



Ministerial Decision

The Minister of Human Resources and Social Development,

In exercise of the powers duly conferred upon him,

Having reviewed Article (II bis), and Article (36) of the Labor Law promulgated by the Royal Decree No. (M / 51) of 23 / 08 / 1426 H, as amended by the Royal Decree No. (M / 24) of 12 / 05 / 1434 H, as amended by the Royal Decree No. (M / 1) of 22 / 01 / 1435 H, as amended by the Royal Decree No. (M / 46) of 05 / 06 / 1436 H, as amended by the Royal Decree No. (M/14) of 22 / 02 / 1440 H, as amended by the Royal Decree No. (M / 134) of 27 / 11 / 1440,

And pursuant to the "Saudization" initiative; one of the Ministry's initiatives announced on 20 / 01 / 1440 H.

Hereby decides as follows

- I. (20%) Saudization of the pharmacy profession and associated specializations as of 01 / 12 / 1441 H.
- II. (30%) Saudization of the pharmacy profession and associated specializations as of 01 / 12 / 1442 H.
- III. This Decision shall apply to the entities where (5) or more pharmacists, or workers in pharmacy related specializations work.
- IV. This Decisions shall be implemented in conjunction with the previous ministerial decisions on Saudization and the regulation of Saudization of professions. This decision is not contrary to the provisions of the Saudization mechanism of the professions of advertising and promoting pharmaceuticals and herbal products to reach (100%) Saudization by the end of Shawwal 1442 H, based on the approval of H. E. the Minister of Health No. 1698261 of 30 / 08 / 1439 H on the recommendation of the Saudi Food and Drug Authority (SFDA) to limit work in the field of advertising and promoting pharmaceuticals and herbal products to Saudi pharmacists.
- V. The Ministry shall take all the necessary actions to ensure the establishments adherence to the implementation of this Decision. The penalties prescribed in the Labor Law and its implementing regulations and decisions shall apply to the establishment that violates this Decisions.
- VI. This Decision shall be subject to periodic revisions, when needed, in line with the changes in the labor market.
- VII. The operational guide shall form an integral part of this Decision, and both of them shall enter into force from the date of issuing the Decision.
- VIII. This Decision shall be posted on the Ministry's website at the date of issuance thereof, along with the operational guide.
- IX. The Deputy Minister shall take the necessary actions to implement the Decision.

God Bless,

Minister of Human Resources and Social Development

Eng. Ahmed Bin Suleiman Al-Rajhi

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