

Bahrain: Law No. 19 of 2006 Regulating the Labour Market

Title	Bahrain: Law No. 19 of 2006 Regulating the Labour Market
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Abstract	

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Art. 2 defines the scope of application of this law. It does not apply to: foreigners arriving in the country to conduct temporary business activities which take less than 15 days; non-civilian foreigners hired by the Bahraini Defence Force, the National Guard and other Security Apparatuses in the Kingdom; and foreigner employed by the diplomatic, consular and international missions in the Kingdom.

In accordance with articles 3 and 4, the Labour Market Regulatory Authority is to be established and charged with the responsibility of regulating the labour market, regulating work permits, licensing recruitment agencies and employment offices and regulating permits for foreign businesses operating in the country. It is also charged with issuing the rules and regulations required for their implementation of this law (a list of those is included in the article).

Chapter II of the law covers permits and licenses issued by the Authority and other related issues.

Foreign employees are prohibited from engaging in any work in the Kingdom unless issued a work permit. Moreover, employees may not employ foreigners who do not hold a work permit. They may not receive money from an employee in return for issuing him a work permit or allowing him to retain his position as an employee (Art. 23).

Art. 24 specifies the conditions and procedures for issuing permits.

Art. 25 regulates the transfer of foreign workers to other employers. A foreign worker may, without the consent of his employer, transfer at any time to the employment of another employer. The Authority shall grant foreign workers upon expiry or cancellation of their permits a suitable notice period to enable them to transfer to another employer and obtain a work permit. The right to transfer is lost in a number of circumstances listed in this article.

The expiration and cancellation of work permits is regulated by Art. 26 which lists the circumstances in which the Authority may cancel work permits.

The responsibility to repatriate workers at the end of the employment contract or the cancellation of the work permit lies with the last employer (Art. 27).

Self-sponsored foreigners wishing to exercise certain economic or professional business activities as determined by the Authority, must obtain a permit to do so (Art. 31). Such permits may be cancelled by the Authority in a number of circumstances (Art. 32).

Art. 33 outlines the procedures for filing grievances and appeals.

The Minister of Interior, in coordination with the Authority, shall issue a decision specifying the circumstances and requirements for allowing the families of foreign worker and self-sponsored foreign workers to reside in the Kingdom during the validity periods of their work permits (Art. 35).