

Ministerial Decision

The Minister of Human Resources and Social Development,
Based on authorities duly granted to him.

Having reviewed the provisions of Articles (3, 11 bis, 27, 36) of the Labor Law issued by Royal Decree No. (M/ 51) dated 23/08/1426 H, amended by Royal Decree No. (M/24) dated 12/5/1434 H, amended by Royal Decree No. (M/ 46) dated 05/06/1436 H, amended by Royal Decree No. (M/14) dated 22/02/1440 H, and amended by Royal Decree No. M/ 134 dated 27/11/1440 H.

Based on the Memorandum of Understanding concluded between the Emirate of Ha'il, and the Ministry of Human Resource and Social Development on 12/05/1439 H, and the recommendations of the Supreme Committee for the localization and Social Development Program in Ha'il Region headed by His Royal Highness the Prince of Ha'il Region on 17/02/1441 H, on the localization of some activities and occupations in the region.

Based on the public interest.

decides as follows:

First: Work is restricted to Saudis of both genders in occupations and activities according to the following details:

S.	Activity and Occupation	Localization Rate	Excluded occupations
1	Commercial centers (malls)	100%	The occupations specified in the ministerial decision issued No. 169419 dated 08/09/1440 H
2	Food trucks	100%	None
3	Service delivery offices include: (real estate offices, insurance offices, public services and review offices, and recruitment offices)	70%	None
4	Associations, non-profit organizations and development committees	100%	Cleaner occupation
5	Accountant occupation (cashier) in outlets for commercial activities that exceed an area of 200 square meters	100%	None
6	Advertising agencies	50%	None

7	Travel, tourism and tour organization agencies	70%	None
8	Breakdown vehicle transport activity (winch)	100% for individual 50% for the entities	None

Second: Names of the activities mentioned in clause (1) shall be according to what are mentioned in the ISIC4 classification according to the details mentioned in the attached schedule.

third: Adhered to feminization decisions and women's working conditions when employed in relation to the activities and shops for which decisions have been issued.

Fourth: This decision to localization activities is valid for Saudis according to the percentages and exceptions mentioned in clause (1) after 90 days from the date of this ministerial decision.

Fifth: The statutory punishment for the violation applies to employing non-Saudi workers in occupations that are restricted to Saudis set forth in the violation and penalty table issued by ministerial decision No. 178743 dated 27/09/1440 H, taking into account any amendments that occur in the future.

Sixth: This decision is implemented in accordance with the ministerial decisions issued for localization. In the event of different localization rates, the higher percentage will be applied.

Seventh: the vice Minister of Labor sector takes the necessary measures to inform and implement it.

Best Regards,

Minister of Human Resources and Social Development
Eng. Ahmed bin Suleiman Al-Rajhi
(Signed)

Annex No. 1:

S.	Activity or Occupation	Activity No.	Name of activity in ISIC4
1	Commercial centers (malls)	471910	Retail in personal goods in large markets that operate within one department, clothing, footwear, leather goods, perfumes, cosmetics, jewelry, accessories, appliances, household items, children's toys, sports tools, etc.)
2	Food truck	561060	Food truck to sell food
3	Service delivery offices, which include: 1. Real estate office 2. Public service and review office 3. Insurance office 4. requirement office	682010	Activities of brokers' agents (auctioneer offices)
		681010	Buying and selling lands and real estate, dividing them and selling activities on the map
		682020	Real estate management activities for a commission
		681021	Management and leasing of real estate owned or leased (residential)
		829903	Transaction reviewing activities
		651201	Health insurance
		651202	Vehicle insurance
		651203	Property insurance
		651204	Accident and liability insurance
		662211	Insurance brokerage
		781011	Household employment service activities
4		949911	Consumer associations
		471110	Cooperative associations

	Associations, nonprofits organizations, and development committees	949919	Other associations and organizations
6	Service delivery offices include: (student services, advertising agencies)	476123	Retail sale of stationery, newspapers and magazines (libraries)
		181150	Print commercial stationery correspondence papers and invoices
		464962	Wholesale for stationery
		731011	Advertising entities and agencies
7	Travel, tourism and tour organization agencies	791221	Organizing domestic land trips
		791223	Organizing land trips abroad
		791101	Activities of travel and tourism agencies
8	Licensed vegetable and fruit shops	463019	Wholesale of fruits, vegetables and other dates
		472119	Other retail sale of fresh and preserved fruits and vegetables and dates
9	Breakdown vehicle transport activity (winch)	522323	Land transport