











# Bahrain

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>45.0</b>	<b>35.0</b>	<b>92.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Bahrain, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Manama). The scores for Bahrain are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	25.0	25.0	25.0	100.0	25.0	50.0	25.0	50.0	25.0	100.0
WBL 2.0 Supportive frameworks score	25.0	66.7	0.0	50.0	66.7	0.0	25.0	66.7	0.0	50.0
WBL 2.0 Expert opinions score	75.0	100.0	100.0	93.8	68.8	100.0	87.5	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Bahrain (45.0 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to laws affecting women's pay and laws affecting the size of a woman's pension, Bahrain obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Bahrain is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Bahrain may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Bahrain (35.0 out of 100.0) is lower than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). Bahrain does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Bahrain is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Bahrain may wish to consider publishing guidelines on non-discrimination based on

gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Bahrain (92.5 out of 100.0) is higher than the global average (65.7) and higher than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on freedom of movement, expert opinions on women's decisions to work, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Bahrain obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Bahrain is on the indicator measuring expert opinions on marriage.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	Decree Law No. 59 amending Labor Code, Art. 2(192 bis); Bahrain Penal Code, Art. 351
Does the law address domestic violence?	Yes	Law No. 17 of 2015 on Protection from Domestic Violence, Arts. 1 and 15; Bahrain Penal Code, Art. 344
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	No	Family Law No. 19/2017, Arts. 54 and 59
Can a woman travel internationally in the same way as a man?	Yes	Passport Law No. 11/1975, as amended by Law No. 21/2005, Art. 3
Can a woman travel outside her home in the same way as a man?	No	Family Law No. 19/2017, Art. 54
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Law No. 8 of 1963 (as amended), Arts. 4 and 7
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	No	Family Law No. 19/2017, Art. 56
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 29
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 39; Decree-Law No. 16/2021
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	No	Family Law No. 19/2017, Art. 40(a)
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Law No. 19/2017, Art. 40(a)
Can a woman obtain a judgment of divorce in the same way as a man?	No	Family Law No. 19/2017, Art. 83
Does a woman have the same rights to remarry as a man?	No	Family Law No. 19/2017, Arts. 85-87 and 117-122
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	No	Labor Code, Art. 32
Are leave benefits for mothers paid solely by the government?	No	Labor Code, Art. 32



Is paid leave available to fathers?	Yes	Labor Code, Art. 63(b)
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Arts. 33 and 104
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Resolution No. 11 of 2014, Arts. 1 and 3
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Central Bank of Bahrain's Directive No. OG/293/2020
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Law No. 19/2017, Art. 39; Civil Law No. 19/2001, Art. 769
Do sons and daughters have equal rights to inherit assets?	No	Constitution of Bahrain of 2002, Art. 5(d); Civil Law No. 19/2001, Art. 909
Do male and female surviving spouses have equal rights to inherit assets?	No	Constitution of Bahrain of 2002, Art. 5(d); Civil Law No. 19/2001, Art. 909
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Insurance Law, Art. 34; Law No. 14/2022, Art. 1
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Social Insurance Law, Art. 34; Law No. 14/2022, Art. 1
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Code, Art. 115
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Organization Decision No. (1) of 2020, Art. 1; Labour Code, Part V

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Supreme Council for Women
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application form



