



Kingdom of Saudi Arabia
Secretary-General of
the Council of Ministers

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

*Resolution No. (310)
Date: 07/09/1434 AH*

The Council of Ministers

Upon perusal of the correspondence received from the Royal Court No. 40924 dated 06/09/1433 AH, including the letter of His Excellency the Minister of Labor No. 2574/1 dated 14/08/1427 AH, on the Regulation of Domestic Workers & the like project.

Upon perusal of the Minutes No. (510) dated 28/12/1427 AH, No. (90) dated 26/02/1431 AH, No.(293) dated 06/07/1432 AH, No.(587) dated 22/11/1433 AH, No.(55) dated 06/02 /1434 AH, drafted in the Bureau of Experts at The Council of Ministers.

And Upon perusal of the Shura Council Resolution No. (60/39) dated 19/07/1430AH.

And upon perusal of the recommendation of the General Committee of the Council of Ministers No. (270) dated 22/04/1434 AH.

Have decreed as follows:

First : Approve the Regulation of Domestic Workers & the like, in the form enclosed herewith.

Second: The grievance against the decisions of the Committees stipulated in Article (21) of the Regulation of Domestic Workers & the like, before the Board of Grievances shall be in accordance with its law, until the Labor Courts exercise their jurisdiction.

//Signature//

Deputy Prime Minister



Regulation of Domestic Workers and & the like

Article 1:

The following terms and phrases, wherever mentioned throughout these regulations, shall have the meanings respectively assigned to them, unless the context requires otherwise:

Regulation: Regulation of Domestic Workers and persons of equivalent status.

Minister: Minister of Labor

Home: The place where the family resides, permanently or temporarily.

Employer: Any natural person who recruits the Domestic Worker by himself, or through an authorized recruitment office, or contracted with him - directly or indirectly - to perform a domestic service.

Family: The employer and the people who live with him, and have a kinship or affinity with, or are under his personal care for any legal or moral reason.

Domestic Service: The direct or indirect personal service that the Domestic worker provide to the employer or any of his/ her family members for an agreed Wage.

Domestic Worker: Any natural person who performs a direct or indirect service to the employer or any of his/ her family members, and will be under the supervision and direction of the employer or his representative during carrying out the agreed duties, such as Domestic worker (male or female) , gardener or the housekeeper and the like. When the term “Domestic Worker” is used in this regulation, it means the domestic service worker and the like.

Wage: The financial return the Domestic Worker receives at the end of the month in return for the work agreed upon in the contract.

Committee: The Committee provided for in this Regulation, which shall settle disputes arising from this Regulation implementation.

Parties: Employer and Domestic worker.

Article 2:

It is not permissible for the employer to assign the Domestic Worker duties other than that agreed upon in the contract, or to assign to work for a third parties.



Article 3

١. The working relationship between the Domestic worker and the Employer shall be governed by a written contract. In case of disputes, the Arabic text will prevail.
٢. The contract shall be edited and translated, if any, in three copies, a copy will be kept with each party for reference, while the third copy shall be kept at the National Recruitment Office.

Article 4:

The contract shall include - in addition to other conditions agreed upon by the parties, and in a manner that does not contradict with the provisions of these regulations - the following major elements:

١. The type of work that the Domestic worker is committed to perform.
٢. The agreed wage that the employer is obliged to pay to the Domestic worker.
٣. Rights and duties of both parties.
٤. Probationary period.
٥. Duration of the contract and how to extend it.

Article 5:

١. The parties may agree to keep the Domestic worker under probation for a period not exceeding ninety days, during which the employer shall verify the professional competence of the domestic worker and the safety of his or her personal conduct.
٢. The employer has the right to terminate the contract by his or her own will during the probation period without any liability, if it is proved that the Domestic worker is professionally insufficient.
٣. The Domestic worker may not be placed under probation more than once by the employer, unless the parties agree that the Domestic worker shall be employed in a different job than his first agreed job.



Article 6:

The Domestic worker shall abide by the following

١. Perform the agreed tasks with due diligence.
٢. Follow the orders of the employer and his family members as per the agreed working duties.
٣. Preserve the property of the employer and his or her family members.
٤. Shall not harm the employer family members, including children and the elderly.
٥. Keep the secrets of the employer, family members, and other persons in the home, which is exposed to during work and not to disclose it to others.
٦. Shall not refuse to do his agreed duties or leave the service premises without legitimate reason.
٧. Shall not work for his own account.
٨. Shall not impair the dignity of the employer and family members and shall not interfere with personal matters related to them.
٩. Shall respect the Islamic religion and abide by the regulations in force in the Kingdom, and the customs and traditions of Saudi society, and not to practice or engage in any activity that harms the family.

Article 7

The employer shall abide by the following:

١. Not to assign the Domestic worker to carry out duties other than the agreed in the contract, except in cases of necessity; provided that the work assigned to him is not fundamentally different from his original work.



٢. Not to assign the Domestic Worker to carry out any dangerous work that threatens his or her health, the integrity of his body, or impair his or her human dignity.
٣. Pay the Domestic worker his agreed wage at the end of each Hijri month unless the parties agree otherwise in writing.
٤. Pay the Domestic Worker his agreed wage and dues in cash or by cheque and shall be document this in writing, unless the Domestic worker wishes to transfer it to a specific bank account.
٥. Provide adequate housing for the Domestic worker.
٦. Allow the Domestic worker to enjoy daily rest for at least nine hours a day.
٧. Attend personally, or appoint someone to attend on his behalf, before the committee on specified dates in case of claims filed against him.
٨. Not to hire the Domestic worker to work for other parties or allow him to work for his own account.

