



جمعية حماية العمال الوافدين
Migrant Workers Protection Society
(MWPS)

MIGRANT VOICE

EMPOWERING COMMUNITY
NEWSLETTER | VOLUME 02 | EDITION 02 | APRIL TO JUNE 2025

MISSION STATEMENT

**TO CREATE A COMMUNITY
WHERE EXPATRIATE
RIGHTS ARE PROTECTED
AND TO RAISE AWARENESS
OF THESE RIGHTS AND
RESPONSIBILITIES**

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TO JUNE 2025
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DONATIONS IN KIND

MWPS distributed 30 dry ration boxes, generously donated by Guru Suva Samithi Trust, a regular individual donor to MWPS, to individuals currently facing difficult circumstances, including unemployment, low-wage or part-time employment, and delayed salaries.

MWPS also distributed 110 dry ration boxes, generously donated by Mr Hasim, a regular individual donor.

WE ARE GRATEFUL!





EDITORIAL

A Silent Strength: They Who Build Bahrain

These days, my mornings start earlier than usual. With the midday work ban in place, construction crews begin well before sunrise—beating the heat, racing against the clock before the 12pm cut-off. The sound of hammers and machinery at dawn is a reminder of the unseen adjustments migrant workers make just to keep Bahrain moving.

They don't just build our cities; they bend their lives around our laws, our weather, our needs. Yet how often do we consider theirs? The disrupted sleep, the split shifts, the extra effort to compensate for lost hours—all while far from home. The midday ban protects them, but protection shouldn't end when the sun is high.

Fair wages. Safe conditions. Simple respect. These aren't privileges—they're the bare minimum. These aren't favors—they're rights. When we value workers, we don't just ease their burdens; we build a better Bahrain for everyone. When we protect workers, we don't just improve their lives; we strengthen the foundation of this entire country.

Next time you hear work before sunrise, remember, someone is reshaping their day for ours. The least we can do is ensure their sacrifice isn't in vain.

Happy reading!

RAJI UNNIKRISHNAN

EDITOR - MIGRANT VOICE

COMMUNITY HEALTH CHECK-UP

On Friday, May 9, 2025, MWPS partnered with American Mission Hospital (AMH) to organize a General Health Check-Up at the Sudanese Club in Zinj, providing essential medical services to the community. The event offered comprehensive health screenings, including vital sign checks (height, weight, BMI, blood pressure, and blood sugar), specialist consultations in internal medicine, ophthalmology, and dietetics, as well as free eye tests and discounted eyeglasses. Attendees also received basic medications as prescribed by doctors. The initiative was met with overwhelming gratitude, particularly from over 150 women—many of whom were unemployed, part-time workers, or low-income earners—who benefited from these accessible healthcare services. MWPS extends sincere thanks to its partners: the Sathya Sai Global Trust for their generous food package donations, the Pharmacy Team for providing free medications, and Vision Optical Shop for supplying affordable eyeglasses. The event underscored the shared commitment of MWPS and AMH to promoting community health and well-being, with both organizations receiving heartfelt appreciation from participants and staff alike.

PICS ON PG 05

CASH DONATIONS

MWPS gratefully acknowledges the generous support of Gulf International Bank, Aditya Dugar, and Sarah Josephine Gillard. These donations empower our mission to assist vulnerable workers through critical services and emergency aid.

**Every home they care for,
every child they nurture,
every life they touch—
domestic workers are the
invisible backbone of
families worldwide.**





FROM THE CHAIRPERSON...



As we release this edition of Migrant Voice, Bahrain has taken a significant step forward in worker welfare by implementing the three-month midday work ban—a milestone we at MWPS are proud to have championed through our #ExtendTheShade campaign. This change reflects a growing recognition of the importance of protecting workers from extreme heat, and we commend the authorities for their decisive action.

For years, we have advocated for stronger safeguards during Bahrain's harsh summers, and seeing this extended ban come into effect is a testament to collective effort. While this is progress, our work continues—ensuring enforcement is consistent and that all workers, especially those in vulnerable sectors, are shielded from harm.

Yet beyond summer protections, we must also focus on long-term reforms—fair wages, secure contracts, and access to justice. Recent months have seen progress, but gaps remain. Too many workers still face exploitation, unpaid salaries, or unsafe conditions. Our role is to keep pushing for systemic change while ensuring existing policies, like the work ban, are properly enforced.

To our partners: your solidarity amplifies migrant voices. To authorities: we welcome dialogue to strengthen protections. And to every worker: your struggle is seen, and your right to dignity is non-negotiable—in summer heat or winter rain.

Stay safe this summer.

MONA ALMOAYYED

CHAIRPERSON, MWPS

IN FOCUS

DONATIONS AND DISTRIBUTIONS

MWPS distributed seventy-two dry ration bags to vulnerable workers across multiple locations, assisting part-time employees, unemployed individuals, and those with unpaid salaries from various nationalities. The initiative provided essential food support to families facing financial difficulties, addressing immediate food security needs within struggling worker communities.