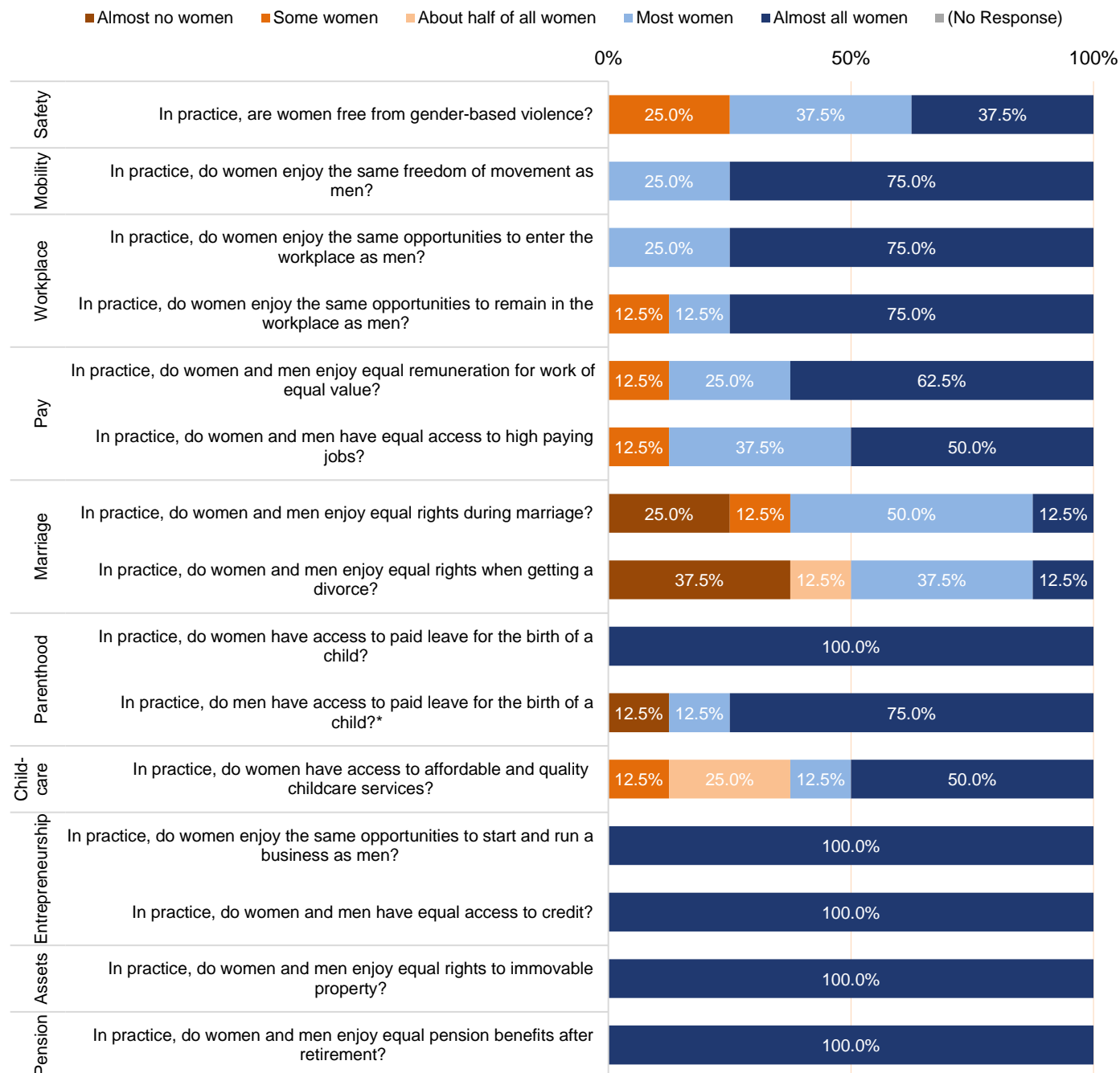
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Social Insurance Organization - Dynamic Statistics; Agro Bahrain
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Law No. 13 of 1971, Arts. 8 and 10; Law No. 26 of 1986 incorporating the Procedures Followed Before Shari'a Courts
Is legal aid available for family law disputes?	Yes	Women's Support Center, Supreme Council for Women
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Labor and Social Development; Official Website of The Ministry of Education
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	The Supreme Council for Women's Department of Statistics and Information
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Tamkeen Fund
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
<b>Pension</b>		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located



Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?      Yes      Social Insurance Law, Art. 129

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.