



Ministry of External Affairs
Government of India



**Indian Council
of World Affairs**



Pre-Departure Orientation for Migrant Workers

Handbook on Bahrain



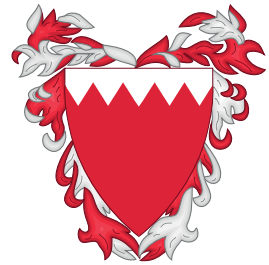
Bahrain



Flag



Country Outline



Country Emblem



Religion:
Islam

أبجد

Major Language:
Arabic



Currency:
Bahraini Dinar



Indian Population:
340,000 (approx)

**Time Zone:**

UTC +3:00 (GST)

IST -2:30

Modes of Public Transport:

Bus operated by Bahrain Bus

Weekly Holidays:

Friday & Saturday

Dress Code

Women (Abaya / Hijab) and Men (Thobe / Ghutra) for citizen and Arab nationals for formal occasion, however, not compulsory for Non-Bahrainis.



Employment Opportunities and Visa Guidelines in Bahrain

(For Private Sector Workers)

➔ Potential Sectors of Employment for Indian Skilled Workers

Healthcare, Education, IT, Fintech, Tourism, Hospitality, Construction, Transportation, Retail and Supermarkets.

➔ Work/Resident Visa Procedure and Availability

Labour Market Regulatory Authority (LMRA) is responsible for issuing work permits including transfer of sponsorship and recruitment. The mechanism for recruiting expatriate employees from outside the Kingdom of Bahrain is as follows:

- The application will be processed immediately after paying the administrative and advertisement fees. The payment of the permit fees will be postponed for 21 days from the date of payment of the administrative and advertising fees.
- The vacancy advertisement will be published in the local newspapers for 7 days, with a non-refundable advertisement fee of BHD 30 for each application. If there is no suitable candidate found locally, then the employer finally process for issuing work permit.

➔ Health/Life Insurance for Workers

In Bahrain, basic Health Care Fees is included with the LMRA work permit fees for every expat worker. Also employers provide private health insurance if it is mentioned in contract.

➔ Working Environment

Bahrain has implemented a robust framework of laws and regulations to ensure that expatriates are treated fairly and with respect. Expatriates in Bahrain enjoy fundamental rights such as safe working conditions, freedom from discrimination, and access to medical care. **They are also entitled to vacation rights,**

including paid leave for holidays and parental leave. The Bahrain Labour Law sets guidelines and regulations to prioritize the well-being of employees. These measures aim to prevent the exploitation and mistreatment of expatriate workers, with the aim to ensure that they can enjoy their time in Bahrain without fear of mistreatment. However, complaints are received by the Embassy of India, regarding non payments of salaries and dues, retention of passport, ill-treatment etc. which are taken up with the concerned authorities as required.

➔ **Availability of Family/Dependent Visa for Emigrant Workers**

Expatriate employees with monthly net income (as per the Social Insurance Organization (SIO) registration) of BHD 400 or more are eligible for family or dependent visa.



Do's and Don'ts



Do's

- ✓ Common greetings eg. Salam alaykum (Peace be upon you), to which the response is Wa alaykum as-salam (And upon you to be peace).
- ✓ Accept food and drinks when offered to you.
- ✓ Have working knowledge of official languages (English / Hindi / Arabic)
- ✓ Work with proper work permits issued by LMRA.



Don'ts

- ✗ Wear shorts and/ or sleeveless shirts inside mosque. Women should avoid sleeveless attire; conservative yet stylish is a good choice.
- ✗ Offer alcoholic beverages to a Muslim.
- ✗ Stare at the people who are praying.
- ✗ Eat drink or smoke in public during Ramadan between sunrise and sunset.
- ✗ Engage in public display of affection.

Bahrain– Factsheet on Labour Laws

Labour Laws

➔ Recruitment Process

The recruitment process is either completed by the employer directly or by the recruitment agencies assigned by the employer as per the requirements.

➔ Minimum Wage

Bahrain does not have a minimum wage for expatriates.

