**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 May 2024**

**Legislative Decree No. 17 of 1999 approving accession to International Labour Convention No. 159 of 1983 on Vocational Rehabilitation and Employment (Persons with Disabilities)**

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

Having reviewed the Constitution;

Emiri Order No. (4) of 1975;

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

Legislative Decree No. (9) of 1977 regarding the Approval of the Accession of the State of Bahrain to International Labour Convention;

And the International Labour Convention No. (159) of 1983 on Vocational Rehabilitation and Employment (Persons with Disabilities);

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

And after consulting the Shura Council,

And after the approval of the Council of Ministers,

**Hereby Decree the following Law:**

**Article One**

The accession of the State of Bahrain to the International Labour Convention No. (159) of 1983 on on Vocational Rehabilitation and Employment "Persons with Disabilities", has been approved.

**Article Two**

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

**Emir of the State of Bahrain**

**Hamad bin Isa Al Khalifa**

Issued at Riffa Palace:

On: 18 Dhu Al-Hijjah 1419 A.H.

Corresponding to: 4 April 1999

**Vocational Rehabilitation and Employment (Persons with Disabilities)**

**First- Definition and Scope**

**Article -1-**

1- For the purposes of this Convention, the expression “person with disability” means an individual whose prospects for securing, retaining, and advancing in suitable employment are significantly reduced as a result of a legally recognised physical or mental impairment.

2- For the purposes of this Convention, each Member State shall bear in mind that the intent of vocational rehabilitation is to enable the person with disability to secure, retain, and advance in suitable employment, and thereby promote his integration or reintegration into society.

3- Each Member State shall implement the provisions of this Convention by means of measures appropriate to national conditions and consistent with national practice.

4- The provisions of this Convention apply to all categories of persons with disabilities.

**Second: Vocational Qualification Principles and Policies for Employment of Persons with Disabilities**

**Article -2-**

Each Member State shall establish, in accordance with national circumstances, practice and capacities, a national vocational rehabilitation and employment of persons with disabilities, and this policy is implemented and reviewed periodically.

**Article -3-**

The policy aims to ensure that appropriate vocational rehabilitation measures are available to all groups of persons with disabilities, and enhancing the employment potential of persons with disabilities in the free labour market.

**Article -4-**

The aforementioned policy is based on the principle of equal opportunities for disabled workers and workers in general, and equality in opportunities and treatment between disabled workers of both sexes is respected. Special positive measures aimed at achieving effective equality of opportunity and treatment between disabled workers and other workers shall not be considered discriminatory measures against other workers.

**Article -5-**

Employers' and workers' representative organisations shall be consulted on the implementation of the said policy, including measures to be taken to strengthen cooperation and coordination between public and private bodies engaged in vocational rehabilitation activities, as well as consultation of representative organisations of persons with disabilities and the organisations that work for them.

**Third: National Action to Develop Services of Vocational Rehabilitation and Employment for Persons with Disabilities**

**Article -6-**

Each Member State shall take, through laws or regulations or in any other manner consistent with national circumstances and practices all necessary measures for the application of Articles 4, 3, 2, and 5 of this Convention.

**Article -7-**

The competent authorities shall take measures to provide and evaluate vocational guidance and vocational training, recruitment and employment and other such services, with a view to enabling persons with disabilities to secure, retain and advance in employment, and shall use existing facilities for workers in general, with necessary modifications, wherever possible and appropriate.

**Article -8-**

Take measures to promote the establishment and development of vocational rehabilitation and employment services for persons with disabilities in rural areas and remote communities.

**Article -9-**

Each Member State seeks to ensure the training and availability of qualification advisers and other suitably qualified workers, to be responsible for vocational orientation, vocational training, recruitment and employment of persons with disabilities.

**Fourth- Final Provisions**

**Article -10-**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Organisation for registration.

**Article -11-**

1- This Convention is only binding on those Member States of the International Labour Organisation that have registered their ratifications with the Director-General.

2- It shall come into force twelve months after the date on which the ratifications of two Member States have been registered with the Director-General.

3- Thereafter, it shall enter into force for any Member State twelve months after the date of its registration of ratification.

**Article -12-**

1- Any Member State that has ratified this Convention may denounce it ten years after the date of its entry into force with a document to be sent to the Director-General of the International Labour Organisation for registration, this denunciation shall not take effect until one year has passed from the date of its registration.

2- Each Member State that has ratified this Convention and has not used its right of denunciation provided for in this article during the year following the expiration of the ten-year period mentioned in the previous paragraph, shall remain bound by it for a further ten years and thereafter may denounce this Convention at the expiration of each period of ten years, in accordance with the conditions set forth in this Article.

**Article -13-**

1- The Director-General of the International Labour Organisation shall notify all Member States of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Member States of the Organisation.

2- The Director-General shall draw the attention of the Member States of the Organisation to the date on which this Convention enters into force, upon notifying them of the registration of the second ratification of which he has been notified.

**Article -14-**

The Director-General of the International Labour Organisation shall inform the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations, full details of all ratifications and denunciation documents registered with it in accordance with the provisions of the previous Articles.

**Article -15-**

The Governing Body of the International Labour Organisation shall submit to the General Conference, whenever it deems it necessary, a report on the application of this Convention and shall consider whether there is reason to include the issue of its full or partial review in the Conference's agenda.

**Article -16-**

1- If the Conference adopts a new convention, revised in whole or in part, and unless the new convention provides otherwise

a)       A Member State's ratification of the new revised Convention shall legally entail, notwithstanding the provisions of Article 12 above, the immediate denunciation of the existing Convention, provided that the new convention has entered into force.

b)  From the date of entry into force of the new revised Convention, the ratification of the current Convention by Member States shall be closed

2- This Convention shall in any case remain in force in its current form and content for those Member States which have ratified it but have not ratified the revised convention.

**Article -17-**

The French and English texts of this Convention are equally authoritative.