



Human Resources and
Social Development

Guide to the rights and obligations of domestic workers in the Kingdom of Saudi Arabia

General executive supervision of domestic workers

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1. Preamble

The Regulations for Domestic Workers and the Like stipulate the principle of consent based on science and knowledge. It guarantees the awareness and knowledge of the domestic employer and the domestic worker of the terms of the contract, the nature of the work, the place of work, the wage, and the daily and weekly rest period as specified by the regulation. This is required to be done before the employee's recruitment and departure from his home country. The Ministry of Human Resources and Social Development has identified 14 professions that fall within the scope of domestic workers. The Kingdom of Saudi Arabia regulates the contractual relationship between domestic workers, recruitment companies, and offices and employers in accordance with the best international standards and in the light of the International Workers Organization Convention No. 189, as well as Recommendation No. 201 regarding decent work for domestic workers*. The law prohibits discrimination among workers based on race, color, sex, religion, political opinion, national origin, or social origin.

2. Who are domestic workers?

Any natural person who performs a domestic service, directly or indirectly, to his employer or any member of his family and during the performance of the service he is under the supervision and direction of the employer, or his representative.

3. What professions are available for domestic workers?

14 professions fall within the scope of domestic workers at present, as follows:

- Domestic worker
- Private driver
- Nanny
- House nurse
- House cook
- House tailor
- House waiter
- Butler
- House manager
- Housekeeper
- Personal assistant
- House farmer
- Physiotherapist
- Specialist. private speech and hearing therapist

4. Digital services for domestic workers

The Kingdom of Saudi Arabia provides specialized services for domestic workers. These services include Musaned website, which is an integrated electronic platform that provides individual employers in Saudi Arabia with domestic workers recruitment by agencies and their costs, electronic documentation between local recruitment offices and foreign offices of countries sending domestic workers, as well as electronic contracting between the recruitment office and employers. The Kingdom has also provided a service for filing complaints and settling domestic worker disputes electronically; you can find more digital services on the website of the Ministry of Human Resources and Social Development.

5. Legal provisions regulating the recruitment and employment of domestic workers

[The Regulations of Domestic Workers & the like](#) regulate work relations with domestic workers in the Kingdom of Saudi Arabia and define the responsibilities of the parties to the relationship in a way that guarantees their rights and obligations in a balanced manner and also provides a suitable work environment for them in accordance with the legislation and international applicable agreements in the country.

Decisions related to the recruitment and employment of domestic workers:

- [Rules for practicing recruitment and providing workers' services](#)
- [Rules for dealing with expatriates who violate laws](#)

6. Human resources and recruitment companies and authorized domestic workers' recruitment offices

See [the list of human resources and recruitment companies and domestic workers' recruitment offices authorized](#) by the Ministry of Human Resources and Social Development.

7. Rights and obligations of the domestic worker

According to the laws of the Kingdom of Saudi Arabia, the following shall be prohibited:

- Recruiting or employing a worker under the age of 21 years.
- Assigning the domestic worker to work other than what was agreed upon in the contract, or working for someone else.
- Discrimination between workers against the principle of equality based on race, color, sex, religion, nationality, national or social origin, or disability.
- Sexually harassing the worker, whether the harassment is verbal or physical.
- Compulsory work or any work practiced within the framework of trafficking in persons.
- Exposing the worker to any actions that cause him physical harm.
- Violating the dignity of migrant workers.

According to what is stipulated in the Regulations of Domestic Workers and the like, the domestic worker is entitled to the following:

- The wage shall be as stipulated in the unified contract signed by the employer and the worker.
- One-day weekend as agreed upon by both parties in the contract.
- Continuous daily rest shall not be less than eight hours.
- One month's paid leave if he spends two years and wishes to renew it for a similar period.
- A domestic worker may not be placed on trial more than once by the same employer unless the parties agree that the domestic worker shall engage in work different from his or her first job.
- The cost of a travel ticket at the employer's expense shall be once every two years.
- An end-of-service bonus worth one month's wages, if he has served the employer for four consecutive years.
- Sick leave of 30 days per year based on a medical report proving the need for leave.
- Maintaining the worker's identification documents such as passports, IDs, etc.

The worker is committed to the obligations stipulated in the contract. In addition, he shall:

- Perform the work itself according to the guidance and supervision of the employer and his family members, in accordance with the specific employment contract, and make the necessary care.
- Preserve the employer's property, tools, and everything in his custody or at his disposal, taking the necessary care and all necessary measures to preserve and ensure their safety.
- Never use work tools outside the workplace except with the employer's approval, and keep such tools in the places designated for them.
- Never harm family members, including children and the elderly.
- Maintain the confidentiality of the employer, family members, and persons in the house, which is known during or because of work, and not disclose it to others.
- Not to refuse work or leave service without an acceptable excuse.
- Not to work for himself.
- Never harm the dignity of the employer and family members and do not interfere in their affairs.
- Respect the Islamic religion and adhere to the laws in force in the Kingdom, the customs, traditions of Saudi society, and public morals; and not engage in any activity that is harmful to the family.

8. Obligations of the Domestic Employer

The employer shall conclude an employment contract with the worker in accordance with the form and mechanisms approved by the Ministry of Human Resources and Social Development.

The employer shall comply with the obligations contained in the contract, in addition to:

- Providing the requirements to perform the work agreed upon.
- Providing suitable housing for the domestic worker.

