contracts electronically by the regulating ministerial decision.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	10000 Redoubled according to workers count
44	The employer employs the worker in forced labor.	10000 Redoubled according to workers count	10000 Redoubled according to workers count	10000 Redoubled according to workers count

45	Non-compliance of the employer to give the worker a certificate of service upon the termination of the labor relationship and returning all the certificates and documents submitted by the worker and paying his wage and the liquidation of his rights within a period not more than one week as from the date of the labor relationship termination, or within a period not more than two weeks if the contract termination was upon the will of the worker.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count
46	The employer's disposal of the fines he imposes on the workers without referring to the labor committee in the facility or to the ministry in case of its absence or disposing of fines in a manner that does not benefit the worker.	1000	5000	10000
47	Not paying the wages of the workers in the official currency of the country in the prescribed due dates in their approved bank accounts, or withholding the worker's wages or part of it without a judicial instrument.	2000 Redoubled according to workers count	3000 Redoubled according to workers count	5000 Redoubled according to workers count
48	The employer does not commit to submitting the wage protection file every month with the compliance percentage set by the ministry.	5000	10000	15000
49	Failure to grant a worker the weekly rest approved by law or by the employment contract, or increasing the working hours more than what is stipulated in Article (98) without assigning the overtime or not abiding by the breaks granted to the worker.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count
50	Failure of the facility to comply with the legally approved vacations of the workers.	5000 Redoubled according to workers count	5000 Redoubled according to workers count	5000 Redoubled according to workers count
51	Failure to announce the protection controls against behavioral violations in any manner that guarantees the knowledge of the persons subject to it of its provisions and their acknowledgment and commitment thereof.	1000	2000	5000



52	Failure of the facility to constitute a committee to investigate the cases of behavioral violations in the work environment, or the facility fails to conduct an investigation and recommend a disciplinary penalty on the convicted worker within five days from receiving the complaint, or the facility fails to impose a disciplinary penalty on the violating worker in the case of behavioral violations in the work environment following the recommendation of the committee upon the convicted worker within thirty days of proving the violation.	5000 Redoubled according to the violated worker's count	5000 Redoubled according to the violated worker's count	20000 Redoubled according to the violated worker's count
53	The employer's lack of commitment to register workers in the remote work mode at the relevant gate.	1000 Redoubled according to workers count	1000 Redoubled according to workers count	1000 Redoubled according to workers count
54	The participatory electronic platforms enable the non-Saudi worker to work directly through the participatory electronic platform.	20000 Redoubled according to workers count		
55	The participatory electronic platforms do not comply with the mechanisms approved by the ministry to check that the worker is not working under other peoples' names.	10000 Redoubled according to workers count		
56	The participatory electronic platforms and the operating facilities do not share the required data with the ministry according to the mechanism set by the ministry or share incomplete data with the ministry.	50000 Redoubled according to workers count		
57	The participatory electronic platforms and the operating facilities share false data of the workers contrary to the mechanism set by the ministry.	5000 Redoubled according to workers count		

(B) Table of the violation of the authorized persons according to the rules of \*\*\*\*\* in hiring Saudis:

No	Violation Description	Penalty in Saudi Riyals	
		Offices	Companies
58	Practicing an activity or service that it is not authorized to provide.	10000 Redoubled according to cases count	10000 Redoubled according to cases count
59	Continuing to engage in any of the au-authorized activities after imposing the penalty of *****, suspension, or can-celing the license.	10000 Redoubled according to cases count	10000 Redoubled according to cases count

60	Providing labor services without registering the workers in the law of the ministry.	N/A	10000 Redoubled according to cases count
61	The licensed person does not abide by the contract form/template approved by the ministry.	10000 Redoubled according to cases count	10000 Redoubled according to cases count
62	Transfer or exchange the labor allocated to provide services to another service without the consent of the ministry.	N/A	5000 Redoubled according to cases count
63	Not renewing the license before its expiry of the duration set by the ministry.	5000	5000
64	Changing the headquarters in which the activity is practiced without updating the location in the ministry's laws.	10000	10000
65	Non-compliance with the prices set by the ministry or the prices on the approved website of the ministry.	10000 Redoubled according to cases count	10000 Redoubled according to cases count
66	The recruitment office owner fails to run the office by himself or runs the office through workers not registered by insurance.	10000	N/A
67	Not setting a channel to receive the complaints of the clients.	10000	20000
68	Not responding to the demands and inquiries of the ministry.	5000 Redoubled according to cases count	10000 Redoubled according to cases count
69	Not abiding to complete what is missing from the bank guarantee within the allocated time of the notification date thereof.	10000	20000
70	Not submitting the performance report according to the standards set forth by the ministry.	10000	10000
71	Not submitting the annual reports of the operational, technical, and financial performance to the ministry.	N/A	10000
72	Failure to notify the worker or raise their awareness of who's being mediated for, with the rights and duties included in the contract.	5000 Redoubled according to cases count	5000 Redoubled according to cases count
73	According to the stated terms, no residence has been secured for housing the workers.		

