



# **Bahraini NGOs shadow Report to CEDAW**

2014



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## Introduction

1. The preparation of the Bahraini NGOs second Shadow report came as an initiative of the Bahraini women union (BWU)<sup>1</sup> who called upon NGOs interested in entrenching the values of equality and justice between women and men in Bahraini society according to the principles and provisions contained Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the Bahraini Constitution which affirmed gender equality based on equal citizenship entailing rights and duties for all citizens men and women alike (articles 4, 5, 16, and 18)

2. The first and second joint reports of the kingdom of Bahrain were provided to the CEDAW committee and discussed in October 2008, The Third report was provided in 2011, and has been scheduled for discussion in February 2014. The Bahraini NGOs which prepared the first shadow report, discussed also in 2011, prepared this second shadow report to present to the CEDAW committee, to report on the implementation of the convention at the national level, and the extent of implementing the Committee's concluding observations (November 2008) following the discussion of the first official reports (the first and second)

3. Priority issues included in this report were identified in a national workshop on Preparation of shadow reports and its discussion before the CEDAW Committee). The workshop was organized in cooperation with IWRAW Asia-Pacific 11-14 January 2013. Representatives of civil society organizations (CSOs) were invited to prepare for the second shadow report; agreeing on methodology, deciding on time table and other procedural issues (national discussions with relevant stakeholders, collection of feedback, editing and translation)

## Methodology

4. BWU took the responsibility of organizing and follow up of the preparation of the report and its timely submission to the CEDAW committee. A team was formed of the NGOs' representatives who participated in above mentioned workshop (January 2013), and embarked on:

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<sup>1</sup> Bahraini women union (BWU) is none governmental organization consist of 12 owmen associations, registred in the Bahrain Minsity of Development in the year 2006.

- review all relevant materials including the official reports of the Kingdom of Bahrain (2008 and 2011), the first national report (2008) and the concluding observations of the CEDAW committee (November 2008), recommendation to the Kingdom of Bahrain during the Universal Periodic Review before the Human Rights Council (year), and the voluntary commitments of the Kingdom of Bahrain before the Human Rights Council
- Reviewing the independent Bahraini fact finding committee and endorsing its content as a reference on the violence against women during the political events in Bahrain in 2011<sup>2</sup>
- Reviewing relevant references and academic studies on Bahraini women's issues
- Preparation of case studies of violence against women
- Prioritizing the main issues for Bahraini women according to its importance

## Executive Summary

5. The NGOs Shadow report focused on (7) priorities for women in Bahrain, while Bahraini women are looking forward for the elimination of all forms of violence and discrimination against them under CEDAW implementation which signed by Bahrain. Women are surprised by new types of violence and discriminations that is emerging against women in Baharine because of their views and participation in the sit-ins and demonstrations, which also widened the scope and risk of trafficking in women. Discrimination still exists between men and women in the field of political participation and decision-making positions and also in granting citizenship to their children from a foreign spouse. The following is a summary of the most important issues related to the implementation of CEDAW :

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<sup>2</sup> The Fact Finding Independent Bahraini Committee was established by a royal decree (28/2011) issued 29<sup>th</sup> of July 2011, to investigate the events in the Kingdom of Bahrain during February and March 2011, and its consequences. The report was presented to the King of Bahrain on November 2011. Published on the official website of the Bahraini government. The committee's website [www.biciactions.bh](http://www.biciactions.bh)

## Rights and Freedoms

### 1-1 Institutional violence

6. Although the CEDAW article (3) has ensured the enjoyment of women's human rights and fundamental freedoms, in light of the political events experienced by the Kingdom of Bahrain which started from the 14<sup>th</sup> February 2011 until today, women are exposed and subjected to violence in different fields due to their participation in demonstrations and sit-ins which includes- killing by police bullets, death as a result of inhalation of toxic gases that are thrown at the demonstrators, degrading treatment of women during arrest, , threats to rape the wife and family members, dismissed and stopped from their work, dismissed students from universities and withdrawn their citizenship and detained. However, detention and trials of women continues to this day, particularly political activists.

### 1-2 Legislations

7. Article (353) in Chapter 3, section on debauchery and prostitution of the Penal law there is an urgent need to be reviewed, which stipulates that **"no punishment for committing any crime of indecent assault or rape if the perpetrator marries the victim. Any verdict that was issued before marriage should be annulled together with its criminal effect"**. The ruling of this article constitutes gross discrimination against women and flagrant violation of the most important principles of human rights. It is a form of trafficking and exploitation of women. Perpetrators resort to marriage to escape the punishment; later he can divorce the victim whenever he wants. Such article deprives women from the right to be protected from all forms of violence and sexual crimes and implement deserved punishments on offenders. On the other hand, this article encourages perpetrators to commit more of such crimes since there is no strict legislative text to deter them. In the light of prevailing social norms, parents often, tend to marry their daughters to the perpetrators even for a brief period to avoid the scandal and social stigma, with no consideration and compensation, to the physical and psychological sufferings of women.

8. There is also an urgent need to reform the Associations law no. 21/1989. In accordance with this law and with the decrees of the Minister of development; a lot of restrictions are imposed on CSOs, to limit their action and prevent them from realizing their goals and objectives; this is particularly with regards to financial aspects. According to the ministerial decree 65/January 2012; all requests for grants from International Funders had to go through the Ministry of Interior, and sometimes to the Ministry of Foreign affairs. The lengthy procedures hinder the CSOs' activities, and lead to lost opportunities. Also CSOs do not currently receive financial allocations from the Ministry of Development.

#### Recommendations:

1) Fair, equitable and inclusive Compensation to all women who have been subjected to any form of violence because of expressing their opinion or participated in demonstrations.

- 2) Intensify punishments on the law enforcement officers, who engage in violence against citizens in an official and systematic way, to deter them and put an end the phenomenon of torturing women and threats to rape them.
- 3) Amend to Article no (353) of the penal code and severe punishment on the criminals so he can not escape from punishment and to deterrent him from committing similar crimes.
- 4) Amend NGOs Law No. 21 of 1989 to increase the area of freedom which would enhance the role of civil society organizations in the protection and promotion of women's rights.

## **2- Women and Political Participation**

### **2-1 Political Participation**

9. Article (7) of the CEDAW convention and article (18) of the Bahraini constitution stipulates equality between men and women in voting, participation in the election and NGOs. The constitution also stipulates that the CEDAW convention is regarded as a national law and could be applied directly. However, Bahraini women's participation and access to the legislation councils and Shoura Council is still weak for many reasons. An important factor that impact women's political participation is the hegemony of Islamic political powers on the majority of seats of the legislative council. They do not sponsor women candidates but only use women's as voters, lack of financial support to women candidates. In addition, the government had not taken, till now, any legal procedures to support increasing women's representation, e.g. specifying quota for women in the Chamber of Deputies (Parliament), or adopting the electoral lists' system instead of the one vote system currently adopted, which decreases women's opportunity to win elections the government did not encouraging or mandate political associations to apply the quota system to increase women's opportunities among its candidates.

10. In the NGOs Law no. 21/1989 Article (18) prohibits civil society organization from involvement in politics which prevent women's associations to open their headquarters for female candidates to be used for in meeting voters; this has a negative impact on women movements.

#### **Recommendations:**

- 1) Take temporary measures to enhance women's equality in political life according to article (4) of the CEDAW convention such as 30% Quota as a percentage for women participation in the political life elected and assigned on national and local levels and in all decision making positions in the three authorities legislative, executive and Judicial authority.
- 2) Reform the Practicing political rights law towards obliging political associations to have quota for women on their electoral lists
- 3) Deleting article (18) of the Associations law to enable CSOs to provide support to women's political participation



4) Take necessary measures at the practical level, and provide and enhance social support services needed for enabling both parents to combine their family obligations with work responsibilities and participation in public life.

### 3- Personal Affairs

#### 3-1 Family Law second section (*Ghafa*rey)

11. The law 36/2009 was issued in compliance with item 38 of the CEDAW committee concluding remarks, and the importance of issuing a unified family law. The implementation of the law is carried out by the *Sunni Shariaa* court. The second section of the law to be applied by the *Ghafa*rey *Shariaa* court was never promulgated because of the opposition of the *Ghafa*rey scholars. CSOs think that the state, using the justification of "this file's sensitivity", has not provided real efforts to comply to its commitment to create the needed community consensus. The absence of this section represents a gross violation of Bahraini women affiliated to the *Ghafa*rey School. In courts, they suffer from the different jurisdictional opinion and non-unified texts with regards to provisions of divorce, child custody, alimony, and the totality of family relations. It is worth mentioning that the committee faced difficulties in accessing statistics and figures on cases of marriage and divorce in the *Ghafa*rey *Shariaa* courts which intensifies the difficulty in assessing women's situation in these courts.

#### Recommendations

- 1- Act urgently on promulgation of the second section of the Family Law, to have a fair and just law that brings equality and equity for women throughout the litigation procedures
- 2- Consult and coordinate with BWU regarding the promulgation of the second section of the family law, and regarding all cases in courts.

### 4- Violence General Recommendation no. 19

#### 4-1 Domestic violence

12. Statistics from the official and women's organizations family counseling and legal aid centers reveals the continuity of domestic violence against women in all its forms. Domestic violence is often condoned because of customs, traditions and patriarchal interpretations of religious texts. Many cases do not resort to such centers and opt for silence to protect the family and to avoid divorce and social stigma. Relatives prefer that the wife endure domestic violence and resolve the issue within the family to protect children and family status. One main factor facilitating the spread of domestic violence is the lack of legal deterrent to the perpetrators; since there is no specific law on domestic violence combined with the lack of family law / *Ghafa*rey section.

## Recommendation

- 1- Accelerate the promulgation of the Law on Protection from domestic violence.
- 2- Publicly declared sustainable plans to combat domestic violence and community awareness about it.

## 6- Trafficking in Women

13. The subject of trafficking also highlights the problem of domestic workers. According to the Labor Market Authority (LMRA), the estimated number of trafficked women in 2013 is 70000 and 40% of them were domestic workers. Migrant women and domestic workers are subjected to many problems including sexual and physical abuse, unpaid salaries for long periods, deprivation of weekends' holidays and holding off their official documents. There have been cases where domestic workers who flee their employers due to abuse, are found to be exploited as sex workers or trafficked as sex slaves. The new labor law No. 36/2012 (Official Gazette / Issue 3063 of 2 August 2012) provides domestic workers and those who have similar profession such as drivers, domestic farmers, with rights that were not present in the old labor law, e.g. work contract, annual leave, end of employment honoraria, and monthly payment of salaries and compensation in case of delay. Yet, again, it is not enforced. In reality, neither employers nor employees know about the law.

14. There is wide spread practice of "Free Visa" among migrant workers, particularly domestic workers, in the gulf region. The female worker "buys" a work visa for residency and work in Bahrain from one of the citizens or Asians and pays him a specific sum of money each two years. Such illegal practice facilitates exploitation of these women in prostitution networks by Asians contractors specially from India and Sri Lanka. Another sexual trafficking of women happened through, what is called "Artist Visa", which is closely related to human trafficking, Artist's visa is given to hotels to bring in young women from Arab and Asian countries to work in prostitution. The artist visa is limited to three months after which the women travel to one of the Gulf countries and return again after sometime to continue working in prostitution.

### Recommendations:

- 1- Conduct thorough investigations with those selling visas in the black market (free visas) and stipulate strong punishments to stop this practice
- 2- Provide official English translation to the new labor law (July 2012), and provide appropriate programs to raise female workers awareness of their rights guaranteed by the law.
- 3- The law should set a clear definition of trafficking and precise official reporting including cases of nonpayment of salaries, arrest, holding passports etc.
- 4- Deterrent punishment for case of delayed payment of salaries, holding migrant workers official documents, particularly female domestic workers to prevent such practices.

## 7- Nationality

15. Though CEDAW stated in Article (9) for equal rights to men and women to give their citizenship to their children or change it but the government of Bahrain put reservations on that Article, as the Bahraini Nationality law 1963 stipulates that child acquires Bahraini nationality if the father is Bahraini even if the mother is not a Bahraini national. The law permits the foreign wife to acquire the Bahraini nationality within few years. Many Bahraini women face multiple problems because of depriving their children from non-Bahraini nationals from the Bahraini nationality, particularly if she became widowed, divorced or abandoned. Their children cannot practice any of their civil, political, social or economic rights

### **Recommendations:**

- 1- Amending article 4 of the Bahraini nationality law to read “Any person is considered Bahraini if borne in or outside Bahrain, and his/her father or mother were Bahraini at the time of birth”
- 2- Withdrawing reservation on CEDAW article 9-b and elimination of all discrimination against Bahraini women to live as full-fledged citizens

## Detailed Report

### Priority Issues for Bahraini Women

#### 1- Rights and Freedoms

##### 1-1 Institutional violence

16. This kind of violence against women coincided with the political upheavals in Bahrain as from 14th of February 2011 till now. Women, in different fields were exposed to violence due to their participation in demonstrations and sit-ins<sup>3</sup>.

17. According to the report of the Bahrain Independent Commission of Inquiry 4; violations to women's rights occurred during that period and still happening. Article 429 of the report state that "Bahrain has accessed the International covenant on economic, social and cultural rights in; September 17th 2007. This requires the elimination of discrimination and guaranteeing freedom of expression. However women and men in the community are exposed to multiple violations and particularly women are grossly harmed".

##### Violations mentioned in the report included:

- 1) Killing by police bullets, *Bahia Aradi*, 03/21/2011; a number of women died as a result of inhalation of toxic gases that are thrown at the demonstrators. (4 cases pp. 542-545)<sup>5</sup>
- 2) Degrading treatment of women during arrest ( p 349-351)<sup>6</sup> : women were forced to stay in their night gowns and were not allowed to cover their bodies which was an insulting treatment taking into consideration their religious backgrounds.

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<sup>3</sup> Refer to annex 1 examples of political opinion women detainees

<sup>4</sup> Refer to the Royal fact finding committee's report <http://www.bici.org.bh/BICIreportEN.pdf>.

