

**MINISTERIAL ORDER NO.(38) OF 2014**  
**WITH RESPECT TO DETERMINING THE REQUIRED CONDITIONS**  
**AND PRECAUTIONARY MEASURES FOR THE PROTECTION OF WORKERS**  
**FROM THE MECHANICAL HAZARDS AND WORK ENVIRONMENT**

The Minister of Labour,

Having reviewed Law No.(25) of 2009 with respect to the Accession of the Kingdom of Bahrain to the International Labour Organisation's Convention No.(155) of 1981 with respect to Occupational Safety and Health, and Work Environment,

And the Labour Law for the Private Sector promulgated by Legislative Decree No.(36) of 2012, particularly Article (166) thereof,

And Order of the Minister of Labour No.(13) of 1977 with respect to Precautionary Measures necessary for the Protection of Workers from the Hazards of Grinding Wheel Operations,

And Order of the Minister of Labour No.(15) of 1977 with respect to Organisation of Services and Precautionary Measures necessary for the Protection of Workers during work from the Hazards of Dangerous Machines,

And Order of the Minister of Labour No.(26) of 1977 with respect to the Organisation of Services and Precautionary Measures necessary for the Protection of the Eyes of Workers from the Hazards of Work and Machines,

And Order of the Minister of Labour No.(27) of 1977 with respect to Organisation of Services and Precautionary Measures necessary for the Protection of Workers from the hazards of Woodworking Machinery,

And having sought the opinion of the Concerned Authorities,

And upon the submission of the Undersecretary of the Ministry of Labour,

**HEREBY ORDERS:**

**Article 1**

In the application of the provisions of this Order, the terms and expressions shall have the meanings assigned against each unless the context otherwise requires:

**WORK PLACE:** A place prepared by an employer in which is carried on any work by a worker and shall be within the following work places:

- Any part of an establishment where workers are present therein.
- Any room, lane, hall, chamber, staircase, road or any other place within the establishment and used by workers to enter and exit the work place.

**TRANSMISSION MACHINE:** every shaft, wheel drum, pulley, system of pulleys, coupling, clutch, driving belt or other devices by which the motion of prime mover is transmitted to any machine or appliance.

**ABRASIVE WHEEL:** a wheel, cylinder, disc, point or cone made of metal, wood, cloth, felt, rubber, or paper and having any surface consisting wholly or partly of abrasive material to be power driven and which is for use in any grinding or cutting operation.

**CIRCULAR SAWING MACHINE:** a power operated sawing machine mounted on a bench and comprising a sprocket disc runs at high speed on an axis used to cut various items.

## **Article 2**

A worker shall not operate work equipment that are not supplied with proper precautionary means and shall not disable and stop whatever protection available to him. He shall report any defect or technical fault in the equipment or machines that may subject him to danger and shall follow the warning directions and given instructions to preserve his safety and protection against work hazards.

## **Article 3**

1. Every person who design, manufacture or import any equipment to be used at work must observe the following:
  - a) It shall practically and reasonably guaranty that it is designed and assembled in a manner ensures safety and without any hazards upon proper usage and in conformity with the Unified Gulf Cooperation Council States Specifications.
  - b) Adequate information concerning the method for using the equipment in the manner intended and experimented therefor together with adopting the necessary precautions and provides instruction to secure safety and avoid and hazard upon using.
  - c) To conduct the required experiments and examinations to ensure proper equipment performance for the intended purpose.
2. Provide the machines, equipment and appliances required by the work provided they shall be appropriate and suitable for the purpose intended and work environment designed therefor.

## **Article 4**

The following shall be required from all hand tools, machines and appliances powered by electricity, compressed air or any other power means:

1. It shall be equipped with suitable preventative barriers (if required).
2. Prevention from electrocution hazards shall be available and observe disconnecting from the power source by suitable means.
3. To be examined before and after work to ensure its safety.

4. Using directions signs shall be indicated therein and include (operating switches, speed shifters and others).
5. Warning signs and preventative measures must be illustrated.
6. Suitable lighting means must be included therein.

## **Article 5**

The following must be observed at the work environment:

1. To leave adequate distance around the working equipment that allows clear separation between a worker, passer-by, equipment and the place allocated to store the materials n carry out the work in progress.
2. To avoid placing any work gear with mobile or revolving carriage in a place where any worker is subject to be crammed between such carriage and any stationary part of a building, unless reaching the cramping area is restricted by a secured fence.

## **Article 6**

Work gear must be equipped with control switches at a prominent place and easy to reach for the purpose of switching on, off and control operation unless such switches are not required. In emergency cases, switching off keys must be disabled by all other control switches.

## **Article 7**

1. Whenever possible, an employer shall always surround generators, transmission gears and machines dangerous parts, whether stationary, mobile or movable with suitable mobile parts preventative barriers and to observe upon designing or fixing that it secures complete protection and supplied with safety means appropriate for the work.
2. An employer shall not permit the removal or installation of any protective barriers unless such machine is inoperative provided the barrier, upon removal, shall be replaced in its location prior to restarting.
3. Stationary shields and barriers that automatically stop the work gear upon removal, adjustable shields or shields operated by light sensitivity, laser or using machines that are operated by push buttons should be observed according to their work need and nature.

## **Article 8**

An employer must adopt the suitable preventative measures in terms of carrying on the preventative and periodical maintenance on the parts and shields used as shields for dangerous machines for control and safety measures.

## **Article 9**

The following conditions must be observed upon using circular sawing machines:

1. To provide effective methods to extract chips, fragments and small substances resulting from the sawing process.
2. To provide a suitable and proper mean to push the piece intended to level or shape its surface.
3. Sawing gear and machines should not be used for purposes other than what they were intended therefor.