MORE PICTURES ON PG 05



OUTREACH



Workers came to us with problems - unpaid wages, unsafe conditions, unfair treatment.

We helped file claims, organize solutions, and stand up for their rights. Some cases resolved quickly.

Others took time. All mattered equally. This work is tiring but important. Every story here shows why we keep going. Progress happens step by step. We're committed to the journey.

—MWPS Outreach Team

Case 01

Two workers—one from Nigeria and another from Cameroon—found themselves detained at the Deportation Centre after overstaying their visit visas. While authorities had waived their visa fines, they remained stuck, unable to afford their flight tickets home. With no means to pay for their return, their situation seemed hopeless. MWPS stepped in, coordinating with officials and arranging travel assistance. Thanks to this support, both individuals were able to return safely to their families.

Case 02

An Indian worker trapped in Bahrain with his wife and child due to a BD2,000 rent dispute faced extreme financial distress. Unable to work under a travel ban and with no income, the desperate family received critical support when MWPS arranged repatriation for his wife and child.

Case 03

A Cameroonian national was stranded in Bahrain due to severe illness. MWPS provided assistance by covering the cost of a one-way flight ticket for his repatriation.

Case 04

A Cameroonian domestic worker with an expired work permit faced a medical emergency requiring urgent return home. MWPS arranged her repatriation by securing a one-way flight ticket to Cameroon.

Case 05

A 33-year-old Kenyan security guard arrived in Bahrain in March 2025 under a contract promising BD92 for 12-hour shifts. Instead, he endured 16-hour shifts, unpaid overtime—including a 72-hour stretch during Eid—and discovered his contract signature had been forged. Facing withheld wages, poor living conditions, and no medical care, he asked to return home but was told to cover his own flight costs. With no desire for legal action, MWPS stepped in and arranged his ticket back to Kenya, ensuring his safe departure from the exploitative situation.

Case 06

A Ghanaian domestic worker fell down a flight of stairs, resulting in the loss of an eye necessitating immediate oculoplastic intervention. Her employer refused support. After initial support from the Ghanaian community, MWPS stepped in to arrange a visa for her to travel to Cameroon where she had family support, to cover partial costs while mobilizing additional funds through the Sri Sathya Sai Global Council and other donors to ensure she received the necessary care.

Case 07

An Indian national detained for visa violations was hospitalized with tuberculosis during his custody. Though authorities agreed to release him after MWPS paid his court penalty, a travel ban for unpaid fines prevented his departure. MWPS supported him for three months - covering medical treatment and food costs while kind donors provided housing. Our legal team then successfully challenged the travel ban, enabling his eventual return home.



GALLERY

Community Health Check-Up - PICTURES



DRY RATION DISTRIBUTION - PICTURES



OUTREACH

CONTD FROM PAGE 04

Case 08

A pregnant Sri Lankan woman faced severe hardship when her husband was imprisoned in February 2025. At five months pregnant, unemployed and with no family support in Bahrain, she couldn't afford basic necessities like food or rent. MWPS provided crucial assistance by covering her medical costs and one month's rent, helping her through this vulnerable period.

Case 09

A Guinean national stranded in Bahrain since 2022 on an expired visit visa reached out to MWPS in desperate need. Unable to regularize her status or find work, she depended on friends for shelter while struggling to afford food and medical care. With mounting overstay fines and no means to return home, MWPS intervened by arranging her flight back to Guinea, ending her three-year ordeal of destitution.

Case 10

An Ethiopian mother in Bahrain struggled to renew her daughter's expired American passport, leaving the 11-year-old without valid documents for school or travel. The girl's father, an American living abroad, provided financial support but refused to help with renewal. MWPS intervened, coordinating between the mother, father and US Embassy. This led to the father returning to Bahrain to renew the passport, enabling the daughter to continue her education in Ethiopia.

FREE BREAST CANCER SCREENINGS FOR VULNERABLE WOMEN

On April 25, 2025, MWPS partnered with American Mission Hospital to offer free breast cancer screenings and basic health check-ups (blood pressure/blood sugar tests) at Zwemer's Clinic, Manama. The initiative specifically targeted unemployed, and low-income migrant workers, providing critical preventive care to those who need it most.





KNOW
YOUR
RIGHTS

LEAVE ENTITLEMENTS UNDER BAHRAIN LABOUR LAW FOR THE PRIVATE SECTOR

ANNUAL LEAVE

- Workers who complete 1 year of continuous service are entitled to 30 days of annual leave on full pay.
- Leave accrues at 2.5 days per month.
- Workers who leave before completing a year receive payment for accrued leave based on time served.
- Employers must settle outstanding leave balances every two years or compensate for unused leave upon contract termination.

