



Trade Facts

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Bahrain's Labor Protections are Stronger than Jordan and Morocco

Key Labor Protection	Labor Protections in Bahrain	Labor Protections in Morocco	Labor Protections in Jordan
ILO Core Conventions* <i>How many of the eight ILO core conventions have been ratified?</i>	4 – Conventions 29, 105, 111, and 182.	7 – Conventions 29, 98, 100, 105, 111, 138, and 182.	7 – Conventions 29, 98, 100, 105, 111, 138, and 182.
Freedom of Association <i>Is Freedom of Association recognized by Constitution?</i> <i>Are there legal procedures for registration of labor unions?</i> <i>Do trade unions have the right to form federations?</i> <i>Does the government exercise control over union activities?</i> <i>More than one union per establishment?</i>	Yes. Yes. Yes – but law only allows one federation. No. No.	Yes. Yes. Yes. No.	No. Recognized in Labor Code. Yes. Yes – but law only allows one federation. Yes - Government oversees elections No.

Key Labor Protection	Labor Protections in Bahrain	Labor Protections in Morocco	Labor Protections in Jordan
<p>Right to Organize and Bargain Collectively</p> <p><i>Is the right to collective bargaining recognized in the law?</i></p> <p><i>Does the law prohibit anti-union discrimination?</i></p>	<p>Yes - further clarifications are needed and planned.</p> <p>Yes.</p>	<p>Yes.</p> <p>Yes.</p>	<p>Yes.</p> <p>Yes.</p>
<p>Right to Strike</p> <p><i>Is the right to strike recognized and protected in the law?</i></p> <p><i>Are there procedural requirements that must be met before striking?</i></p> <p><i>Does the law allow public sector employees to strike?</i></p>	<p>Yes.</p> <p>Yes – conciliation must be unsuccessful.</p> <p>Yes, although strikes are prohibited in “vital and important facilities” such as civil defense, airports and utilities.</p>	<p>Yes.</p> <p>Yes – arbitration must be unsuccessful.</p> <p>No.</p>	<p>Yes.</p> <p>Yes - must obtain government approval.</p> <p>Yes – must obtain government approval.</p>
<p>Child Labor Protections</p> <p><i>What is the minimum age for employment?</i></p> <p><i>Special enforcement programs focused on child labor?</i></p>	<p>14 years, with draft legislation to raise the age to 15 years pending.</p> <p>No. Child labor is almost non-existent in Bahrain.</p>	<p>15 years</p> <p>Yes. ILO – IPEC programs.</p>	<p>16 years.</p> <p>No. Child labor is not a major problem in Jordan.</p>
<p>Forced Labor</p> <p><i>Does the Constitution</i></p>	<p>Yes.</p>	<p>No - but Morocco</p>	<p>Yes.</p>

Key Labor Protection	Labor Protections in Bahrain	Labor Protections in Morocco	Labor Protections in Jordan
<p><i>have a prohibition on forced or compulsory labor?</i></p> <p><i>May workers remove themselves from dangerous working conditions without risking their jobs?</i></p>	Yes.	<p>ratified ILO Conventions 29 and 105 and the Labor Code prohibits forced labor.</p> <p>Yes.</p>	No.
<p>Working Conditions</p> <p><i>What is the standard legal workweek?</i></p> <p><i>Minimum wage established?</i></p>	<p>48 hours.</p> <p>No. Government sets wage guidelines.</p>	<p>44 hours.</p> <p>Yes. Minimum wage law, with adjustments by Ministry of Labor and Ministry of Finance.</p>	<p>48 hours.</p> <p>Yes. Minimum wage law.</p>
<p>Treatment of Foreign Workers</p> <p><i>Does the law apply to foreign workers?</i></p> <p><i>May foreign nationals lead or administer local labor unions?</i></p>	<p>Yes.</p> <p>Yes.</p>	<p>Yes.</p> <p>No.</p>	<p>Most protections do not apply to foreign workers.</p> <p>No.</p>

* The eight ILO core conventions are 87 – Freedom of Association and Protection of the Right to Organize, 98 – Right to Organize and Collective Bargaining, 29 – Forced Labor, 105 – Abolition of Forced Labor, 100 – Equal Remuneration, 111 – Non-Discrimination, 138 – Minimum Age, and 182 – Worst Forms of Child Labor. The United States has ratified two ILO core conventions – 105 and 182.