

## Minister's Office Ministerial Decision

The Minister of Human Resources and Social Development,  
Based on the powers legally delegated to him,  
Having reviewed the Labor Law issued by Royal Decree No. (M/51)  
dated 23/ 08/ 1426 H, and amended by Royal Decree No. (M/24)  
dated 12/ 05/ 1434 H, as well as Royal Decree No. (M/46) dated 05/  
06/ 1436 H, amended by Royal Decree No. (M/14), dated 22/ 02/ 1440  
AH, amended by Royal Decree No. (M/134), dated 27/ 11/ 1440 H; and  
having reviewed the Implementing Regulations of Labor Law and its  
Annexes issued by Ministerial Decision No. (70273), dated 11/ 04/ 1440  
AH, he decides as follows:

1. Paragraph (3) of the clause (7) of Article (38) of the Implementing Regulations of Labor Law and its Annexes issued by Ministerial Decision No. (70273), dated 11/04/1440 AH shall be deleted.
2. Paragraph (1) of clause (8) of Article (38) of the Implementing Regulations of Labor Law and its Annexes issued by the Ministerial Decision No. (70273), dated 11/04/1440 H, shall be amended to read as follows: the violator shall claim for a settlement within (90) ninety days starting from the date of notification of the administrative decision imposing a relevant penalty. In such case, the settlement claim shall be considered by the competent authority within a period of at most (90) ninety days as of the date of the claim. Such authority may recommend pending the penalty enforcement until considering the said claim.
3. Paragraph (5) of clause (8) of Article (38) of the Implementing Regulations of Labor Law and its Annexes issued by the Ministerial Decision No. (70273), dated 11/04/1440 H, has been amended to read as follows: The violator shall abide by the violation settlement

decision within (60) sixty days after the date of notification;  
otherwise, the settlement shall be abrogated.

4. This decision shall repeal all previous decisions in contradiction with the decision herein.
5. This decision shall be published in the official Gazette and on Ministry's website and shall come into force after the date of publication.
6. The Vice Minister for labor sector shall take the necessary actions for enforcement.

Minister of Human Resources and Social Development  
Eng. Ahmad bin Sulaiman Alrajhi  
//Signed//