



KNOW YOUR RIGHTS.

NOTE: This document sets out some but not all of the rights of a domestic worker as set out by Saudi laws and policies including the Domestic Labour and Residency Laws. Workers should go to local offices of the Ministry of Labour and Social Development (MLSD), (known as Labour Offices,) or their embassy or consulate with any questions, complaints and concerns they have in relation to their legal and regulatory rights.

Associated laws which may be of interest include, but are not limited, to:

- + Ministerial Decision No. 310 of 1434 regulating the employment of domestic workers; and
- + Ministerial Decision No. 605 of 1438 permitting domestic workers to transfer between employers in certain circumstances.

Workers are also encouraged to contact the MLSD to ask questions, voice concerns or file complaints using one of the following:

- + The MLSD hotline at 19911. The hotline is equipped to receive questions and/or complaints in eight languages.
- + The MLSD local offices known as Labour Offices

YOUR LIVING CONDITIONS

THE ISSUE

THE LAW

YOUR RIGHTS



YOUR ACCOMMODATION

**SECTION 7
DOMESTIC LABOUR LAW OF 2013**
The employer shall be responsible for:

- + Provide suitable housing to the domestic worker.

- + You have a right to receive suitable accommodation. *i.e., spacious enough to fit a bed and cupboard comfortably with access to private bathroom.* It also means that you have the right to have a living space that is safe and hygienic.
- + If you are sharing a room with someone else, you should be entitled to your own bed and enough privacy and safety for you and your belongings.



YOUR HEALTH

**SECTION 7 & 12
DOMESTIC LABOUR LAW OF 2013**
The employer shall be responsible for the following:

- + Providing appropriate medical care and refraining from asking the domestic worker to perform any task that will harm his or her health and safety.

- + If you are feeling unwell or have a health condition that requires regular medical attention, you must inform your employer and visit a health centre immediately.
📞 In Saudi Arabia, for medical emergency situations, you can dial 997.
- + You have a right to receive medication and visit a doctor without incurring any cost or deduction from your salary.
- + You have the right to a 30 days of sick leave with pay per year provided you have a medical report stating that you have a condition that prevents you from performing your tasks.



YOUR FOOD

The employer is expected to be responsible for:

- + Providing suitable food to the domestic worker.

- + You are expected to receive enough food without payment to nourish and sustain your health. You are also entitled to purchase your own food and nutritional supplies if you choose to do so.




→ If the employer is not fulfilling any or all of the above-mentioned rights, you can file a complaint against the employer at your embassy and the MLSD Labour Offices located throughout the country.

LOCATION AND NATURE OF YOUR WORK




THE ISSUE	THE LAW	YOUR RIGHTS
 <p>YOUR WORKPLACE</p>	<p>SECTION 2 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + An employer shall be prohibited from employing a domestic worker outside the employer's household. 	<ul style="list-style-type: none"> + If your employer asks you to work outside the household you have a right to refuse. + The employer does not have the right to compel you to work outside of the employer's household.
 <p>YOUR BI-ANNUAL HOLIDAY</p>	<p>SECTION 10 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall be entitled to one month of paid holiday for every two years spent in service, provided that the domestic worker is willing to renew the contract with the employer for two more years. 	<ul style="list-style-type: none"> + You are entitled to one month paid leave following two years of service, provided that there will be a renewal of the employment contract. + You have the right to negotiate with your employer the timing of your holiday.
 <p>YOUR SAFETY</p>	<p>SECTION 7 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall not perform any tasks that threaten his/her well-being and dignity. 	<ul style="list-style-type: none"> + You have a right to rest and stay away from work during illness. + The employer should not force you to work that will put your life, health, safety or dignity in danger.
 <p>YOUR REST AND BREAKS</p>	<p>SECTION 7 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall have at least nine hours of rest every day. 	<ul style="list-style-type: none"> + You have a right to rest/breaks during your working day. These breaks can be for meals, worship, and sleep/napping. + The employer does not have a right to require you to work more than 15 hours a day. You may come to an agreement with your employer to work extra hours with overtime payment.
 <p>YOUR DAY OFF FROM WORK</p>	<p>SECTION 13 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall be entitled to a one day of paid weekly rest holiday. 	<ul style="list-style-type: none"> + You have a right to a full day off in a week. The day of your day-off must be agreed on before you sign the contract and must be included in the contract. + A 'full day' is no less than 24-hours straight - the rest day is taken as a whole not in parts. + On your day off you have a right to have complete rest from work/duties, unless you agreed to work on that day with overtime payment. <p><i>The law is not clear about spending the day outside of the home of the employer. But you can have this conversation with the employer at the start of your contract.</i></p>

→ **If the employer is not fulfilling any or all of the above-mentioned rights, you can file a complaint against the employer at your embassy and the MLSL Labour Offices located throughout the country.**



