

## Ministerial Decision

Based on the authorities and powers granted to the Minister of Human Resources and Social Development by law; and after reviewing the provisions of Article 3, Article II bis, and Article 36 of Labor Law issued by Royal Decree No. (M/5I) dated 23/08/1426 AH, amended by Royal Decree No. (M/24) dated 12/05/1434 AH, amended by Royal Decree No. ( M/I) dated 22/01/1435 AH, amended by Royal Decree No. (M/46) dated 05/06/1436 AH, amended by Royal Decree No. (M/I4) and dated 22/02/1440 AH, amended by Royal Decree No. (M/134) dated 27/11/1440 AH, amended by Royal Decree (M/5) dated 07/01/1442 AH; and after reviewing the list of requirements for groceries, supplies, and central supermarkets issued by the Ministry of Municipal and Rural Affairs; and according to the public interest, the Minister of Human Resources and Social Development hereby decides the following:

First: confine working in grocery outlets and central supermarkets to the Saudis in accordance with the definitions, percentages, and requirements mentioned in the procedure manual.

Second: This decision shall be implemented in conjunction with the other ministerial decisions issued in connection with Saudization. If there is a difference in the Saudization percentages, thus the higher percentage shall apply.

Third: The Ministry shall take all necessary measures to ensure that establishments comply with the implementation of this decision, given that penalties shall be applied to the establishments acting in violations of the provisions of this decision in accordance with the schedule of violations and penalties issued by the Ministerial Decision No. 178743 dated 27/09/1440 AH, corresponding to 01/06/2019 AD, and any amendments thereto.

Fourth: The procedure manual shall be considered a part and parcel of this decision.

Fifth: This decision, together with the procedure manual, shall be published in the Ministry's website and shall be effective starting from 08/02/1443 AH, corresponding to 15/09/2021 AD, for the first phase; and 08/08/1443 AH, corresponding to 11/03/2022 AD for the second phase.

Sixth: The Deputy Minister shall take all the necessary actions to execute given decision.

Allah is the Arbiter of Success.

**Minister of Human Resources and Social Development**  
**His Excellence, Ahmad bin Sulaiman Al Rajhi**  
**[hand-signed]**