

# **KINGDOM OF BAHRAIN**

## **Public Administration Country Profile**

Division for Public Administration and Development Management (DPADM)  
Department of Economic and Social Affairs (UNDESA)  
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# BAHRAIN

[Click here](#) for detailed map



Source: [The World Factbook - Bahrain](#)

## Government type

Constitutional monarchy

## Independence

15 August 1971 (from UK)

## Constitution

Adopted late December 2000; Bahraini voters approved a referendum on legislative changes in February 2001 (revised constitution calls for a partially elected legislature, a constitutional monarchy, and an independent judiciary) ([click here](#))

## Legal system

Based on Islamic law and English common law

## Administrative divisions

5 governorates ([click here](#))

Source: [The World Factbook - Bahrain](#)

15 August 1971	Independence
1973	Constitution and parliamentary elections
1975	Suspension of the constitution and dissolution of parliament
1993	Consultative Council (Shura Council) set up
March 1999	Death of Amir Shaikh Isa and assumption of office by Shaikh Hamad
February 2001	Referendum on a National Action Charter
16 March 2001	Decision by the International Court of Justice concerning the dispute with Qatar over islands
14 February 2002	Became the Kingdom of Bahrain, revival of the constitution (with amendments; key word: democratic reforms)
9 May 2002	Municipal elections

Source: [Federal Foreign Office \(Germany\) - Bahrain: History](#)

# 1. General Information

1.1 People	Bahrain	Qatar	UAE <sup>i</sup>	1
<b>Population</b>				a
Total estimated population (,000), 2003	724	610	2,995	
Female estimated population (,000), 2003	308	223	1,048	
Male estimated population (,000), 2003	416	387	1,947	
Sex ratio (males per 100 females), 2003	135	173	186	
Average annual rate of change of pop. (%), 2000-2005	2.17	1.54	1.94	
<b>Youth and Elderly Population</b>				b
Total population under age 15 (%), 2003	29	26	25	
Female population aged 60+ (%), 2003	5	3	3	
Male population aged 60+ (%), 2003	4	3	2	
<b>Human Settlements</b>				c
Urban population (%), 2001	93	93	87	
Rural population (%), 2001	7	7	13	
Urban average annual rate of change in pop. (%), '00-'05	1.96	1.72	2.22	
Rural average annual rate of change in pop/ (%), '00-'05	-1.98	-1.5	-1.89	
<b>Education</b>				d
Total school life expectancy, 1998/1999	13	13.1	10.7	1
Female school life expectancy, 1998/1999	13.6	14	..	1
Male school life expectancy, 1998/1999	12.5	12.3	..	1
Female estimated adult (15+) illiteracy rate (%), 2000	17.4 <sup>ii</sup>	16.9 <sup>iii</sup>	20.9	2
Male estimated adult (15+) illiteracy rate (%), 2000	9.1 <sup>ii</sup>	19.6 <sup>iii</sup>	25.2	2
<b>Employment</b>				e
Unemployment rate (15+) (%), 2000	..	..	2.3 <sup>iv</sup>	1
Female adult (+15) economic activity rate (%), 1999	19	28 <sup>iii</sup>	31 <sup>v</sup>	2
Male adult (+15) economic activity rate (%), 1999	65	93 <sup>iii</sup>	92 <sup>v</sup>	2

Notes: <sup>i</sup> United Arab Emirates; <sup>ii</sup> 1991; <sup>iii</sup> 1986; <sup>iv</sup> Based on registered unemployment from employment office records; <sup>v</sup> 1995

1.2 Economy	Bahrain	Qatar	UAE <sup>i</sup>	2
<b>GDP</b>				a
GDP total (millions US\$), 2002	7,935	16,454	..	
GDP per capita (US\$), 2002	11,808	26,974	..	
PPP GDP total (millions int. US\$), 2002	10,802 <sup>ii</sup>	..	..	
PPP GDP per capita(int. US\$), 2002	16,074 <sup>ii</sup>	..	..	
<b>Sectors</b>				b
Value added in agriculture (% of GDP), 2004	0.5	0.2	..	
Value added in industry (% of GDP), 2004	39.6	77.3	..	
Value added in services (% of GDP), 2004	59.9	22.5	..	
<b>Miscellaneous</b>				c
GDP implicit price deflator (annual % growth), 2004	7.7	10.3	..	
Private consumption (% of GDP), 2004	42.0	10.4	..	
Government consumption (% of GDP), 2004	17.0	19.8	..	

Notes: <sup>i</sup> United Arab Emirates; <sup>ii</sup> Figures are for 2001 or 2000

<sup>1</sup> [United Nations Statistics Division](#):

<sup>a</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>b</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>c</sup> [Population Division of the UN Secretariat](#); <sup>d1</sup> [UNESCO](#); <sup>d2</sup> [UNESCO](#); <sup>e1</sup> [ILO](#); <sup>e2</sup> [ILO/OECD](#)

<sup>2</sup> [World Bank - Data and Statistics](#):

<sup>a</sup> [Quick Reference Tables](#); <sup>b</sup> [Data Profile Tables](#); <sup>c</sup> [Country at a Glance](#)

1.3 Public Spending	Bahrain	Qatar	UAE <sup>i</sup>	
<b>Public expenditures</b>				3
Education (% of GNP), 1985-1987	5.2	4.7	2.1	a
Education (% of GNP), 1995-1997	4.4	3.4 <sup>ii</sup>	1.7	a
Health (% of GDP), 1990	..	..	0.8	
Health (% of GDP), 1998	2.6	..	0.8	
Military (% of GDP), 1990	5.1	..	..	b
Military (% of GDP), 2000	4	..	..	b
Total debt service (% of GDP), 1990	..	..	..	
Total debt service (% of GDP), 2000	..	..	..	