YOUR FINANCIAL RIGHTS

THE ISSUE	THE LAW	YOUR RIGHTS
 YOUR WAGES	<p>SECTION 7 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + An employer shall be responsible for paying the monthly wage in Saudi Riyals agreed upon with the domestic worker at the end of the lunar month. <p>MINISTRY OF LABOUR AND SOCIAL DEVELOPMENT RULES AND REGULATIONS</p> <ul style="list-style-type: none"> + All employers must participate in the Wage Protection System. Employers are required to open a bank account for workers and pay workers through Wage Protection System. 	<ul style="list-style-type: none"> + You have a right to receive the wages you have been promised in your contract. + You are entitled to receive your salary at the end of the lunar month or on the agreed-on date, every month. + You are entitled to have a bank account and a debit card under your name.
 YOUR AIRFARE	<p>SECTION 15 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall be entitled, to a return air ticket to his/her country of origin if the employer terminates the contract or the employer fails to adhere to the clauses in the contract. 	<ul style="list-style-type: none"> + You have a right to receive a return air ticket from your employer if the employer terminates your contract; or if you want to terminate the contract due to failure of the employer to adhere to the Domestic Labour Law or the clauses of the contract
 YOUR END OF SERVICE BENEFITS	<p>SECTION 16 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + An employer shall be responsible for paying the end of service gratuity to a domestic worker who has spent four consecutive years in service. This gratuity shall be equivalent to the salary of one month at least. 	<ul style="list-style-type: none"> + You have a right to receive an end of service gratuity from your employer. + This gratuity can be negotiated before the end of the employment and as stated in the contract, but has to be equivalent to at least one month wage.

YOUR GENERAL RIGHTS UNDER THE DOMESTIC WORKERS LAW

THE ISSUE	THE LAW	YOUR RIGHTS
 CONTRACT OF EMPLOYMENT	<p>SECTION 3 & 4 DOMESTIC LABOUR LAW OF 2013</p> <p>+ The employment of a domestic worker is regulated by a labour contract made in three copies. One copy shall be handed to each party, and the third copy shall be deposited at the recruitment company.</p>	<ul style="list-style-type: none"> + An employer has no right to employ you except after signing a labour contract with you. This labour contract must contain all the details necessitated by law. + You have a right to request a copy of this contract in a language you understand.
<p>The labour contract shall be written in Arabic. A translation in another language may be annexed.</p> <p>The labour contract shall include provisions relating to the employment relationship between both parties. It shall include in particular the following data:</p> <ol style="list-style-type: none"> 1. Type and nature of work entrusted to a domestic worker. 2. Wage agreed upon between the employer and the domestic worker. 3. Rights and duties for both parties of the contract. 4. Details about the probation period. 5. The contract's duration, conditions of renewal, and end. 6. Any other data that both the domestic worker and employer agree on including in the contract. 		
 PROBATION PERIOD	<p>SECTION 5 DOMESTIC LABOUR LAW OF 2013</p> <p>+ A domestic worker will be entitled to a paid probationary period of 90 days.</p>	
 TERMINATION OF YOUR CONTRACT	<p>SECTION 20 DOMESTIC LABOUR LAW OF 2013</p> <p>+ A worker has the right to file a Labour dispute complaint to MLSD Labour Offices and request that the labour contract be terminated.</p>	<ul style="list-style-type: none"> + You have a right to request an end to your labour contract in your complaint that you file to the Labour Offices. A proof of mistreatment or failure to adhere to either the Domestic Labour Law or the clauses of the labour contract might need to be provided. + Either the employer or yourself may terminate the employment contract in accordance with the provisions of the contract. <p>→ <i>If the employer withholds your travel documents by force, you may make a complaint at your embassy and the Labour Offices.</i></p> <p>→ <i>Ministerial Decision No. 4786 (12 October 2015) penalises an employer who confiscates a worker's passport without his or her consent with a fine of SAR 2,000. The Public Persecution office considers confiscating a worker's passport a form of human trafficking.</i></p>

YOUR RIGHT TO BE FREE FROM PHYSICAL AND SEXUAL HARM

THE ISSUE	THE LAW	YOUR RIGHTS
 <p>FREEDOM FROM PHYSICAL HARM AND SEXUAL ABUSE</p>	<p>SECTION 7 DOMESTIC LABOUR LAW OF 2013</p> <ul style="list-style-type: none"> + A domestic worker shall not perform any tasks that threaten his/her well-being and dignity 	<ul style="list-style-type: none"> + You have a right to be treated with decency and respect and dignity by the employer and members of the employer's household.
 <p>YOUR RIGHT TO BE FREE FROM BEING DETAINED AND TORTURED.</p>	<p>ARTICLE 2: ANTI-TRAFFICKING IN PERSONS LAW OF 2009</p> <ul style="list-style-type: none"> + The employer must not pursue coercion, threat, fraud, deceit or abduction of a worker or taking advantage of the worker's vulnerability to obtain the worker's consent for the purpose of sexual assault, forced labour or services or servitude. 	<ul style="list-style-type: none"> + The employer has no right to confine you to his/her house forcefully. + The employer has no right to subject you to any mistreatment, such as denying you food, confining you to a space forcefully, causing you physical, psychological or sexual harm.