**Disclaimer: The official version of the law and any amendments thereto is published in Arabic in the Official Gazette. This version of the law, including amendments thereto, is provided for guidance and easy reference purposes. The Legislation & Legal Opinion Commission does not accept any liability for any discrepancy between this version and the official version as published in the Official Gazette and / or any inaccuracy or errors in the translation.**

**For any corrections, remarks, or suggestions, kindly contact us on translate@lloc.gov.bh**

**Published on the website on April 2025**

**Law No. (74) of 2006 regarding the Care, Rehabilitation, and Employment of Persons with Disabilities**

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

Having reviewed the Constitution,

Law No. (13) of 1975 regarding the Regulation of Pensions and Retirement Gratuities for Government Employees, as amended,

Law regarding the Regulation of Pensions and Retirement Gratuities for Officers and Personnel of the Bahrain Defence Force and Public Security, promulgated by Legislative Decree No. (11) of 1976, as amended;

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,

The Social Insurance Law promulgated by Legislative Decree No. (24) of 1976, as amended,

The Law of Associations, Social and Cultural Clubs, Private Bodies Working in the Field of Youth and Sports, and Private Institutions promulgated by Legislative Decree No. (21) of 1989, as amended,

Legislative Decree No. (16) of 1991 regarding the Accession of the State of Bahrain to the United Nations Convention on the Rights of the Child, adopted by the General Assembly in November 1989, amended by Legislative Decree No. (8) of 2000,

Legislative Decree No. (3) of 1996 Approving Accession to Arab Convention No. (17) of 1993 regarding the Rehabilitation, and Employment of Persons with Disabilities,

And Legislative Decree No. (17) of 1999 Approving the Accession to International Labour Convention No. (159) of 1983 on Vocational Rehabilitation and Employment (Persons with Disabilities.),

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

Article - 1 -

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

a. The Ministry: The Ministry of Social Development.

b. The Minister: The Minister of Social Development.

c. The Supreme Committee: The Supreme Committee for the Care of Persons with Disabilities.

d. Person with Disability: An individual who suffers from a deficiency in some of their physical, sensory, or mental abilities due to illness, accident, congenital causes, or hereditary factors, resulting in complete or partial inability to work, continue in work, or advance in it, and impairing their ability to perform other essential life functions, thereby requiring care and rehabilitation to integrate or reintegrate them into society.

e. Comprehensive Rehabilitation: An organised and continuous process based on scientific principles, aimed at maximising the available abilities of Persons with Disabilities, directing and developing them through comprehensive rehabilitation programmes that ensure the highest level of functional performance, thereby facilitating their integration into society.

f. The Medical Committee: The entity designated by the Minister of Health.

Article - 2 -

The provisions of this law shall apply to Bahraini Persons with Disabilities.

Article - 3 -

The ministries and other relevant entities shall, in coordination with the Ministry, provide organised, integrated, and continuous services for Persons with Disabilities, particularly in the medical, social, educational, cultural, sports, rehabilitation, employment, transportation, housing, and other relevant fields.

Article - 4 -

The Ministry shall work to establish rehabilitation centres and institutes, care homes, workshops for Persons with Disabilities, and shelters for individuals with severe disabilities in urgent need.

Rehabilitation centres, institutes, care homes, shelters, or workshops for Persons with Disabilities may not be established without a licence from the Ministry, in accordance with the conditions and requirements set by a decision from the Minister after consultation with relevant ministries and approval from the Supreme Committee.

Entities operating at the time this law comes into force must regularise their status and obtain the aforementioned licence within six months from the date of the Minister’s decision.

Article - 5 -

Notwithstanding the provisions of the Labour Law in the Private Sector and the Civil Service regulations, a female employee with a disability shall be entitled to special leave with full pay, which shall not be deducted from her other leave entitlements, if she is pregnant and the Medical Committee deems her condition necessitates such leave, in accordance with the conditions and rules set by a decision of the Minister.

