

Subsidiary Legislation Enacted Under the Provisions Of
The Labor Law for the Private Sector, 1976
Promulgated by AMIRI DECREE LAW NO. 23 OF 1976

Order n° 13/1976

RESPECTING WORK PERMITS AND WORK CARDS FOR NON-BAHRAINIS

The Minister for Labor and Social Affairs;
In pursuance of Articles 3, 4, 5, 6 and 7 of the Labor Law for the Private Sector
promulgated by Amiri Decree Law No. 23/1976;

ORDERS

Article 1

An employer who wishes to employ non-Bahraini workers is required to submit an application, in the form prescribed by the Ministry, for obtaining' a work permit.

Article 2

The Directorate of Labor may consult with Ministries and Government bodies with regard to the granting of permits for the employment of aliens in cases where such consultation is deemed necessary.

Article 3

The following matters shall be taken into consideration when granting such permits aliens shall not compete with the Bahraini work force; priority shall be given to citizens of Arab countries who are suitable to perform the work for which a permit is requested; priority shall be given to aliens born in Bahrain and living therein for a long period; establishments employing alien "artisans" shall employ a similar number of Bahraini "artisans"; the consent journalists must be obtained; establishments of the Ministry of Information with regard to alien for which a permit is granted to employ alien experts shall appoint Bahraini counterparts whose qualifications are compatible with those of such experts, and train them in their work.

Article 4

An alien for whose employment a permit is granted shall obtain a work card from the Directorate of Labor in the form provided by the Ministry of Labor and Social Affairs, and shall submit the necessary documents in accordance with the conditions and in the manner as prescribed hereinafter:

The employer must have obtained a permit to employ him in Bahrain under Article 1 of this Order;

The alien must be in possession of a valid passport and have entered the country lawfully;

The alien must have obtained a residence permit;

The alien must be of good conduct and behavior; this shall be testified by a certificate issued by the official authority of the alien's country that no criminal judgments have been passed against him, and such certificate shall be ratified by the Ministry of Foreign Affairs of the State of Bahrain;

The alien must be physically fit for work and free from infectious diseases; this shall be testified in accordance with the Order referred to in Clause 6 of Article 4 of the Labor Law;

The alien must be in possession of a license to practice the occupation in accordance with the valid laws and regulations. It shall be the duty of the employer to give to the alien worker a letter to the Ministry of Labor and Social Affairs applying for the issue of such card, to which letter the documents stipulated in this Article shall be attached.

Article 5

Note (i)

The validity of an alien's work card shall be for two years and may be renewable for a similar period, provided the alien worker shall apply for such renewal at least one month before the expiry of the validity thereof.

Article 6

An employer who wishes to change the occupation or place of work of an alien worker is required to obtain a permit from the Directorate of Labor by an application made on the form prescribed by the Ministry of Labor and Social Affairs.

Article 7

Upon the expiry of his approved residence permit, the alien is required to apply to the Directorate of Labor for renewal of his residence permit for work in the form prescribed by the Ministry of Labor and Social Affairs.

Article 8

The undermentioned fees shall be payable in respect of the following

Work permit for alien worker BD. 10

Work card for alien worker BD. 5

Renewal of work card for alien worker BD. 5

Change of occupation of alien worker or place of work BD. 2

Renewal of residence permit for employment of an alien worker BD.5

The employer concerned shall be required to pay the fees referred to above

Article 9

Establishments employing aliens shall maintain a register in which the following particulars shall be written down:

The alien's name, surname, sex and nationality;

His date of birth, occupation and the certificates he holds;

Previous employment;

The number and date of his work card, his date of employment and the wage paid to him;

The names of the counterparts who are appointed for training in the work of the alien expert.

Article 10

If a work card of an alien is lost, the alien is required to obtain a replacement from the Directorate of Labor at a fee equivalent to that of the lost card.

Article 11

If the contract of employment with an alien terminates or if the alien leaves the service the employer shall, within two days from such termination or leaving, notify the same to the Directorate of Labor and, within the same period, return the work card of such alien to the Directorate of Labor.

Article 12

The cost of the come shall, in the case of the cancellation of his work card under Article 6 of the Labor Law, be at the expense of the employer.

Article 13

The provisions of this Order shall not apply to aliens who work in the Government, and public organizations and public institutions; aliens who come to the country to represent or supervise their interests or to operate their business; members and personnel of foreign and international missions accredited to the State of Bahrain so long as they are engaged in official functions of such missions; those exempted under international agreements to which the State of Bahrain is a party to the extent set forth in such agreements.

Article 14

This Order shall be published in the Official Gazette and shall come into operation as from 15th August, 1976.

Minister for Labor and Social Affairs,
Isa Bin Muhammed Al Khalifa