Notes: <sup>i</sup> United Arab Emirates; <sup>ii</sup> Data refer to a year or period other than that specified

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Country 1991-1995	Country 1996-2000	Middle East & North Africa average <sup>4</sup> 1996-2000	Gulf States average <sup>4</sup> 1996-2000	Middle income group average <sup>4</sup> 1996-2000
<b>Employment</b>						
Civilian Central Government <sup>5</sup>	(,000)	18.2	18.5			
	(% pop.)	3.15	2.98	0.65	0.68	0.59
Sub-national Government <sup>5</sup>	(,000)	0.0	4.2			
	(% pop.)	0.00	0.68	0.65	0.68	0.59
Education employees	(,000)	9.59	10.08			
	(% pop.)	1.66	1.63	0.96	1.63	1.20
Health employees	(,000)	..	2.41			
	(% pop.)	..	0.39	0.20	0.31	0.70
Police	(,000)	..	9.6			
	(% pop.)	..	1.49	0.37	0.76	0.30
Armed forces	(,000)	..	11.0			
	(% pop.)	..	1.71	0.91	1.73	0.46
SOE Employees	(,000)	..	..			
	(% pop.)	..	..	2.67	..	3.61
Total Public Employment	(,000)	..	..			
	(% pop.)	..	..	6.26	..	6.05
<b>Wages</b>						
Total Central gov't wage bill	(% of GDP)	15.8	17.7	11.1	11.2	8.5
Total Central gov't wage bill	(% of exp)	55.8	55.9	32.6	40.6	21.6
Average gov't wage	(,000 LCU)	..	6.5			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	6.5			
Average gov't wage to per capita GDP ratio		..	2.0	2.4	1.7	4.2

Source: World Bank - Public Sector Employment and Wages

<sup>3</sup> UNDP - Human Development Report 2002

<sup>a</sup> Data refer to total public expenditure on education, including current and capital expenditures.

<sup>b</sup> As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

<sup>4</sup> Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

<sup>5</sup> Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

## 2. Legal Structure

In 1971, when Bahrain gained its independence from Britain, the Emir declared the country an Arab Islamic State under the hereditary rule of the Emir. In 1973, the Constituent Assembly approved a constitution of 108 articles. The 1973 constitution provided for an elected, unicameral legislative body, the National Assembly. The constitution was suspended in 1975 but then revived with substantial amendments on February 14, 2002 by royal decree.

Source: UNDP (POGAR - Programme on Governance in the Arab Region) - Bahrain: Constitution

### 2.1 Legislative Branch

Bicameral Parliament consists of Shura Council (40 members appointed by the King) and the Nuwab Council (40 members directly elected to serve four-year terms).<sup>6</sup>

*women in parliament:* 6 out of 40 seats: (15%). 0 out of 40 seats (0%).<sup>7</sup>

Legislative authority is vested in a bicameral National Assembly composed of the Shura Council (Consultative Council) and the Nuwab Council (Council of Representatives)<sup>8</sup>. The Shura Council consists of 40 members appointed by the King for four-year renewable terms. The Nuwab Council has 40 members popularly elected to four-year terms in 40 separate electoral districts. The term of membership in each house is four years. This bicameral structure replaced the elected unicameral legislature described in the 1973 constitution, which had been suspended since 1975. The Shura Council was created in 1992 as an advisory body, and the 2002 constitution endowed it with new law-making powers as the upper house of the legislature alongside the revived parliament.

#### Fact box:

*elections:* House of Deputies - last held 31 October 2002

(next election to be held NA 2006)

#### *election results:*

House of Deputies - seats by party - independents 21, Sunni Islamists 9, other 10

Each house shares equally in the legislative process; when they are convened together, the president of the Shura Council chairs the joint session. The two chambers meet together if they disagree twice over any bill or if they disagree over economic or financial legislation that the Government deems to be urgent. A bill may then be passed by simple majority of the members present and transmitted to the king for ratification and promulgation.

The king or the prime minister presents bills to the Nuwab Council, which in turn refers them to the Shura Council. Each house may amend or reject proposed legislation. Any member of either chamber may propose a law, and fifteen members of either chamber may propose a constitutional amendment. If the chamber accepts the proposal, it is then referred to the government, which formulates it as a draft amendment or law for future deliberation.

The Assembly forms the committees necessary for its functions within the first week of its annual session. These committees may discharge their duties during the recess of the Assembly with a view to submitting their recommendations when the Assembly convenes. The Assembly also sets up a special committee among its annual standing committees to deal with petitions and complaints submitted to the

<sup>6</sup> Source of fact boxes if nothing else stated: [The World Factbook - Bahrain](#). Designations used in describing the bicameral parliament are from the official websites.

