



MWO ADVISORY No. 7
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**Entitlement to End of Service Benefits of Workers in Bahrain
in Accordance with Bahrain's Labour law**

Pursuant to Bahrain's Labour Law No. 36 of 2012, "The Labour Law for the Private Sector," a worker in Bahrain, both Skilled and Household Service Workers (HSW), are entitled to the following **End of Service Benefits (ESB)**:

- **Leave Pay Benefit** – subject to the provision of **Article (60)** of this Law, a worker who has **completed at least one year's service with his employer** shall be **entitled to annual leave on full pay for a period of not less than 30 days** at the rate of two and a half days for each month.

If a worker's period of service is less than one year, he/she shall be entitled to such leave in respect to the proportion of his/her service in that year.

A worker may not waive his/her entitlement to leave **but may receive a cash consideration in lieu thereof** according to the provision of Article (59-c) of the above Law.

- **Indemnity Pay Benefit** – subject to the provision of **Article (116)** of this Law, a worker who is not subject to the provisions of Social Insurance Law shall be **entitled upon the termination of his employment to a leaving indemnity at the rate of half month's wage for each of the first three years of employment and one month's wage for each of the following years of service.** A worker shall be entitled to receive his leaving indemnity for fractions of the year in proportion to the period spent in the employer's service.

In this regard, all OFWs in Bahrain who are not currently aware are hereby informed of this End of Service Benefits upon completion of their contract of employment or upon cessation of their employment.

For information.



MWO-Bahrain
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