Article 8:

The Domestic worker is permissible to obtain a one-day weekly rest as agreed by the parties in the Employment contract.

Article 9:

It is not permissible to deduct from the Domestic worker wage except in the following cases, and the deduction shall not exceed half of his/her wage:



١. Costs of intentionally or negligently inflicted damage
٢. An advance payment (Loan) from the employer.
٣. Execution of a judicial ruling or administrative decision issued against him; unless it was stated in the judgment or administrative decision that the deduction exceeds half of his wage.

Article 10:

The Domestic worker shall be entitled to a one month paid leave if he/she has spent two years and wishes to renew his employment contract for a similar period.

Article 11:

The Domestic worker shall be entitled to a paid sick leave not exceeding thirty days per year based on a medical report proving the need for leave.

Article 12:

Health care shall be provided to the Domestic worker in accordance with the regulations and instructions in force in the Kingdom of Saudi Arabia.

Article 13:

In case the Domestic worker quits the job, the employer must report to the nearest police station to his/ her home. The Police authorities shall do the following:

١. Inform the passport department that the domestic worker has quitted the job to take necessary action

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التاريخ : / / ١٤
المرفقات :



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هيئة الخبراء بمجلس الوزراء

٢. Notify the Labor Office to ensure that the Domestic Worker has no claim against the employer, or the employer against the worker. If there is a case claimed by any of the parties, the Labor office must inform the Passport Department.
٣. Provide the employer with a copy of the notification stating the quitting of the Domestic worker the job.

Article 14:

The contract expires with the death of either the Employer or the Domestic worker. If the employer's family wishes that the Domestic worker to remain, the family representative must refer to the labor office to change the employer's name.

Article 15:

If the contract expires or was terminated by the employer for an illegal reason, or by the domestic worker for a legitimate reason, the employer must bear the payment of the ticket to return the domestic worker to his country.

Article 16:

The Domestic worker is entitled to an end of service benefit equivalent to one month's salary if he/ she has been employed by the employer for four consecutive four years.

Article 17:

Without prejudice to the penalties stipulated in other laws and regulations, the employer who contravenes the provisions of these regulations shall be punished as follows:

١. A fine of not more than two thousand riyals or preventing from recruitment for one year or both penalties.
٢. If the violation is repeated, he shall be punished by a fine of not less than two thousand riyals, and not more than five thousand, or to prevent him from recruiting for three years or both penalties.



٣. If the violation is repeated for the third time, the Committee may prevent the violator from recruitment incessantly.
٤. The penalty shall be multiplied by the number of irregularities proven on the employer.

Article 18:

Without prejudice to the penalties stipulated in other laws and regulations, the domestic worker who violates the provisions of these regulations shall be punished as follows:

١. A fine of not more than two thousand riyals; or ban him from working in the Kingdom permanently or both penalties.
٢. The fines shall be multiplied by the number of violations proved on the domestic worker.

The Domestic Worker who contravenes provisions shall bear the costs of his return to his country. If he does not have financial dues enough to pay the fines imposed on him, he shall return to his country at the expense of the State. If the proceeds from the application of Article (19) of these Regulations are not enough to cover the said expenses.

Article 19:

The fines provided for in this Regulation shall be transferred to a bank account used to contribute to the disbursement thereof to the sheltering and deportation of female domestic workers, as well as the deportation of workers, in accordance with a mechanism approved by the Minister.

Article 20:

Without prejudice to the provisions of other laws and regulations, the Labor Offices shall have the competence to receive complaints, to detect violations committed by the domestic worker and the employer, and to submit a list of claims against them or against one of them to the Committee.



Article 21:

١. According to the spatial competence of each labor office of the Ministry of Labor- and as per a resolution issued by the Minister - a committee or more chaired by a chairman and two members shall be formed. One of these members shall be a legal counsel from the Ministry of Labor to consider financial claims arising between Domestic Workers and Employers, violations of these Regulations that are not of a criminal nature, study and adjudicate them, and apply the penalties stipulated in these Regulations.
٢. The Committee shall be guided by the procedures set forth in the Shari'a Procedure Law.
٣. The Committee shall inform the claiming Party and the dispute shall be considered in the presence of the parties or the person acting on their behalf. The appealing party will be concerned present even if he is absent from the session.
٤. The Committee shall try to resolve the dispute amicably between the parties within five working days, beginning from the date of submission of the claim to the Committee. If the dispute could not be settled amicably, the committee may consider the subject of the claim on the same meeting or in another session within ten working days, and issue its decision signed by the Chairman and members of the Committee.
٥. The Committee shall issue its decision in the dispute submitted to it unanimously or by majority within a period not exceeding ten days from the date of registration of the application.
٦. The Minister shall issue a resolution stating the working procedures of this Committee, the duration of its membership, manner of membership renewal, the method of preparation of its minutes and the remuneration of its employees.
٧. The person against whom the decision was issued shall have the right to appeal to the Labor Court within ten days from the date of its receipt, otherwise it will be considered final and enforceable.

Article 22:

The Minister shall issue the decisions necessary for the implementation of these Regulations and shall come into effect from the date of their enforcement.

Article 23:

These Regulations shall be enforced sixty days after the date of publication in the Official Gazette.