- Food and appropriate clothing to perform the work.
- Enabling the worker to communicate with his relatives.
- Completing the medical examination procedures after the worker arrives in the Kingdom, issuing and renewing the residency and paying the fees.
- Completing the requirements for issuing a driving license for the driver's profession, issuing and renewing the license, and paying the fees.
- The employer shall pay the full wage of the domestic worker according to what was agreed upon in the employment contract.
- Allowing the domestic worker to enjoy daily rest for not less than nine hours per day.
- Medical treatment or health insurance for the domestic worker in accordance with the regulations and instructions approved in the Kingdom of Saudi Arabia.
- Good treatment, preserving dignity and body safety.
- The domestic worker shall not be assigned to work other than the agreed upon tasks.
- The employer shall not hire the service of a domestic worker or allow him to work for himself.
- The domestic worker shall not be assigned to any dangerous work that threatens his health or body safety or affects his human dignity.
 - To appear in person - or on behalf of someone else - before the committee on the dates it sets to consider the claim submitted against him.
 - Finish body shipment procedures upon death of domestic worker.

9. Obligations of recruitment offices

Human resources and recruitment companies, and domestic worker recruitment offices shall adhere to the following:

- Informing the worker of the type and nature of the work and the amount of pay.
- Attach proof of his fitness, health, psychological and professional status.
- Conducting the necessary medical examinations for the worker within a period not exceeding (30) days before he entered the Kingdom of Saudi Arabia.
- Educating and introducing the worker to the customs and traditions of Saudi society and public morals.
- Receiving and housing the workers whose recruitment is mediated until they are delivered to the employers and provide them with subsistence.
- Providing appropriate housing and support for the domestic workers whose recruitment is mediated in the event of their absence or refusal to work for the employer.
- Treating the worker well and not exposing him to violence.
- Educating the worker about the competent authorities to consider his complaints regarding any violation of his rights and freedoms.
- The office shall not, by itself or a third party, request or accept from any domestic worker, whether before or after starting work, any commission in exchange for obtaining the work or collect any amounts from him in exchange for recruitment.
- A contract shall be concluded between a recruitment office and the domestic employer through mechanisms approved by the Ministry of Human Resources and Social Development, and the contract generally shall include the conditions and specifications determined by the employer regarding the domestic worker whom the office is tasked with recruiting.

- If the recruitment office violates the stipulated conditions and specifications, the employer shall have the right to refuse to employ the domestic worker and return him during the trial period, moreover, the office shall provide an alternative domestic worker or refund the recruitment costs to the employer.
- Recruitment companies and offices shall be prohibited from submitting an advertisement that includes a false offer, statement, or claim, or is drafted in terms that would, directly or indirectly, lead to misleading the client.
- Recruitment companies and offices shall not submit advertisements that include words or phrases that would violate the dignity of domestic workers and fail to comply with regulations related to human rights.

10. Resolving disputes and complaints

In the event of any dispute between the domestic worker or the employer, either of them shall have the option of filing a complaint with the Ministry of Human Resources and Social Development. The Ministry may settle the case between the two parties amicably within five working days, starting from the date of submitting the complaint to the Ministry, if the amicable settlement is not possible, the competent committee shall consider the matter and may decide on it in the same session, or a second session within ten working days.

11. Domestic worker penalties

The domestic service worker who violates the provisions of this domestic worker regulation and the like shall be punished according to the following:

1. A fine not exceeding two thousand riyals, or banning him from working in the Kingdom permanently, or both.
2. The fines increase according to the number of violations committed against the domestic worker.

The violating domestic worker bears the cost of returning to his country, if he does not have financial benefits that meet his fines, he is deported to his country at the Kingdom's expense.

12. Penalties for the employer who violates the regulations for domestic workers and the like

According to Article No. 17 of the regulations, without prejudice to the penalties contained in other regulations, the employer who violates the provisions of these regulations shall be punished according to the following:

1. A fine not exceeding two thousand riyals, or a ban on recruitment for one year, or both.
2. If the violation is repeated, he shall be punished with a fine of not less than two thousand riyals and not more than five thousand, or by being banned from recruitment for 3 years, or both.
3. If the violation is repeated for the third time; the committee will permanently ban the violator from recruiting.
4. The penalty varies according to the number of violations proven against the employer.

13. List of violations of Saudi Arabia's regulations and penalties

Penalties for violating the rules of dealing with expatriates and violating the residency regulations				
Sr.	Statement of violation	The penalty is in Saudi Riyals		
		First time	Second time	Third time
1	Penalty for a self-employed expatriate “illegal workers”.	- A fine of 10 thousand riyals - Deportation	- A fine of 25 thousand riyals - Imprisonment for a month - Deportation	- A fine of 50 thousand riyals - Imprisonment for 6 months. - Deportation
2	Relocation, occupation, cover-up, accommodation or assistance in finding work, housing or transportation opportunities by a citizen or resident	- A fine of 15 thousand riyals - Deportation, if the violator is an expatriate	- A fine of (30) thousand riyals. - Imprisonment for 3 months. - Deportation if the violator is an expatriate	- A fine of (100) thousand riyals. - Imprisonment for 6 months. - Deportation if the violator is an expatriate.
3	Individual citizen or resident enables their own workers to work on their own account, or to work for others.	- A fine of 15 thousand riyals. - Deprivation of recruitment for one year. - Deportation if the violator is an expatriate.	- A fine of (30) thousand riyals. - Imprisonment for (3) months. - Deprivation of recruitment for two years. - Deportation if the violator is an expatriate	- A fine of (100) thousand riyals. - Imprisonment for (6) months. - Deprivation of recruitment for five years. - Deportation if the violator is an expatriate



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