



In The Name of Allah, the Most Gracious, the Most Merciful

(KSA EMBLEM)

Kingdom of Saudi Arabia

Ministry of Labor

Legal Affairs

Ministerial Resolution No. 1559/1 on 22/06/1431 AH

Minister of Labor,

Having perused Article (122) and Article (243) of the Labor Law promulgated by Royal Decree No. M/51 on 23/08/1426 AH;

Having Perused Ministerial Resolution No. 551/1 on 17/02/1429 AH;

Based upon the instructions of the Honorable Council of Ministers contained in Telegram No. 25686/B on 02/06/1431 AH by the Council of Ministers Court.

IT IS RESOLVED:

- First:** Worker may not work in outdoor jobs exposed to the sunlight from twelve o'clock in the afternoon until three o'clock in the evening during the period between the tenth day of Cancer, corresponding to the first of July, to the end of the ninth day of Virgo, corresponding to the end of August of each year.
- Second:** On regulating working hours in accordance with the provisions of Articles 98, 99 and 100 of the Labor Law, employer shall take into account the provisions of the first paragraph of this Resolution.
- Third:** Workers who work in oil and gas companies, as well as emergency maintenance workers, shall be excluded from this Resolution, provided that necessary measures are taken to protect them from harm due to sunlight.
- Fourth:** Violation of this Resolution shall be subject to the penalty stipulated in Article (236) of the Labor Law.
- Fifth:** This Resolution shall come into effect as of 1436 AH – 2011 AD.
- Sixth:** Undersecretary for Labor Affairs shall enforce this Resolution.

Allah is the Arbiter of Success,

Minister of Labor

Ghazi bin Abdul Rahman Al Gosaibi

(Handwritten Signature)

Legal Affairs

Ministerial Resolution No. 1559/1 on 22/06/1431 AH

Minister of Labor,

Having perused Article (122) and Article (243) of the Labor Law promulgated by Royal Decree No. M/51 on 23/08/1426 AH;

Having Perused Ministerial Resolution No. 551/1 on 17/02/1429 AH;

Based upon the instructions of the Honorable Council of Ministers contained in Telegram No. 25686/B on 02/06/1431 AH by the Council of Ministers Court.

IT IS RESOLVED:

- First:** Worker may not work in outdoor jobs exposed to the sunlight from twelve o'clock in the afternoon until three o'clock in the evening during the period between the tenth day of Cancer, corresponding to the first of July, to the end of the ninth day of Virgo, corresponding to the end of August of each year.
- Second:** On regulating working hours in accordance with the provisions of Articles 98, 99 and 100 of the Labor Law, employer shall take into account the provisions of the first paragraph of this Resolution.
- Third:** Workers who work in oil and gas companies, as well as emergency maintenance workers, shall be excluded from this Resolution, provided that necessary measures are taken to protect them from harm due to sunlight.
- Fourth:** Violation of this Resolution shall be subject to the penalty stipulated in Article (236) of the Labor Law.
- Fifth:** This Resolution shall come into effect as of 1436 AH – 2011 AD.
- Sixth:** Undersecretary for Labor Affairs shall enforce this Resolution.

Allah is the Arbiter of Success,

Minister of Labor

Ghazi bin Abdul Rahman Al Gosaibi

(Illegible Seal)

Copy to our Office

Copy to His Excellency the Vice Minister's Office

Copy to Planning Agent

Copy + Original to Legal Department

Copy to Archives



In The Name of Allah, the Most Gracious, the Most Merciful

(KSA EMBLEM)
Kingdom of Saudi Arabia
Council of Ministers Court
(071)

Council of Ministers Court
Issue No. 25686/B
Issue Date: 02/06/1431
Attachments: 8 Scrolls
(Barcode)

Telegram

His Excellency the Minister of Labor, May Allah Preserve Him,

Copy to the Secretariat-General of the Council of Ministers

Peace and Blessings of Allah be Upon You,

We send you herewith a copy of Letter No. 1378 on 27/05/1431 AH by His Excellency the Secretary-General of the Council of Ministers, in response to our Telegram No. 28661/B on 11/07/1430 AH, which informs of the kind instructions to present Letter No. 2348/1 on 01/07/1430 AH to the Council of Ministers, attached thereto a Draft Ministerial Resolution regulating working hours under the sunlight,

As clarified by His Excellency that the Council of Ministers perused this matter during the meeting held on 26/05/1431 AH under the chairmanship of, the Custodian of the Two Holy Mosques, the Prime Minister – may Allah protect him – as well as perusing the kind instructions, Minutes No. (76) on 19/02/1431 AH of the Board of Experts in the Council of Ministers prepared in this regard, and the recommendation of the General Committee of the Council of Ministers made in this regard. Council of Ministers instructed the Ministry of Labor to include the following in the Draft Ministerial Resolution for determining working hours under the sunlight:

1. Workers who work in oil and gas companies, as well as emergency maintenance workers, shall be excluded from (First) Clause of this Draft Resolution, provided that necessary measures are taken to protect them from harm due to sunlight.
2. Emphasize the application of penalties stipulated in the Labor Law against violators of the Resolution.

We hope to peruse and complete the necessary actions as instructed by the Council of Ministers.

Kindly accept our regards,

Abdulaziz bin Fahd bin Abdulaziz

President of the Council of Ministers Court

(Seal: Council of Ministers Court – Telegrams) – (In Handwriting: 6155/163 H)



Human Resources and
Social Development

S. G/4536