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The Permanent Mission of the Kingdom of Saudi Arabia to the United Nations Office and Other International Organizations at Geneva presents its compliments to the Office of the High Commissioner for Human Rights and the Special Rapporteur on contemporary forms of slavery, including its causes and consequences, and would like to refer to the letter received regarding the call for inputs on **“the role of workers’ organisations in preventing and addressing contemporary forms of slavery”**. In that regard, the Permanent Mission has the honor to attach herewith contribution of the Kingdom of Saudi Arabia to the afore-mentioned request.

The Permanent Mission of the Kingdom of Saudi Arabia avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights and the Special Rapporteur on contemporary forms of slavery, including its causes and consequences, the assurance of its highest consideration.







This questionnaire was prepared at the request of Special Rapporteur on Contemporary Forms of slavery wishes to focus his next thematic report to the General Assembly on “the role of workers’ organisations in preventing and addressing contemporary forms of slavery” to be presented to UN General Assembly during its 79<sup>th</sup> session to be held in October 2024

**1- Have workers’ organisations in your country played a role in preventing workers from being subjected to contemporary forms of slavery, or helping victims to move out of exploitative situations? If so, please provide details, which may include, but are not limited to:**

**A- Promotion of trade union rights for workers who may face a heightened risk of being exploited in contemporary forms of slavery, including women, young people, persons with disabilities, indigenous peoples, minorities, migrants, older persons, informal workers and LGBTQI+ individuals, who may or may not be unionised.**

- The Ministry of Human Resources and Social Development issued Ministerial Decision No. No. (1/2370) dated 28/08/2010, which prohibits discriminating the wages of male and female workers in jobs of equal value and the Council of Ministers Decision No. (416) was issued on 10/01/2023, approving the national policy to promote equal opportunities and equal treatment in employment and occupation in the Kingdom of Saudi Arabia, which seeks to eliminate any discrimination in this regard in employment and occupation by developing regulations and policies that explicitly limit and prevent discrimination and promote equal treatment in employment and occupation and launch a package of measures, programs and initiatives aimed at enhancing women's participation and enabling less advantaged groups to enter and remain in the labor market.

**B - Promotion of ratification and national implementation of relevant ILO standards by Member States, including Conventions No. 29 (Forced Labour) and its Protocol of 2014, 87 (Freedom of Association and Protection of the Right to Organise), 98 (Right to Organise and Collective Bargaining), 105 (Abolition of Forced Labour),**





**138 (Minimum Age), 182 (Worst Forms of Child Labour) and 189 (Domestic Workers);**

- Saudi Arabia has ratified the following conventions :
  1. Forced Labor Convention No. 29 (ratified by the Kingdom in 1978).
  2. Forced Labor Protocol of 2014 (ratified by the Kingdom in 2021).
  3. Abolition of Forced Labor Convention No. 105 (ratified by the Kingdom in 1978).
  4. Minimum Age Convention 138 (ratified by the Kingdom in 2014).
  5. The Worst Forms of Child Labor Convention 182 (ratified by the Kingdom in 2001).
- During the ratification process, all relevant stakeholders, including employers' and workers' representatives, are consulted during the development and formulation of national policies related to international labor standards.
- Article 2. of the Law on Combating Crimes of Trafficking in Persons promulgated by Royal Decree No. (M/40) dated 14/07/2009 stipulates: “It is prohibited to commit any act of trafficking in persons, including coercion, threat, fraud, deceit or abduction of a person, abuse of position or power or any authority thereon, taking advantage of the person's vulnerability, giving or receiving payments or benefits to achieve the consent of a person having control over another person for the purpose of sexual assault, forced labor or services, mendicancy, slavery or slavery-like practices, servitude or the removal of organs or for conducting medical experiments thereon”. These statutory provisions include cases of forced and compulsory labor, slavery or practices similar to slavery or servitude, including cases that are not related to a normal employment relationship, and their violation has a strict and deterrent penalty. The Law on Combating Crimes of Trafficking in Persons stipulates that anyone who commits the crime of trafficking in persons shall be punished with a term of imprisonment not exceeding fifteen years, or a fine not exceeding one million riyals, or both. The Kingdom of Saudi Arabia is one of the countries that have ratified the





Forced or Compulsory Labor Convention (No. 29) and the Convention on the Abolition of Forced Labour (No. 105).

- The Council of Ministers also issued Resolution No. (12) dated 02/04/2001, approving the rules for forming workers' committees, which explained in Article Five the most important tasks of the workers' committee, which are as follows:
  1. Improving labor terms and conditions.
  2. Increasing productivity, improving its quality, and raising the productive efficiency of workers to achieve a balance between the interests of workers and the enterprise, and achieving the stability of labor relations.
  3. Improving the level of health.
  4. Providing means of occupational safety and health.
- Developing vocational and administrative training programs and raising the cultural and social level.
- The Council of Ministers Decision No. 2129, dated 12/01/2009, was issued to establish a coordinating committee elected by labor committees to coordinate between labor committees in the facilities, and one of its main tasks was to achieve the aspirations and ambitions of workers in the Kingdom and secure their rights, so as to be a link between workers, representatives of employers and the Ministry.

