



International
Labour
Organization

▶ ASSESSMENT OF LABOUR MIGRATION STATISTICS

BAHRAIN Country Profile

To be read with Tables 1, 2 and 3
25 August 2022



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I. Bahrain’s statistical apparatus and major sources of immigration data

Bahrain has a long history of statistical production. The first Bahrain census was conducted in 1941, the first in the Gulf region. Censuses have been conducted every 10 years since then. Another indication of Bahrain’s early focus on the population’s statistical registration is the completeness of the registration of all five vital events (births, deaths, foetal deaths; marriages and divorces), found to be close to 100 per cent in the late 2000s. The statistical apparatus underwent significant reforms during the last two decades and has now become fully reliant on administrative sources.

Information and e-Government Authority (IGA) In October 2015, Bahrain’s eGovernment Authority merged with the Central Informatics Organization¹ to form an entirely new entity under the unified name of the Information & eGovernment Authority (IGA). IGA manages and oversees all the digital assets of Bahrain. IGA maintains and is part of the Government Data Network (GDN), established in 1994, which links together 300 governmental entities.² The Statistics & Population business line (department) “aims to provide accurate and reliable statistical data and information based on international standards to support the planning processes, policy and decision makers.” It oversees the planning and conduct of population censuses and surveys, the provision of background information for surveys on household income expenditure, tourism, establishment, labour force, employment, etc.³

IGA also maintains Bahrain’s Central Population Registry (CPR), created in 1984,⁴ and the CPR database established in 2007. In coordination with other government institutions, the CPR records vital events (marriages, divorces, births, deaths), as well as naturalisations, residents’ addresses and changes of residence, and any changes in the personal, socio-economic and employment status of Bahrain citizens and foreign residents. These declarations are compulsory. IGA issues personal numbers and ID cards for all Bahrainis and residents in the Kingdom.⁵

The **Labour Market Regulation Authority** (LMRA) is an independent government body that centralizes actions and policymaking linked to labour issues. It is responsible for issuing entry visas, as well as identification cards for foreign workers in coordination with the competent bodies, collects all fees related to the process, coordinates on labour policies, as well as collects and disseminates relevant data. The LMRA’s Expatriate Management System (EMS) covers regular, temporary and investor work visas for foreign workers and their dependents, in the commercial (private) sector, the government sector and the non-commercial, non-government sector. The EMS allows the employer or the authorized party to apply for new work permits, work permit renewal, foreign workers’ change of occupation, sector and employer. The system also tracks notifications of work termination and absconding workers, and in general all operations of the LMRA. including inspection and offence management, as well as all the history of LMRA’s transactions related to the employer. The system is updated continuously and linked with other labour-related databases of the Kingdom.⁶ These include IGA, the Nationality, Permits and Residence Affairs Department (NPRA) of the Ministry of Interior, the Social Insurance Organisation (SIO), the Ministry of Labour (MoL), and the Ministry of Industry and Commerce (MOIC) which registers businesses and foreign workers’ prospective sponsors. The scope of the EMS presently excludes domestic workers, and work visas for artists and certain other categories of workers in non-civilian organizations. The recruitment and administrative registration of domestic workers is conducted under the LMRA’s Domestic Workers Management System.⁷

The **Nationality, Permits and Residence Affairs Department (NPRA)** of the **Ministry of Interior** issues all types of residency permits, whether first processed through the LMRA within labour-related procedures (regular workers, Flexi Permit holders, workers’ family dependents), or submitted directly to the NPRA (self-sponsorship residence permits, residence permits for spouses and children of Bahraini nationals, family resident permits for the foreign resident’s parents or sons/daughters above the age 24, student residence permits, and grace period permits).

The **Social Insurance Organization (SIO)** is the official authority responsible for providing social insurance services to all individuals covered by the Pension Civil Law and Social Insurance Law in the Kingdom of Bahrain. The SIO was established to replace both the Pension Fund Commission (PFC, covering public sector workers) and the General Organization for Social Insurance (GOSI, covering private sector workers).⁸ According to the Social Insurance Law, the SIO

1 Royal Decree no. 69.

2 <https://unstats.un.org/unsd/demographic-social/meetings/2020/newyork-egm-dyb/docs/s3/s3-Bahrain.pdf>.

3 <https://www.iga.gov.bh/en/category/statistics-and-population>.

4 https://bahrain.bh/wps/portal/en/%21ut/p/z0/IZFNTwIxElb_Si97NC0sXx5FEtEEWT0o9EJmy7CMINmI7RL595YNJxHU20z6ps-Td6SWM6kZ9IRAOjLBxn2ue4vWY1eNB_dKjZ-zkepNx4N-uz9M-Varkk9SXA9MsPf5AH7udvpPalBzwM8hZztUCXKIgL-sgwhrFhrhYlttE5bB2QEzCYkHeNh4-UQ7jiEsRyopM3IOD1YrMdXwna1_EI_-Ir-rckhG-AoMCeCnW6ChAgecKPjjEIAy4U_JQEDJ-V8pGnbZ6ebt97Q0nLTV5SK8qHcraCUsrFMTi1EWiYizSatOU0cBqlwOLyglzVP89cb2o4yH_WdQf7-RDfPEhzo2UQfa1I9VG5127377f6PkX-iUMXg%21%21/

5 <https://unstats.un.org/unsd/demographic-social/meetings/2020/newyork-egm-dyb/docs/s3/s3-Bahrain.pdf>.

6 http://blmi.lmra.bh/mi_glossary.xml

7 Domestic workers fell under the purview of the Ministry of Interior until 2015, prior to the transfer of their registration to the LMRA.