Article - 6 -

Notwithstanding the provisions of the pension and retirement benefits laws for civilians, military personnel, and social insurance, an insured person or beneficiary whom the Medical Committee has determined to be a person with a disability shall be entitled to a pension if their credited service period is at least fifteen years for males or ten years for females, provided neither of them is not otherwise eligible for a pension under the aforementioned laws. In such cases, the pension shall be calculated based on their service period or fifteen years, whichever is greater.

Article - 7 -

A monthly disability allowance shall be granted to Persons with Disabilities in accordance with the conditions and requirements specified by a decision from the Minister after obtaining the approval of the Supreme Committee.

Article - 8 -

Assistive, medical, educational, technical, and compensatory devices and equipment required for Persons with Disabilities shall be exempt from all types of fees and taxes. The Ministry shall work to facilitate their access to these devices and equipment.

Article - 9 -

The Minister, after the approval of the Supreme Committee, shall issue a decision specifying the conditions for admitting Persons with Disabilities to rehabilitation centres and institutes. This decision shall particularly outline the duration of rehabilitation and the circumstances under which exemptions from some or all conditions may be granted.

Article - 10 -

Rehabilitation centres and institutes shall issue a certificate to each person with a disability who has completed rehabilitation therein, specifying the professions or tasks they are capable of performing, along with other details determined by a ministerial decision.

This certificate shall also be issued, upon request, to Persons with Disabilities deemed fit to perform suitable work without further rehabilitation.

Rehabilitated Persons with Disabilities may apply, based on their rehabilitation certificate, to have their names registered with the Ministry. The Ministry shall maintain a dedicated register for this purpose and issue a registration certificate free of charge. This certificate shall specify the professions or tasks for which they have been rehabilitated and those they can perform, in coordination with the Ministry of Labour.

Article - 11 -

Employers with fifty or more workers, whether operating at a single location or across multiple locations, must employ candidates nominated by the Ministry of Labour from the register of rehabilitated individuals, in accordance with the percentage set by the Supreme Committee, which shall not be less than two percent of the total workforce.

However, the aforementioned employers may fulfil this quota by employing Persons with Disabilities independently of the Ministry of Labour’s nominations, provided the registration stipulated in Article (10) of this Law is obtained.

Persons with Disabilities shall be appointed to the professions for which they have been rehabilitated and to other tasks that they are capable of performing, as indicated in the registration certificate.

Holders of the rehabilitation certificate shall be exempt from health fitness requirements—if any—concerning the disability stated in that certificate, as well as from the requirement to pass the examination set for the position. In all cases, any employer who employs a Person with Disability must notify the Ministry of Labour thereof by registered mail with acknowledgement of receipt within ten days from the date the Person with Disability commences work.

Article - 12 -

After securing the approval of the Cabinet, the Minister of Labour, in coordination with the relevant Minister and the President of the Civil Service Bureau, may issue a decision identifying government jobs and roles in which qualified Persons with Disabilities shall have appointment priority.

This provision shall apply to government agencies, institutions, and public bodies.

Qualified Persons with Disabilities shall have employment priority for vacant positions and roles, within the percentage limits outlined in Article (11) of this Law.

Article - 13 -

Persons with Disabilities employed under the provisions of this Law shall enjoy all rights granted to workers in the establishment where they work.

Article - 14 -

Establishments subject to the provisions of this Law must maintain a dedicated register recording Persons with Disabilities employed within, including the details provided in the rehabilitation certificate. They must annually inform the Ministry of Labour of the number of positions and roles occupied by Persons with Disabilities and the wage earned by each, using the form designated by the Ministry for this purpose.

Article - 15 -

If a worker sustains a work-related injury resulting in a disability that does not preclude them from performing an alternative job, the employer responsible for the injury must provide suitable employment at a wage no less than the worker’s previous earnings.

This shall not affect any entitlements the worker may be entitled to due to their injury, in accordance with the provisions of the Labour Law in the private sector and the provisions of the Social Insurance Law.

Article - 16 -

A committee shall be established, to be called the "Supreme Committee for the Care of Persons with Disabilities," which shall be affiliated with the Ministry of Social Development.