<sup>7</sup> [Inter-Parliamentary Union - Women in National Parliaments](#)

<sup>8</sup> UNDP (POGAR - Programme on Governance in the Arab Region) - Bahrain: Constitution

Assembly by citizens. This committee seeks explanation from the competent authorities and informs the person concerned of the result.

The National Assembly holds annual sessions and can be called to an extraordinary session by royal decree if the King deems it necessary, or upon the request of the majority of the members of the Assembly.

Every meeting held by the National Assembly at a time or place other than that assigned for its meeting is considered invalid, and resolutions passed in such meetings have no effect. For a meeting of the National Assembly to be valid, more than half of its members must be present. Resolutions are passed by an absolute majority of the members present, except in cases where a special majority is required. In the case of a tie, the motion is rejected.

The king has the right to dissolve the Nuwab Council and may also extend its term for up to two years. If it is dissolved, sessions of the Shura Council are also halted. The king appoints the president of the Shura Council, which in turn elects two vice presidents. The Consultative Council elects its president and two vice presidents for the same duration as the chamber's term of office.

The king has the right to initiate, ratify, and promulgate laws. A bill is considered ratified if a period of six months from the date of its submission by the Shura Council and Nuwab Council has expired without the king returning it for re-consideration. If the King returns the bill he must state whether it is to be reconsidered in the present or next session. If the Shura and Nuwab Council re-confirm the bill by a two-thirds majority vote of their members, the King shall ratify and promulgate the bill within one month from the date of the re-confirmation.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Legislature \(edited\)](#)

[Click here](#) for the history of the Shura Council (Consultative Council)

[Click here](#) for the history of the Nuwab Council (Council of Representatives)

## 2.2 Executive Branch

*cabinet:* Cabinet appointed by the monarch

*elections:* none; the monarchy is hereditary; prime minister appointed by the monarch

Article 33 of the constitution spells out the powers of the head of state, now given the title of King rather than Emir. He exercises broad executive powers directly and through his ministers, whom he appoints and who are jointly answerable to him for general government policy as well as individually responsible to him for the conduct of their respective ministries.

The king is supreme commander of the defense force and chairman of the Higher Judicial Council, in which capacity he appoints judges by royal order, in accordance with the council's nominations. When the King travels outside the country and the Crown Prince is unable to act for him, the king appoints a deputy by royal order to exercise limited powers on the king's behalf.

The king may at any time issue decree that have the force of law, but they must be referred to both the Consultative Council and the Chamber of Deputies within a month of their promulgation or, if the National Assembly is not in session, within a month of the first new meetings of its respective chambers. If the two chambers do

### Fact box:

*chief of state:* King  
HAMAD bin Isa Al  
Khalifa (since 6 March  
1999); Heir Apparent  
Crown Prince SALMAN  
bin Hamad (son of the  
monarch, born 21  
October 1969)

*head of government:*  
Prime Minister  
KHALIFA bin Salman  
Al Khalifa (since 1971)

not confirm them, they retroactively cease to have the force of law. The king also has the right to call for a referendum on any important law or issue.

The king has the right to dissolve the Chamber of Deputies and may also extend its term for up to two years. If it is dissolved, sessions of the Consultative Council are also halted. The king may also recall a dissolved Chamber.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Constitution \(edited\)](#)

### 2.3 Judiciary Branch

Courts of Minor Causes and the Court of Execution, High Court of Appeal and Court of Cassation.<sup>9</sup>

The legal system of Bahrain is a mixed system based on British Common Law models and Sunni and Shi'a Shari'a traditions. Judicial powers are discussed in Chapter IV of the Bahraini Constitution as amended in 2002. This section also states that the judiciary is to be an independent body whose functioning and organization are to be regulated by law. The Constitution declares that Shari'a is to be a principal source of law.

The major codifications of Bahraini law include the Code of Civil Procedure of 1971, which was modified in 1990; the Law of Commerce of 1971, which was modified in 1990; the Criminal Code of 1987; and the Code of Criminal Procedure of 1966. In August 1971, Legislative Decree No. 13, known as the Judiciary Act, was promulgated to provide for the organizational structure of the judiciary and the duties of judges.

The Bahraini judiciary is empowered to review the constitutionality of laws. The executive branch houses the Ministry of Justice and Islamic Affairs, which is empowered by the Judiciary Act as the overall supervisor of the judiciary. Only judgments made by the Court of Cassation (Mahkamat al-Tamyiz) are publicly available through the Official Gazette. Shari'a Court judgments are not available officially.

According to the Judiciary Act of 1971 Judges of the High courts, both Shari'a and non-Shari'a, are nominated by the Ministry of Justice and appointed by Emiri decree. Judges of the middle and lower courts are nominated by the Ministry of Justice and appointed by decree by the prime minister. The Higher Judicial Council, chaired by the King, appoints the members of the Constitutional Court.

The judiciary is organized into two branches: the Civil Law Courts and the Shari'a Law Courts. The Civil Law Courts are authorized to settle all commercial, civil, and criminal cases, and all cases involving disputes related to the personal status of non-Muslims. These courts are structured in a three-tier system, starting with the Courts of Minor Causes, also called the Lower Courts and the Court of Execution, which have jurisdiction over civil and commercial matters. The Middle Courts have jurisdiction over criminal matters. At the second level is High Court of Appeal, or the Senior Civil Court. Cases at these levels are presided over by a minimum of two judges.

