

# Bahrain: Law No. 36 of 2012 Issuing the Labour Law for the Private Sector

**Title** Bahrain: Law No. 36 of 2012 Issuing the Labour Law for the Private Sector

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[Arabic](#)  
[English](#)

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**Abstract**

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Art. 2(b) (1) defines the scope of applicability of this law to domestic servants and persons regarded as such. The applicable provisions are: Articles (6), (19), (20), (21), (37), (38), (40), (48), (49), (58), (116), (183) and (185) and those in Parts Twelve and Thirteen of the Law.

In accordance with Art. 8, workers shall have the right to strike in defense of their interests according to the guidelines determined by law. A worker's exercise of such right shall result in the suspension of the contract of employment for the duration of the strike.

Art. 39: It shall be prohibited to discriminate in the payment of wages for the mere difference of sex, ethnic origin, language, religion or belief.

Part VII of the Law (Arts. 50 – 57) includes provisions related to hours of work and periods of rest.

Part VIII (Arts. 58 – 67) covers holidays.

The workers' duties and penalties that may be imposed on them are outlined in Part X of the law (Arts. 71 – 84).

Part XII deals with termination of contracts of employment (Arts. 96 – 118).

Art. 104 lists the reasons for dismissal of the worker which are considered unfair. These include dismissal on the basis of sex, color, religion, belief, pregnancy; a worker's membership in a trade union or his lawful participation in its activities; filing a complaint against the employer.

Part XIII of the law includes provisions related to Individual Labour Disputes.