









## Employer's duties to domestic service worker

The employer shall be obligated to do the following:

-  The employer shall not assign the domestic service worker to work other than the work agreed upon, except in cases of necessity, provided that the work which the domestic service worker is assigned to does not differ substantially from their original work.
-  The employer shall not assign the domestic service worker to any dangerous work that threatens their health, integrity of their body, or violates their human dignity.
-  The employer shall pay the wage agreed upon at the end of each Hijri month to the domestic service worker, unless the two parties agree - in writing - otherwise.
-  The employer shall pay the wage and their dues in cash or by check, and document this in writing, unless the domestic service worker wants to transfer such dues to a specific bank account.
-  The employer shall provide good housing for the domestic worker.
-  The employer shall allow the domestic worker to enjoy daily rest for a period of not less than nine hours per day.
-  The employer shall appear in person - or by delegation - before the committee on the dates it determines to consider the claim submitted against the employer.
-  The employer shall not hire the domestic worker or allow them to work for their own interest.

### Article (7) of Regulations of Domestic Service Workers

## Penalties for violations by the employer

The employer who violates the provisions of the foregoing and said regulations shall be subjected to disciplinary penalties according to the following:



A fine not exceeding two thousand riyals, or preventing them from recruitment services for one year, or both penalties shall apply.



If the violation is repeated, the employer shall be subjected to a fine of not less than two thousand riyals and not more than five thousand, or by preventing them from recruitment services for a period of three years, or both penalties shall apply.



If the violation is repeated for the third time, the committee may prevent the violator from recruitment services permanently.



The penalty shall be multiplied by the number of violations proven against the employer.

### Article (17) of Regulations of Domestic Service Workers



Human Resources and  
Social Development

## Labor Education Program For Domestic Workers

# Employer's Rights and Duties

## Definition of Employer

An employer shall mean each and every person of a natural character who has recruited the domestic service worker themselves, or through a licensed recruitment agency, or contracted with him – directly or indirectly – to perform domestic service. Domestic service shall mean direct or indirect personal service performed by the domestic service worker to the employer, or any member of his family for a wage.

**Article (1) of Regulations of Domestic Service Workers**

## Employer's Rights



### Contracting

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

The contract, if any, shall be concluded and translated into three copies, each of the two parties shall keep a copy and the third shall be submitted at 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**

## Probation period of domestic service worker



The two parties may agree to place the domestic service worker on probation for a period not exceeding (ninety) days, during which an employer may verify the professionalism of the domestic service worker and the integrity of their personal behavior.



The domestic service worker may not be placed on probation more than once with the same employer, unless the two parties have agreed that such a domestic service worker shall work in a job different from their first job.

**Article (5) of Regulations of Domestic Service Workers**

## Termination of contract during probation period



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

**Article (5) of Regulations of Domestic Service Workers**

## Work contract termination due to death of either party



The work contract shall be terminated upon the death of either the employer or the domestic worker. In case an employer's family wishes such a domestic worker to remain in service, they shall contact and refer to the Labor Office to correct the name of the employer.

**Article (14) of Regulations of Domestic Service Workers**

## Expiration or termination of work contract for invalid reason



If the work 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**

## The domestic worker leaves work

When the domestic service worker leaves work, the employer shall inform the police station closest to their home, and the police station in question shall do the following:



Inform the Passport Department that the worker has left work to take the necessary measures.



Inform the Labor Office accordingly to ensure that the worker does not have a lawsuit against the employer, or the employer has a lawsuit against the worker. When there is a lawsuit, the Labor Office shall inform the Passport Department accordingly.



Provide the person reporting with a copy of the job leaving notification.

**Article (13) of Regulations of Domestic Service Workers**