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**Decree No. (2) of 1994 regarding Accession of the State of Bahrain to the Arab Convention No. (7) of 1977 and Recommendation No. (1) of 1977 regarding the Occupational Health and Safety**

We, Isa Bin Salman Al Khalifa, Emir of the State of Bahrain;

Having reviewed the of Article “37” of "the Constitution;

And the Arab Convention No. (7) of 1977 and Recommendation No. (1) of 1977 regarding Occupational Health and Safety, which were approved by the Arab Labour Conference at its sixth session in March 1977;

Upon the submission of the Minister of Labour and Social Affairs;

After the approval of the Council of Ministers;

**Hereby Decree the following:**

**Article One**

It was agreed that the State of Bahrain would join the Arab Convention No. (7) of 1977 and Recommendation No. (1) of 1977 regarding Occupational Health and Safety, which were approved by the Arab Labour Conference at its sixth session in March 1977 accompanying this decree, in accordance with Article Seventeen of the aforementioned agreement.

**Article Two**

The ministers - each within their jurisdiction - shall put this decree into force. It shall come into effect from the day it was published in the Official Gazette.

**Emir of the State of Bahrain**

**Isa bin Salman Al Khalifa.**

**Issued at Riffa Palace**

**On: 4 Dhu al-Hijjah 1414 A.H.**

**Corresponding to: 15 May 1994**

**Arab Convention No. (7) of 1977 regarding Occupational Health and Safety**

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The Arab Labour Conference, held at its sixth session in the city of Alexandria in the Arab Republic of Egypt (March 1977);

Based on the belief that protecting the workforce from occupational risks by providing a sound environment for production will have a positive impact on the national product with its various components,

Since technical progress is proceeding at rapid rates, which necessarily entails the development of levels of occupational safety and health,

Whereas, the Arab countries seek to keep pace with technical progress in various fields of industry, agriculture, trade, transportation and services, as the forms of activity in these fields have increased. This has been followed by the expansion and diversity of the circle of occupational risks,

Whereas, the Arab Labour Organization aims to improve working conditions and to this end works to develop labour legislation in an effort to reach similar levels,

The conference shall decide to approve the following agreement, which shall be called the Arab Convention No. (7) of 1977 regarding Occupational Health and Safety.

**Occupational Safety and Health levels**

**Article One**

Arab legislation shall include provisions for occupational safety and health in all areas and sectors of work, and shall also include provisions for workers’ insurance against work accidents and occupational diseases.

**Article Two**

All Arab workers shall be equal to national workers in applying the provisions of occupational safety and health, the provisions of insurance against worker accidents and occupational diseases and the provisions of vocational rehabilitation systems.

**Article three**

Provisions related to occupational safety and health shall include the technical foundations necessary to ensure safety and protection, in:

- Selecting the facility’s location.

- Establishment and construction.

- Protection from all work dangers.

The legislation of each country shall determine the technical requirements necessary to take into account these principles.

**Article Four**

The legislation of each country shall determine the procedures and means to ensure the safety of the work environment and the protection and preservation of the surrounding environment from the risks of the activity carried out, so that the work and neighbourhood environment are at the scientifically recognized level of health.

**Article Five**

Occupational safety health at work and humane conditions for safe working must be provided, by:

A) Protecting the worker from the dangers of work and machinery and protecting them from health damage.

B) Establishing the necessary requirements to improve the work environment and methods.

C) Taking into account achieving compatibility between the type of work and its conditions, and the persons assigned to it in terms of health and technical aspects.

D) Educating and training workers on safety methods, providing personal protective equipment and training workers to use them.

E) Correcting any harm that may arise to the worker’s health or social life as a result of their work and working to treat it and deal with that which results from it.

F) Protecting the means of production, including structures, machines, materials, etc., and the legislation of each country determines the provisions necessary to regulate these precautions.

**Article Six**

1- It may not be permissible to employ juveniles of both sexes in industrial work before the age of fifteen, with the exception of trainees.

2- It may not be permissible for minors of both sexes to be employed before they reach the age of eighteen, in industries that are dangerous or harmful to health, as determined by the legislation, decisions and regulations of each country.

3- It may be prohibited to employ women in work that is dangerous, arduous or harmful to health as determined by legislation in each country.

**Article Seven**

Attention shall be paid to establishing occupational safety and health services in establishments determined by the legislation of each country, in order to supervise all working conditions that affect the safety and health of workers, and to carry out health education and preventive awareness.

**Article Eight**

Upon appointment, an initial medical examination shall be conducted to assign the worker to work that is compatible with their health, physical, mental and psychological capabilities. Periodic medical examination shall also be conducted on the workers to maintain their health fitness on an ongoing basis and to discover any occupational diseases that may appear in their early stages.

**Article Nine**

First aid and emergency cases must be provided within the facility; medical services shall be provided either inside or outside the facility as an independent department, or as a joint service between several facilities to provide medical care and maintain the health of workers.

**Article Ten**

The employer shall record work accidents and occupational diseases and notify the competent authorities thereof. The competent authorities must also be notified of suspected cases of occupational disease. The employer must take all measures to prevent the re-occurrence of such cases and establish relevant statistics.

The legislation of each country shall determine the means to achieve this.

**Article Eleven**

The legislation of each country shall determine the bodies entrusted with establishing and implementing the foundations of occupational safety and health, and the bodies that conduct research, planning and training in this field, at the state level and at the level of the establishments responsible for it.

