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**Legislative Decree No. (3) of 1984 Approving the Accession to the Arab Convention No. (15) of 1983 regarding the Determination and Protection of Wages**

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

Having reviewed the Article (37) Constitution; Emiri Order No. (4) of 1975;

And Arab Convention No. (15) of 1983 regarding the Determination and Protection of Wages; 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 Law**

**Article One**

The accession of the State of Bahrain to Arab Convention No. (15) of 1983 regarding the Determination and Protection of Wages, as approved by the Arab Labour Conference held in Amman between 6-16 March 1982, attached to this Law, has been approved.

**Article Two**

The Minister of Labour and Social Affairs shall implement this Law, and it shall come into force from the date of its publication in the Official Gazette.

Emir of the Kingdom of Bahrain Isa bin Salman Al Khalifa

Issued at Riffa Palace

On: 23 Jumada al-awwal 1404 A.H.

**Corresponding to:** 25 February 1984

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**Arab Convention No. 15 of 1983 regarding the Determination and Protection of Wages**

The Arab Labour Conference held in its eleventh session in the city of Amman in (March 1982)

Basing on the provisions of Article One of the Arab Labour Charter regarding achieving social justice and raising the level of the workforce.

Adhering to the stipulations of Article Eight of the aforementioned Charter regarding setting the minimum wage levels in Arab countries.

Recognizing the scientific approach to wages as a fair return for productive work and as a tool that embodies the share of labour in the national income.

Believing that scientific wage determination is the sure guarantee to ward off the erosion factors caused by price changes or inflation rates.

Believing that means of consultation, dialogue, and negotiation have become available and prevalent methods to determine wages in a manner that ensures workers a decent standard of living and provides effective guarantees for protecting wages as the main source of the worker's livelihood and that of their family.

Desiring to establish an Arab vision to address all wage-related issues, a vision that reflects Arab specificity, civilization, and aspirations.

The conference hereby approves the following Convention, referred to as the Arab Convention No. 15 of 1983 regarding the Determination and Protection of Wages

**Part One**

**Definition of Wages**

**Article One**

Wages shall mean all that the worker receives in return for their work, including allowances, bonuses, grants, benefits, and other wage supplements.

**Part Two**

**Protection of Wages**

**Article Two**

Cash wages shall be paid in the local currency, and it is permissible to agree otherwise within the limits of applicable legislation.

**Article Three**

Each country shall regulate the method by which workers can ascertain the details of their wage calculation and ensure its accuracy.

**Article Four**

In labour legislation, individual employment contracts, or collective conventions (joint employment contracts), the portion of wages that can be paid in kind shall be specified, provided that it does not include materials prohibited by law.

**Article Five**

In labour legislation, individual employment contracts, or collective conventions (joint employment contracts), the payment date of wages shall be determined.

**Article Six**

Wages shall be paid on the working day and at the workplace, and it is permissible to agree otherwise, provided that the worker does not bear any effort or financial burden.

**Article Seven**

The worker is entitled to their full wages even if they do not perform work due to reasons beyond their control, provided that national legislation specifies such reasons.

**Article Eight**

Wages and amounts due to the worker arising from the employment contract shall be considered privileged debts and shall enjoy the highest degree of privilege over all other debts, including state debts (on both movable and immovable property of the employer).

**Article Nine**

The employer shall be prohibited from restricting the worker's freedom to dispose of their wages in any way.

**Article Ten**

National legislation shall specify a system of financial penalties that do not adversely affect the worker's livelihood or that of their family. The interest of workers shall be taken into account in the disbursement of these fines.

**Article Eleven**

The employer is not allowed to deduct from the worker's wages more than 10% of the basic wage for amounts owed to them or for any debts. No interest on such debts shall be calculated.

**Article Twelve**

National legislation shall determine the percentages that may be attached or waived from the worker's due wages to settle debts owed by the worker, taking into account the sufficiency of what remains of the worker's wages to meet their basic needs and those of their family.

**Article Thirteen**

Female workers shall be entitled to equal pay to that of male workers for the same work.

**Article Fourteen**

National legislation shall ensure and regulate the right of the worker to transfer their wages from the Arab country in which they work to the Arab country they come from.

**Article Fifteen**

National legislation shall require the payment of the worker's entitlements immediately upon the termination of the employment relationship.

**Part Three**

**Minimum Wage**

**Article Sixteen**

The "general minimum wage" is the level set for wages to be sufficient to satisfy the basic needs of the worker and their family, including clothing, nutrition, and housing, to live at a decent human standard.

**Article Seventeen**

Member countries may establish a minimum wage system ensuring that a worker's wage shall not fall below it, applicable to all categories of workers.

**Article Eighteen**

Each member country shall establish a committee or committees representing the government, employers, and workers to determine the minimum wage. National legislation shall regulate the administration and the competent authority that issues the wage determination decision taken by the committee or committees mentioned.

**Article Nineteen**

When determining wages, the Minimum Wage Committee or Committees shall take into account price movements and how to balance them, understand the cost of living, and may seek assistance from specialized subcommittees or sectoral bodies that provide them with the necessary information.

**Article Twenty** The Minimum Wage Committee shall periodically review the minimum wage at intervals not exceeding one year to keep pace with real wages and the cost of living.

**Part Four General Provisions**

**Article Twenty-One**

The provisions contained in this Convention shall constitute a minimum of what legislation shall provide for workers. The accession to this Convention shall not result in the reduction of any rights or advantages granted to workers by national legislation, collective labour conventions, or custom.

**Article Twenty-Two**

Arab countries shall ratify this Convention in accordance with their legal systems and deposit the ratification documents with the Director-General of the Arab Labour Office, who shall prepare a record of the deposit of each country and communicate it to the other Arab countries.

**Article Twenty-Three**

This Convention shall enter into force one month after the deposit of the ratification documents by three of the member countries of the Arab Labour Organization and shall apply to each other member country one month after the date of the deposit of its ratification document.

**Article Twenty-Four**

In terms of monitoring the implementation of this Convention, the provisions of the Arab Labour Conventions and Recommendations System shall apply.

**Article Twenty-Five**

Any country that is a party to this Convention shall have the right to withdraw from it five years after its entry into force, and the withdrawal shall become effective one year after notifying the Director-General of the Arab Labour Office, who shall inform the countries that have ratified this Convention, and the withdrawal shall not affect the Convention with regard to the other countries that have acceded to it. .