<sup>5</sup> Ibid

<sup>6</sup> Ibid

- 3) The removal of children from their beds before the eyes of their mothers, causing trauma to the mother and the child. Confiscating women's' properties e.g. money, and jewelry..
- 4) Threats to rape the wife and family members: page 5927 : Case (58)8 "threats to rape him and his family". Case (59) threat to rape his wife to force him to confess<sup>9</sup>.
- 5) Detention: varied numbers of female detainees since the February 2011 events. Some have been released after finishing their term of imprisonment, and some women were released after arrest without trials. However, detention and trials of women continues to this day, particularly political activists<sup>10</sup>. The Independent Commission of Inquiry's report included several cases; the report pointed out Para (1373 ) to the mischief's during the arrest of The Teachers Association's Vice President from her home , which was humiliating and far from Islamic values and traditions, contrary to article (25) of the Bahraini Constitution emphasizes the inviolability of the homes .
- 6) Arrest and dismissal of many women employees from work- both in public and private sectors, including physicians, teachers, nurses<sup>11</sup>.
- 7) Intimidation of women during the arrest of the husbands, Para (1131) (1137)<sup>12</sup> .
- 8) Dismissal of students, including female students, in the University of Bahrain, Polytechnic College and the Bahrain Training Institute and private universities<sup>13</sup>.
- 9) Withdrawal of Bahraini nationality from a woman because of her family's political positions<sup>14</sup>.
- 10) Prevention of 3 female students studying medicine in the Saudi universities for one year before allowing them to continue their studies<sup>15</sup>.

<sup>7</sup> Ibid

<sup>8</sup> Ibid

<sup>9</sup> Ibid

<sup>10</sup>

[http://bahrainrights.hopto.org/en/node/5607https://www.amnesty.org/en/ai\\_search?keywords=women+prisoners+in+bahrain&op=Search&form\\_id=search\\_theme\\_form&form\\_token=75f1bac2fff0ddcbbe785311ae050dc3](http://bahrainrights.hopto.org/en/node/5607https://www.amnesty.org/en/ai_search?keywords=women+prisoners+in+bahrain&op=Search&form_id=search_theme_form&form_token=75f1bac2fff0ddcbbe785311ae050dc3) و <http://www.bahrainrights.org> و <http://www.demotix.com/news/1478945/angry-march-solidarity-female-prisoners-held-bahrain-jails#media-1478937>

<sup>11</sup> More details will be provided under the section on women and work, Please refer to annex 1 list from the Bahraini Workers Union's list of women who are still dismissed since the February 2011 events.

<sup>12</sup> Please refer to <http://www.bici.org.bh/BICIreportAR.pdf>

<sup>13</sup><sup>13</sup> <http://www.bna.bh/portal/news/457996>

<sup>14</sup> Please refer to <http://www.bici.org.bh/BICIreportAR.pdf>

11) Withdrawal of educational fellowships from some students including female students<sup>16</sup>

### **Governmental efforts:**

1. A governmental committee was established to implement recommendations. Some of the dismissed women had returned to their Jobs or universities; however they were not compensated for the torture and humiliation they have gone through. Some women are still in prison because of their political opinion.
2. For example Ms. Fatima Abu Idris, director of school terminated for 7 months, and when she returned they did not give her dues for the separation period, Ms. Nada Wady when they dismissed her from her job they did not give her a letter of reasons to be dismissed and many other examples mentioned in (Annex 2).
3. The Bahrain Independent Commission of Inquiry (Established with the Royal decree no. 28/2011) had recommended, in its recommendation no. 1723, that the government regarding dismissed workers from public and private sector as follows:
  - a. Take necessary measures to ensure that none of the workers are dismissed because she/he has practiced her/his rights to freedom of expression and the right to assembly and establish associations.
  - b. Uses all its powers to ensure that the employees in the private sectors are treated equal to the employees in the civil service if they had not gone to work during demonstrations.
  - c. A Royal decree stipulated that all dismissed workers should return to their jobs with all its package of advantages, and in addition should be compensated for being

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<sup>15</sup> <http://www.alwasatnews.com/3608/news/read/690071/1.html>  
<http://www.alwasatnews.com/3483/news/read/644771/1.html>

<sup>16</sup> <https://www.amnesty.org/en/library/asset/POL10/001/2012/en/0984ff73-d935-4ffc-acb0-b918d712ad79/pol100012012en.pdf> , <http://www.freedomhouse.org/report/freedom-world/2012/bahrain-0> page 72

dismissed. However, 657 dismissed employees in both public and private sectors did not returned to their jobs , including 135 women<sup>17</sup>. A good percentage of dismissed women were graduates of humanities working in the Action Fund Project (Empowerment)<sup>18</sup> with fixed-term contracts in both public sector and large corporations. Moreover, this project is now threatened to stop due to budget cuts, leaving these women out of the labor market and increasing unemployment among women.

## 1-2 Legislations

18. There is an urgent need to review all relevant legislations, especially the Penal law particularly article 353, chapter 3, section on debauchery and prostitution, which stipulates that "no punishment for committing any crime of indecent assault or rape if the perpetrator marries the victim. Any verdict that was issued before marriage should be annulled together with its criminal effect". The ruling of this article constitutes gross discrimination against women and flagrant violation of the most important principles of human rights.<sup>19</sup> it is a form of trafficking and exploitation of women. Perpetrators resort to marriage to escape the punishment; later he can divorce the victim whenever he wants. Such article deprives women from the right to be protected from all forms of violence and sexual crimes and implement deserved punishments on offenders. On the other hand, this article encourages perpetrators to commit more of such crimes since there is no strict legislative text to deter them. In the light of prevailing social norms, parents often, tend to marry their daughters to the perpetrators even for a brief period to avoid the scandal and social stigma, with no consideration and compensation, to the physical and psychological sufferings of women. We have multiple evidences on this regard.

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<sup>17</sup> Please refer to Annex 2: list of women dismissed from their work because of practicing their right to expression of opinion till July 2013

<sup>18</sup> For more information on the Empowerment project <http://www.lf.bh/ar/>

<sup>19</sup> As shown by many cases that were reported to BWU, this law represents a form of exploitation and trafficking in women. Please refer to section on trafficking in women page 18

19. There is also an urgent need to reform the Associations law 21/1989. In accordance with this law and with the decrees of the Minister of development; a lot of restrictions are imposed on CSOs, to limit their action and prevent them from realizing their goals and objectives; this is particularly with regards to financial aspects. According to the ministerial decree 65/January 2012; all requests for grants from International Funders had to go through the Ministry of Interior, and sometimes to the Ministry of Foreign affairs. The lengthy procedures hinder the CSOs' activities, and lead to lost opportunities. Unlike trade unions and Political associations, CSOs do not currently receive financial allocations from the Ministry of Development as was the case few years ago. For example booking the financial support from the MEPI to the Bahraini Women Union for civil society organizations capacity building program, and the final payment for the legal committee supported violated women and waiting several months for a reply from the Interior Ministry without answer, then BWU raised this issue to the Supreme Women Council and the National Foundation for Human rights, but without any benefit or solution to that problem.

**We recommend the following:**

1. Intensify punishments on the law enforcement officers, who engage in violence against citizens in an official and systematic way, to deter them and put an end the phenomenon of torturing women and threats to rape them.
2. Fair, equitable and inclusive compensation to all women who have been subjected to any form of violence because their opinion.
3. The need to carry out serious and comprehensive study all forms of violence against women, and particularly with regards to measuring its impact on the community, to inform the community insight of the cost of such practices.
4. The need for national reconciliation project learning from the experiences of countries that have gone through the experience of communal violence as Morocco, Ireland and South
5. Create a mechanism to effectively apply labor law articles relevant to domestic workers
6. launch awareness raising programs on labor law, , particularly with regards to domestic workers
7. Ratify of the ILO Convention No. 189 on decent work for domestic workers, and Monitoring that employers apply the law provisions on domestic workers.



8. Provide detainees who were proved innocent, particularly female physicians, with agreed compensations
9. Review working conditions of women employees in the kindergarten sector (work contracts and social insurance)
10. Work on laws/measures to protect working women from sexual harassment at work

## 2- Women and Political Participation

### 2-1 Political Participation

20. Article 7 of the CEDAW convention and article 18 of the Bahraini constitution stipulates equality between men and women. The constitution also stipulates that the CEDAW convention is regarded as a national law and could be applied directly. The Governmental Committee responsible for monitoring the implementation of the National Consensus Dialogue (October 2011), confirmed this by requested the Supreme Council for Women to urgently provide best mechanisms and ways to integrate the Convention into national legislation, provided it does not conflict with the principles of Islamic Shariaa.<sup>20</sup> The CEDAW committee, in its in note (29), urged the Bahrain's government to "take all temporary special measures according to Article 4, Para 1 of the Convention and to the Committee's general recommendation No. (25), and to establish concrete goals to enhance increasing the number of women in the parliament and municipal councils, and that the state should encourage awareness raising campaigns on women's participation in decision-making at all levels. The Committee also recommended, in its concluding observation (21), that Bahrain should take temporary special measures to accelerate de facto equality between men and women, especially with regard to women's participation in political life and in the work place.

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<sup>20</sup> The Governmental Committee was established by the Prime minister's decree 87/2011. It was headed by the state Minister for follow up affairs. Al *Wasat* newspaper, issue no. 3339, October 29<sup>th</sup>, 2011



21. The Bahraini kingdom constitution stipulates in article 2 Para 5 “citizens, both men and women, are entitled to practice in public affairs and may enjoy political rights, including the right to vote and stand for elections”. These rights were affirmed in relevant laws following the amendment of the constitution as the case with the practice of political rights law 14/ 2002, and the law of the Shura Council and Chamber of Deputies 15/2002. However, Bahraini women’s participation and access to these bodies is still weak for many reasons. These include the cultural and social heritage, the stereotypical images of women in educational curricula, lack of financial support to women candidates from those who may support candidates as the private sector contrary to men who receive financial support through organizations and coalitions. An important factor that impact women’s political participation is the hegemony of Islamic political powers on the majority of seats of the legislative council, they do not sponsor women candidates but only use women’s as voters.

22. In addition, the government had not taken, till now, any legal procedures to support increasing women’s representation, e.g. specifying quota for women in the Chamber of Deputies (Parliament), or adopting the electoral lists’ system instead of the one vote system currently adopted, which decreases women’s opportunity to win elections. Encouraging political associations to apply the quota system to increase women’s opportunities among its candidates, as was recommended by the CEDAW committee in its concluding observation (29), Despite all this, the first Bahraini woman was elected to a municipality council during the last municipal elections, November 2010. During the complementary parliamentary elections 2011 3 women joined the Chamber of Deputies (two through direct election) thus making the total number of women 4 (one woman was elected as the sole nominee in the first round of elections October 2010). The prevailing political situation and the absence of the biggest parliamentary block (AL-Wefaq) helped women to reach such representation.

23. Article 18 of the Associations law 21/1989 prohibits civil society organization from involvement in politics for example the decision of the Development Ministry in the elections of 2006 and 2010 which prevent women's associations to open their headquarters for female candidates to be used for in meeting voters, based on the above-mentioned article of the Associations Law on This has a negative impact on women, more than men, in the absence of public policies marginalizing women from decision making positions

The total number of women candidates to the Chamber of Deputies in 2010 were 8 women, only one of them was elected. As for the municipality council, only one out of three candidates was elected 2010. (Table 1) we can see the small number of women candidates to both elections (11 women) compared to 18 women candidates in the 2006 elections, due to previously mentioned obstacles.

Table 1 Number and 5 of women candidates/elected to the Council of Representatives and local councils

(2002 -2006 – 2010, 2011 complementary elections – 2012 complementary elections)

	٢٠٠٢	٢٠٠٦	٢٠١٠	Complementary elections	
				٢٠١١	٢٠١٢
Male Candidates to the Council Of Representatives	١٨٣	١٩٠	١٢٥	٥٣	٣
Female Candidates to the Council Of Representatives	٨	١٨	٩	٥	١
Male Candidates to the Local Council	٢٧٥	١٦٠	١٧٢		
Female Candidates to the Local Council	٣١	٥	٣		
Women elected to the Council Of Representatives	٠	١	١	٣	
Women elected to the Local Council	٠	٠	١		

## 2-2 Women and Decision Making

24. At the level of public employment, there is still a gap between the number of men and women holding leading official posts in the executive power. There are only 3 women ministers in the cabinet out of 27, (Ministry of Culture, Ministry of Development and State Ministry of Media Affairs) in addition to the Secretary General of the Higher Council for Women who is not part of the Cabinet. 5 deputy ministers, 12 assistant deputy minister, one as an executive chief. Out of the 40 members of the Shura Council, 11 women were appointed in 2010, compared to only 10 women in 2006. The government didn't take any steps to appoint more women in high posts to comply with its commitment to achieve equality between men and women, thus violating article 16-b of the constitution stipulating that "citizens are equal in the assumption of public posts in accordance with the conditions specified by law". In addition, these appointments were discriminating between women; those who hold views opposing the governmental view point were excluded regardless of their qualifications or expertise. The obvious example for that is the assignment for women who are members in the Supreme Women Council and others have similar government opinions and none from the civil society including the Bahraini Women Union.

25. In addition, women in civil society organizations were excluded from participation in some of the crucial political bodies, e.g. membership of the national committee to implement the recommendations of the independent fact-finding committee (IFFC) headed by the president of the Shura Council. Out of 19 members the IFFC included only two women representing the government. Women in CSOs were also excluded from political events, e.g. the seminar "Human Rights in Bahrain: achievements and ambitions", organized by the Governmental Strategic, International and Energy Study Center in December, 2012 in Bahrain where neither of the official or civil society women's organizations were invited. The seminar was organized by the Governmental Strategic and International Studies in response to the political events; 19 political, civil and human rights

institutions were invited to the seminar.<sup>21</sup> the BWU requested the official organizers sponsoring these events to include the representation of women in such committees and bodies. Such policies strengthen and consolidate the negative stereotypical images of women in the Bahraini culture; that women are only fit for traditional roles of child rearing and caring within the family.

**Our recommendations:**

26. Since the state has ratified CEDAW without reservations to Article 7 Para b, stating that state has to take all appropriate measure to eliminate discrimination and secure this right to women on equal foot with men; we therefore demand that the State should:

- 1) take temporary measures to enhance women's equality in political life according to article 4 of the CEDAW convention
- 2) Reform the Practicing political rights law towards obliging political associations to have quota for women on their electoral lists
- 3) Deleting article 18 of the Associations law to enable CSOs to provide support to women's political participation<sup>22</sup>
- 4) Implement the national strategy for women's enhancement according to agreed national and international standards to ensure the realization of equality, nondiscrimination and justice for women in accordance with CEDAW
- 5) Take necessary measures at the practical level, and provide and enhance social support services needed for enabling both parents to combine their family obligations with work responsibilities and participation in public life.

