










## Domestic service worker's duties

-  The domestic service worker shall perform the work agreed upon, with good care.
-  The domestic service worker shall follow the orders and instructions of the employer and their family members for the implementation of the work agreed upon.
-  The domestic service worker shall protect the property of the employer and their family members.
-  The domestic service worker shall not do harm to the family members, including children and the elderly.
-  The domestic service worker shall maintain the secrets of the employer, the family members and the people who are at home, which such a domestic service worker gets acquainted with during or because of work, and not divulge and give away such secrets to others.
-  The domestic service worker shall not refuse to work or leave the service without a valid reason.
-  The domestic service worker shall not work for his own interest and benefit.
-  The domestic service worker shall not violate the dignity of the employer and the family members, and shall not interfere in their affairs.
-  The domestic service worker shall respect Islam, abide by the laws in force in the Kingdom, the customs and traditions of the Saudi society, and shall not engage in any activity that harms the family.

### Article (6) of Regulations of Domestic Service Workers

## Penalties for the domestic service worker who violates the domestic service workers' regulations



The domestic service worker shall be subjected to a fine not exceeding two thousand riyals, or shall be banned from working in the Kingdom permanently, or both penalties shall apply.



The fines shall be multiplied by the number of violations committed by the domestic worker.



The domestic worker shall bear the costs of their return to their home country, and if such a domestic worker does not have financial dues that cover the fines imposed on them, such a domestic worker shall be deported to their home country at the expense of the government.

### Article (18) of Regulations of Domestic Service Workers



Human Resources and  
Social Development

## Labor Education Program For Domestic Workers

# Rights and duties of domestic workers

## Definition of domestic service worker

A domestic service worker shall mean a person of a natural character who performs a direct or indirect domestic service to the employer, or any member of their family, and during their performance of the service such a domestic service worker shall be under the supervision and direction of the employer, or their deputy; this shall include male and female domestic service workers, private drivers, gardeners, or home guards and the like.



### Contracting

The work relationship between the domestic service worker and the employer shall be regulated by a written contract, and the Arabic text of the contract shall prevail.

The contract shall be concluded and translated - if any - into three copies; each of the two parties shall keep a copy thereof and the third shall be submitted to the National Recruitment Office.

Article (3) of Regulations of Domestic Service Workers

## The contract shall include the following essential elements:



The nature of work that the domestic service worker shall be obligated to perform.



The term of the contract and renewal thereof.



The rights and duties of both parties.



The probation period.



The wage that the employer shall be obligated to pay to the domestic worker.

Article (4) of Regulations of Domestic Service Workers

## Termination of contract during probation period



The employer may terminate the contract voluntarily during the probation period without any liability, if it is proved that the domestic service worker is incompetent.

Article (5) of Regulations of Domestic Service Workers

## Termination of contract upon the death of either party



The contract shall be terminated upon the death of either the employer or domestic worker. If the employer's family wishes to keep the domestic worker, they shall visit the Labor Office to correct the name of the employer.

Article (14) of Regulations of Domestic Service Workers

## Expiration or termination of contract for invalid reason



If the contract expires or is terminated by the employer for an invalid reason or by the domestic service worker for a valid reason, the employer shall bear the payment of the travel ticket to send the domestic service worker to their home country.

Article (15) of Regulations of Domestic Service Workers

## Domestic service worker's rights



### Daily rest

The domestic worker shall enjoy daily rest, for a period of not less than nine hours a day.



### Weekly rest

The domestic worker may obtain a weekly rest day, as agreed upon by the two parties in the contract.

Article (8) of Regulations of Domestic Service Workers



### Contract renewal

The domestic worker shall be entitled to a one-month paid vacation if such domestic worker has spent two years and wishes to renew their contract for a similar period.

Article (10) of Regulations of Domestic Service Workers



### Sick leave

The domestic worker shall be entitled to a paid sick leave of no more than thirty days per year, based on a medical report proving their need for sick leave.

Article (11) of Regulations of Domestic Service Workers



### Healthcare

Healthcare shall be provided to the domestic worker in accordance with the regulations and instructions in force in the Kingdom.

Article (12) of Regulations of Domestic Service Workers



### End-of-service Benefits

The domestic worker shall be entitled to end-of-service benefits of one-month wage, if such a domestic worker has spent four years in a row in the employer's service.

Article (16) of Regulations of Domestic Service Workers