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**Law No. (49) of 2006 Amending Certain Provisions of the Workers’ Trade Unions Law, promulgated by Legislative Decree No. (33) of 2002**

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

Having reviewed the Constitution,

The Penal Code promulgated by Legislative Decree No. (15) of 1976, as amended,

The Labour Law for the Private Sector promulgated by Legislative Decree No. (23) of 1976, as amended,

And the Workers’ Trade Unions Law promulgated by Legislative Decree No. (33) of 2002,

The Shura Council and the Council of Representatives have approved the following Law, which we have ratified and enacted:

Article One

The texts of Articles (1), (8), (9), and (21) of the Workers’ Trade Unions Law, promulgated by Legislative Decree No. (33) of 2002 shall be replaced with the following texts:

Article (1):

In applying the provisions of this Law, the following words and expressions shall have the meanings assigned against each unless the context otherwise requires:

Workers’ Trade Unions: An organisation established in accordance with the provisions of this Law composed of a number of workers in a specific establishment, sector, or defined activity.

Trade Union Federation: An organisation formed in accordance with the provisions of this Law composed of a number of Workers’ Trade Unions.

Workers’ Trade Union Organisation: An organisation established to safeguard the interests of workers and defend their rights, including Workers’ Trade Unions and Trade Union Federations.

Ministry: The ministry concerned with labour affairs in the private sector.

Competent Minister: The minister responsible for labour affairs in the private sector.

Article (8):

1- Two or more Workers’ Trade Unions may establish a trade union federation among themselves.

The establishment of the Trade Union Federation and joining it shall be subject to the approval of the majority of the members of the general assembly of the Workers’ Trade Union.

2- A Workers’ Trade Union may not be a member of more than one Trade Union Federation.

3- The Trade Union Federation that represents the workers of the Kingdom of Bahrain in international forums and in collective bargaining with employers and their organisations at the national level shall be the federation with the largest representation of workers based on the number of workers affiliated with unions that are members of the Federation.

The designation of the Trade Union Federation representing the workers of the Kingdom of Bahrain shall be determined by a decision of the Competent Minister.

Article (9):

The Trade Union Federation shall exercise the following competencies:

a) Establishing general policies and a code of conduct for trade union work for the workers of the Workers’ Trade Unions that are members of the federation.

b) Strengthening cooperation between the Workers’ Trade Unions that are members of the federation, the Ministry, and employers and their organisations.

c) Establishing and managing cultural and social centres for workers.

d) Participating in formulating labour strategies with the relevant authorities and fostering social dialogue with the concerned parties.

e) Participating in councils and committees concerned with labour and workers' affairs.

f) Authorising the Workers’ Trade Unions that are members of the federation to join Arab and international labour federations and organisations and notifying the Ministry thereof.

g) Authorising representatives of the Workers’ Trade Unions that are members of the federation to attend conferences outside the Kingdom of Bahrain.

h) Setting the maximum membership fee and annual subscriptions for the unions that are members of the federation.

i) Considering the suspension of members of the boards of directors of the Workers’ Trade Unions that are members of the federation.

j) Considering matters referred to it by the boards of directors of the Workers’ Trade Unions that are members of the federation.

k) Approving the code of trade union responsibility for the members of the board of directors of the federation and the boards of directors of the Workers’ Trade Unions that are members of the federation.

l) Approving the internal financial and administrative regulations that govern the operations of the federation.

m) Developing model guidelines for all internal financial and administrative regulations that govern the operations of the Workers’ Trade Unions that are members of the federation.

Article (21):

1- Strikes shall be considered a legitimate peaceful means of defending the economic and social interests of workers, and their declaration and organisation shall be through their Trade Union Organisations.

2- The following conditions must be met for a strike to be valid:

a) The approval of the majority of the members of the extraordinary general assembly of the relevant trade union organisation to declare the strike.

b) Notifying the employer of the workers' intention to cease work at least fifteen days prior to the strike.

c) Not ceasing work while the dispute is under resolution for resolution through conciliation and arbitration.

d) Strikes shall not be permissible in vital establishments where a strike would disrupt national security or disturb the daily lives of citizens.

The Prime Minister shall issue a decision specifying the vital establishments where strikes are prohibited.

3- Resorting to conciliation and arbitration shall be mandatory in collective disputes occurring in the vital establishments referred to in the previous paragraph after the failure of an amicable settlement between the workers and the employer.

Article Two

The text of Clause (c) of Article (5) of the Workers’ Trade Unions Law, promulgated by Legislative Decree No. (33) of 2002, shall be replaced with the following text:

Article (5):

c) Procedures for joining the Workers’ Trade Union Organisation, expelling a member, the amount of the joining fee, the subscription amount borne by the member, and the cases and conditions for exemption from it.

Article Three

1- The phrase "the competent minister responsible for labour affairs in the private sector" shall be replaced with "Minister of Labour and Social Affairs" as stated in Article Four of Legislative Decree No. (33) of 2002 Promulgating the Workers’ Trade Unions Law.

2- The phrase "trade union federations" shall be replaced with "General Federation of Bahrain Trade Unions" as stated in Articles (6) and (19) and in the title of Chapter One of Part Two of the Workers’ Trade Unions Law, promulgated by Legislative Decree No. (33) of 2002.

3- The phrase "the trade union federation to which the Workers’ Trade Union belongs" shall be replaced with "General Federation of Bahrain Trade Unions" as stated in Clause (f) of Article (13) and with the word "federation" as stated in Article (18) of the Workers’ Trade Unions Law, promulgated by Legislative Decree No. (33) of 2002.

Article Four

A final paragraph shall be added to Article (3) of the Workers’ Trade Unions Law promulgated by Legislative Decree No. (33) of 2002, with the following text:

Article (3) Final Paragraph:

The court shall order the employer to pay compensation to the worker of no less than two months' salary and not exceeding six months' salary whenever it is established that the employer has discriminated against the worker due to their trade union activity.

Article Five

The Prime Minister and the Ministers—each within their 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

Issued at Riffa Palace:

On:

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