Law No. 8 of 1989 established the Supreme Court of Appeal or Court of Cassation. This institution serves as the final court of appeal for all civil, commercial, and criminal matters. In addition, cases dealing with the personal status of non-Muslims may be appealed to this body. The Court of Cassation is composed of a chairman and three other judges who are appointed by decree. As a practical matter, the civil courts do not invoke Shari'a law except when the issue is concerned with inheritance.

<sup>9</sup> [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Judiciary](#)



The Shari'a Law Courts have jurisdiction over all issues related to the personal status of Muslims, both Bahraini and non-Bahraini. The Judiciary Act stipulates that they hear all matters relating to inheritance, gifts, wills, and charitable donations (waqf). There are two levels: the Senior Shari'a Court and the High Shari'a Court of Appeal. At each level is a Sunni Shari'a Court with jurisdiction over all personal status cases brought by Sunni Muslims, and a Jaafari Shari'a Court with jurisdiction over cases brought by Shi'a Muslims. The High Shari'a Court of Appeal must be composed of a minimum of two judges. In the event of a disagreement, the Ministry of Justice shall provide a third judge and the decision will be based on a majority vote.

The 2002 constitution established the Constitutional Court, which consists of a president and six members, appointed by royal decree for a specified time period. Any legislator, member of the government or notable individual can challenge the constitutionality of laws in the Constitutional Court. The decisions of the court are final, binding and immediate, unless the Court defers the effects of its ruling to a later date. Any convictions obtained under a penal law that has been found unconstitutional are automatically overturned.

Issues involving members of the Bahraini military are heard by the military court, established pursuant to the Bahrain Defense Force Law of 1970. The Military Penal Code and other penal codes govern the law. The constitution restricts the jurisdiction of military courts to military offenses committed by the Defense Force, the National Guard, and the Security Forces.

In September 2000, the government announced a package of measures intended to ensure greater independence of the judiciary. Chief among these was the creation of the Higher Judicial Council, chaired by the King. Members include the presiding judge of the Court of Cassation as well as judges from the Shari'a and Civil High Courts of Appeal.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Judiciary](#)

## **2.4 Local Government**

Under the political reforms of 2002, five municipal councils were formed corresponding to Bahrain's former governorates rather than to its traditional municipalities. Each council is managed by an appointed director general under the supervision of ten elected members.

The Municipal Elections Law, approved on February 13, 2002, gives the vote to every Bahraini man and woman 21 years or older and also to citizens of other states of the Gulf Cooperation Council who own property in Bahrain. The first municipal elections under the 2002 Constitution were conducted on May 9, 2002.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Decentralization](#)

## 3. The State and Civil Society

### 3.1 Ombudsperson

Source: [Institution](#) - [Title](#)

### 3.2 NGOs

Since the new constitution was implemented, several civil society organizations have formed. By the end of 2003 over 300 NGOs had been registered in Bahrain, helping to facilitate the growth of civil society and public discourse; many of these exert significant efforts in the area of human rights.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\)](#) - [Bahrain: Civil Society \(edited\)](#)

### 3.3 Civil Society

Political liberalization has increased in Bahrain since Sheikh Hamad bin Isa al-Khalifa assumed power in March 1999. The National Charter of Action with provisions for the expansion of personal freedoms and equal rights was approved in a referendum held February 14-15, 2001. The amended Constitution, promulgated on February 14, 2002, guarantees these provisions and makes the state responsible to consolidate the rights of women and to issue necessary legislation to protect families. The new constitution gives citizens the right to set up private, scientific, cultural and vocational associations and syndicates on patriotic bases, for legal purposes and through peaceful means in accordance with conditions and situations stipulated by law, provided that there is no coercion to join or remain in an association or a syndicate.

Political parties are not permitted per se in Bahrain; however, political societies may be formed under the Law of Associations. Currently, Bahrain has more than 15 political societies. The societies are permitted to engage in almost all of the functions of a political party, including fielding candidates for election and acting as a parliamentary bloc, but the creation of full-fledged parties awaits a parliamentary decision. A law legalizing political parties has been expected since the promulgation of the 2002 Constitution, and a proposal for such a law was presented in the Chamber of Deputies in December 2003. Major political societies include the National Democratic Action Society, the Islamic Arab Wasat, the National Minbar, and the Islamic National Wifaq.

The Law of Associations, Decree No. 21, issued in 1989 and Decree No. 1 issued in 1990 regulate the internal functioning of associations, their relations with the state and their fund-raising activities. The head of state issued a directive on 28 May 2001 calling for the drafting, with the assistance of General Committee of Bahraini Workers, of a legal framework for independent trade unions.

During the summer of 2001 the Union of Bahraini Women and the Bahrain Women's Society were founded. The Ministry of Labour and Social Affairs reported a total of 65 new associations founded during the calendar year of 2002, including 11 political societies and 13 professional societies.