8 LMRA statistics still refer to PFC and GOSI in their datasets.

provides a compulsory social insurance coverage against disability, death, unemployment,⁹ and work-related injuries to all workers in both the public and private sectors (art. 2). The provisions of the law thus exclude most categories of domestic workers, as well as other categories of migrant workers (art. 3).¹⁰ Moreover, although the Social Insurance Law opens the unemployment insurance branch to non-Bahrainis,¹¹ access to compensation is conditional on staying in the country,¹² and foreign workers only obtain compensation in case of arbitrary dismissal from their job.¹³ Since 1977, non-Bahrainis are also excluded from the pension schemes. However, the government of Bahrain issued a recommendation to include expatriates in the pension scheme in September 2021.¹⁴

As indicated in Tables 1 and 2, the four bodies produce a diversified and large number of sources of data on migration and labour migration. The combination of these sources, in addition to the wealth of data published by the LMRA alone, allows to capture the diversity of migrants' categories and profiles (workers, family dependents; domestic and other workers) comprising migrants in Bahrain. GCC nationals may be tracked from social security records, which incorporate temporary Gulf migrants in Bahrain and Bahraini workers in the Gulf and other countries that have concluded bilateral social security coverage agreements with Bahrain. Estimates of migrants in an irregular situation may be drawn from combining residence permits records (expired permits), and entries and exits records (no exit).¹⁵ The disaggregation of data by sex, age group, sector of employment, activity, type of permits, etc. (Table 1), and the availability of some figures disaggregated by migrants' countries of citizenship permit, to some extent, a comparison between subsets of migrants. The availability of some flow data (entries especially) also highlights movements of migrant workers to, within, and from the labour market and the country, which is rare in migration statistics worldwide.¹⁶

Tables 2 also indicate that the items of data collection defined as minimal by the ICLS 2018 Guidelines concerning statistics of international labour migration¹⁷ are all collected in the identified major sources of labour migration data, except for two, migrants' place of birth, and the duration of unemployment. Table 3 confirms that core indicators¹⁸ (included flow indicators) can be calculated on the basis of available data, with the exception of those focussing on temporary, non-resident migrants.

Bahrain also ensures public accessibility to government data sources (including IGA), through the dedicated "resource centre" of the Bahrain Open Data Portal (portal currently inaccessible from outside Bahrain since late August 2021). All data processed by the LMRA have been available on a quarterly basis in the Bahrain Labour Market Indicators (BLMI) portal since 2007.

II. Methodologies, classifications, and definitions: compliance with ICLS Guidelines, and challenges

Methodologies

The prominence of administrative data in Bahrain's statistics is striking. In 2010, Bahrain was the first GCC country to conduct a mixed census, based on administrative records, as well as on a household sample survey incorporating 15,000 Bahraini and non-Bahraini households. The 2020 Census was conducted solely on the basis of administrative records, on the de jure population of the Kingdom.¹⁹ A Household Expenditure and Income Survey (HEIS) was conducted in 2014-2015 (see Table 1), as well as a health survey in 2018. A Labour Force Survey was also presumably conducted in 2018 under IGA's

9 The Ministry of Labour and Social Development is involved in managing and operating the unemployment insurance system, and the General Authority for Social Insurance is responsible for making financial payments to banks (<https://www.mlsd.gov.bh/en/home/faq?lang=en>).

10 https://www.sio.gov.bh/public/SIO_law?lawpage=12&ln=E.

11 Bahrain is the only Gulf state to do so. According to MigrantRights.org, "Bahrain's unemployment fund, established in 2006 in accordance with Law No. 78 of that year, requires all registered workers in Bahrain, regardless of citizenship, to contribute 1% of their basic salary to the unemployment fund. Workers' contributions are deducted at source by their employer each month, and are also matched by their employer and the government. According to the law, migrant workers who have valid legal status and are actively looking for a job have the right to access unemployment benefits." (<https://www.migrant-rights.org/2022/02/bahrain-migrants-pay-into-unemployment-funds-but-rarely-access-benefits/>).

12 <https://www.mlsd.gov.bh/en/home/faq?lang=en>.

13 <https://gulfnews.com/world/gulf/bahrain/bahrain-unemployment-benefit-not-for-expats-1.75192800>; <https://www.gulf-insider.com/bahrain-unemployment-benefits-and-how-they-work/>.

14 <https://thenewsglory.com/action-to-include-expatriates-in-the-pension-scheme-in-bahrain/>.

15 Considering that entering or exiting Bahrain outside border posts is difficult.

16 <https://www.ined.fr/en/publications/editions/population-and-societies/international-migration-what-is-measured-and-what-is-not/>.

17 ILO. Guidelines concerning statistics of international labour migration, 20th International Conference of Labour Statisticians, Geneva, 10-19 October 2018, ICLS/20/2018/Guidelines, §46.

18 ILO, 2018, §40 and 41.

19 https://www.youtube.com/watch?v=_pfYTeTRYC4, 8.27 to 14.35 mn.

auspices.²⁰ These surveys may have been used to adjust CPR’s records of addresses ahead on 2020 census. However, no detailed results (HEIS 2014-2015) or no trace at all (LFS 2018) of these surveys²¹ are currently available to the public.

Using administrative records for conducting censuses is an international recommendation, which allows cutting costs of door-to-door surveys and enables quick dissemination of results. Moreover, like traditional censuses, administrative records-based censuses produce statistical data for small areas and subgroups. However, censuses based on administrative registers can only cover the variables included in those registers.²² In the case of Bahrain, restrictions put to non-Bahraini workers’ access to unemployment benefits²³ could explain why no data on migrant workers’ unemployment is available from sources at hand. The focus of administrative censuses on the de jure population (residents holding an ID, i.e., residing in Bahrain for 6 months or more during the year) also conceals information on temporary residents, whose country of labour attachment is outside Bahrain. Moreover, the issuance of temporary work permits valid for a maximum of six months (and dedicated records) has been suspended since 2017.

Classifications

Bahrain uses international and ILO classifications of activities and occupations (Table 1, col. K). The IGA’s Classification Unit is actually responsible for unifying the classifications used in Bahrain’s ministries and departments as per the UN classifications and standards.²⁴ However, the UN classifications’ universe may not be exactly fitted to the Arab/Gulf/Bahraini contexts and local statisticians underwent difficulties to classify some individuals, especially in the “activity” and “occupation” distribution tables. These were classified in the “Other” category.²⁵ Records-based censuses are limited by the coverage and the quality of primary records. The challenges met in adapting UN classifications to the reality of Bahrain’s labour market in primary records could be the reason why the results of the census published so far (as of November 10, 2021), do not comprise information on the working population, beyond the employment status (see Table 3).

