UNIVERSITY OF BAHRAIN / SDG 8 EMPLOYMENT PRACTICES

Labour Rights, Freedom of Association and Collective Employee Voice

INDICATOR 8.2.9 | Legal and institutional supporting evidence | In place by 2025

Executive Summary

The University of Bahrain recognises the statutory trade-union membership rights applicable to its employees under the Kingdom of Bahrain's legal framework. In particular, eligible employees governed by Civil Service regulations may join trade unions established in accordance with Workers Trade Union Law No. 33 of 2002, as amended. The University applies its employee-voice and participation mechanisms to academic and administrative employees, including women and internationally recruited staff, subject to applicable legal requirements.

The THE indicator also refers to collective bargaining. Under Article (10) of Workers Trade Union Law No. 33 of 2002, as amended by Legislative Decree No. 35 of 2011, employees governed by Civil Service regulations are expressly granted the right to join trade unions established in accordance with the law. The provision does not expressly establish a corresponding right for Civil Service employees to create a trade union within the government entity in which they work. The University of Bahrain complies with this statutory framework and documents structured institutional mechanisms for collective employee voice, consultation, feedback, participation and employment redress.

Key Evidence and Position

- Trade-union membership rights: Articles 2, 3 and 10 of Workers Trade Union Law No. 33 of 2002, as amended, support lawful trade-union membership, including the express right of employees governed by Civil Service regulations to join legally established trade unions.
- University employee voice: Department Councils and College Councils, formal grievance routes, the Equal Opportunities Committee, employee surveys and Tawasul provide structured channels for participation, consultation, feedback and review.
- University-wide feedback: the Employee Satisfaction Survey on the Work Environment at the University of Bahrain gathers staff views on communication, management support, professional development, HR services, work-life balance and overall work environment, with an open field for comments and suggestions.
- Systematic follow-up: Policy UOB-CODD-PO-008 requires systematic survey collection, analysis and use of results for decision-making and improvement, and expressly includes faculty and staff satisfaction, exit and training satisfaction surveys.
- Additional complaint channel: Tawasul provides an official national channel for suggestions, enquiries and complaints and supports follow-up of submitted cases.

Sources: Workers Trade Union Law No. 33 of 2002 | University of Bahrain Establishment and Regulation Law | Employee Satisfaction Survey | Survey Policy UOB-CODD-PO-008 | Tawasul

1. Statutory Trade-Union Membership Rights

Workers Trade Union Law No. 33 of 2002 establishes the legal framework for trade-union organisation and membership. Article 3 protects voluntary participation and safeguards against adverse treatment linked to lawful trade-union activity. Article 10, as amended by Legislative Decree No. 35 of 2011, expressly permits employees governed by Civil Service regulations to join trade unions established in accordance with the law.

The University recognises these statutory rights without claiming that employees are entitled to establish a trade union within the University or that a University-specific collective bargaining arrangement exists.

Sources: *Official Workers Trade Union Law*

2. Collective Bargaining: University of Bahrain Position

Article (10) of Workers Trade Union Law No. 33 of 2002, as amended by Legislative Decree No. 35 of 2011, expressly grants employees governed by Civil Service regulations the right to join legally established trade unions. The provision does not expressly establish a corresponding right for Civil Service employees to create a trade union within the government entity in which they work. The University of Bahrain complies with this statutory framework.

The University recognises these statutory rights without claiming that employees are entitled to establish a trade union within the University or that a University-specific collective bargaining arrangement exists. Within the University, employee voice and participation are supported through Department Councils, College Councils, employee satisfaction surveys, academic and administrative grievance committees, the Equal Opportunities Committee and Tawasul. These mechanisms provide structured channels for participation, consultation, feedback and employment redress.

Sources: Official Workers Trade Union Law | University of Bahrain Establishment and Regulation Law | UOB Survey Policy UOB-CODD-PO-008 | UOB grievance frameworks

3. University of Bahrain Framework for Collective Employee Voice and Representation

The University provides multiple structured mechanisms through which employees can express views, participate in institutional decision-making, raise employment-related concerns and seek review of decisions. These include Department Councils and College Councils, employee satisfaction surveys, academic and administrative grievance routes, the Equal Opportunities Committee and Tawasul. Together, these mechanisms support consultation, participation, feedback and redress across University employment and governance processes, while remaining distinct from statutory collective bargaining.