➔ Employment Contract

The Contract is in both Arabic and English signed by both the parties (one copy for each party)

Working Hours and Leave

➔ Working Hours (Weekly Off)

8 hours per day

➔ Over Time

Worker receive payment for each extra hour equivalent to his wage entitlement increased by a minimum of twenty five percent thereof for hours worked during the day and by a minimum of fifty percent thereof for hours worked during the night

➔ Annual Leave

A worker who has completed at least one year's service with his employer shall be entitled to annual leave on full pay for a period of not less than 30 days at the rate of two and a half days for each month. If a worker's period of service is less than one year, he shall be entitled to such leave upon a quantum merit in respect of the proportion of his service in that year. A worker may not waive his entitlement of/to leave (of absence) but may receive a cash consideration in lieu thereof.

➔ Payment of Wages

- Bahrain has introduced the Wages Protection System that enables the Labour Market Regulatory Authority - as a licensing body - to know the extent of the commitment of private sector enterprises to pay wages as agreed and on time through financial transfers through the service providing banks and financial institutions that are approved by the Central Bank of Bahrain.
- The Labour Market Regulatory Authority (LMRA), in coordination with the Central Bank of Bahrain and in collaboration with the private sector, announced that it has begun facilitating the issuance of an International Bank Account Number (IBAN) for every incoming expatriate employee in Bahrain. This step aims to facilitate transactions for employers and raise awareness among expatriate workers about the importance of using bank accounts for contractual transactions to ensure the rights of all parties.

Grievances and Dispute Resolution Mechanism

➔ Grievance Process:

- New Labour Law has introduced a **case management system** for faster dispute resolution.
- Workers can file complaints through LMRA's Grievance and Protection Department.
- Translation services and document assistance are provided.
- Once registered, complaints will be sent electronically to Bahrain Justice, Islamic Affairs and Endowments Ministry; however it will be up to migrant worker to liaise directly with the court (via an "e-key")
- Physical presence is required for hearings unless given power of attorney to lawyer.

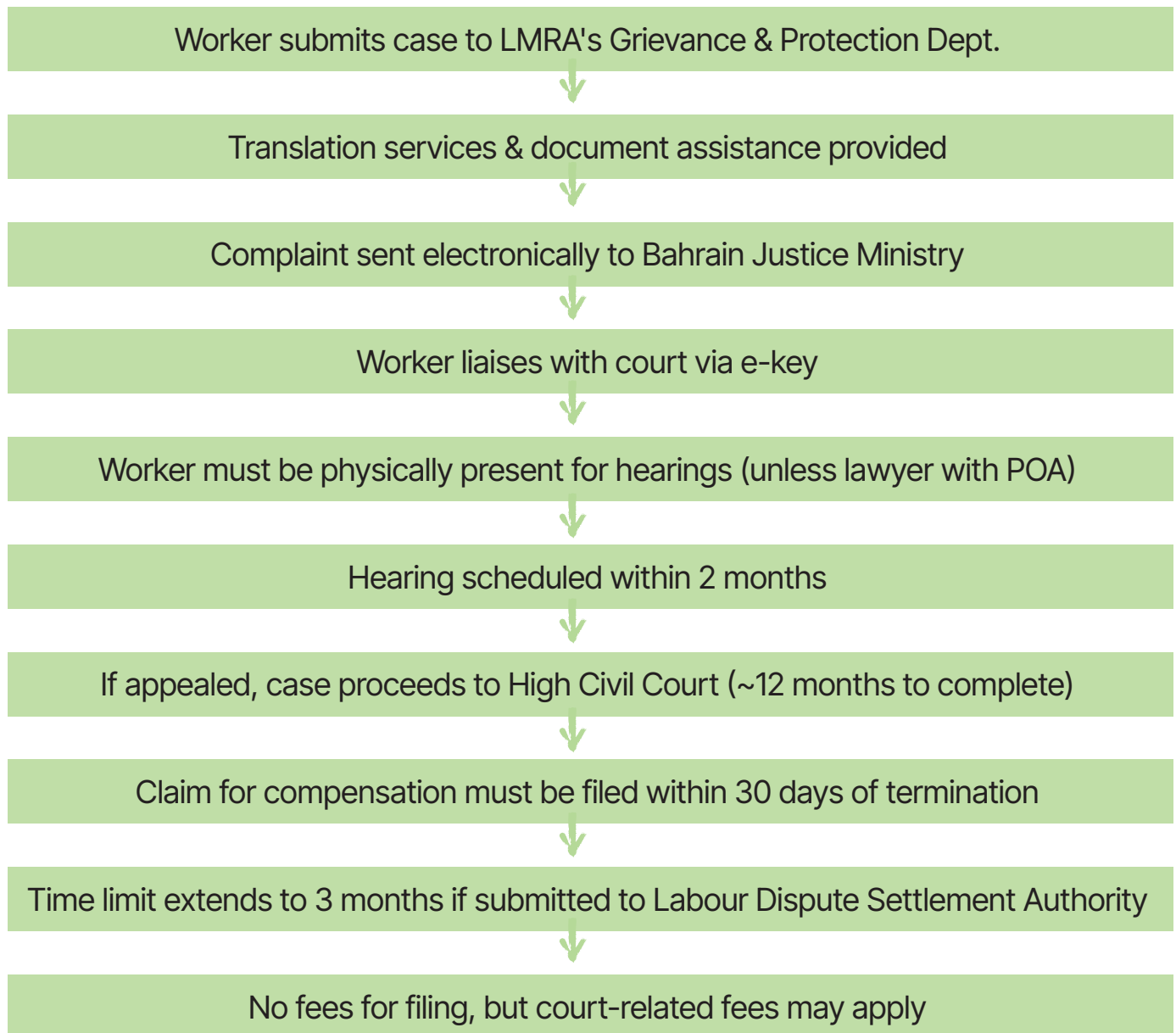
➔ Timelines:

