



UNIVERSITY
OF BAHRAIN

Policy for Ensuring Fairness and Equality in the Work Environment and Combating Forced Labor

Authority / Owner of Policy: Director General of
Administrative Services

Effective: November 6, 2025

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POLICY INFORMATION

Title:	Policy for Ensuring Fairness and Equality in the Work Environment and Combating Forced Labor
Policy Description:	This policy establishes controls to combat forced labor and modern slavery, and to ensure fairness and equality in the work environment.
Policy Scope:	☒ Academic ☒ Administrative ☐ Research ☐ Student ☐ general

Policy Status	☒ New policy	☐ Revision of existing policy
Approval Authority:	University of Bahrain Council	
Authority/ Owner of Policy:	Director General of Administrative Services	
Relevant Sustainable Development Goals (SDGs):	SDG 8	
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Related Documents:	Law Decree No. (48) of 2010 issuing the Civil Service Law and its amendments, its Executive Regulations issued by Decision No. (51) of 2012, and its Financial Regulations issued by Decision No. (77) of 2013. Law No. (1) of 2008 regarding Combating Trafficking in Persons. Faculty Bylaws of the University of Bahrain, and the University of Bahrain's Equality, Inclusion, and Diversity Policy.	

Policy Stakeholders	☒ Faculty members
☐ President	☐ Students
☒ Vice President	☒ Admin Staff
☐ Legal Advisor	☐ All University Affiliates
☒ Deans	

1 Definitions

Define any unique or key terms that will enhance the reader's comprehension of the policy. Please follow the format below.

University:	University of Bahrain
Forced Labor:	Any service or work exacted from an individual under the menace of any penalty, through coercion, and for which the person has not offered themselves voluntarily.
Modern Slavery:	Encompasses forms of exploitation such as human trafficking, forced labor, and servitude.
Human Trafficking:	The recruitment, transportation, transfer, harboring, or receipt of a person for the purpose of exploitation, by means of coercion, threat, deception, abuse of power or of a position of vulnerability, or by giving or receiving payments or benefits to achieve the consent of a person having control over another person, whether directly or indirectly. Exploitation includes, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude, or the removal of organs.
Child Labor:	The employment of children below the legal age specified by national and international laws.
External Parties/Third Parties:	Any entity or institution that the University contracts with to provide services or perform work.
Gender Pay Gap:	The difference in the average earnings between men and women for the same work or work of equal value.

2 Policy Purpose

This policy has been established to ensure the University's adherence to the highest ethical and humanitarian standards in the work environment and to promote a culture of fairness, equality, and respect for all, with particular emphasis on the following:

1. Ensuring a work environment free from exploitation and abuse.
2. Promoting fairness and equality in wages and opportunities.
3. Protecting the rights of workers employed by third parties contracted with the university.
4. Complying with relevant international human rights conventions ratified by the kingdom of Bahrain.

3 Policy Scope

This policy applies to:

- All University employees, whether permanent or temporary.
- External parties contracting with the university.
- All academic, administrative, and service activities within the university.

4 Policy Statement

First: The University provides a safe work environment that encourages its affiliates to work, create, and innovate, through the following measures:

1- Combating Forced Labor and Modern Slavery:

- The University prohibits any form of forced labor, child labor, or human trafficking.
- The Director General of Administrative Services verifies the compliance of contracted parties with human rights standards.
- The Director of Educational Facilities monitors any violations of this policy's provisions and submits a report to the Director General of Administrative Services for necessary action.

2- Ensuring the Rights of Workers with External Parties:

- The University requires contracted parties to provide fair working conditions.
- Contractors working with the University must ensure that their workers performing duties on campus receive the rights and benefits guaranteed to them by the applicable labor laws and relevant regulations of the Kingdom of Bahrain.
- The University provides legal and administrative support mechanisms for workers employed by its contracted suppliers.

3- Pay Equity:

- The University measures gender pay gaps periodically, if they exist, and works to address them.
- The University takes corrective actions to eliminate identified gaps, ensuring fairness and equality are achieved.
- The Human Resources Directorate submits periodic reports on pay structure and hiring transparency to the University President.

Second - Grievance Handling:

1. Should a grievance arise concerning any of the matters outlined in the First section, the University must provide a safe and confidential channel for reporting violations of this policy.
2. Grievances will be handled by an independent committee (the Equal Opportunities Committee), which ensures impartiality and prompt resolution. The committee's formation and mandate will be specified by a decision from the University President.
3. Any form of retaliation against individuals who submit grievances is prohibited.
4. The University provides the possibility to appeal and request a review of decisions made, in accordance with the established procedures for doing so.

5 Roles and Responsibilities

- Director General of Administrative Services: Implement the policy, verify compliance, and submit reports.
- Equal Opportunities Committee: Review complaints and ensure protection from retaliation.
- Contracted Parties: Fully comply with the policy and submit periodic reports to the Director General of Administrative Services.
- Faculty, Staff, and Workers: Report any violations through the official channels.

6 Contact Information

For further assistance regarding the implementation of this policy, inquiries from

University Affiliates may be directed to the Human Resources Directorate at: uobhr@uob.edu.bh

Workers of Service Contractors engaged with the University should be directed to the Director of Educational Facilities at: dgas@uob.edu.bh