

Human Resources and  
Social Development



# The Guidance Guide to the Rights and Obligations of Domestic Workers in the Kingdom of Saudi Arabia

Executive General Supervisor of Domestic Workers

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## 1. Introduction

The domestic workers regulations and those in their position includes the consent based on knowledge and knowledge, and ensures that the domestic employer and the domestic worker are aware of the conditions of work, the nature of work, the place, and the wage, and during the daily and weekly daytime as follows Which has been activated by the regulation, and it is required that this be done by a worker and his departure from his home country. The Ministry of Human Resources Unit Domestic 14 The arrangement does not currently affect the scope of employment, and the Kingdom of Saudi Arabia has organized the Department of Domestic Workers between companies, offices and partners who work according to what it wants internationally .

## 2. Terms:

Domestic Workers:	Every natural person - male or female - who performs domestic work or the like directly or indirectly for the domestic employer and any member of the staff under his supervision who performs domestic work or someone who takes his place.
Approved Platform	An electronic platform used to detect the operations of those licensed such as "Musaned, and Ajir Recruitment, any platform chosen by the Ministry
Sending offices	Every office, company, or recruitment agency outside KSA that has obtained a license in its country to employ simple support workers, and is approved on the electronic platform to provide services and employ various support workers, matching the specifications approved by the Ministry.

## 3. What are the professions available for domestic use

The professions available for domestic workers include the following:

- Domestic worker
- Private driver
- Education
- Home nurse
- Home cook
- Home planning
- Home travel
- Home life
- Home manager

- Home guard
- Personal assistant
- Home farmer
- Physical therapy specialist
- Home coffee maker
- It is included by any other person within the household tasks

#### 4. Digital services for domestic workers

Microsoft provides services dedicated to domestic use. These services include the approved list.

1. The platform provides comprehensive and integrated services related to recruiting workers
2. Electronic documentation between local recruitment offices and offices The sender, and electronic contracting between recruitment offices and workers,
3. The Kingdom also provided a service for domestic workers and marketing labor disputes electronically, you can find more digital services on the website of the Ministry of Human Resources and Humanitarian Affairs.
4. [Amicable service for labor disputes](#)

#### 5. Licensed human resources and recruitment companies and domestic labor recruitment offices

It is necessary to prepare [domestic workers on the list of human resources companies for workers and labor recruitment offices](#) approved by the Ministry periodically.

#### 6. Rights of domestic workers

**According to the provisions of the domestic regulations and those like them, and the domestic worker:**

- Not to be charged for his recruitment fees, profession change fees, service transfer fees, residence fees, work permit fees and renewal fees, and any resulting fines caused by the domestic employer
- Not to take any decision or change after him from the career path.
- The wage as originally stated in the unified contract signed by the employer and the worker.
- Not to expose him to reasons that cause him complete harm.
- One day a week, according to what the two parties need in the contract.
- The continuous cost shall not be less than eight hours.
- A one-month leave with full pay and you wish to take a two-year leave.
- He shall not be employed under the service more than once with the employer himself, unless he draws attention to the fact that the domestic worker works in a job different from his first job
- The value of the travel ticket to his original country at the employer's expense every time every six years in accordance with electronic transactions and regulatory laws for domestic workers

- Obtaining a final exit visa to leave the Kingdom upon the expiration of the contract period Money for some otherwise.
- End of service bonus Monthly wage, if you have been in the service of the employer for four consecutive years.
- Sick leave of 30 days per year comprehensively decided the necessity of proving the need for leave
- Repair of special documentary documents such as passports, ID, etc.

### **The domestic worker is obligated to the following:**

- Perform the work himself according to and outside the supervision of the employer and members of the people, and in accordance with what is specified in the employment contract, and to exercise the necessary care in performing it.
- Preserving the employer's property, work tools, and everything in his custody or at his disposal, taking necessary care of them, and taking all necessary measures to preserve and ensure their safety.
- Not to assault verbally or commit any act of violence against members of society or members of society.
- To preserve the families of the employer and family members and people who are in the house that they see during work or because of it and not disclose it to others.
- Not to refuse work or serve papers without an acceptable excuse.
- Not to work for his own account or have rights or work in a profession other than the blogger
- Not to harm the dignity of the employer and family members and not to interfere in what concerns them.
- To respect the Islamic religion and adhere to the regulations in force in the Kingdom and the customs and traditions of Saudi society and public morals and not to engage in any activity that harms the family.

## **7. Obligations of the domestic employer**

The employer must conclude an employment contract with the worker in accordance with the form and mechanisms approved by the Ministry.

The employer is committed to the obligations stated in the contract, in addition to:

- Providing the requirements for performing the agreed upon work.
- Providing a suitable place to live and providing suitable food, or a financial alternative to them.
- Enabling the worker to communicate with his family.
- Issuing and renewing residency and paying the fees due.
- Completing the requirements for licenses or permits necessary to practice the profession and renewing it and paying all related fees, and any fees or costs imposed by the Government.
- The employer pays the full wage to the domestic worker as agreed upon in the employment contract.
- To allow the domestic worker to enjoy continuous daily rest for a period of not less than eight hours per day.
- Health care for the domestic worker in accordance with the regulations and instructions approved in the Kingdom.

- Not to assault the domestic worker physically or verbally or commit any act that involves violence against the domestic worker.
- Not to assign the domestic worker to work other than the agreed upon work.
- Not to hire the domestic worker's service or allow him to work for his own account.
- Not to assign the domestic worker to any dangerous work that threatens his health or physical safety or affects his human dignity.
- Complete the procedures for shipping the body upon the death of the domestic worker.

