

/the stamp of the Ministry of Human
Resources and Social Development, the
Minister's Office, No/ 51484, Date 19/03/1442 H.
(05/11/2020 G.), barcode 5048579074012284/

Ministry of Human Resources and
Social Development
Kingdom of Saudi Arabia

Minister's Office

Ministerial Decree

The Minister of Human Resources and Social Development,

based on the powers legally granted thereto,

having perused the provisions of Articles (11), bis, (33), (37), (40), (41) and (77) of the Labor Law, issued by the Royal Decree No. (M/51), dated 23/08/1426 H. (27/09/2005 G.), amended by the Royal Decree No. (M/24), dated 12/05/1434 H. (24/03/2013 G.), amended by the Royal Decree No. (M/1), dated 22/01/1435 H. (25/11/2013 G.), amended by the Royal Decree No. (M/46), dated 05/06/1436 H. (25/03/2015 G.), amended by the Royal Decree No. (M/14), dated 22/02/1440 H. (31/10/2018 G.), amended by the Royal Decree No. (M/134), dated 27/11/1440 H. (30/07/2019 G.), amended by the Royal Decree No. (M/5), dated 07/01/1442 H. (26/08/2020 G.);

having perused the Implementing Regulations of the Labor Law, issued by the Ministerial Decree No. 70273, dated 11/04/1440 H. (18/12/2018 G.), amended by the Ministerial Decree No. 54908, dated 16/03/1441 H. (13/11/2019 G.), amended by the Ministerial Decree No. 142906, dated 13/08/1441 H. (06/04/2020 G.), amended by the Ministerial Decree No. 146481, dated 07/09/1441 H. (30/04/2020 G.), amended by the Ministerial Decree No. 3485, dated 07/01/1442 H. (26/08/2020 G.); and

having perused the Ministerial Decree No. 156309, dated 18/08/1440 H. (23/04/2019 G.),

the Minister resolved as follows:

First: To approve the amendment of the Implementing Regulations of the Labor Law, issued by the Ministerial Decree No. 70273, dated 11/04/1440 H. (18/12/2018 G.), amended by the Ministerial Decree No. 54908, dated 16/03/1441 H. (13/11/2019 G.), amended by the Ministerial Decree No. 142906, dated 13/08/1441 H. (06/04/2020 G.), amended by the Ministerial Decree 146481, dated 07/09/1441 H. (30/04/2020 G.), amended by the Ministerial Decree No. 3485, dated 07/01/1442 H. (26/08/2020 G.), as follows:

1. To amend paragraph (1) of (Second) of Article (14) to read:

An expatriate worker may work for another employer without a requirement for a certain period if the current employer agrees upon the same, unless otherwise is provided by the controls included in Saudization Nitaqat Program.

2. To amend paragraph (7) of (Second) of Article (14), to read:

An expatriate worker may, upon the expiration of the authenticated employment contract, work for another employer without the consent of the current employer.

3. To add a paragraph under No. (21) to (Second) of Article (14) to read:

Considering the provisions of Article (77) of the Law, an expatriate worker may, without the consent of the current employer, work for another employer upon fulfilling the following conditions:

- a. Such expatriate worker has been employed for twelve months as of the date of entry into the Kingdom.



b. Such expatriate worker shall notify the current employer (ninety) days, at least, prior to terminating the contractual relation, unless both parties agree otherwise.

Second: This Decree shall be published in the official gazette and on the Ministry's official website, and shall be enforced as of 01/08/1442 H., corresponding to 14 March, 2021 G.

Third: This Decree shall supersede all previous conflicting decrees.

Fourth: The Deputy Minister shall take the required actions for communicating and enforcing this Decree.

May Allah grant you success,,

Minister of Human Resources and Social Development

/signed/

Eng. Ahmed bin Sulaiman Al-Rajhi