## **Article 10**

1. The saw blade located underneath the base must be concealed completely.
2. The visible part of the saw blade which is above the machine table shall be guarded with a strong shield and easily adjustable upwards and shall be kept so adjusted that it extends from the top of the blade to a point above the surface of the material being cut. It shall have a flange of adequate depth on each side of the saw blade and the said guard shall be kept so adjusted that the said flanges extend beyond the roots of the teeth of the saw blade.
3. A suitable push-stick shall be provided and kept available for use at every circular sawing machine which is fed by hand. Except where the distance between a circular saw blade and its fence is so great or the method of feeding material to the saw is such that the use of a push-stick can safely be dispensed with, the push-stick so provided shall be used:
  - a) To exert feeding pressure on the material between the saw and its fence in all cutting cases.
  - b) To exert feeding pressure on the material between the saw and its fence during the last 300 millimetres of any cut of more than 300 millimetres in length.
  - c) To remove from between the saw blade and the fence pieces of material which have been cut.

## **Article 11**

The following conditions shall be observed upon using abrasive gear:

1. To provide whenever practically possible a secure guard maintained at a suitable place for any abrasive wheel while in motion.
2. To place directions and warning signs from hazards resulting from the use of abrasive wheels together and the precautionary measures at the place where the abrasion or cutting work is made by abrasive wheels. They shall also be placed in a prominent place easy to be seen by people working in abrasion or cutting.
3. To select a good quality abrasive wheel suitable for carrying on the any work being done.

## **Article 12**

The employer shall carry out the periodical maintenance on the working appliances and gear and ensure that the maintenance is performed in a safe manner.

Organising, lubricating or greasing working devices while in operation shall be banned unless they are equipped with suitable means to prevent the occurrence of such hazards.

## **Article 13**

Proper precautionary measures must be adopted to protect workers from the hazards of sparks, chips or sharp objects by adopting proper and suitable safety measures.

An employer shall be prohibited from using machines where their dangerous parts are not supplied with suitable protection methods.

## **Article 14**

Proper precautionary measures must be adopted to protect workers from the hazards of dust and steam affecting their health and safety being generated from manufacturing, abrasion, material cleaning, emitting, spraying or treatment operations by providing ventilation, masks and other precautionary and protection means.

Stationary internal combustion engines shall be banned from being used in closed areas except after necessary measures are adopted to transmit combustion gases and steam generated from the engine to the open space or by adopting other steps that secure the prevention from the hazards of such gases on workers health while observing the environmental conditions.

## **Article 15**

Handling of raw materials, work appliances and tools together with production materials must be handled in a safe and secure method which does not result in any harm to workers. A worker may not be asked to lift, transfer or move a heavy load suspected to cause any injury to his body.

## **Article 16**

The following shall be observed at work places upon using mechanical vehicles, forklifts, trucks, tractors, bulldozers or any other mechanical vehicle:

1. It shall be in the custody of a qualified person, licensed to drive it and holding a valid Bahraini licence.
2. It shall be in a good condition, suitable, adequate and periodically maintained.
3. It shall be moderately used, loaded in a correct manner and used for the purpose designed therefor.
4. It shall be equipped with suitable seats for the number of passengers if intended to transport people.

5. To provide a solid and proper spare support to prevent vehicles from falling down in the event of a break down of the lifting gear.

### **Article 17**

The following conditions shall be observed upon carrying on maintenance work on mechanical vehicles:

1. To disconnect, whenever practically possible, the electric power and adopt necessary measures to prevent any fire from breaking out when connecting the electric power.
2. Welding work shall be assigned to qualified person with knowledge of firefighting and first-aid for injuries resulting from welding works.
3. Welding works shall be made on platforms designed for such purpose and made from inflammable materials of high level fire resistance.
4. Flash welding equipment must be supplied with a cover to control volatile flame and secure natural and industrial ventilation.
5. To maintain suitable natural and industrial ventilation to avoid inflammation concentration at welding work place particularly closed places.
6. To provide the welding places sites with suitable and adequate firefighting equipment.
7. Connections and equipment must be in good condition, suitable to perform the work, the pressure control valves and the pressure measurement devices must be in good condition while welding with gas provided examinations and testing must be done before and after using.
8. To provide workers with adequate personal protection equipment upon carrying out the welding works and compels the workers to use them.

### **Article 19**

The provisions of this Order shall be applicable to all work places and sites subject to the provisions of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

### **Article 20**

All work places and sites established at the enforcement time of this Order must adjust their statuses in confirmation with its provisions within three months from the date of its enforcement.

### **Article 21**

Every person who violates the provisions of this Order shall be liable for the punishment provided for in Article (192) of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

## **Article 22**

The following Order of the Minister of Labour and Social Affairs shall be revoked:

1. Order No.(13) of 1977 with respect to the Organisation of Precautionary Measures necessary for the Protection of Workers from the Hazards of Grinding Wheel Operations.
2. Order No.(15) of 1977 with respect to the Organisation of Services and Precautionary Measures necessary for the Protection of the Eyes of Workers from the Hazards of Work and Machines.
3. Order No.(26) of 1977 with respect to the Organisation of Services and Precautionary Measures necessary for the Protection of Workers during work from the Hazards of Dangerous Machinery.
4. Order No.(27) of 1977 with respect to the Organisation of services and Precautionary Measures necessary for the Protection of Workers from the Hazards of Woodworking Machinery.

## **Article 23**

The Ministry's Undersecretary shall implement this Order which shall come into effect three months after the date of its publication in the Official Gazette.

**Signed: Jameel bin Mohamed Ali Humaidan.**  
**Minister of Labour.**

Issued on: 5<sup>th</sup> Thulhijja, 1435 Hijra,  
Corresponding to: 29<sup>th</sup> September, 2014 A.D.