



Minister's Office

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Outgoing Mail: 212875

Date: 29/11/1443

Enclosures: None



Ministerial Resolution



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The Minister of Human Resources and Social Development,

Based on the powers conferred upon him by law,

Having persued His Majesty's Cable No. 12366 / MB dated 12/11/1426 AH authorizing the Ministry of Labour and Social Development to take whatever procedures it deems appropriate regarding the transfer of service in accordance with the changing requirements of the labour market, and having persued the Regulations of Domestic Workers and Those of Similar Status issued by the Council of Ministers Resolution No. 310 dated 7/9/1434 AH, and after reviewing the Ministerial Resolution No. 605 dated 15/05/1438 AH on transfer of domestic workers' services without the consent of the employer, and after reviewing the Ministerial Resolution 172489 dated 14/09/1440 AH as amended by Ministerial Resolution No. 215731 dated 05/12/1440 AH adopting the model intemediation contract which defines the responsibilities and obligations of each party, and after reviewing the Ministerial Resolution No. 136241 dated 19/7/1442 AH regarding the amendment of the Rules for Practicing Recruitment Activity and Providing Labour Services; and based on the Ministry's endeavor to improve the contractual relationship of domestic workers,

Resolves as follows:

First: In application of Article (15) of the Regulations of Domestic Workers and Those of Similar Status, the Ministry shall lay down procedures that allow for final exit of domestic workers upon expiry of the contractual relationship.

Second: A domestic worker and those of similar status may transfer his/her services to another employer without the consent of the current employer in the following cases:

1. It is established that the employer delayed the payment of domestic worker's wage for three consecutive or intermittent months without any reason attributed to the domestic worker.
2. Failure to receive the female domestic worker from the intermediary recruitment office or the accommodation house within (15) days from the date of being notified by the recruitment office of her arrival in the Kingdom.
3. Failure of the employer to obtain or renew a residence permit for the domestic worker after thirty days from the end of the period specified for issuance or renewal.
4. The employer has hired out the services of the domestic worker to others.
5. It is proven that the domestic worker has been assigned to dangerous work that threatens his/her health or bodily integrity.
6. It is established that the employer or a member of his family mistreated the domestic worker.
7. The presence of a complaint by the domestic worker against the employer and the latter caused the complaint's consideration to be prolonged, provided that the domestic worker did not cause or contribute to such prolongation.
8. The employer filed false absenteeism report against the domestic worker.



9. Failure of the employer or his representative to appear before the Domestic Workers Dispute Resolution Committees for two sessions after being duly notified.
10. Based on a recommendation from the competent authority during the consideration of the complaint in order to avoid any potential harm to the domestic worker.
11. If the employer is absent due to travel, imprisonment or for any other reason, resulting in the inability to pay the wage of the domestic worker.
12. It is established that the domestic worker's services were transferred to another employer without the worker's knowledge.
13. The employer terminates the contract during the probation period.

Third: Applicant's Eligibility and Domestic Worker's Probation Period

1. The applicant's eligibility for the transfer service shall be verified based on the conditions and criteria issued by the Undersecretary for Labour Affairs.
2. The new employer may put the domestic worker on probation for no more than fifteen (15) days prior to transferring the worker's services, provided that the new employer pays the agreed-upon domestic worker's wage during that period.

Fourth: To complete the transfer of services, the new employer shall:

1. Pay the prescribed service transfer fees.
2. Bear the accommodation costs of female domestic worker during her stay at the accommodation house.

Fifth: This Resolution shall repeal any previous contradictory resolutions.

Sixth: This Resolution shall be published on the Ministry's website and shall come into force from the date of its publication.

Seventh: The Deputy Minister of Labor shall take the necessary actions to communicate and implement this Resolution.

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Allah is the Arbiter of success

**Minister of Human Resources and Social
Development**

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Eng. Ahmad bin Sulaiman AlRajhi