

Ministry of Labour

**Decision No. (40) of 2014 regarding Requirements and
Specifications of Workers' Accommodation**

The Minister of Labour:

Having reviewed the Law No. (3) of 1975 regarding Public Health as amended;

Legislative Decree No. (13) of 1977 regarding the Buildings regulation law as amended;

Labour Law for the Private Sector promulgated by Law No. (36) of 2012, as amended by Law No. (31) of 2014, and in particular Article (11) thereof;

And Decision No. (8) of 1978 determining the health requirements and specifications of workers' accommodation, as amended by Decision No. (9) of 2006;

And after consulting the concerned Ministries and Authorities,

And upon the submission of the Undersecretary of the Ministry of Labour,

Hereby Decides:

Article (1)

The employer who provides accommodation for his workers in remote areas, and the employer who provides – optionally - accommodation for his workers elsewhere, shall abide by the conditions and specifications stipulated in this Decision, and both employers are referred to hereinafter as “Employer”.

Article (2)

The employer shall notify the Ministry of Labour of the location, address and surface area of the accommodation provided for his workers, the number of workers accommodated and their gender, within a period not exceeding fifteen days from the date of providing the accommodation on

the form prepared for this purpose. The Ministry shall notify the concerned authorities to take the necessary measures.

Article (3)

The Employer shall provide rooms in each accommodation quarters, which are in conformity with the following requirements and specifications:

- 1) The surface area allocated to each worker shall not be less than four square meters of clear space.
- 2) They shall be well ventilated and lit.
- 3) Their windows shall be covered by a wire mesh to prevent insects from getting inside, and the windows should not allow dust and dirt to get inside.
- 4) They should not be installed on entrances, corridors and roofs of buildings.
- 5) They should be provided with sufficient sleeping necessities, blankets, and appropriate closets for storing clothes.
- 6) They should not accommodate more workers than their capacity, taking into account the surface area of the room and the space allocated to each worker.

Article (4)

The Employer shall provide the following equipment in each of the accommodation quarters:

- 1) Appropriate and sufficient air conditioners.
- 2) A water cooler from a safe source and drinkable water.
- 3) A sufficient and appropriate number of garbage containers.

- 4) Adequate fire-fighting means, with a certificate obtained from the Civil Defence Department.
- 5) The necessary means to dispose of domestic and sewage wastes.
- 6) A first aid kit sufficient enough for the number of workers to whom the accommodation is allocated.
- 7) A suitable place for laundry.

Article (5)

The Employer shall attach to each housing a kitchen suitable for the size of the accommodation quarters and the number of workers, and shall meet the following requirements and specifications:

- 1) It shall be provided with a safe source of drinkable water.
- 2) It shall be equipped with a sink.
- 3) A suitable place to store food.
- 4) The floor shall be made of a non-slippery impervious material, and it should slope towards a drain, and the walls shall be covered with smooth-finish material that can be cleaned easily.
- 5) Ventilation and lighting should be appropriate.
- 6) A refrigerator to store food, with sufficient capacity for the number of workers accommodated.
- 7) Gas or electric stoves sufficient to cater for the number of workers accommodated.

Article (6)

The Employer shall provide a bathroom for each accommodation quarters meeting the following requirements and specifications:

- 1) Its walls shall be covered with a smooth, easy-to-clean material, and the floor shall be of a solid material sloping to a drain.
- 2) Equipped with a suitable water heater placed outside.
- 3) Ventilation and lighting should be appropriate.
- 4) It shall not open directly to a kitchen or dining room.
- 5) It should contain the following:
 - a) At least one toilet for every three workers equipped with flush tanks.
 - b) A place for showering and changing dress for every eight workers.
 - c) At least one sink for every eight workers.

Article (7)

The Employer shall provide a dining room, whether separate or a common one, which is large enough to accommodate the number of workers residing in the accommodation quarters.

Article (8)

The Employer shall carry out periodic maintenance on each accommodations quarters and carry out urgent and necessary repairs to keep it in a sound condition and in compliance with the requirements and specifications stipulated in this Decision, including connections and extension wires and boxes, taking into account security and safety requirements.

Article (9)

Any employer who provided accommodation for his workers prior to the implementation of the provisions of this Decision shall adjust his situation in accordance with the provisions of this Decision, within a period not exceeding three months from the date of its coming into force.

Article (10)

Decision No. (8) of 1978 determining the health requirements and specifications of workers' accommodation, as amended by Decision No. (9) of 2006, shall be repealed.

Article (11)

The Undersecretary of the Ministry of Labour shall implement this decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

Minister of Labour

Jameel bin Mohammed Ali Humaidan

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Corresponding to: 23 December 2014