

Human Resources and Social Development Minister's Office	
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Date: 05/05/1443	
Attachments: N/A	
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Ministerial Resolution

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

Having perused the provisions of Article II bis and Articles (229), (230) & (231) 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 22/01/1435 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,

Having perused the provisions of the regulation of Labor law And the Annexes thereto promulgated by Ministerial Resolution No. (70273) on 11/4/1440 AH, amended by Ministerial Resolution No. (54908) on 16/3/1441 H, amended by Ministerial Resolution No. (142904) on 13/08/1441 AH, amended by Ministerial Resolution No. (146481) on 07/09/1441 AH, amended by Ministerial Resolution No. (348 5) on 07/01/1442 AH, amended by Ministerial Resolution No. (89384) on 12/05/1442 AH.

IT IS RESOLVED:

First: Without prejudice to any more severe penalties stipulated in another law, the schedule of violations and penalties who se do not exceed half of the maximum limit of the two penalties mentioned in Paragraphs (A) and (B) of Article No. (229) of the Labor Law, has been approved in the following wording:

(A) Employer's Violation Schedule of the labor law, its executive regulation and ministerial resolutions:

No.	Description of Violation	Penalties in SAR		
		Category (C) Establishment having 10 workers or less	Category (B) Establishment having 1 – 50 workers	Category (A) Establishment having 51 workers or more
1	Non-compliance by the Employer with protection, safety and occupational health rules (approved by the Ministry) and to take the necessary precautions to protect workers in all activities, and the employer or his agent shall be responsible for	2,500	5,000	10,000

	accidents involving others at the establishment's headquarter.			
2	Non-provision of safety instructions to workers in at least two languages (Arabic and English)	1,000	2,000	5,000
3	Non-compliance with the Precautionary instructions by the worker	1,000 Per one worker	1,000 Per one worker	1,000 Per one worker
4	Employer's failure to take the necessary precautions for fire prevention	1,000	2,500	5,000
5	Non-compliance by the employer with a comprehensive examination of workers, whom may be infected with an occupational disease, at least once a year	1,000 Per one worker	2,000 Per one worker	3,000 Per one worker
6	Making employees work under the Sun and during bad climatic conditions without taking any necessary precautions, during the conditions, times and periods determined by the Ministerial Resolution. the prohibited time period without proper protective measures	3,000 Per one worker	3,000 Per one worker	3,000 Per one worker
7	Non-Provision of First Aid Box with usable medicines according to the list of contents of the Box stipulated in the executive regulations of Labor Law	1,000	2,000	3,000
8	Non-compliance by the Employer with one of the safety and occupational health regulation requirements as per the Ministerial Resolution issued in this regard	1,000 Per one requirement, that have not been adhered to, maximum 3,000	2,000 Per one violating requirement, maximum 6,000	3,000 Per one violating requirement, maximum 15,000
9	Non-provision of medical insurance to workers and their family members, as per the cooperative health law	3,000 Per one worker	5,000 Per one worker	10,000 Per one worker
10	Employment of children under 15 years of age, without taking into account the provisions of Article No. (167) of the Labor Law.	10,000 Per one child	10,000 Per one child	20,000 Per one child

11	Non – compliance with provisions of Employment of Minors that listed in Part No. (XI) of Labor Law.	5,000 Per one worker	5,000 Per one worker	10,000 Per one worker
12	Non – compliance with provisions and instructions approved by the Ministry in respect of Employment in mines or quarry.	2,000 Per one worker	2,000 Per one worker	5,000 Per one worker
13	A female worker may not work during the six weeks following delivery.	10,000 Per one female worker	10,000 Per one female worker	10,000 Per one female worker
14	Non-provision of electronic security systems at all establishments, including workplaces and warehouses (if any), in accordance with the unified organization of work environment	2,500	5,000	10,000
15	Non-provision of desks or seats in number of workers, whose their works required that during the working hours in accordance with the unified organization of the work environment	1,000	2,000	3,000
16	Non-provision of areas at the workplaces for male and female workers for pray, rest and toilets in accordance with the unified organization of the work environment	2,500	5,000	10,000
17	Non-provision a suitable Place or nursery in the establishment, which employs more than 50 female workers, to look after the children under the age of six years, if the number of children reaches (10) and more.	-	-	25,000
18	Not laying down conditions for attire in the establishment, which ensure a professional appearance matches the duties at workplaces. Such attire shall be announced, acknowledged and complied thereto by the workers, or not to impose a penalty on violators due to attire requirements.	1,000	3,000	5,000