### 3- Personal Affairs

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<sup>21</sup> Bahrain News Agency, December 2012 (13<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup> December)

<sup>22</sup> For more information on the status of civil society organizations and official laws , please read the following report, pages (28, 36, 39, 42,v44) <http://www.fidh.org/OBS-Annual-Report-2013-Violations-12892> ،٢

### **3-1 Family Law second section (*Ghafa*rey)**

27. The law 36/2009 was issued in compliance with item 38 of the CEDAW committee concluding remarks, and the importance of issuing a unified family law. The implementation of the law is carried out by the *Sunni Shari'aa* court. The second section of the law to be applied by the ***Ghafa*rey Shari'aa** court was never promulgated because of the opposition of the *Ghafa*rey scholars. During the past period, nothing beyond media statement was done. CSOs think that the state, using the justification of "this file's sensitivity", has not provided real efforts to comply to its commitment to create the needed community consensus. Despite the expected community resistance, we think that the official report should define clearly the executive steps to issue the second section of the family law.

28. The absence of this section represents a gross violation of Bahraini women affiliated to the ***Ghafa*rey** School. In courts, they suffer from the different jurisdictional opinion and non-unified texts with regards to provisions of divorce, child custody, alimony, and the totality of family relations. It is worth mentioning that the committee faced difficulties in accessing statistics and figures on cases of marriage and divorce in the ***Ghafa*rey Shari'aa** courts which intensifies the difficulty in assessing women's situation in these courts.

### **3-2 Family Law: first section 36/2009**

29. We see that the law is not compliant with the CEDAW committee's concluding remarks 39-41 regarding discrimination in the minimum age for marriage and calling upon the government to raise the minimum age of marriage from 15 to 18 years for girls, and to conduct a study on the economic costs of divorce on both men and women (General Recommendation 29), and adoption of legislative procedures to address the potential negative impact of distribution of matrimonial possessions between husband and wife.

30. Codification of family provisions is of utmost importance as proved by the reality of implementing the first part of the law in the *Sunni Shari'aa* courts. First it helped litigants, judges and lawyers to

understand and implement the *Shariaa* jurisdictions as codified in clear texts. However, there is still a need to get beyond the positive aspects of the law to its shortcomings presented below:

### 3-2-1 Age of marriage

31. The family law stipulated in article 16 the necessity of official documentation of marriage (relatively in compliance with the CEDAW convention, yet the law stipulated in article 18, “young women below 16 years could be married through approval of the *Shariaa* court after verification of the suitability of the husband”. According to this text, the judge can marry girls below 16, and it is also in contradiction with the first article of Child Rights Convention (CRC) defining child age as 18 years.

32. In the same line, the Minister of Justice and Islamic Affairs' decree 45/2007 on charter of *Shariaa* clerks and provisions of family affairs' documents, which stipulated that “conduction and ratification of marriage contract could not be carried out if wife is less than 15 years and the husband is less than 18 years at the time of contract, unless there is an urgent necessity justifying marriage of those below this age. In such cases it is mandatory to get permission from the relevant court. The clerk or the judge should depend on birth certificates or other official document mentioning the birth date, to verify the age of one or both couple”

33. What we see as more in line with both the best jurisdictional interpretations and international standards including CEDAW and CRC, is that the law should define 18 years as the minimum age of marriage without any exceptions, and consider any marriage below this age as annulled with no legal effect. The law should also stipulate a deterrent punishment for conducting child marriage.

The state's term scholars, are: (a legitimate authority to justify the owner's place of disposition state act shall take effect not detained on a vacation

### **3-2-2 Guardianship**

34. In brief Guardianship means the legitimate authority of Man responsible for women marriage who will accept her marriage either father if he still alive or brothers, uncles or any man - mentioned in the personal law- from her relatives. The law should stipulate that marriage should be through the full free agreement of the wife, to face up to the current prevailing situation which does not take into consideration the woman's right to marry herself and violates her right as a citizen providing her share in the economic, social and political development.

### **3-2-3 Polygamy**

35. The law doesn't include a text limiting polygamy and the abuse of such license or at least stipulating urgent necessity, such as Infertile women or serious health issue..etc. we see in compliance with the principle of equality and nondiscrimination of both couple during marriage, stipulated in the constitution, that the law should stipulate the right of the wife to choose to continue living with the husband who took a second wife, or to end the marriage relationship without any conditions. *Shariaa* provisions do not hinder having such a text in the law.

### **3-2-4 Matrimonial house and the "house of obedience"**

36. Obedience in the home is based on article 38 Para (a) in the family law. This article stipulates that the wife should "care for her husband and obey him as the head of the family", and on article 58 which stipulates that "the wife should reside with her husband in the matrimonial house provided by him at the time of marriage and moves with him if he moves to another house, unless she had included otherwise in the marriage contract, or the move was meant to harm her, or if the court saw that it is not in the wife's interest to move from this specific residence".

37. The law gives the wife the right to include in her marriage contract specifications for the matrimonial house that the husband is obligated to provide. Also, Article 60 Para (b), gives her the right to have a separate house from her in-laws -even if the husband had demanded that in the marriage contract- in case she is harmed by this joint housing. However, it is important to note that



the main issue in the text of the law is to entrench the concept of the woman are subordinated to the man, obedience, obligation to live in the residence he choose, and obligation to live with his parents and his minor children from another marriage, “unless she is harmed”, a phrase repeatedly used in these articles. One can imagine the difficulty to prove “harm” and provide evidence on that.

38. Consequently, these articles are in contradiction with Article 15 Para 4 of the CEDAW stipulating that the “state parties provide equal rights for both partners in the legislation concerning to freedom of movement and freedom of choosing residence. Hence the husband should not enforce his wife to live in a house that she does not approve of and may be harmed if she is forced to live in. Furthermore, article 53-a stipulate that “if the wife didn’t move to the matrimonial house, or left the house without justification and against her husband’s will, her right to alimony is forfeited if proved she refused without legal grounds”.

39. Article 54 stipulates that, the follow up verdict should not be enforced on the wife, but she should be considered as *nashez* (recalcitrant) and loses her alimony. Either of them can ask for separation and husband should be able to reclaim the dowry he paid. This text emphasizes is in contradiction with the wife’s free will and choice. It is meant to force the wife to return back to the matrimonial house, and denies her rightful alimony if she refuses to return. Husbands usually resort to the “house of Obedience” to humiliate their wives and harm them both morally and materially for example when women loses their cases in front of the courts and women should return back to the husbands dowry he paid.

40. So, despite the abovementioned, most of the texts relevant to matrimonial house and the house of obedience strengthens men superiority and denies equality in the marriage contract, and consequently contradicts with CEDAW and the Bahraini Constitution.

### **3-2-5 Divorce, Divorce without the wife's knowledge or presence**

41. The law gives the right to divorce to husband and not wife which creates a lot of problems. We call for including explicit limitations to the husband's right to unilaterally divorce his wife, thus amending article 83 of the family law to read as follows" Separation of the couple takes effect through a) husband's will in the presence and knowledge of the wife (divorce). This amendment ensures that both parties concerned in a marriage is fully aware of its dissolution and its consequences

### **3-2-6 Arbitrary Divorce without compensation**

42. Article 52-d stipulates that "if the cause of divorce is related to the husband, then the wife has the right to 'pleasure alimony' for one year. 59. Stipulating that the wife has the right to one year pleasure alimony is unfair and does not match with the harm afflicted on the divorced wife and her children particularly after long years of marriage.. Article 94-b "after consummation of marriage, the divorced woman deserves divorce alimony to be estimated according to the husbands wealth, period of marriage and the circumstances of divorce; taking into consideration article 52-d.

43. However, the law does not explicitly stipulate the right of the divorced woman to compensation in case of arbitrary divorce. Unfortunately, this often happens when the wife had no access to work, or when she is getting old and unable to work, or has no qualifications. Other neighboring Arab countries such as Tunisia and Morocco had addressed this situation in their laws, through obligating the husband to pay compensation in the form of alimony for several years.

44. In addition to the previous notes regarding the first section of the law, women's reality in courts points out to dysfunction of the litigation process that needs to be investigated and addressed by the relevant official authorities. Women suffer severely from slowness of implementing sentences related to family law provisions e.g. seeing children and visitations). The court does not take swift action when the father refuses to implement court's ruling, women might spend up to two years in

courts. Despite the establishment of the Alimony Fund, women still suffer from the prolonged procedures, statistics is not available but this collected to the individual cases received by the legal support committee in the Bahrain Women Union.

### **Recommendations to solve**

- 1) Withdrawal of the reservation on article 16 of the CEDAW convention
- 2) Act urgently on promulgation of the second section of the Family Law, to have a fair and just law that brings equality and equity for women throughout the litigation procedures
- 3) Reform the Judicial system in the Shariaa courts particularly in the phase of enforcing courts' rulings
- 4) Reform the law to stipulate explicitly
  - a) the wife's right to choose and not be forced to live with the husband in a specific house
  - b) Restrict polygamy
  - c) Wife's right to work without husband's prior approval
  - d) Raising the minimum age for marriage for girls to 18 years instead of 15 years
  - e) Wife's right to compensation in case of arbitrary divorce and to pleasure alimony, as stated in the draft Arab personal affairs law (article 97-b) stating that the divorcee can ask for compensation if the husband used his right to divorce arbitrarily, the judge can decides the amount that should consider the number of marriage years for alimony.
- 5) Establishing appropriate mechanisms to:
- 6) monitor enforcing Shariaa courts' rulings to end women's sufferings
- 7) Enable women to get their alimony instantaneously from the Alimony Fund to save them delayed and humiliating procedures
- 8) Consult and coordinate with BWU regarding the promulgation of the second section of the family law, and regarding all cases in courts.

## 4- Violence Against Women (General Recommendation no. 19)

### 4-1 Domestic violence

45. Statistics from the official and women's organizations family counseling and legal aid centers ( Ministry of Human Rights and Social Development, *Dar El Aman* (house of Safety), *Oal* Center for Legal Counseling, Office of Legal Support BWU, Center for Child Protection, *Betlco* Domestic Violence Care Center, *Aisha Yeteem* Center for Family Counseling, *Fatat El Reef* Family Counseling Center, Higher Council For Women) reveals the continuity of domestic violence against women in all its forms. Domestic violence is often condoned because of customs, traditions and patriarchal interpretations of religious texts. Many cases do not resort to such centers and opt for silence to protect the family and to avoid divorce and social stigma. Relatives prefer that the wife endure domestic violence and resolve the issue within the family to protect children and family status

46. One main factor facilitating the spread of domestic violence is the lack of legal deterrent to the perpetrators; since there is no specific law on domestic violence combined with the lack of family law / **Ghafaey**<sup>23</sup> section.

47. In our opinion, the Higher Council for Women (HCW) didn't exert the needed effort to push for the promulgation of the protection from violence law. The law is kept in the Chamber of Deputies since 2007, Its articles were devoid of its content during the ongoing discussions between both legislative houses, claiming its incompatibility with Shariaa provisions on the right of the husband to discipline his wife and children.

48. We also see that the executive plans of the national strategy for the enhancement of women were not translated in concrete and systematic way to practically combat domestic violence. The national strategy didn't explicitly emphasize the utmost importance of promulgation of the law on the protection from violence nor actively raising awareness of its importance at the community level

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<sup>23</sup> The First Section of the Family law was promulgated 2009. It is applied in Sunni Shariaa courts. The second section concerned with the Shiite sect has not been promulgated yet, Thus the court rulings in the Shiite **Ghafaey courts depends on the judges' discretion**

**Table 2**  
**Cases of violence reported to offices 2010 - 2013**

٢٠١٣	٢٠١٢	٢٠١١	٢٠١٠	Family Counseling Centers
/	/	٨٥	/	Ministry of Human Rights and Social Development
٤٣	١٦٠	١٣١	١٥٨	<i>Dar El Aman</i> (house of Safety)
	١٦	١٣		<i>Oal</i> Center for Legal Counseling
١٨	١٣٠	٩٨	١١٥	Office of Legal Support BWU
/	/	١٩٤	/	Center for Child Protection
/	/	٤٠٨	٢٢١	<i>Betlco</i> Domestic Violence Care Center
/	٦٢	٧١	٩٢	<i>Aisha Yeteem</i> Center for Family Counseling
/	/	٢٣	/	<i>Fatat El Reef</i> Family Counseling Center
١٢١	٣٣٨	١٣٩	١٥٨	Higher Council For Women
١٨٢	٧٠٦	١١٦٢	٧٩٤	Total number
total number of all cases according to data provided by them ٢٨٤٤				

49. Table 2 shows the number of aid 2011-2013. It is clear from the table the numbers of cases are not always increasing, however this does not mean the decrease of the domestic violence but could be attributed to the fact that those specialized centers do not provide statistics. It is worth noting that figures in table 2 do not include cases of institutional violence which started targeting women since February 2011 till now<sup>24</sup>

**Our recommendation: We emphasize the need to:**

- 1) Accelerate the promulgation of the Law on Protection from domestic violence.

<sup>24</sup> Please refer to institutional violence page

- 2) Publicly declare sustainable plans to combat domestic violence and community awareness about it.
- 3) Programs addressing the family as young women and girls are more vulnerable to violence than other family members.
- 4) Training of personnel in the fields of law, the police and the health teams, and setting standards to measure the impact of such programs.
- 5) Develop and enhance the efficiency of health care services and other necessary services to women victims of violence, and training of its staff and enhancing their capabilities with regards to diagnosis, documentation, collecting information from the victims, and the provision of [providing care and support

## 5- Work

### 5-1 Non implementation of the labor law

50. Despite the important advantages included in the labor law in the private sector No. 36 /2012, yet workers do not enjoy their rights under the law since a good percentage of companies do not abide by the law. In this regard, the Prime Minister directed the Ministry of Labor to consult and coordinate with the Bahraini Chamber of Commerce and Industry to consider amending disputed articles on the side of employers. These articles include:

51. Increasing leaves granted to working women in the private sector significantly compared to the previous Labor Law No. 23/1976, e.g. In their opinion, specifying 60 days for maternity leave instead of 45 days, can lead business owners to refrain from employing women and hinders the government guidelines on enhancing integration of women into the labor market and exacerbate the feminization of unemployment , as the employers will be reluctant to employ women to avoid additional burdens created by such unjustified advantages".<sup>25</sup>

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<sup>25</sup> *Al Wasat* Bahraini newspaper, issue no. 3744, December 2012

52. Excluding workers from the negotiations is by-passing the rights stipulated by the new law with regards to enabling women to reconcile their chores in both work and community. It also contradicts with the Constitution of the Kingdom of Bahrain article (5 / b) , which states: "The State guarantees reconciling women's duties towards the family and work in society, and their equality with men in political, economic, social and cultural fields, without prejudice to the provisions of the Islamic Sharia". Finally it contradicts the concluding remark No. 35 of the CEDAW Committee calling for the rapid adoption of the labor law.