## 8. Obligations of the licensee

Human resources and recruitment companies and domestic labor recruitment offices must commit to the following:

- Inform the worker of the type and nature of the work and the amount of wages.
- Attach evidence of his fitness, health, psychological and professional condition.
- Conduct the necessary medical examinations for the worker within a period not exceeding (30) days at most prior to his entry into the Kingdom.
- Educating and familiarizing the worker with the customs and traditions of Saudi society and public morals.
- Receiving and housing domestic workers whom he mediates in bringing in until they are handed over to the employers and providing them with food.
- Providing suitable housing and food for the domestic workers whom he mediates in bringing in in the event of absence or refusal to work for the employer
- Treating the worker well and not exposing him to violence.
- Educating the worker about the competent authorities to consider his complaint regarding any violation of his rights and freedoms.
- Not to receive sums from the domestic worker in exchange for bringing him in
- Concluding a contract between the recruitment company/office and the domestic employer through the mechanisms approved by the Ministry, so that the contract generally includes the terms and specifications specified by the employer in the domestic worker whom the office is tasked with bringing in.
- The licensee must provide an alternative domestic worker or return the costs of bringing him in to the employer in accordance with the contract concluded between them. If the licensee violates the stipulated terms and specifications, the employer has the right to refuse to employ the domestic worker and return him during the trial period.
- Recruitment companies and offices are prohibited from submitting an advertisement that includes a false offer, statement or claim or is formulated with phrases that may directly or indirectly lead to misleading the client.
- Recruitment companies and offices are prohibited from submitting an advertisement that includes terms or phrases that may affect the dignity of domestic workers and do not respect the regulations related to human rights.

## 9. Settlement of disputes and complaints

In the event of any dispute between the domestic worker or the domestic employer, either of them has the option to file a complaint with the Ministry. The Ministry is responsible for settling the case between the two parties amicably within five working days, starting from the date of submitting the complaint to the Ministry. If an amicable settlement is not possible, the dispute shall be referred to the competent court.

## 10. Penalties for Domestic Workers

According to Article (Thirty) of the Domestic Workers and Those in Their Care Regulations, a domestic worker who violates the provisions of the Regulations shall be punished as follows:

1. A fine not exceeding two thousand riyals, or by permanently preventing him from working in the Kingdom, or both.
2. Fines shall be multiplied by the number of violations proven against the domestic worker.
3. The violating domestic worker shall bear the costs of his return to his home country,

## 11. Penalties for the Domestic Employer

According to Article (Twenty-Nine) of the Domestic Workers and Those in Their Care Regulations, a domestic employer who violates the provisions of the Regulations shall be punished as follows:

1. A fine not exceeding twenty thousand riyals or preventing him from recruiting for a period not exceeding three years, or both.
2. Preventing the violator from recruiting permanently
3. The penalty imposed on the violator may be doubled in the event of a repeat violation
4. Fines shall be multiplied by the number of persons against whom the violation occurred.

## 12. List of violations of the regulations of the Kingdom of Saudi Arabia and the penalties resulting from them

Penalties for violators of the rules of dealing with expatriates who violate the residency regulations				
SN	Description	Penalty (SAR)		
		First time	Second time	Third time
1	Penalty for an expatriate who works for his own account "loose labor"	<ul style="list-style-type: none"> <li>- Fine (10) thousand riyals</li> <li>- Deportation</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (25) thousand riyals</li> <li>- Imprisonment for one month</li> <li>- Deportation</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (50) thousand riyals</li> <li>- Imprisonment for a period of (6) months</li> <li>- Deportation</li> </ul>
2	A citizen or resident transporting and employing violators of the residency and work regulations or covering them up, or sheltering them, or helping them find job opportunities, housing or transportation	<ul style="list-style-type: none"> <li>- Fine (15) thousand riyals</li> <li>- Deportation if the violator is an expatriate</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (30) thousand riyals</li> <li>- Imprisonment for a period of (3) months</li> <li>- Deportation if the violator is an expatriate</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (100) thousand riyals</li> <li>- Imprisonment for a period of (6) months</li> <li>- Deportation if the violator is an expatriate</li> </ul>
3	A citizen or resident individual enabling his own workers to work for his own account, or to work for someone else	<ul style="list-style-type: none"> <li>- Fine (15) thousand riyals</li> <li>- Deprivation of recruitment for a period of one year.</li> <li>- Deportation if the violator is an expatriate</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (30) thousand riyals</li> <li>- Imprisonment for a period of (3) months</li> <li>- Deprivation of recruitment for a period of two years.</li> <li>- Deportation if the violator is an expatriate</li> </ul>	<ul style="list-style-type: none"> <li>- Fine (100) thousand riyals</li> <li>- Imprisonment for a period of (6) months</li> <li>- Deprivation of recruitment for a period of five years.</li> <li>- Deportation if the violator is an expatriate</li> </ul>

## 13. Legal provisions regulating the recruitment and employment of domestic workers

[The Domestic Workers and Those in Their Care Regulations](#) regulate work relations with domestic workers in the Kingdom, and determine the responsibilities of the parties to the relationship in a manner that guarantees their rights and obligations in a balanced manner. It also regulates the provision of a suitable work environment for them in accordance with the applicable international legislation and agreements in the Kingdom.



Decisions related to the recruitment and employment of domestic workers:

- [Rules for dealing with expatriates who violate the regulations](#)
- [Rules for practicing the activity of recruitment and providing labor services](#)
- [Controls for improving the contractual relationship of domestic workers and those in their care](#)