

# BIG STORY

## big story

# Firing them legally

Companies misusing article 110 in the Labour Law No 36/2012 to fire employees, says Labour Union

TDT | Manama  
Mohammed Zafran

A prominent trade union in the Kingdom yesterday lashed out at companies here for misusing an article in Bahrain's Labour Law to sack employees in an unfair manner and deny them proper compensations.

Urging the government to take strict actions against such practices, Karim Radhi, the General Secretary of the General Federation of Bahrain Trade Unions (GFBTU) told *Tribune* that there is a widespread increase in the number of such cases where the article 110 in the Labour Law No 36/2012 has been misused to lay off workers.

The article, Karim Radhi said, allows companies to downsize in times of financial difficulties but are currently being employed as an 'excuse' to fire employees.



Representative picture (file)

"Many of the companies are making the plea that it is a matter of restructuring or full or partial closure making laid-off workers eligible for the least compensation which is 12 days per service year with a maximum of 6 months salaries," GFBTU said in a statement.

The reality, however, is much

more serious, Radhi told *Tribune*, with GFBTU suspecting a foul play where companies are using layoffs as a pretext to hire cheaper labour or to replace Bahraini workers.

"We have noticed that some companies have done this," Radhi said adding: "The question is whether the companies are real-



Karim Radhi

ly having financial difficulties."

"They fired many but only to move on with expansion plans soon after. They are also using this article to pay workers less compensation," Radhi claimed.

"We know that certain sectors such as the construction industry are having difficult times, but this is not the case with many

other industries that are actually flourishing."

### Calls for strict action

Karim Radhi told *Tribune* that the government should take strict actions against companies employing such practices.

Before taking any mass dismissal action, Radhi said, a company should inform the ministry one month prior and the ministry has to confirm their claims of being in financial turmoil. "Also, if a company goes ahead with expansion plans soon after the dismissals, it must be investigated and retrospective action must be taken. The employees should then be given full compensation for unfair dismissal," he stressed.

Justifying, he further claimed that the companies using article 110 don't even provide a minor evidence to prove their claims of



**Ministry of labour has an important role to play in investigating the real cause of possible dismissal and whether article 110 is really applicable or it is misused**

GFBTU

financial difficulties or production system change that affects the manpower.

"This shows that those companies are purposely dismissing workers to recruit others with less payment and benefits and more obedience, submission and subordination," he claimed.

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Draw Date : 31<sup>st</sup> December 2018

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