## 5-2 Discrimination in women's Employment

53. Educational outputs in Bahrain indicate that women outweigh men in educational attainment, however, the rate of unemployment among women and university students comprises 76% of the total number of the unemployed end of December 2012 (6788 total: 5184 females and 1604 males)<sup>26</sup>. According to statistics of the General Authority for Social Insurance, the percentages of women's participation in the labor market are 30% in the private sector, 45% in the public sector. Such percentages indicate that the state should deploy a big effort in order to include unemployed women into both the public and private sectors. In addition, there is discrimination between men and women with regards to wages. The average wage is 714 Bahraini Dinars (BD) for males and 476 for females in the private sector ; and 773 BD for males and 782 BD for females in the public sector.

54. Table 3, distribution of workers in the private sector according to salary until the first quarter of 2013 shows:

1) 14997 women working in the private sector, i.e. 60% of working women earn less than 400 B Dinars (1,061USD?), which shows that women work largely in the low - yielding jobs in the private sector.

2) Disparity in the number of men working in the private sector for women, where the number of men is almost half million (449.261), while the number of women hardly exceeds fifty thousand (50.881). This shows that the private sector tends to have a masculine character, or as one of the Second Millennium Goals' reports indicate: Bahraini women prefer to work in the public sector

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<sup>26</sup> statement by the Minister of Labor, *Al Ayom* newspaper, issue 8709, on 12 February 2013

because of the benefits, rights and protection provided by the retirement law in the public sector (working hours, 2 hours per day for nursing mothers), and are lacking in the private sector.

3) The number of Bahraini women paid 200-400 BD (530-1,061USD?) in the private sector is more than double the number of Bahraini men. Such disparity weakens women's capability with regards to empowerment and financial independence. On the contrary, the number of foreign male workers far exceeds the number of foreign female workers

4) It is worth noting that the less the monthly income the greater the proportion of women compared to men and vice versa, the higher the monthly income the greater the proportion of men

### **5-3 Working women in trade unions**

55. More than ten years after issuing law of trade unions in Bahrain (2002) women's participation in trade union action is still very low, not exceeding 7% of the of trade unions membership and 3 % of the female workforce, With regards to leadership positions, women constitute 9% of the total members of the unions' councils. This could be attributed to the harassments and dismissals of active unionists, in addition to the cultural and social heritage which depicts unionist work as the domain of males.

### **5-4 Domestic Workers:**

56. There is great concern about this category of employment. Despite the promulgation of the new Labor Law (law no. 36 /2012 for the private sector) and the official promises ( the statement of director of the Office of the Minister of Labor) to include a special chapter on domestic workers in the new labor law, The New Labor Law include domestic workers in agreement and vacations piece only not to have a complete chapter to express all domestic workers related issues similar to women and juveniles, yet the new law included them only under sections on contracts and leaves. Also, there is no mechanism in place for the ministry to monitor the application of relevant articles items in reality. This is not in compliance with the concluding observations of the CEDAW Committee No. 34 and 35. In addition, the signing of the Kingdom Bahrain's on the "Gulf Protocol on Joint Contract for Domestic Workers", decreases the benefits granted to workers in the new labor law.



Table 3

Number of workers in the Private Sector distributed according to monthly salary  
At the first quarter of 2013

Statistical Report 2013 - Quarter I

الهيئة العامة  
للتأمين الاجتماعي

جدول (P1.5) Table (P1.5)

عدد الموظفين الخاضعين في القطاع الخاص موزعين حسب الراتب الشهري حتى الربع الأول من عام 2013  
Number of Employees Subject to the Provision Of Law in the Private Sector Subject to the  
provision of Law Classified According to Monthly Salary as at Q1 2013  
القطاع الخاص / Private Sector

الراتب الاساسي الشهري Monthly Basic Salary	عدد الموظفين / Number of Employee							المجموع الكلي Grand Total
	بحرينيين / Bahraini				غير بحريني / Non-Bahraini			
	ذكور Male	إناث Female	المجموع Total	النسبة %	ذكور Male	إناث Female	المجموع Total	
<200	1,627	3,281	4,908	5.86%	309,727	14,838	324,565	329,473
200-400	27,955	11,716	39,671	47.37%	49,062	6,310	55,372	95,043
400-600	9,325	4,420	13,745	16.41%	10,781	1,957	12,738	26,483
600-800	4,846	1,850	6,696	8.00%	4,957	831	5,788	12,484
800-1000	3,345	1,069	4,414	5.27%	2,887	511	3,398	7,812
1000-1200	2,674	854	3,528	4.21%	2,679	378	3,057	6,585
1200-1400	2,010	485	2,495	2.98%	1,664	253	1,917	4,412
1400-1600	1,457	336	1,793	2.14%	1,327	186	1,513	3,306
1600-1800	965	243	1,208	1.44%	843	113	956	2,164
1800-2000	699	155	854	1.02%	712	89	801	1,655
2000-2200	656	146	802	0.96%	846	106	952	1,754
2200-2400	495	88	583	0.70%	618	59	677	1,260
2400-2600	368	66	434	0.52%	582	40	622	1,056
2600-2800	270	41	311	0.37%	375	33	408	719
2800-3000	280	43	323	0.39%	328	15	343	666
3000-3200	265	38	303	0.36%	429	25	454	757
3200-3400	179	26	205	0.24%	277	17	294	499
3400-3600	125	23	148	0.18%	253	7	260	408
3600-3800	107	11	118	0.14%	204	10	214	332
3800-4000	74	17	91	0.11%	168	5	173	264
>4000	1,019	96	1,115	1.33%	1,801	94	1,895	3,010
<b>Total / المجموع</b>	<b>58,741</b>	<b>25,004</b>	<b>83,745</b>	<b>100%</b>	<b>390,520</b>	<b>25,877</b>	<b>416,397</b>	<b>500,142</b>

الملاحظات / Notes

\* 47% من إجمالي عدد الموظفين البحرينيين الخاضعين تتراوح مرتباتهم بين 200-400 دينار، تشكل الإناث 30% و الذكور 70% نهاية الربع الأول من 2013.

### 5-5 Workers in Kindergarten:

57. The decision of the Prime Minister of Bahrain to provide workers in kindergarten with a monthly allowance of 30 BDs (79USD?) for two years is only a temporary solution which doesn't address root cause of the problem: lack of minimum wage, lack of unified contracts uniform, and lack of legal framework regulating their working relationship with the employers. This keeps many of them out of the social insurance umbrella, and creates problematic in calculating actual working periods. In addition, both the Ministry of labor and the Ministry of Education has no actual monitoring system over the work conditions in the kindergartens. This contradicts the pledges made by the government of the Kingdom of Bahrain to "the work with the Labor Fund (a local authority under the Ministry of Labor) and the General Federation of Bahraini Trade Unions to study all alternatives that could help solve the problem of kindergarten teachers".<sup>27</sup>

### 5-6 Wife's work:

58. Article (55-a) of the family law acknowledged the wife's legitimate right to work. Her going out for work is not considered *nushoze* (recalcitrance) ; if she explicitly requested that in her marriage contract or if her husband knew of at the time of marriage or give her permission to work after marriage. Yet, Para b of the same article, stipulate that "it is considered as *nushoze* that nullify the wife's alimony if she works against her husband's will and against the interest of the family".

Once again, the positive aspect of stating the wife's right to work is negated by the conditions stipulated in the same article. Despite all the rhetoric about equality between men and women, this article in reality keeps men in control of their wives 'right to work.

## 6- Trafficking in Women

59. Important steps have been taken in this regard; promulgation of Law No. 1/2008 on human trafficking, official efforts to activate its articles and establishment of the National Committee to

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<sup>27</sup> Bahraini NGS Shadow report to the CEDAW committee, BWU: September 2008, page 100

Combat Trafficking in Persons. However, combating trafficking in women and their exploitation in prostitution as stipulated in Article 6 of the CEDAW convention requires the implementation Committee's concluding remarks No. 26 & 27. It also requires review prevailing legislation particularly article 353, chapter 3, section on debauchery and prostitution, which stipulates that "no punishment for committing any crime of indecent assault or rape if the perpetrator marries the victim.

60. Any verdict that was issued before marriage should be annulled together with its criminal effect". This article constitutes gross discrimination against women and violation of a fundamental right of women's rights and flagrant violation of humanity. Moreover, this law reinforces the prevailing stereotypes in Bahraini and Arab societies and that a woman's existential worth is limited to her body, and consequently could be compensated through marriage contract and transferring its ownership from her birth family to her rapist, which aggravates the offense.

61. On the subject of trafficking highlights the problem of domestic workers, Labor Market Authority LMRA estimated their number with (70,000), and 40% of them were domestic workers out of the expats power expected by the year 2013, As for migrant women, domestic workers are subjected to many of the problems including sexual and physical abuse, unpaid salaries for long periods, deprivation of weekends' holidays and holding off their official documents. There have been cases where domestic workers who flee their employers due to abuse, are found to be exploited as sex workers or trafficked as sex slaves as some reasons mentioned in the Labor Protection Association report in annex 3. local newspapers have reported coverage for this type of trafficking crimes , including the case of an Ethiopian maid did not receive her salary for a 8 years; the police did not force him to return her passport or provide her with a ticket<sup>28</sup> .

62. According to the Population census 2010, migrant workers number constituted 666,172 ( ٤٨١,١٧٠ males and ١٨٤,٩٩٧ females) of the total population ١,٢٣٤,٥٧١.<sup>29</sup> The statement of the Minister of labor before the Chamber of Deputies (7/4/2012) indicated that the number of foreign workers,

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<sup>28</sup> Al Wasat newspaper, issue no. 3866, 8 April 2013, page 1

<sup>29</sup> The Central Information Authority's website. Table 1.1, Total population according to age, gender and nationality



الإتحاد النسائي البحريني  
Bahrain Women Union

excluding from domestic workers, is estimated at ٣٨٣٦٥٨ (٣٦٠٩٦٣ males and 22695 females), The -- Labor Market Regulatory Authority (LMRA) estimate domestic workers number as (70,000) and that domestic employment will constitute 40 % of the expected migrant labor force by the year 2013<sup>30</sup>. Migrant workers are covered by the labor law in the private sector as an umbrella to save the rights. Furthermore, Law No. 19/2006 on the organization of the labor market, abolished the” patron system” , meaning that migrant workers can move from employer to another without the consent of the first one. However, this law was suspended for the time being.

63.The new labor law No. 36/2012 (Official Gazette / Issue 3063 of 2 August 2012) provides domestics and the like means those who have similar situation such as drivers, domestic farmers, with rights that were not present in the old law, e.g. work contract, annual leave, end of employment honoraria, and monthly payment of salaries and compensation in case of delay. Yet, again, it is not enforced. In reality, neither employers nor employees know about the law. A report of the Migrant workers Protection Society (MWPS) presented to the Chamber of Deputies<sup>31</sup> stated that the shelter’s run by the society hosted on temporary basis more than 1,200 of female migrants in 2012, mostly domestic workers. The report also stated that the practice holding off workers' passports is still widespread, unpunished, and that it continues despite the Court Of Urgent Matters, established specifically for such cases<sup>32</sup>

64.There is wide spread practice among migrant workers, particularly domestic workers, in the gulf region, known as the “Free visa”, The female worker “buys” a work visa for residency and work in Bahrain from one of the citizens or Asians and pays him a specific sum of money each two years. Such illegal practice facilitates exploitation of these women in prostitution networks of by Asians

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<sup>30</sup> LMRA website <http://www.lf.bh/ar>. Figure no 4 (why domestic workers were included in the labor market policy reform)

<sup>31</sup> MWPS was established in 2005. It has regular contacts with the relevant governmental authorities and businessmen. MWPS runs a shelter for abused female migrant workers.

<sup>32</sup> For more information please refer to annex no. 3 (MWPS’ report)

contractors specially from India and Sir Lanka and citizens<sup>33</sup>. The House of Safety Shelter had allocated an apartment for female migrant workers victims of trafficking, who are to be deported, according to the Minister of Social development decree, January 2010. However, transferred women do not receive psychiatric treatment or rehabilitation; they just wait till the time of deportation to their homeland. Table No. 3 shows the number of cases domestic workers referred to shelter and the type of violence inflicted on them during 2010.

Table 4<sup>34</sup>

Number of Migrant workers admitted to the Shelter in 2010

Type of violence	Number of migrant domestic workers
Physical	٣٦
sexual	٢٦
psychological	٥٩
total	١٢١

65. Another sexual trafficking of women happened through, what is called “Artist Visa”, which is closely related to human trafficking, Artist’s visa is given to hotels to bring in young women from Arab and Asian countries to work in prostitution. The artist visa is limited to three months after which the women travel to one of the Gulf countries and return again after sometime to continue working in prostitution. There is no specific statistics is available within the general statistics on migrant workers under Artist Visa.

<sup>33</sup> For information on prevailing negative status please refer to the following article <http://arij.net>

<sup>34</sup> Bahraini Social Society

66. Local newspapers had repeatedly published about prostitution networks run by foreigners and citizens concerned with bringing in women for the purpose of trafficking from Thailand, Sri Lanka and Russia. Some of these networks have been brought to courts, e.g. the case of Bahraini citizen; Thai newspapers reported that the man is a member of a big band that extends between Thailand and Bahrain and concentrate its activities on human trafficking and deceiving women. Some of the band members were arrested after two women fled to the Embassy of Thailand in Bahrain<sup>35</sup>. In the same line it could be considered the phenomenon of domestic workers running away from their employers after few days from their arrival to Bahrain as important indicator of the prostitution networks' activities and their success in exploiting migrant workers..