The 1965 Press Law requires all newspapers to be licensed by the Ministry of Information. The same law also regulates content. In 2002, the first independent newspaper, Al-Wasat, began circulation.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\)](#) - [Bahrain: Civil Society \(edited\)](#)

## 4. Civil Service

### 4.1 Legal basis

In general, Resolutions stipulate basic policies on the basis of Decrees and in concurrence with related Resolutions. Regulations implement policies and establish procedures. Circulars provide guidelines and guidance.

The Amiri Decree no. 6 of 1975 establishes the Civil Service Bureau (CSB) as an agency of the Bahrain Government. According to the Decree the Civil Service Bureau's mission is, inter alia, focused on the supervision of personnel affairs and making suggestions regarding Civil Service affairs, laws and rules. Resolution No. (6) of 1978 assigns central management and control of all personnel providing services to the Government of Bahrain to the Civil Service Bureau.<sup>10</sup>

Source: [Civil Service Bureau - About CSB](#)

Go to CSB [Resolutions](#), CSB [Regulations](#), or CSB [Circulations](#).

[Click here](#) for the organization of the CSB.

### 4.2 Recruitment

Resolution No. (4) of 1981 regarding Staffing of Government Positions provides for the CSB as the agency responsible for central recruiting and referral activity of the Government. The tasks include the following:

- Serving as a focal point for information to the public on all types of Government employment, including planning of advertisements of vacancies of the various ministries and for referring applicants to Ministries for their selection;
- Approval of position qualification standards;
- Local recruitment for all Common-use positions and for all overseas recruitment;
- Determining applicable grade and step for appointment of candidates selected based on qualifications and experience;
- Final approval and processing of all appointment personnel actions.

Positions in the ministries of the Government of Bahrain will be staffed, to the degree possible, with direct-hire Bahraini citizens who are qualified by experience and training. When qualified Bahraini citizens are not available, direct-hire non-Bahrainis may be hired by local or overseas recruitment. Personal—Service contracts may be used to obtain specialized skills which are not otherwise available.

Selection of candidates for government positions will be made only on the basis of merit and fitness to perform the duties and responsibilities of the position by the person to fill the position. Each position will be covered by a written job description, and also a statement of minimum qualification standards prescribing educations the experience and training necessary to perform the position.

Source: [Civil Service Bureau - Resolution No. \(4\) of 1981](#)

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<sup>10</sup> [Civil Service Bureau - Resolution No. \(4\) of 1981](#)

### 4.3 Promotion

Resolution No. (2) of 1979<sup>11</sup> deals with promotions. A time-in-grade requirement normally applies, which stipulate that an employee may not be promoted unless he has served one year at least in the grade.

When certified by a Director or higher official as doing satisfactory or better work, occupants of group upgraded positions with no change in duties and responsibilities, or of individually upgraded positions, will be promoted to the higher grade without regard to the time-in-grade requirement.

Employees who are appointed or re-appointed at grades lower than those for which they are fully qualified may be promoted to grades for which they are eligible without regard to the time-in-grade restriction, providing an approved and funded appropriate higher grade position vacancy is available for this purpose

Source: [Civil Service Bureau - Resolution No. \(2\) of 1979](#)

### 4.4 Remuneration

Resolution No. (8) of 1980 regarding Classification and Compensation provides basic conditions of equal pay, variations in pay, individual position, etc.

The Civil Service Regulation No. 501 of 1984<sup>12</sup> regarding Position Classification provides the general policy and procedures regarding the system used for classifying positions occupied by government employees. The principal point to be made is that duties and responsibilities are classified. Grades and titles are organized and assigned according to established classifications standards and pay schemes, so that there is systematic pay treatment for comparable levels of duties and responsibilities.

Source: [Civil Service Bureau - Transmittal Sheet No. 31 \(18 July 1984\)](#)

Resolution No. 4 dated 9 March 1997 regarding Adjusting the Salaries of Government Employees & Workers provides for the different salary grades and steps.

Source: [Civil Service Bureau - Civil Service Circular No. \(2\) of 1997](#)

Go to the [General](#) Salary Schedule, the [Professional](#) Salary Schedule, the [Judges](#) Salary Schedule, the [Executive](#) Salary Schedule or the [Academic](#) Salary Schedule.

The procedure for paying the Social Allowance is identified in a memo dated 18/9/1973 and reprinted in the Civil Service Circular No. (1) of 1987 regarding Review of Allowances Payments.

Source: [Civil Service Bureau - Civil Service Circular No. \(1\) of 1987](#)

[Click here](#) for Social Allowance Schedule Pay Categories<sup>13</sup>

### 4.5 Training

The basic policy of training and developing government employees is established by Resolution No. (5) of 1980<sup>14</sup> regarding Employee Training and Development.<sup>15</sup>

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<sup>11</sup> [Resolution No. \(2\) of 1979](#) regarding Promotions.

<sup>12</sup> [Click here](#) for Regulation No. 501 regarding Position Classification.

<sup>13</sup> In accordance with Resolution No. (25) of 1981 regarding Social Allowance table for Government civilian employees and application of social allowance to Academic positions.

<sup>14</sup> [Click here](#) for Resolution No. (5) of 1980 regarding Employee Training and Development.

