


# Table of Contents




|  |          |
|--|----------|
| <b>Contract</b>                                      | <b>3</b> |
| <b>Probation Period</b>                              | <b>3</b> |
| <b>Recruitment Fees</b>                              | <b>4</b> |
| <b>Wages</b>   | <b>4</b> |
| <b>Working Hours</b>                                 | <b>4</b> |
| <b>Rest &amp; Breaks</b>                             | <b>5</b> |
| <b>Sick Leave &amp; Health Insurance</b>             | <b>5</b> |
| <b>Annual Leave</b>                                  | <b>5</b> |
| <b>Termination of Employment &amp; Changing Jobs</b> | <b>5</b> |
| <b>End of Service Benefits</b>                       | <b>6</b> |
| <b>Your Identification Documents</b>                 | <b>7</b> |




# Know Your Rights



## BAHRAIN DOMESTIC WORKER LAW

**NOTE:** This document sets out only some of the domestic workers' rights as outlined in Bahrain laws and regulations; there are additional rights. You should go to the Labour Market Regulatory Authority (Expatriate Protection Centre) or your embassy or consulate with any complaints and concerns. You can contact the Labour Market Regulatory Authority (LMRA) at **+973 17506055**.

| ISSUE                   | YOUR RIGHTS   |
|-------------------------|---|
| <b>CONTRACT</b>         | <ul style="list-style-type: none"><li>→ Employment contracts should be in writing in Arabic, signed by you and your employer and made into two copies one for the employer and one for you.<br/> <b>(ARTICLE 19 OF LABOUR LAW)</b></li><li>→ If you are hired through a recruitment agency, you should sign a standard contract involving the recruitment agency, the domestic worker, and the employer.</li></ul> |
| <b>PROBATION PERIOD</b> | <ul style="list-style-type: none"><li>→ You will serve a probation period only if one is clearly stated in your employment contract, provided that it does not exceed 3 months.</li><li>→ Either you or your employer have the right to terminate the employment contract during the probation period if it is determined that it is unsuitable to continue the employment.</li></ul>   |

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| <p><b>PROBATION PERIOD</b><br/>(continued)</p>                     | <p>→ In such cases, the terminating party is required to provide the other party with at least a one day's notice.</p> <p> (ARTICLE 21 OF LABOUR LAW)</p>  |
| <p><b>RECRUITMENT FEES</b></p>                                     | <p>→ The labour law does not explicitly prohibit charging recruitment fees to workers, however, the courts have ruled in the past that it is illegal for employers to compel workers to pay for recruitment fees from their wages.</p> <p>→ Your employer cannot deduct from your salary to compensate for any recruitment or visa-related costs.</p>   |
| <p><b>WAGES</b><br/><i>Including Overtime &amp; Deductions</i></p> | <p>→ If you are paid at monthly rates, you are entitled to receive your wages at least once a month. This can be evidenced by either a salary slip that is signed by you or a bank statement that verifies the payment.</p> <p> (ARTICLE 40 OF LABOUR LAW)</p> <p>→ The law does not obligate your employer to pay your wages directly into your bank account, however, you have the right to make such a request.</p> <p> (SECTION 3, ARTICLE 3 OF TRIPARTITE DOMESTIC CONTRACT)</p> |
| <p><b>WORKING HOURS</b></p>  | <p>→ Your working hours are not prescribed by law and are instead determined by the employment contract you sign with your employer.</p> <p>→ You can negotiate and agree to your working hours with your employer before the start of your employment.</p>   |

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| <p><b>REST &amp; BREAKS</b></p>                             | <ul style="list-style-type: none"> <li>→ Your rest and breaks are not prescribed by law and are instead determined by the employment contract you sign with your employer.</li> <li>→ You can negotiate and agree to your breaks with your employer before the start of your employment.</li> </ul>   |
| <p><b>SICK LEAVE &amp; HEALTH INSURANCE</b></p>             | <ul style="list-style-type: none"> <li>→ Your employer is responsible for providing you with the necessary healthcare in the event of your illness and he should respect your health condition.</li> </ul> <p> <b>(SECTION 3, ARTICLE 3 (8) OF TRIPARTITE DOMESTIC CONTRACT)</b></p> <ul style="list-style-type: none"> <li>→ The government is obligated to cover your mandatory health insurance premiums.</li> </ul> <p> <b>(ARTICLE 37 OF LAW NO. 23 OF 2018 PROMULGATING THE HEALTH INSURANCE LAW)</b></p> |
| <p><b>ANNUAL LEAVE</b></p>                                  | <ul style="list-style-type: none"> <li>→ After completing one year of employment with your employer, you will be entitled to a fully paid annual leave of no less than 30 days. This leave will be calculated at a rate of two and a half days for each month of employment.</li> </ul> <p> <b>(ARTICLE 58 OF LABOUR LAW)</b></p>  |
| <p><b>TERMINATION OF EMPLOYMENT &amp; CHANGING JOBS</b></p> | <ul style="list-style-type: none"> <li>→ Either you or your employer have the right to terminate the employment contract by providing the other party with at least a 30-day notice in advance.</li> </ul>  |

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| <p><b>TERMINATION OF EMPLOYMENT &amp; CHANGING JOBS</b><br/>(continued)</p> | <ul style="list-style-type: none"> <li>→ During the notice period, the employment contract remains valid, and you and your employer are obligated to fulfill all the responsibilities and obligations outlined in the contract.</li> <li>→ You have the right to terminate the employment contract if you have been mistreated or if you think that your employer has violated the terms and conditions of the employment contract.</li> </ul> <p> <b>(SECTION 3, ARTICLE 9 OF TRIPARTITE DOMESTIC CONTRACT)</b></p> <ul style="list-style-type: none"> <li>→ You need the permission of your sponsor to change your employer. You cannot change employers before transferring their visa sponsorship to another employer.</li> </ul> |
| <p><b>END OF SERVICE BENEFITS</b></p>                                       | <ul style="list-style-type: none"> <li>→ When your employment contract ends, the employer is obligated to provide you with the end-of-service benefit as follows: Half a month's wage per year for the first 3 years and a month's wage per year for every subsequent year.</li> <li>→ You are entitled to receive an end-of-service benefit for any partial year of service in proportion to the duration of your employment with the employer.</li> </ul> <p> <b>(ARTICLE 116 OF LABOUR LAW)</b></p>  |

## YOUR IDENTIFICATION DOCUMENTS

- You have the right to retain your passport and other travel documents.
- Your employer must refrain from retaining your official documents such as passport or ID card.



**(PLEDGE NO 10 OF EMPLOYER UNDERTAKING TOWARDS THE DOMESTIC EMPLOYEE)**

**Note: Only some parts of the Labour Law (Law No. 36 of 2012) apply to domestic workers. They are:**

Articles (6), (19), (20), (21), (37), (38), (40), (48), (49), (58), (116), (183), (185) and Parts Twelve and Thirteen. These laws have been referenced above.

