

Minister's Office
Ministerial Decision

Minister of Human Resources and Social Development,
Based on authorities duly granted to him.

Having reviewed the Labor Law issued by Royal Decree No. (M/51) dated 23/ 08/ 1426 H, 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 H, reviewed Articles (21), (51) and (52) of Labor Law, and reviewed the Implementing Regulations of the Labor Law and its Annexes issued by the Ministerial Decision No. 70273, dated 11/ 04/ 1440 H, with a view by the Ministry of Human Resources and Social Development to improve the contractual relationship amongst labor parties and to reserve rights and public interests
decides as follows:

First: Launching the contract electronic authentication program, enabling the employers to upload, and update the information of employment contracts for workers of the Private Sector is approved. Meanwhile it enables the workers to verify the contract data, through contract authentication via e-services portal of the General Organization for Social Insurance (GOSI).

Entity Volume Based on Workers Number	Effective Date		Gradual Obligation Period and Contracts required to be authenticated					
	Hijri Year	Calendar Year	Third Quarter 2019	Fourth Quarter 2019	First Quarter 2020	Second Quarter 2020	Third Quarter 2020	Fourth Quarter 2020
Giant (More than	01/ 12/ 144	02/ 08/ 2019	20 %	50 %	100 %			

3000 worker s)	0 H.							
Major (500- 299 Worker s)	01/ 03/ 144 1 H.	29/ 10/ 2019		20%	50 %	100%		
Averag e (50- 499 Worker s)	01/ 06/ 144 1 H.	26/ 01/ 2020			20%	50%	100%	
Minor (1-49 Worker s)	01/ 09/ 144 1 H.	23/ 04/ 2020				20%	50%	100%

Second: Entities shall abide by authenticating the contracts concluded with workers directly after the issuance. As for the contracts that has been already concluded, they shall be authenticated as follows

Third: Labor Law, its Implementing Regulations, relevant enforcement decisions and Social Insurance Law shall be taken into consideration when the contracts are electronically authenticated.

Fourth: The workers of entities not subject to the contracts authentication according to the periods stated above, whose contract has not been authenticated, or is employed for another employer without the consent of the existing employer.

Fifth: This decision shall put into effect as of the issuance date.

Sixth: The Vice Minister takes the necessary actions for implementation.

Best regards,

Minister of Human Resources and Social Development

Eng. Ahmed bin Suleiman Al-Rajhi

(Signed)