Training at Government expense may be provided to employees for any one of the following reasons: to acquire skills and knowledge required for jobs in the Government; to up-date skills and knowledge to perform in a current job; or to prepare current employees with potential for higher level responsibilities. If the period of study or training exceeded one year the employee is committed to continue work in the government for a period of time equivalent to the number of years of study or training.<sup>16</sup>

Source: [Civil Service Bureau - Resolution No. \(5\) of 1980](#)

Regulation No. 801 of 1980<sup>17</sup> and the amendment dated 31 May 1983<sup>18</sup> regarding Employees Training and Development implements policies and procedures for the training and development of government employees. The regulation states that Ministries will conduct a Training and Development Needs Survey every two years and provide a Training Plan and Budget matching their training needs.

Source: [Civil Service Bureau - Civil Service Circular No. \(1\) of 1998](#)

The basic policy of Out-Of-Country Employee Training & Development of Government employee is established by Resolution No. (7) of 17 July, 1980. Regulation No. 802 of 1981<sup>19</sup> implements the policies and establishes procedures regarding the use of out-of-country training resources for training and development of Bahrain employee.

Source: [Civil Service Bureau - Transmittal Sheet No. 20 \(5 January 1981\)](#)

The Council of Ministers has reaffirmed that out-of-country training be restricted to those persons who will be qualified to fill determined key positions in the concerned Ministry.

Source: [Civil Service Bureau - Civil Service Circular No. \(1\) of 1985](#)

#### **4.6 Discipline**

Regulation No. 471<sup>20</sup> is intended to provide the uniform guidance and procedures for effective discipline in the government service. The Regulations establishes the procedures involved in enforcing discipline and with regard to disciplinary infractions. It establishes the responsibilities of the Civil Service Bureau with regard to effective administration of the disciplinary programme. This includes establishing the responsibilities of inter alia, the Head of the Civil Service, the Executive Director, the Chief of Employee Management Relations, and the individual Ministries.

The Regulations furthermore establishes that first offences shall be met with verbal warnings, and that subsequent offences are to be met with written reprimands, suspension and eventually termination of employment as a last resort. In addition, it sets the requirements for written warnings and includes appropriate forms for use with the regulations.

Source: [International Labour Organization \(NATLEX\) - Bahrain: Public and Civil Servants](#)

#### **4.6 Gender**

Source: [Institution - Title](#)

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<sup>15</sup> [Civil Service Bureau - Civil Service Transmittal Sheet No. 19 \(1 December 1980\)](#)

<sup>16</sup> Civil Service Circular No. (3) of 1992 regarding Government Training Service Agreements ([click here](#))

<sup>17</sup> [Click here](#) for Regulation No. 801 regarding Employees Training and Development

<sup>18</sup> [Click here](#) for Transmittal Sheet no. 19 and no. 29 regarding Employees Training and Development

<sup>19</sup> [Click here](#) for Regulation No. 802 regarding Out-Of-Country Employee Training & Development

<sup>20</sup> [Click here](#) for Regulation no. 471 Administering Discipline

## 5. Ethics and Civil Service

### 5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
Rank	Country	2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
27	Bahrain	6.1	3	1.1	5.5 - 7.4	3	5.5 - 6.8
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

**Surveys Used:** Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

**Standard Deviation:** Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

**High-Low Range:** Provides the highest and lowest values of the sources.

**Number Institutions:** Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

**90 percent confidence range:** Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

The Public Sector Administrative and Finances Monitoring Committee was created in January 2002 to ensure the effective and efficient operation of public institutions. One of its first tasks was to examine the effectiveness of existing policies in countering corruption, and to propose legislation to correct any deficiencies found.

There have been isolated cases of corruption in recent years. One particularly flagrant case involved a military official threatening to bring charges against bankers in the now abolished Security Courts if they did not lend him money. This case resulted in the creation of a special commission to study corruption in May 2002. This decision was lauded by the Bahrain Transparency Society, the Transparency International Affiliate in Bahrain. In general, Bahrain has a reasonably strong record of preventing and prosecuting corruption.

Source: [UNDP \(POGAR - Programme on Governance in the Arab Region\) - Bahrain: Financial Management](#)

### 5.2 Ethics

Source: [Institution - Title](#)

## 6. e-Government<sup>21</sup>

### e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

### Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

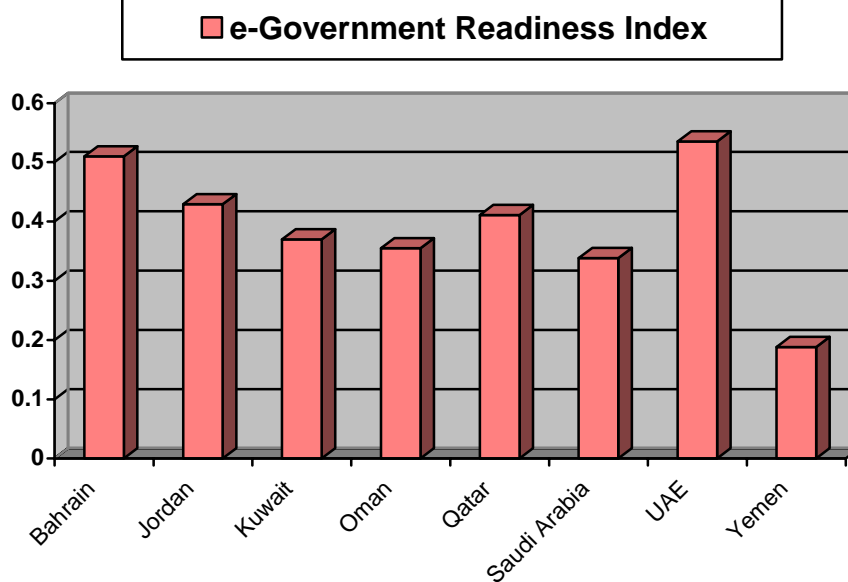
### Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