Mechanism	What it provides	Role in employee voice
Department and College Councils	Formal faculty participation in academic governance, discussion and proposals within statutory competences.	Collective participation and consultation.
Employee Satisfaction Survey 2025	Staff feedback on communication, management support, professional development, workplace conditions, work-life balance, HR services and overall satisfaction; includes an open comments/suggestions field.	University-wide structured employee feedback.
Survey Policy UOB-CODD-PO-008	Systematic collection, analysis and use of survey data for decision-making and improvement; includes faculty and staff satisfaction, exit and training satisfaction surveys.	Turns employee feedback into an institutional improvement process.
Academic and Administrative Grievance Routes	Formal review of qualifying employment decisions affecting employee rights and/or pay.	Employment redress and review.
Equal Opportunities Committee	Monitoring of equality and gender-balance standards, awareness and institutional reporting.	Inclusive participation and fairness oversight.
Tawasul	Official channel for suggestions, enquiries and complaints, with follow-up through the national system.	Additional accessible feedback and complaint channel.

Sources: University of Bahrain Establishment and Regulation Law | Employee Satisfaction Survey | Survey Policy UOB-CODD-PO-008 | UOB grievance frameworks | UOB joins Tawasul

4. Employee Satisfaction Surveys as Institutional Voice

The Employee Satisfaction Survey on the Work Environment at the University of Bahrain, published on the University's official Forms & Surveys platform on 25 May 2025, provides direct evidence of an institution-wide mechanism for staff voice. It seeks employees' views on recognition and respect, communication within departments, management support, training and professional development, career progression, workplace facilities, work-life balance, Human Resources services and overall satisfaction. It also includes an optional open question inviting general comments and suggestions for improving the University work environment.

This feedback mechanism is supported by the Policy for University Services Quality Evaluation Surveys (UOB-CODD-PO-008; University Council Resolution 622/2024; effective 13 November 2024). The policy applies systematic survey collection and analysis to decision-making and improvement and expressly covers student, faculty and staff satisfaction surveys, faculty and staff exit surveys, and faculty and staff training satisfaction surveys.

Sources: *Employee Satisfaction Survey on the Work Environment* | *Policy for University Services Quality Evaluation Surveys*

5. Complaint, Grievance and Escalation Channels

Employee voice is complemented by formal channels for individual employment redress and complaints. Academic and administrative grievance routes allow qualifying employment decisions to be reviewed under their respective University and Civil Service frameworks. The national Tawasul system provides an additional official channel for suggestions, enquiries and complaints. The University announced its integration with Tawasul in 2022, describing it as a channel for addressing issues and implementing applicable suggestions.

These mechanisms are presented as complaint, consultation and review channels and do not constitute a registered trade union or a University-specific collective bargaining agreement.

Sources: *UOB joins Tawasul* | *UOB Regulations and Policies Directory*

6. Equal Scope: Women and International Staff

The University's employee-voice and participation mechanisms are available across academic and administrative employment categories, including women and internationally recruited staff, subject to applicable legal requirements. The University's Gender Equality, Diversity and Inclusion Policy supports equal opportunity and non-discrimination, including on the basis of gender and nationality, while trade-union membership remains governed by applicable law.

Sources: UOB Gender Equality, Diversity and Inclusion Policy UOB-GDAS-PO-006 | Workers Trade Union Law No. 33 of 2002, as amended

7. Public Evidence Register

Public evidence	What it establishes	Indicator relevance
Workers Trade Union Law No. 33/2002, as amended	Statutory trade-union membership framework, including the express right of employees governed by Civil Service regulations to join legally established trade unions under amended Article 10.	Freedom of association / trade-union membership within the applicable legal framework.
University of Bahrain Establishment and Regulation Law No. 12/1986, Arts. 17–21	Legal composition and functions of Department Councils and College Councils.	Institutional employee participation and consultation.
UOB Gender Equality, Diversity and Inclusion Policy UOB-GDAS-PO-006	Equal-opportunity and non-discrimination framework, including gender and nationality.	Inclusive scope for employee participation mechanisms.
Faculty Grievance Regulation UOB-FGC-RE-001 and applicable Civil Service grievance framework	Formal routes for review of qualifying employment-related decisions.	Employment redress and review.
Employee Satisfaction Survey 2025	Direct staff feedback mechanism covering work environment, communication and HR services.	Employee voice in practice.
Survey Policy UOB-CODD-PO-008	Systematic survey governance and use of feedback for improvement.	Institutionalises employee feedback.
Tawasul integration	Official suggestions, enquiries and complaints channel.	Accessible feedback and escalation.

Conclusion

The University of Bahrain recognises the statutory trade-union membership rights applicable to eligible employees, including the express right of employees governed by Civil Service regulations to join legally established trade unions. The University recognises these statutory rights without claiming that employees are entitled to establish a trade union within the University or that a University-specific collective bargaining arrangement exists. Within the University, collective employee voice and representation are supported through Department Councils, College Councils, systematic employee surveys, academic and administrative grievance routes, the Equal Opportunities Committee and Tawasul. These are institutional channels for participation, consultation, feedback and redress.