67. (AL-Ayam Al-Bahrainia newspaper issue no. 7836, 23<sup>rd</sup> December, 2010 wrote articles mentioned) Statistics show cases of trafficking referred to the House of Safety shelter 2007-3013 (annexes 2 and 3)<sup>36</sup>. They include data on nationality, work and final decision regarding women residents in the shelter.

68. However, these statistics provides a partial and incomplete picture of the reality of human trafficking in Bahrain because many of the foreign women victims of trafficking are kept in prisons until they are deported to their home countries without documenting their data or providing needed support.

69. These statistics do not include also victims of violence in hospitals and clinics, or victims of trafficking under the pretext of marriage, where the husband forces his wife to prostitution<sup>37</sup>.

In some cases the man marries several women from East Asian countries and forces them to prostitution and in other cases the man marries and divorces many women and force them all (wives and divorcees) prostitution, These cases were known through some physicians who work in the

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<sup>35</sup> Al ayam Al Bahrainia newspaper, issue no. 7836, 23 December 2010

<sup>36</sup> Maryam Alrowaie, addressing local newspapers to the issue of trafficking in human beings, Master under delivery 2013.

<sup>37</sup> One of the cases received by the Bahrain Women Union in February 2013 is a Bahraini teenager was raped by a young Bahraini judicial accountability felt by marriage, after marriage has gain them through her body trafficking in prostitution

Before marriage examination department in the Ministry of Health, Although many of those women are deported, yet many more come in a continuous influx using work visas or visas for treatment, or even transit visas for few days then they are trafficked to neighboring countries.

70.As clear from annexes no. 4 & 5, documentation of data on women victims of trafficking in Bahrain is not organized, lacks continuity, and is often a result of external pressures on the Bahraini government by other states or regional and international institutions and organizations, and the worry of the Bahraini government of the consequences of its non-commitment to its international obligations, that might lead to isolation and economical loss in case of canceling investment and commercial agreements with other parties.<sup>38</sup>

**Table 5**  
**Education of Trafficked women in the House of Safety shelter**

Total	university	secondary	Preparatory	primary	illiterate	Missing information	nationality
١٦	1	4	2	2	6	1	Arabs
٩٢	3	14	6	8	14	47	Foreigners
١٠٨	4	18	8	10	20	48	Total

71.The limited information included in annexes 2 & 3 indicates the reality of trafficked women in Bahrain:

1. There are one shelter for violated and trafficked women in Bahrain called (Dar AL-Aman) which is governmental one followed Ministry of Development and organized with partnership of Bahraini Social Association, and House of Children protection which is also followed Ministry of Development and coordinated with Ministry of Health. The Data in tables' No. 5 and No. 6 is from only one shelter

<sup>38</sup> . Maryam Alrowaie, addressing local newspapers to the issue of trafficking in human beings, Master under delivery2013.

in Bahrain, and therefore data does not represent the reality of trafficking in Bahraini. As mentioned earlier, many of those arrested in prostitution networks are kept in prison by the Bahraini Moral police. The BWU provided a request to the relevant authorities to have access to these statistics but did not receive any response.

2. Much data is missing from the statistics indicating a weak commitment to the documentation process, poor monitoring and lack of staff awareness of the importance of such data in the processes of documentation, analysis and policy formulation to combat human trafficking, whether these processes are carried by government or other relevant institutions as women and human rights groups.

3. Women's nationality varies; some are citizens of countries suffering from civil wars e.g. Iraq, or political crises e.g. Russia, or deteriorating economic situation e.g. Morocco and Bangladesh. None of these women are citizens of countries of advanced economies and solid political situation.

4. Data on the level of education of a good number of women is missing (47 of 108 cases). Of those whose data is available, illiterate women represent the highest percentage (20 cases) with a higher illiteracy rate among Arab women compared to their numbers.

5. Women of secondary level of education, represent the second category followed by primary education (Table 5).

6. Most cases stay for a short time in the shelter (few hours to few days) Which indicates that the shelter is a transit point in the process of getting rid of trafficked women. Moreover the shelter doesn't include in its objectives provision of providing psychological, medical, legal counseling.

7. Foreign women are more than Arabs (6:1). Iraqi women represent the majority of Arab women, most probably because of the wars and political conditions that prevailed in Iraq since several decades, and in particular to the circumstances of the occupation and the subsequent breakdown of security and sectarian fighting

8. The age ranged between 13 and 53 years old. in fact 9 cases were children (below 18) 8 of them were Iraqis emphasizing the fact that human trafficking does not spare young children and



underscores the role of wars and conflicts in human trafficking even in communities that appear most stringent with regards to traditions and customs

9. As clear from Annexes 2 and 3, the majority of cases were referred to the shelter by official institutions e.g. criminal investigations departments, police stations, which points out to the absence of centers of independent NGOs that can provide support, counseling and legal aid for trafficked women without fear of arrest.

**Table 6**

**Social status of Trafficked women in the House of Safety shelter**

Number	Arabs	Foreigners	Status
٤٨	١٠	٣٨	Single
٣٥	١	٣٤	married
٢٠	٥	١٥	Divorced
١	-	١	Widow
٤	-	٤	No data available
١٠٨	١٦	٩٢	Total

**Recommendations as the following<sup>39</sup>:**

- 1) Amendment of Article 353 of the criminal code so that punishments are not suspended if the offender of a rape crime marries the victim since reality proved that such marriages are used to escape punishment and are shortly followed by divorce
- 2) Conduct thorough investigations with those selling visas in the black market (free visas) and stipulate strong punishments to stop this practice

<sup>39</sup> Some of these recommendations were mentioned in the Migrant workers Protection Society (MWPS) report

- 3) Ensure a mechanism where all concerned including domestic worker are involved in the process of renewal/cancellation of their visas; so as to avoid cases in which employees are not aware of renewal/cancellations of her/his own visa.
- 4) Provide official English translation to the new labor law (July 2012), and providing appropriate programs to raise female workers awareness of their rights guaranteed by the law.
- 5) The law should set a Clear definition of Trafficking. And precise official reporting including cases of nonpayment of salaries, arrest, holding passports etc.
- 6) Deterrent punishment for case of delayed payment of salaries, holding migrant workers official documents, particularly female domestic works to prevent such practices.

## **7- Nationality**

72.The government of Bahrain put reservations to Article 9-b of the CEDAW committee, as the Bahraini Nationality law 1963 stipulates that child acquires Bahraini nationality if the father is Bahraini even if the mother is not a Bahraini national. The law permits the foreign wife to acquire the Bahraini nationality within few years.

73.Many Bahraini women face multiple problems because of depriving their children from non-Bahraini nationals from the Bahraini nationality, particularly if she became widowed, divorced or abandoned. Their children cannot practice any of their civil, political, social or economic rights in contradiction with article 7 of the CRC ratified by Bahrain in 4th of November 1991 (Decree 16/1991). These families suffer deprivation from the right to housing services, own property, political participation, free movement and work and employment. Such deprivation of rights resulted in situation of instability and inability of these children to have their legitimate rights as full citizens.

74. Official efforts in this regard did not go beyond individual cases presented to the Joint Committee of the Higher Council for Women (HCW) and the Royal Court. 372 children of Bahraini women married to foreigners were given Bahraini nationality in 2006. Another 335 were given the nationality through a Royal generosity in 2011. All these cases lack transparency and specific standards on which the nationality is given to children of some Bahraini families while denying the same right of majority with similar cases. On the other side such handling is based on Royal Discretion? ....not on human rights as stated in the international covenants and conventions

75. Efforts of the National campaign on Nationality calling for reforming article 4 of the Bahraini nationality law, had resulted in decree law 35/2009 which included provisions on the treatment of the foreign wives of Bahrainis, and the children of Bahraini women married to foreigners the same treat of a Bahraini national with regards to all fees for health and educational services, or residence fees on condition that they should permanently reside in Bahrain<sup>40</sup>.

76. This positive step still needs to be completed to include other rights as political participation, employment, educational fellowships, owning property, housing and benefiting from, the social insurance umbrella. Canceling fees in the abovementioned aspects decreases some of the daily burdens, yet it is just mere temporary measures and doesn't address the root cause of the problem, i.e. denying Bahraini women their full citizenship rights according to article 18 of the constitution. (people are equal before the law with regards to rights and duties, with no discrimination because of sex, origin, languages, religion or belief).

#### **Recommendations:**

1) Amending article 4 of the Bahraini nationality law to read "Any person is considered Bahraini if borne in or outside Bahrain, and his/her father or mother were Bahraini at the time of birth"

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<sup>40</sup> For information on the nationality campaign please see al Wasat newspaper, issue 1318, 16<sup>th</sup> of April 2006



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- 2) Withdrawing reservation on CEDAW article 9-b and elimination of all discrimination against Bahraini women to live as full-fledged citizens
- 3) Consult and coordinate with BWU regarding the Nationality portfolio

## 8- Stereotypes of Gender Roles

77. Compared to its neighboring Gulf States or some progressive Arab states, Bahrain would look at the first instance as advanced in the field of human rights in general and women's rights in particular regarding gender discrimination levels<sup>41</sup>. Implicit gender Discrimination in Bahrain is the hardest to address through legislative ways, it needs more time and effort to acknowledge through analytical processes. Bahraini women, together with her sisters in the gulf countries, suffer from most unfair biased gender stereotypes by both their own culture and western cultures<sup>42</sup>. Such stereotypes is part of a wider cultural system that encompasses Oriental/Arab/Muslim women based on a) popular cultural traditions, b) male interpretations of the religious texts, c) exclusion of women particularly from fields of knowledge production particularly religious sciences, d) Media (local and western) promotion of negative stereotypes of Arab/ Muslim women. The impact of these stereotypes is reflected in different fields. Education, work, media, economy, decision making, legislation, and other issues addressed by this report.

78. Since "religious culture" represents the main essential element of the culture in the Arab/Islamic region, and since religious fields are exclusively male dominated, the exclusion of women from the religious fields, particularly jurisprudence and legislation plays a crucial role in the production of

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<sup>41</sup> Bahraini women preceded other gulf women in their fight for civil and political rights and in establishing different types of NGOs (Hiedary 2-351: 2003), yet they were deprived of many of the political rights, despite the general political reforms by the king in the beginning of the third millennium. For more information on the history of women's Associations in the gulf (2000)

<sup>42</sup> Stereotypes in both Arab and western media play an essential role in shaping Arab Women's image. These stereotypes are promoted not only in the Arab communities only, but are widely promoted even in the Arab Islamic countries and in countries in west and east Asia. What is really frightening is how Arab Islamic communities, and women in particular, condone such stereotypes and their cultural representations. See Al-Maleky (2012)

unquestioned “sacred” visions/assumptions on women. Men define the woman’s identity on her behalf silencing her voice and human experience in shaping her image in the community.<sup>43</sup>

79. Men control the most important field in the community i.e. religion. Challenging or objecting the male religious power and its interpretations is considered as if challenging God. Thus male religious readings are given religious "sanctity" and enforced on the whole society. This legacy of stereotypes impacts the whole educational system; from kindergartens to post graduate studies. Same goes for other fields as employment, legislation, judiciary, legislative polices, but education and family remain the most influential fields in shaping unfair stereotypes on Bahraini women.

80. The results of these stereotypes are culminated in marriage and related issues and rights. Media plays an important role in displaying, marketing, circulation, re-production of stereotypes on Bahraini women.

### **Recommendations**

- 1) Review and reform educational material in all stages of education
- 2) Conduct analytical research on popular heritage in different fields to identify sources of marginalization and denigration of women, and to provide strategies to deal with such marginalization and denigration.
- 3) Establish research centers, and university programs on women’s issues and develop qualified and specialized profession women cadres in these centers
- 4) Developing and building women’s capacity to take on leadership positions in the religious institutions

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<sup>43</sup> Bendy, on her study on Bahraini women and religious revival (٢٠١٢ : ١١٧ - ١٢٠), pointed out some example of male hegemony over the religious fields.

## 9- Reservations:

81. The reservations of the kingdom of Bahrain had on articles 2, 9 para 2, 10 para 4, 16, and 29 of the CEDAW convention, contradict the essence of the convention and Article 18 of the Bahraini Constitution.

82. Kingdom of Bahrain, in response to the CEDAW committee's concluding remarks, stated that its reservation on article 2, doesn't negatively impact women's enjoyment of their rights. We contest to that as we see this discrimination in the reality of not translating article 18 of the constitution since the nationality law still discriminates against women, and the lack of the second part of the family law provisions (*Ghafarey*). The government's pledge, during UPR, to withdraw reservations had not been translated to action, and our campaign to withdraw reservations in cooperation with the parliament was not taken seriously despite government's statements before the CEDAW committee in 2008. The rationale for reservations provided by the state, i.e. conflict with Islamic Shariaa, is in contradiction with the situation in other Arab and Islamic countries that did not put reservations to the same article, e.g. Yemen, Turkey, Pakistan, Indonesia and Uzbekistan.

83. We think that Bahrain's general reservations to articles 2 and 16, does not define what provisions are in contradiction of Islamic Shariaa. This generalization makes it unclear how these reservations will be implemented at the national legislation level including family law. We have to emphasize CEDAW concluding remarks, that cultural and religious practices should not be used as a justification for violation of the convention.