Definitions

In Bahrain, the definition of international migrant is citizenship-based. Some naturalisations of Sunni Muslims to counterbalance the Shi’ite demographic majority were performed in the country during the early 2000s but remained limited ever since. Like in the other countries in the region, immigration is mostly linked to employment, and foreigners’ sojourn is not meant to exceed the duration of their labour contract, i.e., be permanent or even long-term.²⁶ The very notion of immigration/ immigrant is thus rejected in the country. Foreign workers are thus considered as temporary contract workers, and labelled “guests”,²⁷ referred to as foreign/non- nationals (non-Bahraini).

As mentioned earlier and displayed in Table 1 (col. L), Bahrain usually abides by the definitions of concepts and classifications produced by international organisations. However, no definition exists of an international migrant in the detailed methodological documentation pertaining to population and labour statistics available in the country’s institutional websites. These use the notion of “foreigner”, “expatriate”, “foreign worker”,²⁸ or “resident” (“muqīm”).²⁹ For this reason, in Bahrain like in other Gulf states, only a fraction of the foreign migrants has a right to family reunion,³⁰ which could imply long-term settlement. Bahrain is not a signatory to the 1951 Convention relating to the Status of Refugees and its 1967 Protocol and, thus, does not recognize “refugees” as a legal category, on similar grounds.

This has several implications, as regards the consistency of concepts and definitions used in Bahrain with those of the ILO:

- First, the category of “wafidin” (guest labourer), or non-nationals is not consistent with the concept of international migrant as defined in the ICLS Guidelines 2018 (§13), which “include[s] all those residents of a given country who have ever changed their country of usual residence.” Since the birth

20 https://bahrain.bh/wps/portal/en/%21ut/p/z0/dY_NDoIwEIRfpR44d8VY8aiYijqoR-2FFCi4Wlsshejbiz8Ho3ibSWb3m6Gc7ijXosFCODRaqNbvOYv7iyFEQQgwXs0DYCGDYLLu-yHz6ZLyz0C03s6AbaJg5I-mg8128PiAx8uFTyhPjXby6ugu0WUsrAciMbUj7iDJCXWRmbMHiThYgRqJkgVW6tmj8sDKVsQMOFni2nprnRZ5j-o3_7fcPL3UnXr-HV7Vt5K0DrNojS3JjU0leIVqeeDJUR-8OqhlhQ%21%21/

21 In Bahraini institutional sources, as well as in the GCC-Stats website.

22 ESCWA. Use of Administrative Registers in Population and Housing Censuses, Beirut: ESCWA, E/ESCWA/SD/2016/Technical Paper.2, 16 May 2016 <https://www.unescwa.org/sites/default/files/pubs/pdf/administrative-records-population-housing-censuses-english.pdf>, pp. 5-6.

23 See footnotes 11 and 12.

24 <https://unstats.un.org/unsd/demographic-social/meetings/2020/newyork-egm-dyb/docs/s3/s3-Bahrain.pdf>.

25 https://www.youtube.com/watch?v=_pfYTeTRYC4, slide 13.

26 So far, the issuance of self-sponsored long-term residency visas now available in some Gulf States such as the UAE only concerns a small minority of exceptionally highly skilled or wealthy expatriates (see the UAE Country Report).

27 The Arabic term used to designate foreign residents in these countries is wafed, pl. wafidîn, which designates foreigners who arrived, and is generally used for students and workers.

28 See “citizenship” and “foreign worker” articles (https://blmi.lmra.gov.bh/mi_glossary.xml).

29 <https://www.npra.gov.bh/en/view/media-center/news/npra-launches-new-service-in-cooperation-with-the-bahrain-post/>.

30 The foreign employee’s monthly net income (as per the SIO registration) must be BD 400 (around 1,050 US\$, as of January 2022), or more (<https://lmra.bh/portal/en/page/show/189>).

right for citizenship and maternal transmission of citizenship do not apply in Gulf countries, a share of the foreign residents, born in these countries but not naturalised, are not “migrants” according to the ILO/ UN definition, which takes as a criterion the change of usual residence. Children of a foreign father and a national or a foreign mother, for instance, are unduly counted as migrants (non-nationals).

- Second, the concept of “international migrant worker” applies to foreign migrants in the labour force, i.e., employed, and unemployed. However, since residency is linked to employment in Bahrain, non-Bahraini subscribers to unemployment schemes face obstacles to receive compensation in case they lose their job,³¹ hence the absence of any administrative records witnessing the existence of unemployed migrant workers. Bahraini statistics de facto and de jure use “employed foreign workers” as a category of reference (see Table 3, cells D26 and D29), not “foreign workers in the labour force”.
- Third, Bahrain’s and other Gulf States’ rejection of the very notion of international migrant workers and the subsequent representation of (most) migrants and migrant workers as “temporary sojourners” may create confusion between international organisations and Gulf states, over the concept of “temporary migrant workers”, singled out in ICLS Guidelines 2018 (§ 34 and 35) within “For-work international migrants” or “international migrant workers” categories. According to the ICLS Guidelines, the two categories may be split between categories 14a and 14b (“usual resident migrant workers” and “non-usual resident migrant workers”). Specific durations and types of work permits should be identified for reaching a common ground in pinpointing this specific subset of migrants, in agreement with international definitions.

III. Coherence/discrepancies between sources of data

Comparable sources are too few and too similar (administrative records) to accurately assess them through comparing similar indicators from these sources. The 2020 census recorded 621,348 non-Bahraini employed workers, while the LMRA data extracted from sectoral (Expatriate Management System (LMRA-EMS), Domestic Workers System (DWS)), and from social security registration files (General Organisation for Social Insurance (GOSI), Pension Fund Commission (PFC), and Civil Service Bureau (CSB)) submitted monthly to the LMRA, gave a slightly lower figure (586,874) (i.e. a 5.5 per cent gap, or 34,474 workers, see Table 3).³² It is possible that the merging of files eliminated some double counts in the LMRA records, while workers under schemes allowing self-employment for foreign residents such as the “Flexi Permit”³³ or working with expired labour permits were added to the LMRA’s and SIO’s figures of registered workers in the census. In 2020, around 47,000 foreign workers were holding Flexi work permits.³⁴

IV. Suggestions for improvement of the data and indicators

As explained in this brief, Bahrain produces a comparatively large set of data on international migrants and international migrant workers. Yet, some data remain concealed, if indeed collected, such as foreign residents’ place of birth, and duration of migrants’ stays. These data would help clarify the share of actual migrants (i.e., having changed their usual residence to come to Bahrain), within the population of foreign residents. Better data on migrants’ exits (from employment, from the country) would also be needed, as is the case in almost every country.