- Hearing must be scheduled within **2 months** of filing.
- Appeals go to the High Civil Court (**takes ~12 months**).
- Claims for employment termination compensation must be filed within **30 days** from the date of termination of the contract.
- If dispute is submitted to the **Individual Labour Dispute Settlement Authority**, the process extends to 3 months.

➔ Fees & Language

- No fees for filing, but court-related fees may apply.
- Arabic is the official language.

Grievance and Dispute Resolution Mechanism in Bahrain



➔ Provisions Related to Sponsorship and Switching of Employers

- A worker has right to change his employer after working for one year with current employer, but need to Inform LMRA and the employer of his intention to work with another employer, within the period specified in the employment contract and follow the transfer procedures

➔ Other Requirements

- As per the new policy, individuals are no longer allowed to convert their visitor visas to work visas or dependent visas without a sponsor. Visit Visas with a sponsor can be transferred to a work or dependent visa for a revised fee of BD250, instead of the previous BD60, only if it is for the same sponsor.

Bahrain- Banking Information

Banking System

- State Bank of India (SBI) and ICICI Bank have their presence in Bahrain. Bahrain's banking system consists of both conventional and Islamic banks.

Currency Exchange Rate

- 1 BHD = 224.2152 INR (Current)

Social Security Benefits

- Bahrain implements new end-of-service benefit system from 1 March 2024, under which private sector employers are required to pay the monthly end-of-service contributions electronically through the Social Insurance Organization (SIO).

Remittance System and Facilities

- Expatriates can send money to India through banks and money exchange companies in Bahrain. Migrants can also transfer money through different mobile applications.



Migrant workers are advised to contact the Indian Mission for assistance in case of :

- Loss of Passport
- Confiscation of passport and belongings by employer
- Ill-treatment by the employer
- Fraudulent Activities
- Loss of Shelter
- Sexual Harassment
- Non-payment of salaries and settlement.
- Petition forwarded to India regarding dispute / harassment of family in India.

Address and Contact Number of Embassy/Consulate:



Embassy of India

Building 1090, Road No. 2819

Block No. 428, Al-Seef, Manama Kingdom of Bahrain

Tel : +973 17560360



Important Helpline Numbers in Bahrain



24x7 Helpline Numbers

Within Bahrain : 80008001
From Outside Bahrain : +973 77777333
LMRA : 995

24x7 Helpline Numbers of Embassy / Consulate / PBSK

Tel : +973 39418071

**Important
Helpline
Numbers
in Bahrain**



Emergency Numbers

Police	999
Fire	999
Ambulance	999