84. We adopt the conclusions of the "*Mussawa*" research project on the CEDAW convention. The Study addressed States' justifications, including Bahrain, of non-implementation of CEDAW with regards to family laws and discriminatory practices, provided important conclusions relevant to religion and culture. "we have to acknowledge that the resistance to reforming Muslim family laws often stems from reasons beyond apparent religious bases as the patriarchal approach under cover of religion or political pressures within the country ...thus the impediments are not in 'culture' or

'religion' in themselves, but is in the vision biased to specific interpretations based on economic interests and existing power relations"<sup>44</sup> Bahrain adopts a static and monolithic vision of Shariaa, stating that the rights included in CEDAW are in conflict with Islamic Shariaa, and that the second article of the constitution stipulates that "Islam is the country's religion, and Islamic Shariaa is the main source of legislation"<sup>45</sup> , and emphasized that Islam guarantees gender equality<sup>46</sup>. Bahrain's statement that incomplete implementation of CEDAW impacts only family affairs and that women do not suffer discrimination in other fields of life<sup>47</sup> reflects a downgrading attitude towards women's status in family. Yet, as the Mussawah study pointed out, there is a link between discriminative family laws and violence practiced by the community against women.<sup>48</sup>

### **Recommendations**

- 1) Review and withdrawal of all reservations
- 2) Launch a campaign to withdraw reservations and ratification of the CEDAW Optional Protocol

## **10- Implementation and promotion of CEDAW**

85.The government of Bahrain and relevant official authorities didn't exert serious efforts in this regard. Up till now, despite the state's declared commitments, there is no explicit legal text defining discrimination against women. Parliament members have little awareness or concern of CEDAW and do not adopt it when discussing laws. Furthermore, no judicial rulings based on CEDAW despite the fact that it is presumably a national law, except a single ruling in 2006 regarding the registrations of the Bahraini Women Union which pointed out that judges are not aware of the convention and the lack of official directive in this regard. On the contrary, there is an official sponsoring of anti CEDAW activities. The conference on "impact of regional and international agreements on the Islamic world" (13-15 April 2010) was sponsored by the president of the Higher Council for Islamic Affairs, with

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<sup>44</sup> CEDAW and Muslim Family Laws: Searching For Common Grounds. Musawah Movement. Page 67

<sup>45</sup> State of Bahrain report .N. Doc. CEDAW/C/BHR/2 (2007), p. 10

<sup>46</sup> Ibid U.N. Doc. CEDAW/C/BHR/2 (2007), p. 32

<sup>47</sup> Ibid U.N. Doc. CEDAW/C/BHR/2 (2007), p. 32

<sup>48</sup> <http://www.musawah.org/sites/default/files/CEDAW%20and%20Muslim%20Family%20Laws-Arabic-edited.pdf> page 67



participation of university professors and researchers from Bahrain and Saudi Arabia. As declared, the conference was a response to the UN celebrations of the 15<sup>th</sup> anniversary of the Beijing women's document (New York 2010), a document that is considered as opening doors for sexual promiscuity, extra-marital pregnancy, abortion, homosexual marriages, and destruction of family. The conference enjoyed a wide media coverage and support promoting a negative image of the CEDAW convention and of course is in contradiction with state commitments.

### **Recommendations**

- 1) Issuing a law defining and criminalizing discrimination against women
- 2) Declaring a clear plan on the promotion and implementation of the CEDAW convention and fulfilling state commitments in this regard.





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## - ANNEXES

- **Annex one: Women testimonies on institutional violence**

### **1. Fatima Abou Edrees**

Name: Fatima Abdulla Ahmed Abu Idrees

Date of Birth: 1/1/1956

Personal Number: 560019637

Occupation: Retired School Principal

Place of work: Ministry of Education

Date of dismissal from work: 8 June 2011

Ministries and committees that carried out the investigation: Ministry of Education/ Ministry of Interior (police station) / Civil Service Bureau

Reason for dismissal from work: Participation in a peace walk held by Non-Government Organizations comprised of educated people and writers.



After the protests, started to take place, on the 23<sup>rd</sup> of February 2011, the Undersecretary of Ministry of Education summoned me at his office for the reason that there are messages, fabricated by the school teachers, accusing me of treason. When I replied back to him that this summoning because it was not formal, he asked me to leave his office without even considering that I had served the Ministry for 32 years.

### ***Investigation by the Ministry of Education***

- 1- I was handed over to the first Investigation Committee in the Ministry of Education on April 11, 2011.
- 2- The first investigation was held on April 28, 2011, wherein I was insulted and ridiculed in the investigation of the false accusations which were backed up by no evidence save a picture of me in a peace walk.

### ***Investigation in Ministry of Education (police station)***

Before the results were published by the ministry, the document has been referred to the police station and inside it is a recommendation by the Undersecretary of the Ministry of Education stating that she should be dismissed from work. With the police, the journey continued while stopping at various police stations namely on May the 4<sup>th</sup>, 5<sup>th</sup>, and 8<sup>th</sup> (morning and evening), and 17<sup>th</sup> which was when they took my DNA, fingerprints, and a picture. These 5 summoning were done with no official documents from the Ministry of Interior granting them the permission to do so.

### ***Investigation in the Civil Service Bureau and the Disciplinary Board.***

On the 7<sup>th</sup> of June, I have been referred to the Disciplinary Board in spite of all the evidence presented by the teachers on my side. On the 20<sup>th</sup> of June, I have been informed about my dismissal from work by the decision of the committee on the 7<sup>th</sup> June on the basis that I have expressed my opinion and my presence in a peace walk not in my working hours.

### ***Referral to the Public Prosecution***

I have been referred to the Public Prosecution under the offence of national safety violation which is liable to be punished by law and that was for me on the 31<sup>st</sup> October 2011 under the criminal case number 07201108432. However, the trials specialized in the expression of opinion were off after a report was published by the Bahrain Independent Commission of Inquiry.



### ***Presenting the complaints to Bahrain Independent Commission of Inquiry***

On the 8<sup>th</sup> of June 2012, in the light of the recommendations by the Bahrain Independent Commission of Inquiry, I have been brought back to work not as a school principal but rather in the public library without being given any objectives to complete. After I have raised this issue to the media, on 15<sup>th</sup> April, I was back again as a school principal but without any objectives to carry out. Which forced me to apply for a premature retirement on October 2012.

Despite the fact that the report of the Bahrain Independent Commission of Inquiry pointed out that the dismissal was unjustified, illegal, and it was carried out in revenge simply for the freedom of expression (an act that the Constitution of Bahrain has supported), we were not paid the salaries of the months we were suspended. We also were not allowed to receive our unemployment benefits which is a law that is abided by in the Kingdom of Bahrain.

### ***Some of the other violations that were done to me:***

- 1- Me and my family were also subjected to defamation through social networking sites, groups, and forums by hateful teachers and parents.
- 2- The Civil Service Bureau stopped giving me a salary since March 2011 despite the fact that I was still working.  
I was suspended from work on April 25<sup>th</sup> 2011 before I was investigated with on April 28<sup>th</sup> 2011. That is, the decision of suspension was not taken on the basis of the results of that.

## **2-Naziha Saeed**

- Name : Naziha Saeed
- Age: 32 years old
- Occupation : journalist , correspondent French channel (24) and Radio Monte Carlo International in Bahrain
- Place of Violation: Riffa police station
- Date of violation : May 22, 2011
- violation time : 13 hours

Description of the incident: When **Nazeeha Saeed**, the Bahrain correspondent of *France 24* and *Radio*



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*Monte Carlo Doualiya*, was summoned to a police station in the city of Rifa'a for questioning at midday on 22 May, she expected to be back home two hours later and had no inkling of the nightmare awaiting her.

On arriving at the police station, she took a seat and waited calmly. Other women, mainly nurses, were also waiting, sitting on the floor.

An hour later, she was called. She entered an office where there was a male officer. In a quiet but unsettling voice, he told her to answer the questions that would be put to her. He then left her with a female officer, who accusing her of "lying" in her reports and told her to admit her links with the Hezbollah TV station *Al-Manar* and the Iranian Arabic-language TV station *Al-Alam*. "*You must confess,*" the woman kept repeating, going on to accuse her of participating in the pro-democracy demonstrations that have taking place in Bahrain since March.

An hour later, she was taken to another office. There, a woman police officer mocked and insulted her. When Nazeeha ignored her, the policewoman grabbed her by the chin, held it hard, and slapped her with the other hand. "*You must tell me the truth,*" she screamed, continuing to slap her and then seizing her by the hair and throwing her to the ground. Four policewomen proceeded to slap, punch and kick her repeatedly. One of the women took her shoe and forced it into her mouth. "*You are worth less than this shoe,*" she said.

With the shoe still in her mouth, she was dragged to yet another office, where she was blindfolded and was initially made to stand. Then she was forced to kneel on a chair, facing the back of the chair, exposing her back and the soles of her feet, which were now beaten repeatedly with a piece of flexible black plastic tubing. As she cried out with pain, a police officer kept shouting "*Shut up and answer my questions*" without asking any questions or without giving her time to say anything.

She continued to be accused of lying and of "harming Bahrain's image." The blows kept on coming. The blindfold finally fell from her eyes and she noticed the male officer, the one who had spoken to her initially, coldly observing the scene.

Nazeeha was then taken to a room where there were other women, nurses, who were awaiting their turn to be interrogated.

After a while, she was taken back for another interrogation session. The nightmare resumed. Blindfolded again, she was told to bray like a donkey and to walk like an animal. A new humiliation. And she was beaten again. At one point, a woman held a plastic bottle against her mouth. "*Drink, it's urine,*" the woman cried, pressing her lips against the mouth of the bottle. Nazeeha managed to knock the bottle out of the policewoman's hand, but the policewoman picked it up and poured part of its contents over her face. Nazeeha did not know what it was, but it stung her face.



She was taken to another office and was forced to kneel on a chair again. The soles of her feet, her back, her arms and her head were again beaten with the plastic tube.

She was taken back to the room where other women were waiting and the blindfold was removed. When she recovered the use of her eyes, she saw that it was past midnight. All the women, including Nazeeha, were now allowed to go to the toilet and were brought food. They were also brought documents to sign, without being able to read them. Nazeeha signed.

The policewoman who had initially received her at the police station checked all the women with a stethoscope and told them they would be sent to prison for 45 days, pending trial.

The head of the police station nonetheless asked to see Nazeeha. He told her he was very surprised to find her there and pretended not to know she had been interrogated. She was allowed to phone her mother and was finally allowed to return home. But she has not yet recovered from the ordeal. She continues to suffer physical and psychological after-effects.

The interior ministry subsequently announced proceedings against those responsible for the mistreatment. Nazeeha gave an account of her ordeal to the military prosecutor in charge of the investigation.

She is currently in France receiving medical care and is due to return to Bahrain tomorrow.<sup>49</sup>

### **3-Aqila El Maqabi**

Name: Aqeela Al-Magabi

Age: 23 years

Occupation: Unemployed

Place of Arrest: Bahrain City Centre / Manama

Date of Arrest: 23<sup>rd</sup> September 2011

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<sup>49</sup> . correspondent tortured for covering pro-democracy demonstrations, Reporter without border electronic site, 30 May 2011/ <http://en.rsf.org/bahrein-policewoman-acquitted-of-torturing-22-10-2012,43567.ht>.





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Description of what happened: After the end of a peaceful rally in Bahrain City Centre, which was part of the people's movement in Bahrain calling for the reform and release of prisoners of conscience. We went out of the centre and were surprised by the police firing tear gas grenades towards us and chasing us down. We were terrified so we escaped towards the cars in the car park. But, they attacked, pulled, and threw us onto the ground and handcuffed us. Thereafter, they piled us up, 45 women altogether, into two piles and started kicking and hitting us with their batons while shouting at us to place our noses on the floor. After that, they transferred us to a room inside the centre and they ordered us to stand with our backs to the wall. Then, they brought a photographer to take our pictures. Meanwhile, they took some personal information such as our names, ages, and places of residence. Swear words were being thrown at us and our head veils(hijab) fell and we were incapable of fixing them because of the handcuffs. After a period of time, they embarked us on a bus along with the policewomen which were in charge of beating and cursing us throughout our way to Al-Noaim police station. After we arrived, they took all our fingers fingerprints and our pictures too. Later on, at three in the morning, they transferred us to Al-Adliya Prison (Directorate of Criminal Investigations and Forensic Evidence – CID)

There, they interrogated each one of us. One of them was my sister Ashwaaq Al-Magabi, an 18 year old high school student, who was affected with a severe sickle-cell disease. This rendered her incapable of withstanding such fierce beating. So she was struck by a sickle-cell crisis for which they had to immediately transfer her to the hospital. Also, Nur Aqeel, one of the prisoners, was subjected to the beating from the women police. Later, we were driven to Isa Town Female Detention Center wherein they inspected us to an extent that they stripped our clothes off and started searching our hair. In the second day, they released 30 women and kept the remaining 15 mentioning that they will be taken to court. Every time, throughout our way to the hearing, we were inspected, beaten, and cursed at by the women police. We attended approximately eight hearings before the court prove five women innocent and imprisonment for the remaining ten. We were then transferred to Isa Town Female Detention Center to fulfill our sentence period. After four months, in 14 February 2012, we were released. However, later we were given notices by the police station that 37 days remain from the sentence declared by the Court of Cassation and we had to fulfill them. This put us in a deep state of anxiety so we decided to hand ourselves by going to the Exhibition police station and informing them about our case. From there, we were taken to the Isa Town Female Detention Center where we were put in the same ward where prisoners of prostitution and drugs, comprised mostly of foreigners particularly from Thailand, Indonesia, Philippines, and Russia, resided. On Friday the 22<sup>nd</sup> of February 2013, we were released after our sentence has end

• Annex two: list of fired female workers/ Issued by the General Federation of Trade

Unions

No	Name	Personal number	Contact number	Has been updated	signed return agreement	source	Category	General remarks	Stopping from work	Forced financial settlement	Basic Salary	Type of contract	Other allowances	Currently working	New Salary	Details of the new register : before	Ministry of Labor Remarks March - 2013	workers response and their current situation
٢٩٤٤	Masooma turkmani	٧٥٠٢٠٥١٩٩	٩٧٣٣٩٦٥٤٣٢٠	١		Gulf Air	Big Companies	Her name was posted on websites and has been categorized) : under the safawi traitors in Gulf Air , member of the pearl roundabout leadership ( working for the Iranian Intelligence	fired	Yes		permanent		.			non	was fired and still is . Still hasn't been asked to return to work. Case is currently at court Was threatened to resign with out any return as per the documents attached.
١٠٩١	Fatima ahmed saleh al Qallaf	٥٥٠٠٠٦١٠٩	٩٧٣٣٩٨٧٦٣٤٥	١		General Organization For Social Insurance	Semi Governmental Organizations	Has a court verdict of returning to work and her workplace did not carry out the verdict	fired		١٢٠٠	permanent		.			Civil Service bureau fired administratively - current situation : has been administratively fired and awaiting the administrative court's verdict	The Military court held an investigation with the same charges they were accused of and have been previously investigated by the General Organization for Social Insurance : Reason for absence / Pearl Roundabout. The verdict of the primary and higher appeal court were in the workers favor : to return to work and her workplace have been notified by the Court with the final verdict . Her workplace then took the case to the cassation court. and is demanding to return to work
١١٥٧	Naeema Naser Ali	٦١١٢٠٣١٢١	٩٧٣٣٢٨٦٦٩٩	٠		Ritz Carlton	Other Companies		fired			permanent		.				