19	Non-compliance by the Employer with the compensations and benefits for working hours, wages or any other benefits for those who work at night	3,000 Per one worker	3,000 Per one worker	3,000 Per one worker
20	The employer employs the excluded cases during any period of night work	5,000 Per one worker	5,000 Per one worker	5,000 Per one worker
21	Non-compliance by the Employer with employment requirements for workers in hazardous or harmful professions or works	5,000 Per one worker	10,000 Per one worker	20,000 Per one worker
22	Non-compliance with workplaces' requirements in accordance with the unified organization of work environment	2,500 Per each requirement	5,000 Per each requirement	10,000 Per each requirement
23	Employing Saudi male workers in jobs restricted to the Saudi female workers	2,500 Per one worker	5,000 Per one worker	10,000 Per one worker
24	Selling work visas or Mediating the sale of work visas	20,000 Per each visa	20,000 Per each visa	20,000 Per each visa
25	The employer employs non-Saudi worker without obtaining any work permit or Ajeer Notification.	10,000 Per one worker	20,000 Per one worker	20,000 Per one worker
26	The employer enables the worker to work in another job, other such listed in the work permit or employment contract	2,500 Per one worker	5,000 Per one worker	10,000 Per one worker
27	The employer doing any work that contains any kind of discrimination, whether against its workers or those applying for employment with it, in terms of work conditions and controls, or when hiring or announcing it, or discriminating in wages between workers – men and women – in work of equal value or in any work results in the nullification and weakening of equal opportunity	2,500 Per one case	5,000 Per one case	10,000 Per one case
28	The employer or its representative does not facilitate or cooperate with the supervisors and employees in	5,000	10,000	15,000

	charge of supervising in following the provisions of Labor Law.			
29	Enforce the employees to perform actions that violate public morals	5,000	10,000	15,000
30	The establishment's owner practice activity violates the activity listed in the ministry's regulations	5,000 Per one worker/ activity	5,000 Per one worker/ activity	5,000 Per one worker/ activity
31	The employer employs a worker without obtaining an occupational license work in the activities restricted to Saudis or renewing it in accordance with the Ministry's requirements	5,000 Per one worker	10,000 Per one worker	20,000 Per one worker
32	Non-compliance with using the Arabic language in employment contract, records, workers' files and instruction issued by the Employer to them	1,000	2,000 Per one worker	3,000 Per one worker
33	Provide incorrect information to the Ministry that leads to obtaining unentitled benefits and services	10,000 Per one worker, who benefited from the services or per each visa	15,000 Per one worker, who benefited from the services or per each visa	20,000 Per one worker, who benefited from the services or per each visa
34	Non-compliance by the employer to approve or announce the work organization regulation in any mean that ensures that those subject to them are aware of their provisions	1,000	5,000	10,000
35	Not opening a file for the establishment or one of its branches in the competent office, or not updating the websites and data of the establishment and its branches in accordance with the mechanism determined by the Ministry	5,000	10,000	20,000
36	Employing non-Saudi workers in occupations or activities restricted to Saudis	5,000 Per one worker	10,000 Per one worker	20,000 Per one worker
37	Non-compliance with Saudization percentages for professions and activities for which ministerial resolutions are issued	5,000 Per one non-Saudi worker, whose	10,000 Per one non-Saudi worker, whose	20,000 Per one non-Saudi worker, whose

