



Administrative circular issued by the Ministry of Labor and Social Development No. 1 of 2020 for employers and workers in the private sector regarding combating the spread of COFED-19 at workplaces and labour camp

Based on the decisions of the Coordination Committee chaired by His Royal Highness Prince Salman bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander, First Deputy Prime Minister on April 7 2020, and the decision of His Excellency the Minister of Interior No. (59) for the year 2020 to compel visitors to public places and industrial and commercial stores to develop Protective face masks, and to complement the precautionary measures against the emerging corona virus (Covid-19) to preserve the safety and health of workers and workers in workplaces and worker accommodations and to reduce the spread of the emerging corona virus, (Covid-19).

From April 13, 2020 until the further notice, employers and workers are obligated to comply with the following:

The first axis: General guidance

The employer and workers are obligated to implement the directives issued by the Ministry of Health in order to protect public health, and employers must protect all workers and individuals present in the workplaces and various labour camp from the risks of the spread of the emerging corona virus (Covid-19).

The second axis: prevention precautions in the workplace

The employer is obligated to fulfill the following:

- 1- Providing protective face masks and requiring all workers to use them on the job site.
- 2- Not to allow individuals to enter the facility or workplaces before making sure that they use protective face masks.



- 3- Carrying out a temperature measurement for workers when they enter the work site and their exit during work and leave the housing headquarters designated for them, and when monitoring a rise in body temperature for a worker, the employer or his representative must immediately isolate that worker and call (444) to verify the situation And get medical care accordingly.
- 4- Apply working from home policy for male and female workers at work sites whenever possible in practice and in particular for mothers.
- 5- Reducing the number of workers in workplaces, particularly in workers' rest rooms, waiting rooms, dressing rooms for workers, and vehicles for transporting workers within the facility and workplaces.
- 6- Sterilization of work sites continuously, by following the health instructions approved by the Ministry of Health.
- 7- Providing means for sterilizing and cleaning hands for workers and providing a sufficient number of toilets commensurate with the number of workers at work sites.

The third axis: precautions at labour camp

The employer is obligated to fulfill the following:

- 1-Reducing the number of workers present in the same room in the labour camp and increasing the area allocated to one worker to the maximum extent possible, so that the social separation between workers is achieved by having a safe distance between them by a minimum of two meters between the worker and the other worker.
- 2- Sterilize workplaces by following the health instructions approved by the Ministry of Health and the national campaign to combat the emerging corona virus.
- 3- Take the necessary measures by the employers to prohibit visits by their workers to the labour camp allocated to other workers belonging to other employers.
- 4- The employers who provide accommodations for their workers must allocate separate buildings that accommodate 10% of the workers as a



minimum, in order to allocate them to the precautionary stone according to the directives of the Public Health Administration for organizations that employ more than 50 workers.

5- Increasing the number of toilets and sanitation facilities for workers at labour camp.

The fourth axis: activating sanctions for violators

The employers or their representatives must monitor compliance with the implementation of the above procedures and take deterrent measures for those who violate these preventive precautions, whether from workers or organizations contracting with the employer.

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Minister of Labor and Social Development

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