A diversification of data sources may be useful to assess the quality of data produced by administrative records. The results of the 2018 Labour Force Survey should be made accessible to the public, and the recommendation is to have regular household surveys, including the LFS on annual basis.

Nonetheless, the significant volume of data on international migrants and international migrant workers produced in Bahrain and other Gulf states, added to the disaggregation items available, may be used to construct a more developed set of quantitative indicators than the core indicators identified in the ICLS 2018 Guidelines.

- Indicators of international migrant workers’ employment characteristics (by sector, occupation, and skill level, and by sex and age group, etc.)
- Indicators of international migrant workers’ social conditions, such as households and living quarters’ characteristics (whether collective or private), prevalence and profile of inactive migrants and accompanying family members (whether active or inactive, their education level, etc.).

These would be useful, as they may document the evolution of labour and recruitment policies in the region, as well as the incentives put in place by Gulf host countries, and more generally, the reality of Gulf international migration on the ground.

³¹ See footnotes 12 and 13.

³² https://blmi.lmra.gov.bh/2020/03/data/lmr/Table_A.xlsx (figure for Q1, 2020, the closest to the census 2020’s date of reference (20 March)).

³³ <https://lmra.bh/portal/en/page/show/325>.

³⁴ https://www.zawya.com/mena/en/legal/story/Flexiwork_permits_in_Bahrain_drop_by_50_after_clampdown-SNG_255232511/.

► Table 1: BAHRAIN. Sources of statistical data on migration and work migration to Bahrain and their characteristics (as of 30/09/2021)

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	Data collection					
	Data-producing body	Source	Type of data collection operation	Data collected (as per survey or census questionnaires; administrative forms, ...)	Frequency of data collection	Data collection method
Stocks	Information and e-Government Authority (IGA)	Census	1941, 1950, 1959, 1965, 1971, 1981, 1991, 2001: field survey-based census; 2010: mixed (field survey-based census+administrative records-based e-census); 2020: all administrative records-based e-census (compilation of administrative data from 16 government agencies)	na	10 years (1941 to 2001); 2010; 2020	1941-2001: household visits+questionnaire; 2010: Mixed methodology (household questionnaires+administrative records); 2020: administrative records
		Population statistics	Synthesis from administrative records	na	continuous	administrative records
		Labour Force statistics	Synthesis from administrative records	na	continuous	administrative records
		Aluminium Industry sectoral statistics	na	na	annual (2009-2019)	n.a.
		Technology & Telecommunication sectoral statistics	Synthesis from administrative records	na	continuous since 2009	administrative records
		Household expenditure and income surveys (HEIS)	Sample survey	Housing, Individuals and Sources of Income Form: characteristics of housing and household equipment, demographic characteristics of individuals (sex, age, nationality (Bahraini, GCC citizens, other Arabs, Asians and others), education level, marital status, relation to labour force ad work status, occupation, activity and sector of establishment, secondary occupation) and data on the sources of income for residents in the household.	December 2014 to December 2015	interviews

Data collection							
	Data-producing body	Source	Primary source of information (if administrative records)	Survey unit	statistical population/ data coverage	Classifications used	Definitions
Stocks	Information and e-Government Authority (IGA)	Census	Administrative records from: • Information and e-Government Authority (CPR?) • Ministry of Justice, Islamic Affairs and Endowments • Ministry of Education • Ministry of Labour and Social Development • Civil Service Bureau • Labour Market Regulatory Authority • Social Insurance Organization • The Labor Fund (Tamkeen) • Ministry of works, Municipalities Affairs & Urban Planning • Ministry of Interior • Electricity and Water Authority • Ministry of Industry, Commerce and Tourism • Ministry of Health • National Health Regulatory Authority • University of Bahrain • Bahrain Polytechnic	individuals; households; housing units; buildings	Total de jure resident population residing within Bahrain during 6 months or more of the year.	Occupations: ISCO; activities: ISIC; education levels: ISCED	No definition of international migrant/ migrant worker. De facto: non-Bahraini/ non-Bahraini worker. Labour-related concepts (employment, unemployment, ...): consistent with ILO concepts and definitions. Since employment measurement is based on administrative records, it is likely that IGA operations use the same references and ILO resolutions than LMRA (see below).
		Population statistics	Central Population Registry (CPR)-ID card holders	Individuals	Total de jure resident population residing within Bahrain during 6 months or more of the year.		
		Labour Force statistics	General Organisation for Social Insurance (GOSI)	Individuals	employees, employers and self employed registered in GOSI records (private sector) (ISCO-68)		
		Aluminium Industry sectoral statistics	n.a.	Establishments	establishments in sector and their employees		
		Technology & Telecommunication sectoral statistics	Telecommunications Regulatory Authority	Establishments	establishments in sector and their employees		
		Household expenditure and income surveys (HEIS)		Households, individuals	Based on CPR database: 2,110 non-Bahraini private households (60,271 persons) and 3,882 private Bahraini households (109,086 persons) covering all four Governorates. Collective households were excluded from the sample.		

