

## Ministerial Decision

Based on the authorities and powers granted to the Minister of Human Resources and Social Development by law; and after reviewing the provisions of Article 3, Article 11 bis, Article 27 and Article 36 of Labor Law issued by Royal Decree No. (M/51) dated 23/08/1426 AH, amended by Royal Decree No. (M/24) dated 12/05/1434 AH, amended by the Royal Decree No. (M/1), dated 22/01/1435 AH, amended by Royal Decree No. (M/46), dated 05/06/1436 AH, amended by Royal Decree No. (M/14), dated 22/02/1440 AH, amended by Royal Decree No. (M/134) dated 27/11/1440 AH, amended by Royal Decree No. (M/5) dated 07/01/1442 AH; and after reviewing the provisions of the Ministerial Decision No. 169419 dated 08/09/1440 AH; and according to the public interest, the Minister of Human Resources and Social Development hereby decides the following :

First: confine working in the activities and professions at the commercial complexes (malls) to the Saudis in all the Kingdom provinces .

Second: confine working in the management offices of the commercial complexes (malls) to the Saudis .

Third: The following activities shall be excluded from Paragraph (First) of this decision:

The Saudization percentage for the restaurant activities is 40% .

Saudization percentage for the café shops is 50% .

Hypermarkets and supermarkets .

Fourth: The following activities shall be excluded from Paragraph (First) of this decision (Barber; Entertainment Game Maintenance Technician; Loading and Unloading Worker; Cleaning Person) .

Fifth: The procedure manual for Saudization of the commercial complexes (malls) shall be approved in the format enclosed in this decision; and it shall be enforceable starting from the effective date of the decision .

Sixth: This decision shall be implemented in conjunction with the other ministerial decisions issued in connection with Saudization. If there is a difference in the Saudization percentages, thus the higher percentage shall apply.

Seventh: The Ministry shall take all necessary measures to ensure that establishments comply with the implementation of this decision, given that penalties shall be applied to the establishments acting in violations of the provisions of this decision in accordance with the schedule of violations and penalties issued by the Ministerial Decision No. 178743 dated 27/09/1440 AH, corresponding to 01/06/2019 AD, and any amendments thereto.

Eighth: This decision, together with the procedure manual, shall be published in the Ministry's website and shall be effective after 120 days since the date of publication thereof .

Ninth: The Deputy Minister shall take all the necessary actions to execute given decision .

Allah is the Arbiter of Success.

**Minister of Human Resources and Social Development**

**His Excellence, Ahmad bin Sulaiman Al Rajhi**

**[hand-signed]**