		exceeds the decided percentage	exceeds the decided percentage	exceeds the decided percentage
38	Keep the worker's passport or residence permit for the worker and his family members	5,000 Per one worker	5,000 Per one worker	5,000 Per one worker
39	The employer's non-compliance with paying fees or costs, and charging them to the worker	10,000 Per one worker	10,000 Per one worker	10,000 Per one worker
40	The employer registers a Saudi worker within the establishment workers without a labor relationship and actually employs him	5,000 Per one registered worker	10,000 Per one registered worker	20,000 Per one registered worker
41	The establishment's failure to train and qualify its Saudi workers for its work, at least 12% of its total annual workforce, if there is 50 or more worker in accordance with the mechanism determined by the Ministry	1,000 Per one worker who have not been trained	2,500 Per one worker who have not been trained	5,000 Per one worker who have not been trained
42	The employer's submission of an incorrect work interruption report against any worker regarding any of the establishment workers	10,000 Per one worker	15,000 Per one worker	20,000 Per one worker
43	Non-compliance with the electronic documentation of workers contracts in accordance with the Ministerial resolution regulating the same	5,000 Per one worker	5,000 Per one worker	10,000 Per one worker
44	The employer employs the worker by forced labor	10,000 Per one worker	10,000 Per one worker	10,000 Per one worker
45	The employer's non-compliance with providing a service certification to the worker and return to the worker all certificates and documents provided to the employer, in addition to The employer's refusal to pay the worker's wages and settle its rights within period more than one week from the date of termination of the employment relationship or not more than two weeks, if the termination is at the will of the worker	5,000 Per one worker	5,000 Per one worker	5,000 Per one worker

46	The employer disposes of the fines it imposes on the workers without referring to the labor committee in the establishment or to the Ministry in the absence of such, or dispose of the fines in matters that do not benefit the workers.	1,000	5,000	10,000
47	Non-payment of workers' wages and dues in the official currency of the country on its due times into their approved bank accounts, or withholding the worker's wages or part of them without a judicial basis	2,000 Per one worker	3,000 Per one worker	5,000 Per one worker
48	The employer's non-compliance with submitting the wages protection file on a monthly basis, or non-compliance when submitting the file monthly with the compliance rate specified by the Ministry	5,000	10,000	15,000
49	Non-provision of weekly rests legally approved or agreed upon in the employment contract, the working hours shall not be more than that provided in the Article No. (98) without a assignment of overtime or non-compliance with the daily rest periods granted to the worker.	5,000 Per one worker	5,000 Per one worker	5,000 Per one worker
50	The establishment's non-compliance with the legally prescribed vacations for workers	5,000 Per one worker	5,000 Per one worker	5,000 Per one worker
51	Failure to announce the rules for protection against behavioral abuses by any means that ensure that those subject to them are aware of their provisions and their acknowledgment of knowledge and commitment to them.	1,000	2,000	5,000
52	The establishment's failure to form a committee to investigate cases of behavioral abuse in the work environment. The establishment's failure to investigate and recommend the	5,000 Per one victim	10,000 Per one victim	20,000 Per one victim



	imposition of a disciplinary penalty on those found guilty within five working days of receiving the complaint (the report). The establishment's failure to impose the disciplinary penalty on the guilty worker in the case of behavioral abuse in the work environment, after the committee's recommendation issuance on those who found guilty within thirty days from the date of found guilty.			
53	The employer's failure to register the workers in the remote work system in the relevant portal	1,000 Per one worker	1,000 Per one worker	1,000 Per one worker
54	The Participatory Electronic Platform enables the non-Saudi worker to work directly through Participatory Electronic Platform	20,000 Per one worker		
55	The Participatory Electronic Platform's non-compliance with the mechanism approved by the Ministry to verify that the worker is not working in the name of other people	10,000 Per one worker		
56	The Participatory Electronic and employing establishments' non-compliance to share the data required by the mechanism approved by the Ministry with the latter or share incomplete data with the Ministry.	50,000 Per one worker		
57	The Participatory Electronic and employing establishments share with the Ministry incomplete data of workers in violation with the mechanism determined by the Ministry.	5,000 Per one worker		

(B): Schedule of violations of the licensee in accordance with the rules for practicing the activity of recruitment and mediation in the employment of Saudis:

No.	Description of violation	Penalty in SAR	
		Firms	Companies



58	Practice an activity or service other than that licensed	10,000 Per each case	10,000 Per each case
59	Continuing to practice any of the licensed activities after imposing the penalty of closure, suspension or cancellation of the license	10,000 Per each case	10,000 Per each case
60	Provide the labor services without registering the workers in the Ministry's systems	N/A	10,000 Per each case
61	The licensee's non-compliance with the contracts forms approved by the Ministry	10,000 Per each case	10,000 Per each case
62	Transfer and exchange of labor assigned to provide services for another service without obtaining the Ministry's consent	N/A	5,000 Per each case
63	Non-renewing of the license before the expiry date from the Ministry	5,000	5,000
64	Change the headquarter, in which the activity is practicing without updating the location in the Ministry's system	10,000	10,000
65	Non-compliance with the prices determined by the Ministry or that announced in the website approved by the Ministry	10,000 Per each case	10,000 Per each case
66	Failure of the owner of the recruitment office to take over the management of the office himself, or the management of the office by workers who are not registered with the insurance	10,000	N/A
67	Failure to assign a channel to receive the customers' complaints	10,000	20,000
68	Non-response to the Ministry's requests and enquires	5,000 Per each case	10,000 Per each case
69	Non-compliance to return the guarantee amount to what it was within the period determined from the date of being notified	10,000	20,000
70	Non-provision of performance reports in accordance with the standards determined by the Ministry	10,000	10,000

