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**Decree No. (12) of 1990 approving the Amendments of the Constitution of the Arab Labour Organization**

We, Isa bin Salman Al Khalifa, Emir of the State of Bahrain.

Having reviewed the Constitution;

Emiri Order No. (4) of 1975;

Legislative Decree No. (7) of 1977 regarding the Approval of the Accession of the State of Bahrain to Arab Labour Organization;

And the Amendments to the Constitution of the Arab Labour Organization approved by the Arab Labour Conference in Rabat in March 1989;

And upon the submission of the Minister of Labour and Social Affairs,

And after the approval of the Council of Ministers,

**Hereby Decree the following:**

**Article One**

The amendments to the Constitution of the Arab Labour Organization, which were approved by the Arab Labour Conference in Rabat in March 1989, attached to this Decree, has been approved.

**Article Two**

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

**Emir of the State of Bahrain**

**Isa bin Salman Al Khalifa**

Issued at Riffa Palace

On: 30 Ramadan 1410 A.H.

Corresponding to: 20 April 1990

**Annex of the Amendments of the Constitution of the Arab Labour Organization**

**First: Amendments decided regarding the Board of Directors**

**Current text ("implemented")**

**The intended amendment**

Every three years, the members of the Assembly shall form a Board of Directors made up of four Government representatives, two Reserve representatives, two representatives of the business owners, one Reserve representative, two representatives of the workers and one Reserve representative to monitor the progress of the work within the Assembly, two representatives of the workers and one reserve to monitor the progress of the work within the Arab Labour Organization and the implementation of the decisions and recommendations of the Assembly and of the specialized committees and meetings of experts on which the Board submits its reports to the Assembly and takes into account the invitation of the reserve members to attend all the meetings of the Board.

Article (6), Paragraph (8):

Every two years, the Assembly shall form a board from among its members consisting of eight representatives members, four representing the Government team, two members representing the Business Owners team, two members representing the Workers team, and three reserve members, one member for each team, to monitor the progress of work at the Arab League Labour Organization and to follow up on the implementation of the decisions and recommendations of the Assembly, the specialized committees and the expert meetings, provided that the Board submits its reports to the Assembly.

**Second: Amendments decided regarding the Director-General and Deputy Directors General**

**Current text ("implemented")**

**The intended amendment**

To appoint the Director-General of the Arab Labour Organization and the Deputy Directors. Their appointment shall be for a period of five years, subject to renewal.

Article (6), Paragraph (4):

1- Appointment of the Director-General of the Arab Labour Organization for a period of four years, renewable once, provided that the candidate meets the conditions of competence, experience and aptitude.

2- Appointment of the Deputy Director of the Arab Labour Organization for a non-renewable term of four years, alternating between the employers' and workers' teams, provided that the candidate meets the conditions of competence, experience and aptitude.

3- Make sure that the Director-General and Deputy Director are not from the same country.

The Director-General and Deputy Directors shall be removed by a two-thirds majority of the delegates attending the Assembly at any session before the end of their term of office.

The Director-General and the Deputy Director shall be dismissed before the end of the term of office by a two-thirds majority of the delegates participating in the Assembly.

The Arab Labour Organization is the permanent secretariat of the Organization and has its headquarters in the country of the headquarters. It shall be directed by a Director-General, assisted by three Deputy Directors, and shall employ a number of employees appointed by the Director-General of the Organization in accordance with the statutes (regulations) approved by the Assembly.

Article (10)

The Arab Labour Organization is the executive body of the organization. It is directed by a Director-General assisted by a deputy director and employs a number of staff appointed in accordance with the regulations in force in the Organization.

**Third: Amendments decided regarding the budget and the plan**

**Current text ("implemented")**

**The intended amendment**

1- Approval of the draft annual budget of the organization prepared by the Arab Labour Organization.

Article (6), Paragraph (5):

Approval of the work plans, programmes and budgets of the Organization by a two-thirds majority of the votes of the delegates attending the Assembly.