	Data dissemination								
	Name of publication/ dataset	Available data	disaggregation variables	Frequency of dissemination	Last issue(s) published as of 30/09/2021	Language	Publisher	url/ path	
Stocks	1	census website (forthcoming as of 15 February 2022); Bahrain Open Data Portal, "Documents" section, "census" subsection, "census 2020" folders	Foreign population	sex, age group, administrative region, group of countries of origin	ad hoc	? 2021	English	IGA	https://www.data.gov.bh/pages/homepage/
			Foreign population aged 15+	sex, age group, marital status, education level, relation to labour force					
			Employed foreign population	sex, marital status, employment status					
			Foreign population aged 3+ enrolled at school	sex, age group, governorate, schooling stage					
			Households	type (private, collective)					
			Non-Bahraini households	type of housing, size, governorate					
	1	Bahrain Open Data Portal; "Population" folder	Foreign population	sex, age group, administrative region	Annual	2020	English	IGA	www.data.gov.bh/pages/homepage/
	1	Bahrain Open Data Portal; "Labour Force" folder	Foreign workers in private sector Work injuries, deaths, absentees and number of absence days by economic activity	sex, economic activity, occupation, monthly wage group	Annual	2020			
	1	Bahrain Open Data Portal; "Economic statistics" Folder	Foreign employees in Aluminium Industry Sectors	GCC, other Arabs, other nationalities, sex	Annual	2019			
Foreign workers in telecommunications sector			none	Annual	2020				
	No results available								

	Data collection										
	Data-producing body	Source	Type of data collection operation	Data collected (as per survey or census questionnaires; administrative forms, ...)	Frequency of data collection	Data collection method	Primary source of information (if administrative records)	Survey unit	statistical population/ data coverage	Classifications used	Definitions
Stocks and Flows	Labour Markets Regulation Authority (LMRA)	Statistics on work visas (permits)	Synthesis from administrative records	Information and past history of sponsors and workers, and their dependents, within the scope of Law No. 19/2006 on regulating the labour market. The system tracks visa applications, renewals, mobility of workers between employers and from one occupation to another, duration of issued permit, as well as notification of termination and runaway workers	continuous	administrative records	LMRA Expatriate Management System (EMS) records	Individuals	Covers regular, temporary and investor work visas for foreign workers, their dependents, in the commercial sector, the government sector and the non-commercial, non-government sector. It excludes domestic workers, and work visas for artists and certain other categories of workers in non-civilian organizations.	Occupations: ISCO; activities: ISIC; education levels: ISCED	No definition of international migrant/ migrant worker. De facto: non-Bahraini/ non-Bahraini worker. Labour-related concepts (employment, unemployment, ...): consistent with ILO concepts and definitions (ILO. Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, Thirteenth International Conference of Labour Statisticians, Geneva, October 1982). https://blmi.lmra.gov.bh/mi_glossary.xml
		Statistics on Domestic workers' labour permits	Synthesis from administrative records	age, sex, marital status of domestic work visa applicant, nationality, religion, education attainment, profession, previous stay in Bahrain, permit duration, type of visa operation (new issuance, renewal, cancellation), change of occupation, reason for cancelling visa.	continuous	administrative records	LMRA Domestic Workers System (DMS) records	Individuals	Domestic expatriate employees Gardeners House guards. Babysitters. Drivers. Cooks		
		Flexi Permits statistics	Administrative recording	occupation; whether applicant works in hospitality or any non-specialised occupation	continuous	administrative records	LMRA records	Individuals	Expatriate employees with cancelled (terminated) work permits. Expatriate employees with expired work permits. Expatriate employees who have not received their salaries and who have a case in the labour court. No dependents can be sponsored by Flexi Permit holders.		

	Data collection							
	Data-producing body	Source	Type of data collection operation	Data collected (as per survey or census questionnaires; administrative forms, ...)	Frequency of data collection	Data collection method	Primary source of information (if administrative records)	Survey unit
Stocks and Flows	Social Insurance Organisation (SIO)	Statistics on workers in the public sector	Synthesis from administrative records	sex, age group, nationality, economic activity, occupation, educational attainment, duration of employment	continuous	administrative records	Pension Fund Commission (PFC) records	Individuals
		Statistics on workers in the private sector	Synthesis from administrative records	sex, age group, nationality, characteristics of employer/ establishment, monthly salary, activity, occupation, type of insurance	continuous	administrative records	General Organisation for Social Insurance (GOSI) records	Individuals

Data collection					
	Data-producing body	Source	statistical population/ data coverage	Classifications used	Definitions
Stocks and Flows	Social Insurance Organisation (SIO)	Statistics on workers in the public sector	Workers included under mandatory coverage: 1. All government employees, and Bahraini and non-Bahraini workers covered under the governmental Pension law number 13, 1975. 2. Members and officers of the armed forces and public security covered under the governmental Pension Law number 11, 1976. 3. Semi governmental organization workers like the Economic Development Board. 4. Some large establishment company in private sector that prefer to register in PFC like Arab Open University. 5. Non Bahrainis governmental workers under the injuries insurance. Exclusions from mandatory coverage: 1. Workers in private-sector establishments. 2. Workers in co-operatives and joint ventures not explicitly excluded. 3. Workers in agriculture enterprises, manufacturing or marketing their products, and workers operating and repairing mechanical agriculture machines, as well as guards and management. 4. Private drivers, guards, elevator operators and workers in gardeners. 5. Workers in ships including engineers and crews, operating within the territorial region. 6. Family members of employers working in the establishment, including sons and brothers above 18 years old, and daughters and married sisters. 7. Workers in probation period, workers in vocational training, workers under training, and students working during the summer. Website: http://www.sio.gov.bh/	Occupations: ISCO; activities: ISIC; education levels: ISCED	No definition of international migrant/ migrant worker. De facto: non-Bahraini/ non-Bahraini worker. Labour-related concepts (employment, unemployment, ...): consistent with ILO concepts and definitions (ILO. Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, Thirteenth International Conference of Labour Statisticians, Geneva, October 1982). https://blmi.lmra.gov.bh/mi_glossary.xml
		Statistics on workers in the private sector	The provisions of this Law shall be applied compulsorily to all workers without discrimination as to sex, nationality, or age, who work by virtue of an employment contract for the benefit of one or more employers, or for the benefit of an enterprise in the private, co-operative, or para-statal sectors and, unless otherwise provided for, those engaged in public organisations or bodies, and also those employees and workers in respect of whom Law No. 13 of 1975 does not apply, and irrespective of the duration, nature or form of the contract, or the amount or kind of wages paid or whether the service is performed in accordance with the contract within the country or for the benefit of the employer outside the country or whether the assignment to work abroad is for a limited or an unlimited period. Exclusions Article 3 The following categories shall be excluded from the application of the provisions of this Law: Bahraini employees and workers of the Government, appointed to established posts in the general budget of the State or the budget of the Municipalities and all other local authorities, which are subject to the Law of Pensions and Retirements Benefits; Members and officers of the Defence Force and Public Security; Those engaged in public institutions and other bodies excluded by legal provisions; Employees working in diplomatic missions of the same nationality; Employees working in international missions; Officers, engineers and crews of sea-going vessels ad others engaged therein; Domestic servants; but excluding chauffeurs, guards, liftmen, gardeners, and similar occupations; Workers employed in agriculture other than workers employed in agricultural establishments which process or market their products; workers permanently employed in operating or repairing mechanical equipment used in agriculture; and workers in agricultural enterprises performing managerial or guard duties; Members of the employer's family who work with him and whom he supports in fact. Family members shall mean wife or wives, sons and brothers whose ages are less than 18 years, unmarried daughters and sisters, and parents; Workers engaged in casual temporary work which by its nature does not exceed three months duration and normally does not fall within the business of the employer; Non-citizen worker delegated for training purposes for a period not exceeding 12 months by parent companies working abroad or by any foreign branch thereof operating in Bahrain. (https://www.sio.gov.bh/public/SIO_law?lawpage=12&ln=E)		