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١٦٥٢	١٩٤٠	١٧٢	١٢٣٨	١٦٥٩	٧٨٦
Huwaira Ali Al Asfoor	Awatif Sayed Mahmood Mohammed	Nawal Buti Hussain hussain	Fawziya A. Rahman Mohammed	zahra Hassan Ghuloom	Rola Jassim al Saffar
٦٨٠٠٥١٢٥٢	٦٨٠٠٣٨٤٨٥	٦٧٠٠٥٤٣٠	٦٣٠٩٠٢٣١٣	٦٢٠٨٠٧٥١٠	٦٢٠١٢٨٩٢٥
	٩٧٣٣٩٦٨٢١١	٩٧٣٣٩١٣٨٠٢	٩٧٣٣٩٦٥٣٣٣	٩٧٣٣٦٩٠٩٩٤	٩٧٣٣٩٦٦٢٤٢٧
	٣	٨	٨	٣	
	٠	٠	٠	٠	١
Bahrain rehabilitation Center for special needs	Alba	Ministry of Health	Arab Investment Company	Bahrain Institute of Hospitality and Retail	Ministry of Health
Other Companies	big companies	Tamkeen 1912	Other Companies	Other Companies	Governmental Organizations
					recieves her salary but still hasn't been returned to work - awaiting court verdict of her innocence
fired	fired	fired	fired	fired	Stopped her from work
	Yes				
					٩٠٠
permanent	permanent	permanent	permanent	permanent	permanent
٠	٠	٠	٠	٠	٠
					Civil Service Bureau: Verdict of innocence has been issued an ongoing coordination with the Ministry Of health to receive a copy of the verdict . / current situation : has been returned to work
					Still hasn't been contacted to return to work.



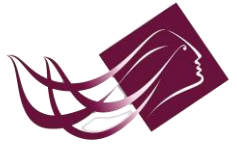






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١٩٤٦	Shereen Yousif Ghuloom	٧٤٠٦٠٥٦٨٢	٣٩٨٨٨٨١٤-	١	Alba	big companies		fired	Yes		permanent		opened a commercial register after getting fired .	non	<p>Current Situation :</p> <p>1. I was fired during the national safety period where I received a call while I was at home from the President of Labor relations Hamad Al Shaiba on April 26th 2011 to inform me that I was fired and not to attend work .</p> <p>2. Later on I received several calls from Hamad Al Shaiba trying to force me on signing the company's financial settlement.</p> <p>٣. On September 2011 after five months Hamad Al shaiba threatened me on signing the company's financial settlement or else they will deprive me from all my rights.</p>
١٩٣٦	Huda Mansoor Radhi	٧٥١٠٠٢٧٦٣	٩٧٣٣٩٤٥٨١٨٠	٠	Arab Investment Company	Other Companies		fired			permanent				
١٤٤٨	Hana Mulla Taqi Mayoof	٧٦٠٠٣٧٤٠٠	٩٧٣٣٦٦٤٦٣٨٨	١	Bahrain Precast Concrete Company W.L.L.	Other Companies	The case is currently at court	fired		٤٦٥	permanent			Her contract is for a limited period and she's only asking for compensation for the remaining contract period	Permanent work contract I havent been contacted by Ministry of Labor until now.
١٩١٩	Zahra Majeed Ahmed	٧٦٠٢٠٩٢١٩	٩٧٣٣٧٧٣٠٢٣٣	٠	Alba	Big Companies		fired	Yes		permanent				



١٩٢٩	Banafsha Ibrahim mohammed Taqi	٧٦٠٣٠٩٣٠٢	٣٩٦٥٢٦٦١-	١	Alba	Big Companies	fired	Yes	١٦١٢,٥	permanent	non	<p>Current Situation :</p> <p>1. I was fired during the national safety period where I received several calls from the President of Labor relations Hamad al shaiba to inform me that the company decided on firing me and threatening me to accept the company's financial settlement or else I will be deprived from all my financial rights , as well as threatening me to target my husband who works in the same company if I refuse signing the settlement .</p> <p>2. I tried with the company's HR to replace my post with any other one especially that I worked in several departments and I have experience in all , but they refused .</p>
٥٩٧	Halima A.Aziz Abdulla Al Sabagh	٧٦٠٤٠٨٢١١	٩٧٣٣٩٠٧٩٧٣٥	١	Ministry of Health	Governmental Organizations	fired		٤٠٠	permanent	Civil Service Bureau remarks : stopped from work due the issuance of a court verdict --- Current Situation : stopped from work due the issuance of a court verdict	The case is current at the higher appeal court .
١٩٢٨	Linda Hussain Mohammed	٧٦٠٧٠٧١٠٣	٣٩٣٣٩٠٢٢-	١	Alba	Big Companies	fired	Yes		permanent	non	<p>Current Situation :</p> <p>1. I was fired during the national safety period where I received a call from the President of the Labor relations Hamad al Shaiba to inform me that the company fired me and not to attend work.</p> <p>٢ Later on I met the chairman Mahmood al kooheji to tell him that they fired me and he promised to look in to the matter and threatened me as well to stop mailing the company's admin because the firing matter is final.</p> <p>3. after that I met Hamad Al Shaiba as he fabricated charges against me that I was sending political emails in the company and threatened me either to accept their financial settlement or I will be deprived from all my rights .</p>



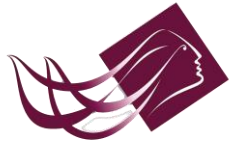


١٣٣٥	Nazha Mohsin Sabt	٧٨٠٢١٠١٩٠ ٩٧٣٣٩٢٠٢٧٤٢	١		Mashreq Bank	Other Companies		fired	Yes	٦٠٠	permanent	١٠٠	٠			Under follow-up by the Ministry of Labor for nominating him for employment in other companies	There isn't any follow up from the Ministry of Labor She is still fired and wants to return to work Has a case at court currently.
١٣٣٩	Suad A.Rasool A.Aal	٧٧٠٤٠٢٦١٥ ٩٧٣٣٩٩٨٨٦٦	٠		Arab Investment Company	Other Companies		fired			permanent		٠				
١٦٦٧	Jehan Hassan Ahmed	٧٧٠٢٠٨٩٠٨ ٩٧٣٣٩٢٩٠٠٠	١		Bahrain Bayan School	Other Companies		fired			permanent		٠				
٢٣١٨	Rehab abbas Shaheen	٧٦٠٩٠٢١٨٦ ٣٨٨١٠٧٥٨-	١	Signed on 05-03-2012	Alba	Big Companies	I have been offered a Carbon Technician post and I agreed and asked for the job description and I still haven't been contacted until now	fired		٧٥٠	permanent	٢٦٠	٠			non	Current Situation : 1. She signed a return settlement under the supervision of the International Labor Organization but the company insisted on changing her post to another substantially different unsuitable post which is against clause 22 of the Labor Law. The replacement post work environment is unsuitable for a woman as sometimes it requires her going down to the factory. 3. The offered post has no future in contrary to her previous post where she was competent of receiving a raise as she carried out some responsibilities alleged to her on behalf of her superior Hay Group's report recommended transferring her to Safety and environment Department as it suited work experience but the company violated the recommendation and offered her another post .



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١٥٩	Hameed A.nabi Hassan ali	٧٨٠٣٠٧٤٩٦ ٩٧٣٣٩٥٥٠٧			(Ministry of Health ( Tamkeen 1912	Tamkeen 1912		fired											
١٧٦	Budoor Isa Ali Hussain	٧٨٠٦٠٠٧٣٨ ٩٧٣٣٩٦٦٦١٤٣			(Ministry of Health (Tamkeen 1912	Tamkeen 1912	She was contacted on 08-11-012 and she returned to work on a ٦ month temporary contract	fired		٣٠٠	permanent			non					Returned to work on – ٢٠١٢-١١-٠٧ Ministry of Health She was removed from the general organization for social insurance on 27-05-2013 as per Ministry of Labor's letter to gosi Demanding to return to work as per the Training program.
١٣٢٢	Elham mohammed Ali Al Mulla	٧٨٠٦٠٣٦١٣ ٩٧٣٣٦٥٠٠٠٧			Bahrain Islamic Bank	Other Companies		fired		٩٢٥	permanent	٧٠		Under follow-up by the Ministry of Labor for nominating him for employment in other companies					Current not working and hasn't been nominated for another post.
١٦٥٥	Naeema Mansoor A.Aziz	٧٨٠٧٠٢٤٣٣			Bahrain rehabilitation Center for special needs	Other Companies		fired			permanent								
٩٧٩	Fatima Abbas Hussain Khamis	٧٨١١٠١٩٠٥ ٩٧٣٣٩٤٣٢١٢٤			University Of Bahrain	Semi Governmental Organizations	Resigned under threat	fired		٦٩٩	permanent	٦٠		Civil Bureau's remarks : resigned on her own will --- current situation : resigned on her own will.					She was on annual leave and sick and at the same time on maternity leave and was asked to come to work during the national safety period or to resign or else she would be stopped from work or transferred for investigation , finally forced to resign as she was threatened to be sent to the police station for investigation if she did not comply and resign. After leaving the hospital she sent a letter to Mr.yousif al Bastaki wanting to withdraw her resignation She also wrote to the Minister of Labor ( letter no 2114 ) and still haven't received any reply up to date .

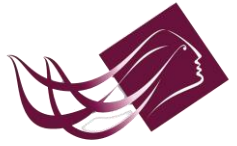


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١٦٨٢	Zahra Ibrahim Hassan	٧٩٠٨٠٠٥٣٣٢ ٩٧٣٣٩١٣٤٤١	٧٩٠٧٠٦٥٧١ ٩٧٣٣٩٠٧٣٤٩٤	١١٤٤	٤١٥	Zainab Hussain A.Karim	٧٩٠٣٠١٨٥٧ ٩٧٣٣٦١٦٧١٦	Bapco	Big Companies	Her contract was renewed from 1 year to 6 months and then to three months all it being steps to turn the contract to permanent but still it hasn't been done.	fired	٦١٤	Temporary	٢٢٠ ٠	non	I was abruptly fired on 08-11-2011 and was returned after addressing the Minister of Oil and Gas ( Abdul Hussain ) on ٢٠١١-١١-٢١ where I was told my contract will be permanent but was fired after the contract's expiry on 21-05-2011 Attached are some of the contracts with insurance details showing that I worked for Bapco from 2006-2012 Copies of the appeal letters sent to the minister and the company Bapco and no reply has been received yet . Copy of Bapco's letter (25-06-2012 ) stating that if there are any vacancy's that suit my qualifications I will be contacted but I still haven't been contacted yet although they have been recruiting .
٣٨٧	Ghaniya Ibrahim Khalil Al Khabbaz	٧٩٠٧٠٦٥٧١ ٩٧٣٣٩٠٧٣٤٩٤	٧٩٠٥٠٢٠٠٥ ٩٧٣٣٩٠٤٢٥٦	١١٤٤	٣٨٧	Halima Hasan mohammed	٧٩٠٥٠٢٠٠٥ ٩٧٣٣٩٠٤٢٥٦	Bahrain Association for Parents and Friends of the Disabled .	Other Companies	Was on annual leave as per the association's request ( forced ) and was paid for the annual leave – the worker is a member of the enabling and employing university graduates project.	fired	٤٠٠	permanent	٠	Under follow-up by the Ministry of Labor for nominating her for employment in other companies	Ministry Of labor has still not contacted her Her last work assessment on 06-03-2011 she scored (very good ) and a copy of the last three assessments are available. They violated clause 8 of her contract that obligates the employer to refer to the ministry of labor incase of any dispute.
٣٨٧	Ghaniya Ibrahim Khalil Al Khabbaz	٧٩٠٧٠٦٥٧١ ٩٧٣٣٩٠٧٣٤٩٤	٧٩٠٥٠٢٠٠٥ ٩٧٣٣٩٠٤٢٥٦	٣٨٧	٣٨٧	Halima Hasan mohammed	٧٩٠٥٠٢٠٠٥ ٩٧٣٣٩٠٤٢٥٦	Bahrain Association for Parents and Friends of the Disabled .	Other Companies	Was on annual leave as per the association's request ( forced ) and was paid for the annual leave – the worker is a member of the enabling and employing university graduates project.	fired	٤٢٠	Temporary	٠	Under follow-up by the Ministry of Labor for nominating him for employment in other companies	There isnt any continous followup from the Ministry of Labor. I am still fired up to date.
٥٥٥	Zahra Ibrahim Hassan	٧٩٠٨٠٠٥٣٣٢ ٩٧٣٣٩١٣٤٤١	٧٩٠٧٠٦٥٧١ ٩٧٣٣٩٠٧٣٤٩٤	٥٥٥	٥٥٥	Zahra Ibrahim Hassan	٧٩٠٨٠٠٥٣٣٢ ٩٧٣٣٩١٣٤٤١	HOCHTIEF Facility Management Bahrain Airport	Other Companies	No investigation took place and all what has been mentioned in the letter ending my services is incorrect.	fired	٥٥٥	permanent	٧٠ ٠		



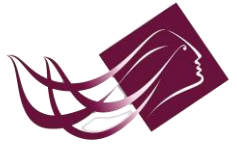




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٢٠١٣	Raja Ibrahim AbdulAziz	٨٢٠٢٠٢١٩٣	٩٧٣٣٨٨٢٤٢٣	١		Gulf Air ( Tamkeen 1912 )	Tamkeen 1912		fired	٤١٦	permanent			Status : is current being merged into another program.	I havent been contacted until now.
١٧٥	Azhar Mohammed Ali Hassan	٨٢٠٢٠٢٧٩	٩٧٣٣٩٢٢٤٢٤	٣		Ministry of Health ( Tamkeen 1912 )	Tamkeen 1912		fired		permanent				
٩٤	Ferdous Hussain Ali	٨٢٠٧٠٣٦٨٠	٩٧٣٣٩٥٥٦١٤٧	١		Batelco (Tamkeen 1912 )	Tamkeen 1912	Her contract expires on 6-12-2012 but she was fired before her contract's expiry.	fired	٢٧٠	Temporary			Ministry's Remarks : doesn't want to return . -- current status : it has been approved to return her to the training source ( Batelco) but she refused	
٣٠٩٢	Zahra Maki Yousif	٨٢١١٠٧٠١١	٩٧٣٣٩٢١٢٤٧	٤		Gulf Air ( Tamkeen 1912 )	Tamkeen 1912		fired	٤١٦	permanent			Status : employed --- Remarks 1 : Has been nominated to work for Falcon Company for an analyst post .	I havent been nominated for any post until now . Wants to return to work.
٤١٦	Eman Abdulhaai Al Nashmi	٨٢١٢٠٥٦٦٨	٣٨٨٨٥٠٨٨	١		Bapco	Big Companies	Her contract was renewed for different time period : a year , then 6 months , 3 months to finalize the procedures of turning it into a permanent contract	fired	٦١٤	Temporary	٢٢٠			Was contacted on 23-05-2013 where she told them that she has an ongoing case at court and that she doesn't want to return to work and we informed her that her name will be crossed out from the Fired employees list .
٢٢١١	Nahed Salman Jassim	٨٣٠٠٠٠٨٨٧	٣٧٧٣٠١١٥٠	١	Signed on 05-03-2012	Alba	Big Companies	I was on my annual leave when they fired me	fired	٤٥٠	permanent	٢٨٥		non	Current Situation : 1. She signed a return settlement under the supervision of the International Labor Organization but the company insisted on changing her post to another substantially different unsuitable post which is against clause 22 of the Labor Law. 2. Hay Group report stated that the new post required new skills and an initial study at the beginning which will take a long time to enable her to be productive.