71	Non-provision of Annual reports of operational, technical and financial performance	N/A	10,000
72	Failure to inform and aware the worker whose recruitment is being mediated of the rights and duties contained in the contract	5,000 Per each case	5,000 Per each case
73	Failure to house or deport the labor that it recruited or mediated in their recruitment in the cases specified in the Law	5,000 Per each case	5,000 Per each case
74	Non-provision of accommodation for workers in accordance with determined conditions	25,000	25,000
75	Failure to obtain the worker's written consent before transfer its services	5,000 Per each case/ visit	5,000 Per each case/ visit
76	Non-compliance with practicing the activity in a separate place	25,000	25,000
77	Non-compliance with welcome and accommodate the recruited labor upon their arrival	1,000 Per each case and employment contract	1,000 Per each case and employment contract
78	Announcing the services in a way in breach with the Ministry's regulations	10,000 Per each case	10,000 Per each case
79	Failure to create an interactive website within a maximum period of 6 months from the date of obtaining a license from the Ministry in accordance with the requirements determined by the Ministry. The electronic records shall include: - A record contains the employment contracts concluded with the employments, which shall contain in particular the date of commencement of the contract with the employer. - A record contains the applications submitted by the Applicants and the name of establishments, to which they have been assigned, their activities and any necessary data.	N/A	20,000
80	The licensed establishment mediates the employment of Saudis works in	20,000 Per each case	20,000 Per each case

	mediation in the employment of non-Saudis		
81	Open a branch to the company or firm in the same city or another city without obtaining the Ministry's consent	10,000	10,000
82	Mediate in employment of children or minors in contradiction with the Labor Law	10,000 Per each case	10,000 Per each case
83	The licensee sub-let the license, directly or indirectly or assign it to a third party in any mean, even if it is free of charge	30,000	30,000
84	Non-usage of the license's data on the establishment's publications and seals	10,000	10,000
85	Failure to use the Saudi classification and description guide in the employment works	25,000	25,000
86	Failure to practice the activity after obtaining the license within the specified period.	10,000	10,000
87	Found a proof of dealing with brokers whether at home or abroad	10,000 Per each case and employment contract	10,000 Per each case and employment contract
88	Failure to document the contract (for the labor that it mediated to recruit) with its clients in the approved electronic system	10,000 Per each case and employment contract	10,000 Per each case and employment contract
89	Recruiting labor without having a contract with the foreign companies or firms that send the labor	10,000 Per each case and employment contract	10,000 Per each case and employment contract
90	Practice the activity of recruiting Saudis without obtaining a license from the Ministry	SAR 50,000	SAR 50,000
91	Practice mediating activity in recruiting workers or provide the labor services without obtaining the Ministry's license	SAR 25,000 Per each person /at the time of breach	SAR 25,000 Per each person /at the time of breach

Second: Categories (A, B and C) listed in Schedule (A) of the previous Clause of the Resolution shall be determined upon the total number of establishment's workers registered with the Ministry on the unified number of the establishment.

Third: Objection on the Administrative Resolution issued to impose the applicable penalty to the violation committed by the violator before the concerned body at the Ministry within sixty days from the date of notifying the violator of the Resolution.

Fourth: Violator shall pay the penalty imposed on him/her within sixty days from being notified of the Administrative Resolution, failure to pay within such period; the services submitted by the Ministry shall be suspended until the payment of the penalty in accordance with the provision of the regulation of the Labor Law. Grievance before the competent administrative court can be suspend the implementation of any administrative resolution issued by imposing a fine penalty stipulated in this Resolution by issuing a resolution to stay execution by such court.

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

Sixth: this Resolution shall be published in the Official Gazette and the Ministry's Website and shall come into force as of the date of publication.

Seventh: 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)

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