74	Not providing housing for the workers according to the stated terms.	25000	25000
75	Failure to get the written approval of the worker before transferring his services.	5000 Redoubled according to cases count per visit	5000 Redoubled according to cases count per visit
76	Non-compliance with practicing the activity in a separate place.	25000	25000
77	Non-compliance with welcoming and accommodating the recruited workers on arrival.	10000 Redoubled according to cases and contracts count	10000 Redoubled according to cases and contracts count
78	The announcement of the services in a manner against/breaching the laws of the ministry.	10000 Redoubled according to cases count	10000 Redoubled according to cases count
79	<p>Failure to create an interactive website within a maximum period of 6 months from the date of the company obtaining a license from the Ministry by the requirements set by the Ministry, and that the electronic records include:</p> <p>A record in which the contracts signed with the employers are recorded, in which the date of the beginning of the contract with the employer is recorded in particular.</p> <p>- A register in which the applications submitted by job applicants are recorded, the names of the establishments they have been attached to, their activities, and any other necessary data.</p>	N/A	20000
80	The facility licensed to mediate the employment of Saudis mediates to recruit non-Saudis.	20000 Redoubled according to cases count	20,000 Redoubled according to cases count
81	Opening a branch for the office or the company in the same city or a different city without the consent of the ministry.	10000	10000
82	Mediating in employing children or juveniles in contradiction to the Labor Law.	10000 Redoubled according to cases count	10000 Redoubled according to cases count
83	The licensed person rents the license directly or indirectly or grants others the right to benefit from it in any way, even if it is free of charge.	30000	30000

84	Not using the license information on the publications and stamps of the facility.	10000	10000
85	Not following the Saudi classification and employment guide in the employment business.	25000	25000
86	Not practicing the activity after getting the license within the specified time.	10000	10000
87	A proof on dealing with brokers internally or externally.	10000 Redoubled according to cases and contracts count	10000 Redoubled according to cases and contracts count
88	Not abiding by contract authentication (for the labor that he mediated in its recruitment) with his clients in the approved electronic law.	10000 Redoubled according to cases and contracts count	10000 Redoubled according to cases and contracts count
89	Performing labor recruitment process without an engagement contract with the external companies or offices sending the labor.	10000 Redoubled according to cases and contracts count	10000 Redoubled according to cases and contracts count
90	Practicing Saudi recruitment activity without a license from the ministry.	50000	50000
91	Practicing mediation activity in the labor recruitment or providing labor services without a license from the ministry.	25000	25000

Second: the categories (A, B, and C) listed in the table (A) in the aforementioned clause of the decree are stated based on the total count of workers in the facility who are registered at the ministry on the unified number that the facility is affiliated with.

Third: the administrative decree issued to impose the stated penalty for the violation committed by the violator shall be challenged before the competent body at the ministry within sixty days of the date of notifying him of the decree.

Fourth: the violator pays the value of the imposed fine within sixty days of the date of notifying him of the decree, and in case of non-execution within this period, the services provided by the ministry shall be discontinued till the payment of the amount of the fine according to what is contained in the executive regulations of the Labor Law, the grievance before the competent administrative court does not stay the execution of any administrative decree to impose a fine stipulated in this decree except by a ruling of the court to stay the execution.

Fifth: this decree cancels any previous decrees contradicting it.

Sixth: this decree shall be published in the official newspaper and on the website of the ministry and shall be in force of the date of publication thereof.

Seventh: the prime minister shall take the necessary measures to execute this decree.

Minister of Human Resources and Social Development

Ahmed bin Soliman Alragehy  
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## This is not the official transcript of the law

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