		Data dissemination								
		Name of publication/ dataset	Available data	disaggregation variables	Frequency of dissemination	Last issue(s) published as of 30/09/2021	Language	Publisher	url/ path	
Stocks and Flows	1	Bahrain Labour Market Indicators (BLMI)	Number of work visa applications and issuances	by type (Domestic workers, Regular workers, Investors, Temporary workers) and (first issuance; renewal)	quarterly	Q1, 2021	English	LMRA	https://blmi.lmra.gov.bh/2023/06/mi_dashboard.xml	
			New visas issued	by type (Dependent Visas, Employment Visas, Investor Visas, Temporary worker visas), by branch of economic activity, by size of establishment.	quarterly	Q1, 2021				
			Renewals of visas		quarterly	Q1, 2021				
			Terminations of visa		quarterly	Q1, 2021				
			Transfer of employees between employers (individual business (ICR) or a company (CCR)), between branches	(Dependent Visas, Employment Visas, Investor Visas, Temporary worker visas)	quarterly	Q1, 2021				
			Transfer of employees between employers (individual business (ICR) or a company (CCR)), by	by type of transfer (with Consent; without Consent; following termination or expiry of work permit)	quarterly	Q1, 2021				
			Foreign workers in the domestic household sector	sex, selected countries of citizenship, occupation	quarterly	Q1, 2021				
			Not publicly available							
			Foreign workers in public sector	sex, age group, selected countries of citizenship, economic activity, occupation, educational attainment, duration of employment	quarterly	Q1, 2021				
			Foreign workers in private sector	sex, age group, selected countries of citizenship, monthly salary, occupation, type of insurance	quarterly	Q1, 2021				
			Newly registered workers in private sector	sex, age group, wage level, economic activity, size of establishment	quarterly	Q1, 2021				
	1	SIO Quarterly statistical reports	Foreign workers in private sector	sex, age group, monthly salary, occupation, type of insurance	quarterly	Q1, 2021	SIO	https://www.sio.gov.bh/?ln=E		

allows to single out GCC workers

	Data collection										
	Data-producing body	Source	Type of data collection operation	Data collected (as per survey or census questionnaires; administrative forms, ...)	Frequency of data collection	Data collection method	Primary source of information (if administrative records)	Survey unit	statistical population/ data coverage	Classifications used	Definitions
Flows	Nationality, Passports & Residence Affairs / Ministry of Interior	Residency permits statistics (new issuances/ renewals)	Administrative recording	sex, date of birth, nationality, occupation, purpose of permit (work, family reunion, ...), and type of operation (new issuance, renewal, extension, cancellation, ..).	continuous	administrative records	NPRA records	Individuals	All foreign residents under all types of residency permits, whether first processed through LMRA in relation to labour-related procedures (regular workers, Flexi Permit holders, workers' family dependents), or submitted directly to NPRA (self-sponsorship residence permit, residence permits for spouses and children of Bahraini nationals, family resident permits for resident's parents or sons/ daughters above age 24, student residence permits, grace period permits)		
		Cancellations of valid residence permits	Administrative recording		continuous	administrative records	NPRA records	Individuals			
	Nationality, Passports & Residence Affairs / Ministry of Interior	Arrivals and departures statistics	Synthesis from administrative records	na	continuous	administrative records	Border crossings data	Individuals	All passengers		

	Data dissemination							
	Name of publication/ dataset	Available data	disaggregation variables	Frequency of dissemination	Last issue(s) published as of 30/09/2021	Language	Publisher	url/ path
Flows		Not publicly available						https://www.npra.gov.bh/en ; https://www.npra.gov.bh/AImg/temp/Dir665/nvisa.pdf
	1	Transportation Annual publication	Arrivals and Departures in Air and Sea Ports and Causeway 1999-2020	none	Annual	2020	IGA	https://bahrain.opendatasoft.com/explore/dataset/10-arrivals-and-departures-in-air-and-sea-and-causeway/table/?sort=-n

► Table 2: BAHRAIN. International migrants' characteristics by source and availability
(last available date for each source)

