



Ministerial Decision No. (3249) dated 09/ 03/ 1438 H.

Minister of Labor and Social Development,

Having reviewed Articles (11bis, 28 & 243) of the Labor Law issued under Royal Decree No. (M/51) dated 23/ 08/ 1426 H, amended under Royal Decree No. (M/46) dated 05/ 06/ 1436 H, reviewed the Disability Law issued under Royal Decree No. (M/37) dated 23/ 09/1421 H, reviewed Article (10) of the Implementing Regulations of Labor Law issued under Royal Decree No. (1982) dated 28/ 06/ 1437 H encompassing the definition of Disability and Work, and reviewed Ministerial Decision No. (1/1/4624/A) dated 21/ 10/ 1433 H encompassing the calculation of persons with disabilities within the program for incentivizing firms to localization (Nitaqat), based on the authorities dully granted to him;

Decides as follows:

First: Macro and large firms shall obtain a certificate for creating an enabling work environment for persons with disabilities from the authority(s) adopted by the Ministry and published on the Ministry's website. This certificate indicates that tasks and nature of the job occupied by the person with disability correspond to the type and degree of his/ her disability and that the requirements of work environment and offering the relevant facilitating services are met, in accordance with the Guide attached to the Implementing Regulations of Labor Law.

Second: In case pf a failure by the macro and large firms to obtain the certificate specified in clause (First) to be submitted to the Ministry no later than 01/ 04/ 1439 H, the percentage established for calculating a worker with disability in the Program for incentivizing firms to localization (Nitaqat) shall be reduced to (2) ordinary workers. One year later, the percentage dedicated for calculating the worker with disability shall be reduced to only one worker.



Human Resources and
Social Development

Central Administrative
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Third: This decision shall repeal all its previous decisions that are not in conformity with the provisions herein and those included in "Nitaqat" Program document.

Fourth: This decision shall enter into force after the date of issuance thereof and be published in the Official Gazette and on the Ministry's website.

Fifth: The Vice Minister takes the necessary action for implementation thereof.

Minister of Labor and Social Development,
Ali bin Nasser Al-Ghafis

(Signed)