MATERNITY LEAVE

- 60 days paid maternity leave split before and after delivery.
- Up to 15 extra unpaid days if required.
- Prohibited to work during 40 days post-delivery.
- Employers cannot dismiss employees due to pregnancy, childbirth, or maternity leave.
- Mothers are entitled to:
 1. Two breastfeeding breaks (1 hour each) for the first 6 months.
 2. Two half-hour breaks until the child turns 1 year.
- These breaks count as working hours.

Whether it is to rest, heal, welcome a child, or grieve with family, Bahrain's Labour Law provides clear provisions that ensure every worker—regardless of origin—is treated with fairness and respect.

Bahrain's diverse migrant workforce brings vibrancy to its economy—and knowing one's legal entitlements ensures that every worker stands on solid ground. One of the most crucial aspects of labour rights is leave: a balance between work, rest, family time, and personal well-being. This article outlines the key provisions on leave under Bahrain's Labour Law for the Private Sector.

SICK LEAVE

- Workers with 3 months of continuous service are entitled to:
 1. 15 days on full pay
 2. 20 days on half pay
 3. 20 days without pay
- Sick leave may be accumulated up to 240 days
- An additional option allows the use of unused annual leave toward extended medical recovery.

EMERGENCY & BEREAVEMENT LEAVE

- Marriage: 3 days paid leave (once during employment).
- Death of spouse or close relatives: 3 days paid leave.
- Paternity : 1 day paid leave upon birth of a child.
- Widows: One month paid leave + unpaid leave of 3 months and 10 days for Eddah. The annual leave could be set off against the unpaid leave for Eddah if the worker so chooses.
- In the case of Hajj leave, the entitlement is specified as working days. Therefore, all other leave is considered to be calendar days.

CHILDCARE LEAVE

- Mothers may take 6 months of unpaid leave per child (max 3 times during employment) to care for children under 6 years.

PILGRIMAGE LEAVE

- Muslim workers with 5 years of service qualify for 14 working days paid leave to perform Hajj pilgrimage.

Leave isn't a luxury—it's a right rooted in law and human dignity. Migrant workers are advised to:

- Keep records of leave taken and balances.
- Review contracts to ensure alignment with legal minimums.
- Seek help from the ministry of labour, Labour Market Regulatory Authority or Bahraini lawyers, if denied lawful leave.

MADHAVAN KALLATH
GENERAL SECRETARY, MWPS

INSIGHT

YOUR SECURE DIGITAL KEY TO BAHRAIN'S ESERVICES

In today's digital world, accessing government and private services should be fast, secure, and hassle-free. Bahrain's eKey 2.0 makes this possible! This advanced digital identity system allows you to log in to multiple online services with just one secure authentication—no more remembering multiple passwords or repeating personal details. Whether you're checking work permits, paying bills, or accessing essential services, eKey 2.0 simplifies your digital experience while keeping your data safe. Let's explore how it works and why it's a game-changer for residents in Bahrain.

BENEFITS OF EKEY2.0

Simplified Access: Users can access a wide range of eServices with ease and without the hassle of multiple logins.

Enhanced Security: Biometric authentication and data encryption provide a high level of security and reduce the risk of unauthorized access.

Improved User Experience: The streamlined process and enhanced security features contribute to a better overall user experience.

HOW DOES EKEY2.0 WORK?

1. **Registration:** Users register for eKey 2.0, often by downloading the eKey 2.0 app and completing the registration process, which includes identity verification through facial recognition and ID scanning.
2. **Authentication:** When accessing an eService, users authenticate their identity using the registered biometric information (e.g., facial recognition).
3. **Access:** Once authenticated, users can access the chosen eService without needing to re-enter their credentials.

EKEY 2.0

WHAT IS EKEY2.0?

Bahrain is a secure, single sign-on digital identity system that simplifies access to various eServices across the public and private sectors. It allows users to access multiple services without needing to re-enter personal information for each one. eKey 2.0 utilizes biometric authentication, including facial recognition, and enhanced data encryption for secure and convenient access.

KEY FEATURES OF EKEY2.0

Single Sign-On: Users can access multiple eServices with a single login, streamlining the user experience.

Biometric Authentication: eKey 2.0 uses facial recognition for secure and password-less login.

Data Privacy and Security: Personal data is encrypted and stored securely on the user's device with a unique digital key.

Delegated Authorization: Users can authorize trusted individuals to access and manage services on their behalf.

Integration with eServices: eKey 2.0 seamlessly integrates with both public and private sector services, enhancing efficiency and security.

eKey 2.0 is more than just a login tool—it's a secure, convenient way to manage your digital life in Bahrain. With biometric authentication, strong data encryption, and seamless access to both public and private services, it saves time while protecting your personal information. If you haven't registered yet, now is the perfect time to embrace this smart and efficient way to handle your online transactions. Stay connected, stay secure—with eKey 2.0!