Article - 17 -

The Supreme Committee shall be chaired by the Minister of Social Development and shall include representatives from the government sector with ranks no lower than that of a director of Directorate, as well as representatives from the private sector.

The appointment of the committee members shall be made by a decision from the Prime Minister, and their term of membership shall be two years, renewable.

The Committee members shall elect a Vice-Chair at their first meeting.

The committee may invite any experts and specialists to offer their opinions and assistance, without granting them voting rights in the deliberations.

The committee shall have an internal regulation issued by a decision from the Minister, which must include provisions concerning the organisation of its work, meeting schedules, and the majority required for the implementation of its decisions.

Article - 18 -

The Supreme Committee shall be responsible for studying and preparing the general policy for the care, rehabilitation, and employment of Persons with Disabilities, specifically:

1- Planning and coordinating programmes for the care, rehabilitation, and employment of Persons with Disabilities.

2- Establishing the rules for determining the basic needs for the care, rehabilitation, and employment of Persons with Disabilities, as well as the conditions for their admission to rehabilitation centres.

3- Developing regulations and specifying procedures related to implementing the Ministry's obligations stipulated in this Law regarding Persons with Disabilities.

4- Accepting donations and grants and determining their allocation.

5- Proposing draft laws and regulations related to the care, rehabilitation, and employment of Persons with Disabilities.

Article - 19 -

Employees designated by a decision from the Minister of Justice, in agreement with the relevant Minister, shall have the status of judicial officers and shall be entitled to enter places subject to the provisions of this Law and inspect them for violations that fall within their jurisdiction and are related to their duties, in accordance with the rules and procedures established by the relevant Minister.

Article - 20 -

Without prejudice to any more severe penalties stipulated by the Penal Code or any other law, a fine of no less than two hundred dinars and no more than five hundred dinars shall be imposed on any employer or responsible manager who refuses, without an acceptable excuse, to employ a Person with Disability in accordance with the provisions of this Law.

The fines shall be multiplied according to the number of Persons with Disabilities involved in the violation.

The establishment may be ordered to pay the Person with Disability, whom it refuses to employ in accordance with Articles (11) and (15) of this Law, an amount equal to the stipulated or estimated wage for the work or position for which they were recommended or deemed suitable, starting from the date the violation occurred. The establishment shall not be liable for this amount for a period exceeding one year, and this obligation shall cease if the establishment hires the Person with Disability or if the Person with Disability has already taken another job.

Article - 21 -

Without prejudice to any more severe penalties provided by the Penal Code or any other law, imprisonment for a period not exceeding one year and a fine not exceeding one thousand dinars, or one of these penalties, shall be imposed on any person obligated to care for a Person with Disability, regardless of the source of this obligation, who neglects their duties or fails to take the necessary actions to fulfill these duties.

The penalty shall be imprisonment for a period not exceeding three years and a fine not exceeding three thousand dinars, or one of these penalties, if such neglect results in the death of the Person with Disability.

Article - 22 -

In the event that rehabilitation centres, homes, or institutes for Persons with Disabilities not affiliated with the Ministry violate the provisions of this Law or the decisions issued in implementation thereof, the Minister may issue a reasoned decision to suspend and remove the causes of the violation. If the centre, home, or institute fails to implement the aforementioned decision within ten days from the date of notification, the Minister may issue a reasoned decision to place the centre, home, or institute under the administration of the Ministry of Social Development for a period not exceeding three months or to revoke the licence, as the case may be. The concerned party may appeal the decision issued against them before the High Civil Court within thirty days from the date of being notified of the decision.

Article - 23 -

The relevant Minister shall issue the regulations and decisions necessary for the implementation of the provisions of this Law within a period not exceeding six months from its promulgation.

Article - 24 -

The provisions of Part Four of the Labour Law for the Private Sector promulgated by Law No. (23) of 2012 shall be repealed.

Article - 25 -

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:

30 Ramadan 1427 AH

Corresponding to:

22 October 2006