

Bahrain: Order No. 74 of 2007 With Regard to Inspection on those Subject to the Provisions of the Law Regulating the Labour Market

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Abstract

Art. 6 of this order defines the responsibilities of the Inspection Directorate. In accordance with Art. 7, the inspector, upon arrival at the premises of an employer, shall introduce himself to the employer or his deputy presenting his employment card and explaining his assignment and the purpose of his visit in a courteous manner. In all cases, an advance notice regarding the inspection task must not be sent to the employer. Art. 9 defines the powers of inspectors while carrying out inspection tasks, which include:

1. To enter work sites during working hours day or night, with the aim of carrying out the inspection task on the establishment, subject to the provisions of Article (7) of this Order.

2. To review the registers, in respect of which an order shall be issued by the Board of Directors of the Labour Market Regulatory Authority.

3. To verify work permits and the identity of foreign workers.

Art. 10 outlines the steps which must be taken by an inspector in cases where an offence is identified that is not in line with the provisions of the Law Regulating the Labor Market and the rules, regulations and orders issued for the implementation thereof. The first step involves meeting with the violator, explaining his offence, hearing his response, and finally proposing reconciliation, if the law permits it, by asking him to pay the minimum amount of penalty prescribed by the law in respect of such violation. The penalty shall be paid within seven business days.