



Human Resources and
Social Development

In the Name of Allah, the Most
Merciful, the Most Beneficent

Royal Court

Kingdom of Saudi Arabia
Roya Court
(061)

Issue No.: 1189
Date of Issue: 07/01/1442 H. (26/08/2020 G.)
Attachments: 3

Telegram

– Circular –

Sire, His Royal Highness, the Crown Prince, the Deputy Prime Minister, May Allah bless him,

A copy to each government ministry and authority,

Each authority shall notify its affiliated and associated authorities,

The peace and mercy of Allah may be upon you,

I send Your Highness the following:

First: A copy of the Council of Ministers' Decree No. (14), dated 06/01/1442 H. (25/08/2020 G.), on the approval for amending the Labor Law, issued by the Royal Decree No. (M/51), on 23/08/1426 H. (27/09/2005 G.), as stated in the Decree; and

Second: A copy of the Royal Decree No. (M/5), dated 07/01/1442 H. (26/08/2020 G.) on the approval for the same.

I kindly ask Your Highness to order to take the required complementary actions.

Please, accept my best and warmest regards,,,,

Chief of the Royal Court

Fahd bin Mohammed bin Saleh Al-Issa

/the stamp of the Ministry of Human Resources and Social Development, the Minister's Office, No/ 6989, Date 08/01/1442 H. (27/08/2020 G.), barcode 0048579032750663/



In the Name of Allah, the Most Merciful, the Most Beneficent

Kingdom of Saudi Arabia

Decree No. (14)

Date: 06/01/1442 H. (25/08/2020 G.)

Council of Ministers General Secretariat

Council of Ministers' Decrees

The Council of Ministers,

having perused the Letter sent from the Royal Court under No. 57044, dated 19/10/1441 H. (11/06/2020 G.), including the Telegram No. 152907, of H.E., the Minister of Human Resources and Social Development, dated 17/10/1441 H. (09/06/2020 G.), concerning H.E.'s request for removing Articles (149) and (150) from the Labor Law;

having perused the Royal Order No. (A/97), dated 17/03/1418 H. (21/07/1997 G.);

having perused the Labor Law, issued by the Royal Decree No. (M/5), dated 23/08/1426 H. (27/09/2005 G.);

having perused the Memorandum No. (1217), dated 28/12/1441 H. (18/08/2020 G.), prepared in the Bureau of Experts at the Council of Ministers;

having perused the Minutes No. (1/42/M), dated 01/01/1442 H. (20/08/2020 G.); and

having perused the Recommendation No. (48), dated 01/01/1442 H. (20/08/2020 G.) of the General Committee of the Council of Ministers,

the Council of Ministers resolved to

approve the amendment of the Labor Law, issued by Royal Decree No. (M/5), dated 23/08/1426 H. (27/09/2005 G.), as follows:

1- To remove Articles (149) and (150);

2- To add an article under No. (131), *bis*, stipulating as follows:

“The Minister, by his/her decree, shall specify the professions and jobs which are deemed to be hazardous or may expose a worker to abnormal hazards or damage, and the categories which are – permanently or temporarily – prohibited to be employed therefor or may be employed therefor under special conditions, including the extent of the need for scheduling the working hours of such categories, according to the KSA's relevant obligations as stated in the international conventions and agreements”;

3- To amend Article (186) to read:

“No person under the age of eighteen may be employed in a mine or quarry”.

A Royal decree bill has been prepared for that purpose. The Decree wording is attached.

Prime Minister

/signed/



In the Name of Allah, the Most Merciful, the Most Beneficent

King of Saudi Arabia

No. M/5

Date: 07/01/1442 H. (25/08/2020 G.)

With the help of Allah, the Almighty,

We, Salman bin Abdulaziz Al Saud,

The King of Saudi Arabia,

based on Article (70) of the Basic Law of Governance, issued by the Royal Order No. (A/90), dated 27/08/1412 H. (01/03/1992 G.);

according to Article (20) of the Law of The Council of Ministers, issued by the Royal Order No. (A/13), dated 03/03/1414 H. (20/08/1993 G.);

pursuant to the Royal Order No. (A/97), dated 17/03/1418 H. (21/07/1997 G.); and

having perused the Council of Minister's Decree No. (14), dated 06/01/1442 H. (25/08/2020 G.),

we resolved:

First: To approve the amendment of the Labor Law, issued by the Royal Decree No. (M/51), dated 23/08/1426 H. (27/09/2005 G.) as follows:

1- To remove Articles (149) and (150);

2- To add an article under No. (131), *bis*, stipulating as follows:

“The Minister, by his/her decree, shall specify the professions and jobs which are deemed to be hazardous or may expose a worker to abnormal hazards or damage, and the categories which are – permanently or temporarily – prohibited to be employed therefor or may be employed therefor under special conditions, including the extent of the need for scheduling the working hours of such categories, according to the KSA's relevant obligations as stated in the international conventions and agreements”;

3- To amend Article (186) to read:

“No person under the age of eighteen may be employed in a mine or quarry”.

Second: H.E.. the Deputy Prime Minister, the ministers and the heads of the concerned independent authorities – each according its own competence – shall enforce this Decree of ours.

Salman bin Abdulaziz Al Saud

/Signed/