Source	STOCKS			
	Census 2020		Population Statistics	
	collected	published	collected	published
(a) main socio-demographic characteristics (international migrants (IM), international migrant workers (IMW))	de jure resident IM (residing 6 months or more of the year).			
sex	? Questionnaire not available	Yes	Yes	Yes
age in single years or date of birth		-	-	-
age group		Yes	-	Yes
relation to head of household		-	-	-
marital status (15 and above)		Yes	-	-
level of education attained (10 years and above) (ISCED or other classification specified)		Yes	-	-
place of residence (administrative region, municipality, ..)		Yes	-	Yes
type of living quarters (private household, collective or institutional reason household, other type of living quarters, non-residential accommodation)		Yes	-	-
nationality (national/ non-national)	Population of reference: non-nationals			
group of countries of origin (Arab states, non-Arab Asian countries, etc...)	? Questionnaire not available	Yes	-	-
country of birth and country of birth of parent(s)		-	-	-
country of citizenship		-	-	-
country of usual residence	Population covered: residents in Bahrain			
(b) main migration characteristics (international migrants (IM), international migrant workers (IMW))	resident IM			
purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment)	? Questionnaire not available	-	-	-
type of visa, residence permit, work permit		-	-	-
permanent, temporary or circular nature of migration		-	-	-
duration of stay: date of first entry into the country of labour attachment		-	-	-
(c) main work characteristics (resident and non-resident international migrant workers - IMW) (15 years and above)	IM and IMW aged 15 and above			
labour force status (employed, unemployed, outside the labour force)	? Questionnaire not available	Yes	-	-
sector of activity (governmental, private, domestic, other)		-	-	-
branch of economic activity		-	-	-
current occupation		-	-	-
previous occupation		-	-	-
reasons for leaving previous employment		-	-	-
reasons for unemployment		-	-	-
status in employment		Yes	-	-
stability of employment (permanent/ temporary)		-	-	-
working time, including hours usually worked, contractual hours of work		-	-	-
duration of employment in months or years		-	-	-
duration of unemployment/ job search		-	-	-
employment-related income		-	-	-

STOCKS								
Source	Labour Force statistics (private sector)		Statistics on workers in the public sector		Statistics on workers in private sector		Statistics on workers in domestic sector	
	collected	published	collected	published	collected	published	collected	published
(a) main socio-demographic characteristics (international migrants (IM), international migrant workers (IMW))	IMW (aged 15 and above)		Insured IMW				Foreign domestic workers holding work permit	
sex	Yes	Yes	Yes	Yes	Yes	Yes	-	-
age in single years or date of birth	-	-	-	-	-	-	-	-
age group	-	-	Yes	Yes	Yes	Yes	-	-
relation to head of household	-	-	-	-	-	-	-	-
marital status (15 and above)	-	-	-	-	-	-	-	-
level of education attained (10 years and above) (ISCED or other classification specified)	-	-	Yes	Yes	-	-	-	-
place of residence (administrative region, municipality, ..)	-	-	-	-	-	-	-	-
type of living quarters (private household, collective or institutional reason household, other type of living quarters, non-residential accommodation)	-	-	-	-	-	-	-	-
nationality (national/ non-national)								
group of countries of origin (Arab states, non-Arab Asian countries, etc...)	-	-	-	-	-	-	-	-
country of birth and country of birth of parent(s)	-	-	Yes	Yes-(selection)	Yes	Yes-(selection)	Yes	Yes-(selection)
country of citizenship	-	-	-	-	-	-	-	-
country of usual residence			-	-	-	-	-	-
(b) main migration characteristics (international migrants (IM), international migrant workers (IMW))	IMW (aged 15 and above)							
purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment)	-	-	-	-	-	-	-	-
type of visa, residence permit, work permit	-	-	?	-	?	-	Yes	-
permanent, temporary or circular nature of migration	-	-	-	-	-	-	-	-
duration of stay: date of first entry into the country of labour attachment	-	-	deductible from permit's duration					
(c) main work characteristics (resident and non-resident international migrant workers - IMW) (15 years and above)	IM and IMW aged 15 and above							
labour force status (employed, unemployed, outside the labour force)	In the labour force (ILF)							
sector of activity (governmental, private, domestic, other)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
branch of economic activity	Yes	Yes	Yes	Yes	Yes	-	-	-
current occupation	-	-	Yes	Yes	Yes	Yes	Yes	Yes
previous occupation	-	-	-	-	-	-	Yes	-
reasons for leaving previous employment	-	-	-	-	-	-	Yes	-
reasons for unemployment	-	-	-	-	-	-	-	-
status in employment	Yes	-	-	-	-	-	-	-
stability of employment (permanent/ temporary)	-	-	-	-	-	-	-	-
working time, including hours usually worked, contractual hours of work	?	-	?	-	?	-	?	-
duration of employment in months or years	-	-	Yes	Yes	-	-	-	-
duration of unemployment/ job search	-	-	-	-	-	-	-	-
employment-related income	Yes	Yes	-	-	Yes	Yes	-	-

	FLOWS				
Source	Border crossing records (arrivals and departures)		Records of residence permits; ID cards	Records of work permits (private and public sectors)	
	collected	published	collected/ deducted	collected	published
(a) main socio-demographic characteristics (international migrants (IM), international migrant workers (IMW))	Foreigners		resident IM	IMW	
sex	Yes	-	Yes	-	-
age in single years or date of birth	Yes	-	Yes	-	-
age group	-	-	-	-	-
relation to head of household	-	-	-	-	-
marital status (15 and above)	-	-	-	-	-
level of education attained (10 years and above) (ISCED or other classification specified)	-	-	-	-	-
place of residence (administrative region, municipality, ..)	Yes	-	-	-	-
type of living quarters (private household, collective or institutional reason household, other type of living quarters, non-residential accommodation)	-	-	-	-	-
nationality (national/ non-national)	Population of reference: non-nationals				
group of countries of origin (Arab states, non-Arab Asian countries, etc...)	-	-	-	-	-
country of birth and country of birth of parent(s)	-	-	-	-	-
country of citizenship	Yes	-	Yes	-	-
country of usual residence	Yes	-		-	-
(b) main migration characteristics (international migrants (IM), international migrant workers (IMW))	Foreigners		Foreign residents	IMW (aged 15 and above)	
purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment)	Yes	-	Yes	Yes	-
type of visa, residence permit, work permit	-	-	-	Yes	Yes
permanent, temporary or circular nature of migration	Yes	-	Yes	Yes	Yes (deducted from above)
duration of stay: date of first entry into the country of labour attachment	-	-	deductible from permit's duration		
(c) main work characteristics (resident and non-resident international migrant workers - IMW) (15 years and above)	IM and IMW aged 15 and above				
labour force status (employed, unemployed, outside the labour force)	-	-	Yes (ILF/OLF)	In labour force	
sector of activity (governmental, private, domestic, other)	-	-	-	Yes	-
branch of economic activity	-	-	-	Yes	-
current occupation	Yes	-	Yes	Yes	-
previous occupation	-	-	-	Yes	-
reasons for leaving previous employment	-	-	-	-	-
reasons for unemployment	-	-	-	-	-
status in employment	-	-	-	Yes	-
stability of employment (permanent/ temporary)	-	-	-	Yes	-
working time, including hours usually worked, contractual hours of work	-	-	-	?	-
duration of employment in months or years	-	-	-	Yes	-
duration of unemployment/ job search	-	-	-	-	-
employment-related income	-	-	-	?	-

