

Ministry of Human Resources and Social  
Development  
Minister's Office

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Issue No. 89384

Date: 12/05/1442

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Kingdom of Saudi Arabia

Minister's Office

## Ministerial Resolution

Based on the powers duly vested in the Minister of Human Resources and Social Development;

Having perused the provisions of Article 11 bis and Article 12 of the Labor Law promulgated by Royal Decree No. (M/51) on 23/08/1426 AH, amended by Royal Decree No. (M/24) on 12/05/1434 AH, amended by Royal Decree No. (M/1) on 22/1/1435 AH, amended by Royal Decree No. (M/46) on 05/06/1436 AH, amended by Royal Decree No. (M/14) on 22/02/1440 AH, and amended by Royal Decree No. (M/134) on 27/11/1440 AH, amended by Royal Decree No. (M/5) on 7/1/1442 AH, after reviewing the provisions of the regulation of Labor Law promulgated by Ministerial Resolution No. (70273) on 11/04/1440 AH, amended by Ministerial Resolution No. (54908) on 16/03/1441 AH, amended by Ministerial Resolution No. (142906) on 13/08/1441 AH, amended by Ministerial Resolution No. (146481) on 07/09/1441 AH, amended by Ministerial Resolution No. (3485) on 07/01/1442 AH, and as required by the public interest.

### IT IS RESOLVED:

First: Agree to amend the regulation of the Labor Law promulgated by Ministerial Resolution No. (70273) on 11/04/1440 AH, amended by Ministerial Resolution No. (54908) on 16/03/1441 AH, amended by Ministerial Resolution No. (142906) on 13/08/1441 AH, amended by Ministerial Resolution No. (146481) on 07/09/1441 AH, amended by Ministerial Resolution No. (3485) on 07/01/1442 AH, amended by Ministerial Resolution No. (51848) on 19/03/1442 AH as follows:



1. Add a paragraph under No. (3) to the Clause No. (4) of the Article No. (38), states the following:
  - Consider the establishments' payment of penalties by mistake and issue an administrative resolution for that.
2. Amend the clause No. (5) of the Article No. (38) to state the following:
  - Objection on the administrative resolution of imposing a penalties within (sixty) days from the date of notifying the violator with the administrative resolution, such objection cannot suspend the execution of punishment.
3. Amend Paragraph No. (1) of the clause No. (8) of the Article No. (38), states the following:
  - The violator shall submit a settlement request within (ninety) days from the date of being notified with the administrative resolution of imposition of penalty or the final judgment issued against him/ her, to be considered by the concerned department with (ninety) days from the date of submission. In such case, the concerned department is entitled to recommend the suspension of execution of punishment until considering the request.
4. Amend paragraph No. (5) of the clause No. (8) of the Article No. (38), states the following:
  - The violator shall execute the decision related to violation's settlement within (sixty) days from the date of being notified, otherwise the settlement will be considered cancelled.

Second: This Resolution shall be published in the Official Gazette and the Ministry's Website and shall come into force from the date of publication.

Third: This Resolution shall revoke all previous resolutions that conflict therewith.

Fourth: Vice Minister of Labor shall take all necessary actions to enforce this Resolution.

Allah is the Arbiter of Success,

Minister of Human Resources and Social Development

Eng. AHMED BIN SULEIMAN AL RAJHI

(Handwritten Signature)

Human Resources & Social  
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Minister's Office  
Ministerial Resolution

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Minister of Human Resources and Social Development

Eng. AHMED BIN SULEIMAN AL RAJHI

Age: 11/05/1442 AH

Copy: Our Office

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