**Article Twelve**

An inspection body for occupational safety and health must be created. This body shall be supported by specialized personnel, measuring devices and equipment, as well as other matters necessary to carry out its work. This body must be given judicial control authority.

This body shall be be involved in setting occupational safety and health requirements for licensing the establishment of facilities.

**Article Thirteen**

Attention must be paid to training in the fields of occupational safety and health, by establishing a national centre or institute for occupational safety and health in every Arab country to conduct experiments, present the latest means of prevention and organize training courses.

**Article Fourteen**

The subject of occupational safety and health shall be included in education programs in theoretical and applied studies, and in technical and vocational training institutes and centres.

**Article Fifteen**

A Higher Arab Committee for occupational safety and health shall be established within the framework of the Arab Labour Organization and a national committee must be established at the level of every Arab country, and committees at the level of establishments with activity from which danger may arise, in every Arab country.

In forming these committees, tripartite representation shall be taken into account, with the exception of establishment committees, in which dual representation (business owners and workers) is sufficient; they may also seek the assistance of a government representative if they deem it necessary.

These committees are responsible for drawing up and coordinating the general policy for occupational safety and health, working to protect workers from any danger that may arise from work or the conditions in which it is carried out, examining the causes of injuries and accidents, as well as developing precautions to prevent their recurrence.

These committees shall work to achieve the highest possible level of physical, mental and psychological health for workers, and to maintain them at this level.

**General Provisions**

**Article Sixteen**

The provisions stipulated in this agreement are considered a minimum of what legislation must provide to workers, and joining it may not result in a diminution of any rights stipulated in legislation, collective agreements, custom or judicial rulings in force or applied in any of the acceding Arab countries to the agreement.

**Ratification, Entry into Force, Application and Withdrawal from the Convention**

**Article Seventeen**

This agreement shall be ratified by the Arab countries in accordance with their legal systems, and the ratification documents shall be deposited with the Director General of the Arab Labour Office, who shall prepare a report of the deposit of the ratification documents of each country and notify it to the other Arab countries.

**Article Eighteen**

This agreement becomes binding on every Arab country once it is ratified. It shall become effective one month after the ratification documents of three Arab countries are deposited.

It applies to other Arab countries that join it in the future one month after the date of deposit of the instrument of ratification.

**Article Nineteen**

Regarding the follow-up of the implementation of the agreement, the provisions contained in the system of Arab labour agreements and recommendations apply.

**Article Twenty**

Every country adhering to this agreement may withdraw from it after five years from the date of its entry into force, and withdrawal becomes effective one year after the date of notifying the withdrawal to the Director General of the Arab Labour Office, who informs it to the countries ratifying this agreement.

Withdrawal does not affect the entry into force of the agreement for the rest of the countries that have joined it.

**Arab Recommendation**

**No. (1) of 1977**

**Regarding Occupational Safety and Health**

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The Arab Labour Conference, at its sixth session in Alexandria, Arab Republic of Egypt (March 1977),

Having decided to adopt certain proposals regarding occupational safety and health;

Having decided that these suggestions should be formulated in the form of a recommendation;

The conference decides to approve the following recommendation, which is called Arab Recommendation No. (1) of 1977 regarding occupational safety and health.

**Article One**

The bodies responsible for occupational safety and health in every Arab country should be gathered into one body.

This body shall prepare studies on the risks in each activity and ways to prevent them.

The opinion of this body should be sought in the projects to be established or amended in terms of occupational safety and health.

**Article Two**

Preventive medicine should be supported by preparing a technical staff of physicians and assistants specialized in occupational medicine and medical research; researchers should be encouraged in this subject and preventive health awareness should be spread.

The issue of occupational safety should be supported by preparing a technical staff of engineers, chemists and assistants specialized in occupational safety.

**Article Three**

Participation should be achieved between the management of each facility and its employees in organizing occupational safety and health matters and following up on the implementation of its programmes, by forming occupational safety and health committees in establishments and appointing an occupational safety supervisor in these establishments who is qualified and trained in accordance with the levels of responsibility and nature of the work carried out by the establishment.

**Article Four**

All facility employees should be trained on occupational safety and health methods before and during their work.

**Article Five**

The medical care system should include the services of a general practitioner and medical services at the level of specialists, treatment and accommodation in hospitals, sanatoriums or specialized treatment centres. The medical care system should also include conducting auxiliary medical examinations, performing surgical operations and other types of treatment, providing rehabilitative services and prosthetic limbs and devices.

**Article Six**

It should provide social care for the workers, including adequate sanitary housing and medical care for their families, and care for recreational and sports facilities for the workers and their families.

**Article Seven**

Every facility should record all work accidents, occupational diseases, human and material losses resulting from them, and days of absence lost because of them. It should prepare verified records and statistics prepared in this regard so that they can be viewed by the competent authorities in the country.

**Article Eight**

Every Arab country should develop a statistical system to collect all data on work accidents, occupational diseases, the human and material losses resulting from them, and the days of absence lost because of them, so that, in light of the prepared statistics, a policy may be drawn up to prevent the recurrence of such losses.

**Article Nine**

Regarding the follow-up of the implementation of this recommendation, the provisions contained in the system of Arab labour agreements and recommendations apply.

The Arab Labour Conference, at its sixth session (Alexandria, March 1977), approved this agreement in accordance with its Decision No. 154 of the Convention 6 - 12/3/1977. (The agreement consists of twenty articles).

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The Arab Labour Conference, at its sixth session (Alexandria, March 1977), approved this recommendation in accordance with its decision 157 on 12/2/1977 (the recommendation consists of eight articles and a general provision).

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