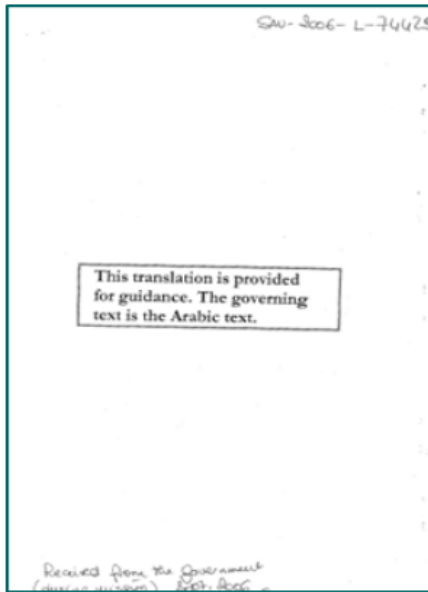


NO FORCED LABOR, NO MODERN SLAVERY AND NO HUMAN TRAFFICKING, AND NO CHILD LABOR

The Princess Nourah University is working tirelessly to improve its efforts across the level of education and professional training, in order to meet developmental goals as well as the requirements of the local job market, and in so doing reduce unemployment levels and consequently, the modern slavery levels based on the previously mentioned, the mission, vision, and values of the University are in agreement with the objectives that seek to mitigate in the medium and long term the forced labor, no modern slavery and no human trafficking, and no child labor

On the other hand, it is noteworthy that the university in its recruitment processes follows and respects the guidelines of the Labor Law (Royal Decree No. M/51) of Saudi Arabia where can be found Labor codes, general labor, and employment acts, as well as the Executive Regulations of Human Resources in the Civil Service, where the non-forced labor is supported, no modern slavery and no human trafficking, and no child labor.





Executive Regulations of Human Resources in the Civil Service

Chapter X: Employment of Minors

Article 161

Minors may not be employed in hazardous jobs or harmful industries or in occupations or jobs that may endanger their health, safety or morals due to the nature or conditions of the same. A Minister's decision shall specify such jobs, industries and occupations.

Article 162

1. Any person under the age of fifteen years may not be employed or allowed to enter places of work. The Minister may, pursuant to a decision by him, raise this age limit in certain industries or areas or for certain categories of minors.
2. As an exception to Paragraph (1) of this Article, the Minister may allow the employment or work of persons between 13 and 15 years of age in light works, subject to the following conditions:
 - Such jobs shall not be potentially harmful to their health or growth.

- Such jobs shall not hinder their school attendance, participation in orientation or vocational training programs, or impair their ability to benefit from their schooling.

Article 163

Minors may not work during a period of night the duration of which is not less than twelve consecutive hours, except in cases determined pursuant to a decision by the Minister.

Article 164

Minors may not be made to perform actual work for more than six hours a day for all months except for the month of Ramadhan when the actual working hours shall not exceed four hours. The minor shall not stay at the workplace for more than seven hours. Working hours shall be organized so that a minor may not work for more than four consecutive hours without one or more periods, each not less than half an hour, for rest, food and prayers, provided that the minor does not remain at the workplace for more than seven hours. Minors may not be made to work during the weekly rest days, Eids, official holidays or annual vacations, nor shall they be subject to the exceptions provided for in Article (106) of this Law. Article 165 Prior to employing a minor, the employer shall obtain from him the following documents:

1. The national identification card or an official birth certificate.
2. A report of physical fitness for the required job issued by a competent physician and duly certified by a health authority.
3. The consent of the minor's guardian. Said documents shall be kept in the minor's personal file. Article 166 An employer shall notify the competent labor office of the employment of each minor within the first week of such employment, and shall keep at the workplace a register Saudi Labour Law 35 for employed minors, showing the name of the minor, his age, full name of his guardian, his place of residence and date of his employment.
- 4.

Article 167

The provisions provided for in this Chapter shall not apply to work undertaken by children and minors in schools for general, vocational or technical education, and in other training institutions, nor shall they apply to work undertaken in firms by persons who are at least fourteen years of age if such work is performed in accordance with the conditions set forth by the Minister and the work constitute an essential part of the following:

1. An educational or training course the primary responsibility for which lies with a school or a training institution
2. A training program all or the major part of which is implemented in a firm if approved by the competent authority
3. An orientation program aimed at facilitating the selection of the career or type of training

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