

Minister's Office

Ministerial Decision

Minister of Labor and Social Development,

Based on authorities duly granted to him,

Having reviewed the Labor Law issued under Royal Decree No. (M/51) dated 23/ 08/ 1426 H, amended under Royal Decree No. (M/24) dated 12/ 05/ 1434 H, Royal Decree No. (M/46) dated 05/ 06/ 1436 H, as well as Royal Decree No. (M/14) dated 22/ 02/ 1440 H, reviewed Article (11bis) of Labor Law, and reviewed Royal Decree No. (A/4624/1/1) dated 21/ 10/ 1433 H the calculation mechanism of people with disability in (Nitaqat) which is the program designed for incentivizing establishments to Saudize jobs, based on the Ministerial Decision No. (4763/1/1) dated 24/ 12/ 1436 H, encompassing the definition of people with disability and work as well as the decision-related Guide; for a better performance of labor market, and based on the requirements of public interest;

Decides as follows:

I. If the Medium establishments (consisting of 50 up to 499 workers) of all categories- including (a, b & c)- hiring or willing to hire people with disability- desires to calculate the worker with disability versus four Saudi ordinary workers (4:1) in the Program for incentivizing establishments to Saudize jobs (Nitaqat), Medium companies must obtain a certificate for creating an enabling work environment for people with disability which known as "Mowaamah certificate" from the authority(s) adopted by the Ministry and published on the Ministry's website. This may be done through registration in Mowaamah's E-portal having followed statutory requirements to obtain the said certificate prior to 02/ 01/1441 H. (01/ 09/ 2019).

II. In case of the medium establishments' failure to obtain Mowaamah certificate to be submitted to the Ministry at the time specified in clause (I), upon registering a worker with disability in the Program for incentivizing establishments to Saudize jobs (Nitaqat), the above percentage will reduce to (2) ordinary Saudi workers. One year later and as of 01/ 01/ 1442 H. (20/ 08/ 2020), the percentage dedicated for calculating the worker with disability will reduce to only one worker in the event of the Medium establishments' failure to obtain Mowaamah certificate to be submitted to the Ministry.

III. The Ministry may reduce the percentage for calculating the worker with disability in medium establishments upon registering him in the Program for incentivizing establishments to Saudize jobs (Nitaqat) in case of the medium establishments' non-compliance or manipulation of the requirements of Mowaamah certificate after its issuance and during its validity period.

Vision 2030

**Ministry of Labor and Social
Development
Minister's Office
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Attachments: N/A**



IV. This decision is repealing all its previous decisions that are not in conformity with the provisions herein and those included in Nitaqat Program document.

V. This decision shall enter into force as of the date of issuance thereof and be published in the Official Gazette.

IV. Vice Minister must take the necessary actions for implementation.

**Minister of Labor and Social Development,
Ahmed bin Suleiman Al-Rajhi**
(Signed)

(Sealed by the Ministry of Labor and Social Development)

Al-Rubaian 10/ 08/1440 H.

CC: our office