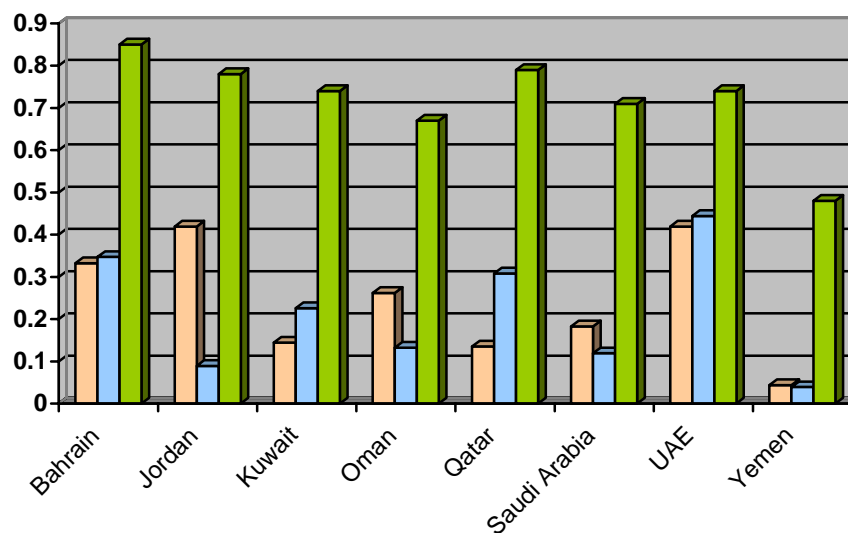
### Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.



Source: United Nations – World Public Sector Report 2003

### Web Measure Index, Telecom. Infrastructure Index, Human Capital Index

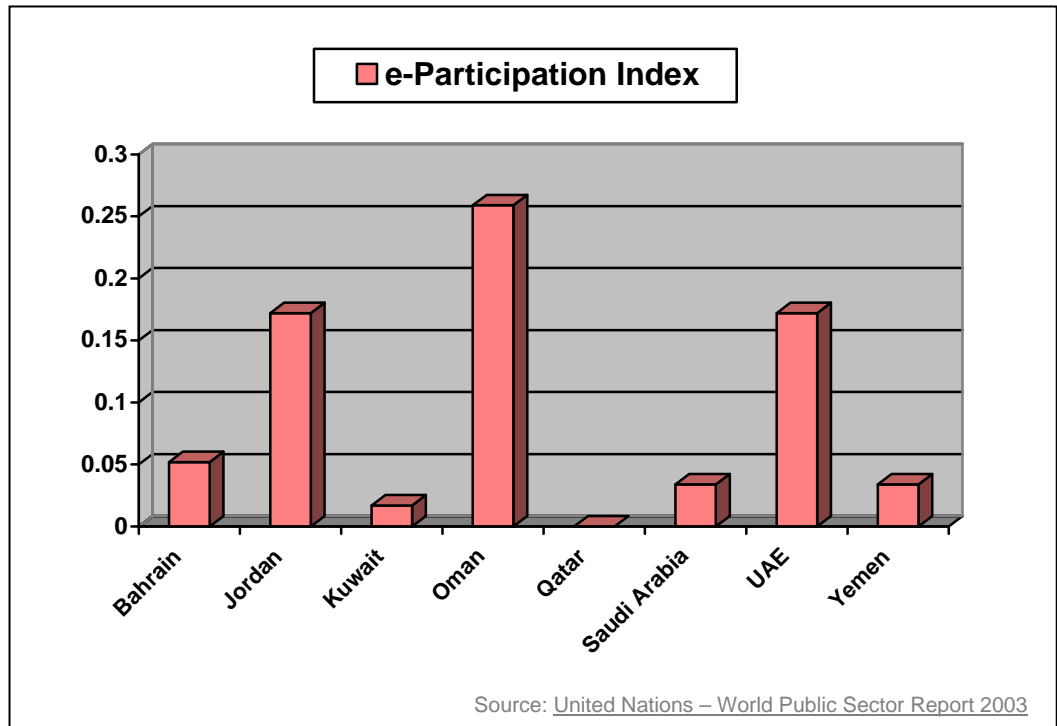


Source: United Nations – World Public Sector Report 2003

<sup>21</sup> Qatar has launched its e-Government Portal since the 2003 survey ([click here](#))

