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**Legislative Decree No. (59) of 2018 amending certain provisions of the Labour Law for the Private Sector promulgated by Law No. (36) of 2012**

We, Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain.

Having reviewed the Constitution, in particular Article (38) thereof;

Central Bank of Bahrain and the Financial Institutions Law promulgated by Law No. (64) of 2006, as amended;

Labour Law for the Private Sector promulgated by Law No. (36) of 2012, as amended;

And upon the submission of the Prime Minister;

And after the approval of the Council of Ministers,

**Hereby Decree the following Law:**

**Article One**

Texts of Articles (2) Paragraph (b), (40) Paragraph (b), (46), and (185) of the Labour Law for the Private Sector promulgated by Law No. (36) of 2012 shall be replaced with the following texts:

**Article (2) Paragraph (b):**

b) Save for the provisions stipulated in Articles (2) bis, (6), (19), (20), (21), (37), (38), (40), (46), (48), (49), (58), (116), (183), (185), and Parts Twelve and Thirteen of this Law, the provisions of this Law shall not apply to:

1) Domestic servants and persons regarded as such, namely gardeners, house security guards, nannies, drivers, and cooks, for carrying out their job duties for the benefit of an employer or his relatives.

2) The employer’s family members who are actually supported by the employer, namely the husband, wife, ascendants, and descendants.

**Article (40) Paragraph (b):**

**b) Salaries are paid taking into account the following elements:**

**Article (46):**

a- The employer shall not be discharged from the payment of salary unless he pays it to the worker in accordance with the mechanism specified by a decision of the Minister, provided that such mechanism includes the procedures and controls for the payment of workers' salary and the information shall be submitted to the relevant authorities for verification.

b- Public and private entities are required to reveal to the relevant authorities information relating to the payment of workers' salaries to the extent necessary to verify their payment, in accordance with the controls specified in the decision referred to in Paragraph (a) of this Article.

**Article (185):**

Any employer or whoever acts on his behalf who violates any of the provisions of Articles (2) bis, (19), and (20) of this Law shall be liable for a fine of no less than two hundred dinars and not exceeding five hundred dinars.

**Article Two**

A new Articles numbered (2) bis and (192) bis shall be added to the Labour Law for the Private Sector promulgated by Law No. (36) of 2012, with the following text:

**Article (2) bis:**

"It shall be prohibited to discriminate between workers subject to the provisions of this Law on the grounds of their sex, origin, language, religion, or creed”.

**Article (192) bis:**

"Any worker, during or following work, who sexually harasses one of his workers, whether by gesture, word, act, or any other means, shall be punished by imprisonment not exceeding one year or a fine not exceeding one hundred dinars.

It shall be punishable by at least six months' imprisonment or a fine of at least five hundred dinars and not more than one thousand dinars, if the offence is committed by the employer or his representative”.

**Article Three**

The Prime Minister and the Ministers - each within his jurisdiction- shall implement this Law, and it shall come into force from the day following the date of its publication in the Official Gazette.

**King of the Kingdom of Bahrain**

**Hamad bin Isa Al Khalifa**

**Prime Minister**

**Khalifa bin Salman Al Khalifa**

Issued at Riffa Palace:

On: 20 Rabi' al-awwal 1440 A.H.

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