**C - Adoption and implementation of specific strategies/guidance on contemporary forms of slavery within their organisations; and Inspection of workplace and accommodations where these are provided by employers;**

- Article 61 of the Labor Law, which relates to the employer's duties towards workers, stipulates that the employer shall refrain from the worker forced labor, the employer shall not be held without a judicial instrument, withhold the workers' wages or any part thereof, and the employer shall treat his workers with due respect and refrain from any action or utterances that may infringe upon their dignity and religion.





- In case of violation of the previous provisions, the tables of violations and penalties of the Labor Law, its executive regulations and ministerial decisions issued by Ministerial Decision No. 92768, dated 09/12/2021, will be applied.
- In addition, the Ministry of Labor has also regulated the work of recruitment offices/companies under the Executive Regulations of the Labor Law, which included duties that fall on the licensee to abide by several things, including:
  1. Refrain from engaging in any of the practices that constitute trafficking in persons or assisting others in such trafficking in accordance with the standards set by the Kingdom's regulations and the international legislation in force.
  2. Refrain from engaging in any of the practices that constitute infringement on labor, as defined by regulations in the Kingdom and international legislation in force.
  3. Refraining from intermediary in the employment of juveniles in contravention of the labor system, including cases in which the licensee knows that the age of the child mentioned in the documents submitted does not prove his eligibility for work, contrary to his/her true age.
  4. Refrain from dealing with agencies that mediate the use of workers located abroad that are prohibited from dealing with them, or those that practice any of the acts that constitute, contribute to or facilitate human trafficking, labor abuse or child labor, according to the criteria specified under the regulations in the Kingdom and the international legislation in force, as well as those that practice any of the acts criminalized under national laws.
  5. Refrain from engaging in any of the practices that constitute a violation of the prohibition of child labor.
  6. Refrain from dealing with any employer practicing any business that constitutes, contributes or facilitates human trafficking, labor abuse or child labor.

**F- Facilitation of access to justice and remedies (including legal, financial, immigration, subsistence or other forms of assistance) for workers exploited in contemporary forms of slavery.**





- The Minister of Human Resources and Social Development issued Decision No. (20912) dated (1/10/2019) approving the controls to protect against behavioral abuses within the work environment, which promotes the creation of a safe work environment within private sector establishments characterized by respect for all, and safeguard the privacy, dignity and personal freedom of the individual guaranteed by the provisions of Islamic Sharia and the Law.
- As for labor lawsuits, access to amicable settlement is available to all workers, in accordance with the relevant regulations and procedures.

**2- Please provide any positive examples of collaboration or coordination with the following entities in preventing contemporary forms of slavery and protecting vulnerable workers and victims:**

**A- Public authorities**

- All government agencies, especially (Public Security, Public Prosecution, Ministry of Justice, Human Rights Commission, Ministry of Human Resources and Social Development).

**B- Other actors such as financial institutions, service providers, academia, media and regional/international organisations (e.g. ILO).**

- Civil society organizations:
- National Society for Human Rights, Ebtisam.
- International organizations:
- International Labor Organization (ILO), International Organization for Migration (IOM).





**3- Are there workers' organisations dedicated to organizing and defending the rights of workers in certain sectors with higher risks of labour and/or sexual exploitation (e.g. agriculture, fishing, construction, services including hospitality, manufacturing, domestic work, and non-standard forms of employment) or at-risk populations (e.g. indigenous peoples, migrants and refugees, minorities, older workers, workers with disabilities and informal workers) in your country? If so, please provide details, including tailored prevention or protection activities.**

- Issuance of Council of Ministers Resolution No. (12) dated 17/10/2001 approving the rules for forming work committees that include: Definitions, formation of a committee in the facility, members of the committee, conditions of committee members, duties of the committee, dissolution of the committee, labor advisory council, and enforcement of these rules. In accordance with these rules, the executive regulations of the rules were issued by Ministerial Decision No. (1961) dated 21/04/2001, which includes the following: Informing the Ministry of the formation of work committees, forming the committee from the original and reserve members, representing the members of all the facility's workers, approving the committee members by the minister, committee meetings, preparing the internal organization of the committee's work, consulting with the facility and expressing an opinion on what is stated in the minutes of the committee meetings, freedom of action. Committees, representation of committees externally, the work advisory council, publicity of its meetings, invitation to its meetings, issues presented to it.

**4- What practical recommendations would you make to concerned stakeholders (including Governments, businesses/employers' organisations, anti-slavery and civil society actors, international organisations and others) to enable workers' organizations (including centres and federations) to more effectively prevent and address contemporary forms of slavery?**

- Preventing forms of slavery and refrain from engaging in any of the practices that constitute infringement on labor, as defined by regulations in the international legislation in force and promote regulations and policies that explicitly limit and prevent discrimination and

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promote equal treatment in order to create a safe working environment characterized by respect for all, and safeguard the privacy, dignity and personal freedom of the individual.