no permanent migration

temporary visas issuance suspended Q1 2017 to 2021

Yes: collected/ published
Yes (): reference (number) of publication in Table 1.
: not collected/ not published
Suggested additions to list of items in ICLS 2018

► Table 3: BAHRAIN. Core statistics of stocks and flows and indicators pertaining to international migrant workers available in Bahrain published sources (most recent relevant/comparable source as of 15/10/2021)

	statistics and indicators	indicator items and calculation	Remarks	Number/ rate by source		Discrepancy (%)
				Census 2020	LMRA work and residency permits statistics	
				date of reference: 17 March 2020	Q1, 2020	
A	stock of international migrants at mid point of the reference period (13b)	Observed (survey), or stock of residency permit holders	col. E: Population of reference: de jure resident IM (residing 6 months or more of the year) (census 2020). Col. F: stock of permit holders only available from LMRA (workers+family dependents)-No data from NPRA for other categories of permit holders (self-spon	789 273		
A'	Stock of international migrants of working age (16a)	Observed (survey), or stock of residency permit holders	same as above, aged 15 and above	703 759		
B	stock of international migrant workers (labour force) (14) (16b)	Observed (survey), or stock of holders of residency permits for the purpose of working; or stocks of work permits holders	inside the labour force, aged 15 and above.	621 348	586 874	5,5
	usual residents (14a)					
	non-residents (14b)	observed (survey), or holders of temporary work permits for non-residents	The issuance of temporary work permits was suspended from 2017 to 2021			
C	inflow of international migrants	new residency permits issued to newcomers	Sum of: LMRA: first permits for the purpose of working ("regular workers" (= private and public sectors)+domestic workers)+First permits for family dependents. Figures of other residency permits issued by NPRA (children above age 24, self sponsorships, parents of employed foreign workers, etc.) not available.		53 684	
D	inflow of for-work international migrants	new residency permits issued to newcomers for the purpose of working	cf. E (no mention of date of arrival of permit holder- first permit issuance may follow a change of permit type (from family dependent to worker, etc.)			
E	inflow of international migrant workers	(a) number of international migrants already present in the country of measurement before the beginning of the specified reference period, who were outside the labour force at the beginning of the reference period but entered the labour force of the country of measurement during the reference period;	First issuance of "regular workers": permits public and private sectors (+ including domestic work permits). "Investors" permits not included.		41 074 (47 675)	
		(b) inflow of international migrants who entered the country of measurement during the reference period – whether as for-work international migrants or for whatever other reason – and entered the labour force of the country of measurement during the reference period;				
		(c) non-residents of the country of measurement who became non-resident international migrant workers in the country during the reference period.	The issuance of temporary work permits was suspended from 2017 to 2021			
		(a+b+c)			41 074	

	statistics and indicators	indicator items and calculation	Remarks	Number/ rate by source		Discrepancy (%)
				Census 2020	LMRA work and residency permits statistics	
				date of reference: 17 March 2020	Q1, 2020	
F	outflow of international migrant workers	(a) number of international migrant workers who left the country of measurement (or died) during the specified reference period; and non-resident international migrant workers in the country of measurement whose labour attachment in that country terminated during the reference period, for whatever reason	Terminations of "regular workers" permits. No data available for domestic workers' terminations of permits/transfers to other sponsor/ permit category/departures from Bahrain		29 307	
		(b) number of international migrant workers who remained in the country of measurement but left the labour force of the country during the reference period				
		(c) non-resident international migrant workers in the country of measurement whose labour attachment in that country terminated during the reference period, for whatever reason	The issuance of temporary work permits was suspended from 2017 to 2021			
		(a+b+c)			29 307	
G	change in the stock of international migrant workers	(E-F)	Domestic workers non included		11 767	
H	labour force participation (activity) rate	(a) IMW 14a, 16b		621 348		
		(b) IM of working age 16a		703 759		
		a/b*100 (%)		88,3		
I	employment-to-population ratio	(a) Employed IMW 14a, 16c	Zero unemployed IMW recorded in census/ no records elsewhere	621 348		
		(b) IM of working age 16a		703 759		
		a/b*100 (%)		88,3		
J	Unemployment rate of international migrants	(a) Unemployed IMW 14a, 16d	Zero unemployed IMW recorded in census/ no records elsewhere	0		
		(b) IMW 14a, 16b		621 348		
		a/b*100 (%)		0		
K	share of inflow of for-work international migrants in the total inflow of international migrants during the reference period	D/C		n.a. (see D and C)		
L	Share of women in migrant labour force	(a) females IMW 14a, 16b		96 962		
		(b) IMW 14a, 16b		621 348		
		a/b*100 (%)		15,6		
M	Migrant youth participation rate (15-29)	(a) IMW aged 15-29 14a, 16b		119 060		
		(b) IM aged 15-29 16a		153 023		
		a/b*100 (%)		77,8		
N	Share of highly-skilled workers in foreign labour force	(a) IMW in the 3 upper categories of occupation (ISCO classification)	Col. E: not available in census 2020 publications as at 15/10/2021; col. F: not available in permits-related data. GOSI data on workers (T1, cell N13) not usable			
		(b) IMW 14a, 16b				
		a/b*100 (%)				

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