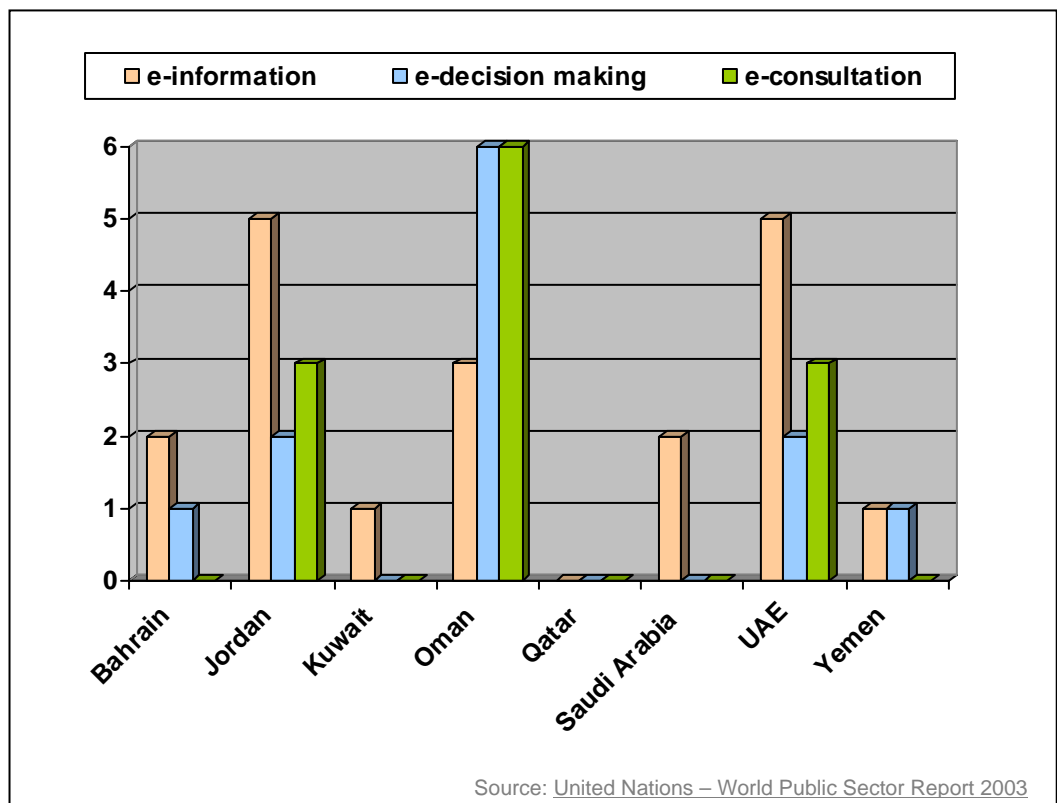
**e-Participation Index:**

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



**e-information:**

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



**e-decision making:**

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

**e-consultation:**

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.



## 7. Links

7.1 National sites	
Authority	Topic
Nuwab Council	<a href="http://www.nuwab.gov.bh">http://www.nuwab.gov.bh</a>
Shura Council	<a href="http://www.shura.gov.bh">http://www.shura.gov.bh</a>
Government	<a href="http://www.bahrain.gov.bh">http://www.bahrain.gov.bh</a>
Ministries	<a href="http://www.nuwab.gov.bh/">http://www.nuwab.gov.bh/.</a>
Government Organizations	<a href="http://www.nuwab.gov.bh/">http://www.nuwab.gov.bh/.</a>
Civil Service Bureau	<a href="http://www.csb.gov.bh/">http://www.csb.gov.bh/</a>
Governorates	<a href="http://www.nuwab.gov.bh/">http://www.nuwab.gov.bh/.</a>

7.2 Miscellaneous sites	
Institution	Topic
Arab Administrative Development Organization (ARADO)	<a href="http://www.arado.org.eg/">http://www.arado.org.eg/</a>
Arab Election Law Compendium	<a href="http://www.arabelectionlaw.net">http://www.arabelectionlaw.net</a>
Arab Fund for Economic and Social Development	<a href="http://www.arabfund.org/">http://www.arabfund.org/</a>
Arab Gulf Programme for United Nations Development Organizations	<a href="http://www.agfund.org/">http://www.agfund.org/</a>
Arab Inter-Parliamentary Union	<a href="http://www.arab-ipu.org/">http://www.arab-ipu.org/</a>
Arab Social Science Research	<a href="http://www.assr.org/countries/index.asp?CID=2">http://www.assr.org/countries/index.asp?CID=2</a>
Cooperation Council for the Arab States of the Gulf	<a href="http://www.gcc-sg.org/">http://www.gcc-sg.org/</a>
International Labour Organization (ILO)	<a href="http://www.ilo.org/dyn/natlex/natlex_browse.home">http://www.ilo.org/dyn/natlex/natlex_browse.home</a>
UN in Bahrain	<a href="http://www.undp.org.bh/">http://www.undp.org.bh/</a>
United Nations Development Programme (UNDP) - Governance in the Arab Region (POGAR)	<a href="http://www.pogar.org/countries/index.asp?cid=2">http://www.pogar.org/countries/index.asp?cid=2</a>
UNPAN	<a href="http://www.unpan.org/virtual_library-byregion.asp">http://www.unpan.org/virtual_library-byregion.asp</a>
World Bank (WB)	<a href="http://www.worldbank.org/bh">http://www.worldbank.org/bh</a>