١٢٤٨	Rajai Taqi Ahmed Yahya	٨٣٠٦٠٣٢١٢	٩٧٣٣٣٨٨٧٧٣	١	Trafo	Other Companies	Has a commercial register since three months for ( water and ice ) but has a very weak income as his family is made up of seven members and they help him out with small amounts when they can . ( I was threatened to resign and they stopped me from work and the Ministry Of Interior investigated with me at their headquarters )	fired	٧٤٩	permanent	١٢٥	.	Commercial Register ( Ice and Water ) after firing her / Weak income.	Has acquired a commercial register and is now considered an employer	Was asked to resign or else they will send his name to the Criminal Investigation Department .Five days after refusing to sign his resignation he was arrested and tortured and they investigated with him regarding an incident at work . Still hasn't been contacted to return to work or to nominate him for another post . Has a commercial register ( Ice & water ) and his monthly income does not exceed BD 180 . Is ready to give up the register provided he is returned to the same post or recruiting him in a different post with the same income .
١١٩	Afaf Mansoor Abdul Naser	٨٣٠٦٠٣٧٨٦	٩٧٣٣٩٥٦١١٣ ٩	.	Ministry of Information ( Tamkeen 1912 )	Tamkeen 1912		fired		permanent		.			
٧٨	Eman Mahmood Ibrahim Samoor	٨٣٠٦٠٩٠١٦	٩٧٣٣٦٨٩٩٤٤	.	Ministry of Finance ( Tamkeen 1912 )	Tamkeen 1912		fired		permanent		.	Status : under process of merging her in another training program ---- Remarks 1: Has been nominated for an accountant post at the Jaffaria Wagf Directorate—Ministry of Justice and Islamic Affairs and Maryland Contracting Company , she was also nominated for a post at the Northern governorate council , the ICT Specific Council For Vocational Training and Logic institute.	Ministry of Labor Remark's 2: Under follow-up to complete the procedures of registering her into one of the vocational councils to finish her training period.	

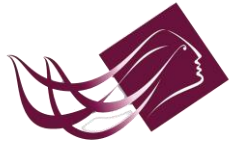




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٢٥٩	Ayat AbdulHussain Saliman	٨٢٠٩٠٢٤٨١	٩٧٣٣٦٦٧٣٢٢٧	.	Europe Cars	Other Companies	I was on annual leave from 06-02-2011 for forty days , and was fired without any warning , I received a call the day my leave ended informing me that I was fired .	fired	٢٥٠	Temporary	٨٠	.	List of those who transferred to other posts or returned to their previous posts )lajon Travel Agency(	
١٨٢	Naeema Abdulla Hassan Muftah	٨٢١١٠٥٠٣٨	٩٧٣٣٩٧٣٢٢٦٦	١	)Ministry of Health ( Tamkeen 1912	Tamkeen 1912		fired	٢٠٠	Temporary		.	Status : does not want to return to work ---- Remarks : it has been approved to return her to the training source ( Ministry of Health ( but she refused to return owing to private circumstances.	Hasn't refused but requested postponing due to giving birth.
٢١	Sajeda Abbas Omran Ali	٨٢١١٠٥٣٢٠	٩٧٣٣٦٦٦١٤٨٣	١	Ministry of Finance ( Tamkeen 1912 )	Tamkeen 1912		fired	٢٠٠	permanent		.	Status : refuses training programs ---- Remarks : was nominated for other posts ( Jaffaria Waqf Directorate + one of the vocational councils as well as Falcon Company ) but she refused because she wants to return to her previous post in the Ministry of Finance.	Still awaiting the training program and hasn't been called yet.
١٣٩٠	Ayat Saliman Ibrahim	٨٢١٢٠١٩١٦	٩٧٣٣٦٠٠٠٠٢	١	Bahrain International Circuit	Other Companies	Returned to work on 24-01-2012 and was fired again on ٢٠١٢-٠٥-٢٩	fired	٥٠٠	permanent	٥٠	.	non	Was fired again due to claims of unproductivity although there was those in the same department who haven't reach the required standards which indicates that I was targeted because I was previously fired and arrested.
٢١٤٩	Zainab Ibrahim Ahmed Al Khadran	٨٤٠١٠٥٢٧٤	٩٧٣٣٩٨٣٩٧٥٥	١	Gulf Air ( Tamkeen 1912 )	Tamkeen 1912		fired	٤٠٠	Temporary		.	Status : under process of merging her in another training program	Neither GulfAir or the Ministry of Labor contacted me. Demanding return to work.





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١٢١٤	Maryam Mohammed Fadhel	٨٥١١٠٥١٩٠ ٩٧٣٣٩٢٢٩١٣ ٣	٠		Europe Cars	Other Companies		fired			permanent							
١٤٤٣	Khadija Hassan Abdul Hussain	٨٥١١٠٥٤١٤ ٩٧٣٣٩٩٨٠٠١	١		Computer Technical Services company	Other Companies	I was forced to resign or else we will be investigated at the Ministry of Interior's headquarters and we were forced to notarize our resignation at the Ministry Of Justice received unemployment allowance.	fired	Yes	٦٦٠	permanent				It has been proved to the legal committee of the Ministry that firing him has nothing to do with the political incidents and has an ongoing labor case at court.		Fired from work up to date. Received unemployment allowance	
١٣٧٩	Amal mansoor abdulaziz	٨٥٠٨٠٩٢٦٦ ٩٧٣٣٩٧٧٧٩١٣	١		Habib Bank	Other Companies	Al Hedaya Contracting Company	fired		٧٠٠	permanent				List of those who transferred to other posts (Al Hedaya Contracting Company )		Working for a lower income Used to receive a bonus in her previous post Used to have medical insurance Used to receive 13 salaries in 1 year used to receive allowances that she isnt receiving in her current post. Two days for the weekend in her previous post	
١٤٤٢	Elham Mansoor Mohammed	٨٥٠٧٠٢٨٢٠ ٩٧٣٣٩٢٨٦٦٨ ٨	١		Computer Technical Services company	Other Companies		fired	Yes	٦٥٠	permanent				Under follow-up by the Ministry of Labor for nominating him for employment in other companies		Hasn't been nominated for any other post.	
٤١٧	Fatima Isa Al Shaaban	٨٥٠٤٠١٤١٠ ٩٧٣٣٩٣٣٣٣٩٨	١		Bapco	big Companies		fired		٧٠٤	Temporary		٧٤٦		non		National Oil and Gas Authority sent her to work in Bapco as a legal researcher and she was promised by the minister of oil and gas ( Abdul Hussain Mirza ) to make her a permanent employee there but they didn't. Hasn't been contacted to return to work	



١٥٦٩	Fadheela Al Sayed Abdul Nabi	٨٦٠١١٢٧٦ ٩٧٣٣٨٥٣١٨٢	١	Around the World For Computer Technology	Other Companies	I was accused of the following charges ( inciting the workers to leave before the end of the working hours , meeting with only the Shitte employees , paying salaries to some employees only ) where I explained that all these charges don't fall under my work description to start with and two weeks later I was forced to resign	fired	Yes	٧٥٠	permanent			working for : ( venturecoms corporation spc )	I worked for the mentioned company for two months and I wasn't paid and there is an ongoing labor complaint. Currently fired and unemployed.
١٦١٠	Fatima Yousif Rajab	٨٦٠٢٠٢٣٢ ٩٧٣٣٢٦٩٧٧١	١	Al Hilal Group	Other Companies		fired		٧٥٠	permanent	١٠٠		working for ) : venturecoms corporation spc(	I worked for two months and only to discover that it was a dummy corporation and there is an ongoing complaint at the Ministry of Labor and we met with the Vice president of the Ministry. wants to return to work
١٢٢٨	Shaima Ahmed Ashoor	٨٦٠٧٠١٧٦٠ ٩٧٣٣٩٤٥٥٧٦	٠	Bank Of Bahrain and Kuwait	Other Companies		fired			permanent				
١٣٤٣	Mona Saleh Isa	٨٦٠٧٠٨٩٣٤ ٩٧٣٣٩٩٤٦٦٩	١	Arcepita Bank	Other Companies	I joined a program between the Central Bank of Bahrain and BIBF ( for talented students ) for a year and on 6-02-2011 I became a permanent employee of the Bank – accountant.	fired		٦٠٠	permanent			Registered in the Bahrain Women Union's list still under follow-up by the Ministry of labor to nominate them for posts in other establishments as per their wishes and approval - their cases are pending at court .	There isn't any follow up from the Ministry of Labor Still fired and is demanding return to work. Is currently having an ongoing case at court.





- **Annex three: Report of the Migrant Workers Protection Association**



جمعية حماية العمال الوافدين  
Migrant Workers Protection Society  
(MWPS)

### **Migrant Workers Protection Society (MWPS) Recommendations**

#### **Introduction**

In the course of our work with migrant workers, MWPS members - all of whom are volunteers - are in regular contact with police officers at police stations, with officials from the General Directorate for Nationality, Passports and Residency (GDNPR), the Labour Market Regulatory Authority (LMRA), the Ministry of Labour (MoL), the Ministry of Justice (MoJ), Ministry of Foreign Affairs (MoFA) and with other relevant Government of Bahrain (GoB) authorities, with embassies, with manpower agencies, with hospitals, with employers and, essentially, with workers themselves.

MWPS manages and maintains a small and modest shelter for abused and exploited female migrant workers. Since it was established in 2005, this shelter has temporarily housed more than 1,200 migrant female workers, most of whom were domestic workers. In 2012, we provided shelter for 124 women. Our members deal with any follow up work related to the cases, as above.

In view of the above work, we consider ourselves uniquely placed to make the following recommendations regarding the improvement of expatriate workers' access to rights and improvements to their overall experience in Bahrain.

MWPS would like to acknowledge that our society is unique amongst the GCC countries and that, as such, Bahrain leads the way. Our members appreciate the cooperation, the courtesy and the respect with which we

are received at the above institutions and authorities and understand that working together for a common cause is the way forward.

## Recommendations

In general, MWPS considers that the *existing* labour laws for non-domestic workers are good, but that these laws should be implemented more vigorously and more consistently and that all violators should be more vigorously and more consistently penalized with fines high enough to act as serious deterrents.

More specifically:

1. MWPS recommends that official contracts issued in the country of origin *must* be in a language which is *understood* by the employee. Many of the problems suffered by expatriate workers are due to misunderstandings about the terms of their employment such as the nature of the job and the remuneration.
2. MWPS recommends that the sellers of black market (also known as 'free') visas must be thoroughly investigated and perpetrators penalized heavily in order to prevent this practice from continuing.
3. MWPS recommends the introduction of a minimum wage for migrant workers.

*Note: Current rates make it increasingly difficult for workers to manage without resorting to unsafe practices such as living in overcrowded conditions. Additionally, suicide rates, particularly among low income workers, soared last year in 2012. This suggests that there may be a correlation between suicide and financial hardship.*

4. MWPS recommends the establishment of a government supervised and regulated manpower agent which can offer the services of workers to employers on a temporary basis, thus alleviating the alleged 'need' for employing workers illegally.
5. MWPS recommends that all employees, including domestic employees, should be involved in the visa renewal and cancellation process in order to avoid situations where the employee is unaware that his visa has been renewed or cancelled.
6. MWPS highly recommends the inclusion of domestic workers in the labour law. It also recommends that Bahrain signs up to the recently adopted ILO Convention 189 'Decent Work for Domestic Workers'.

*Note: GoB has recently introduced a new labour law (July 2012) which includes domestic workers. We have yet to see an official English translation of this new law. Although we consider this 'a step in the*



*right direction' our information suggests that domestic workers are only included nominally in 13 out of almost 200 articles.*

7. MWPS recommends the meaning of labour trafficking is correctly defined, understood and reported cases thoroughly investigated by officials to include instances of non-payment of salaries, confinement, withholding of passport etc.
8. MWPS considers that the justice system moves too slowly and that the processes for labour cases should be speeded up.

*Note: Workers can be caught in the trap of waiting for a court case for lengthy periods during which time they are unable to work and therefore unable to support either themselves or their families overseas. Regrettably, because of this and because the outcome of the case is unknown, we often advise workers to withdraw cases against their employers.*

9. MWPS recommends that penalties are imposed on employers/sponsors and manpower agencies for not issuing and renewing resident permits and for not obtaining CPRs for their workers.

*Note: It often proves difficult to trace employers once a domestic worker has left her place of work because she is not in possession of her CPR. In addition the worker cannot access medical treatment without his/her CPR.*

10. MWPS recommends that penalties are imposed on employers who withhold the passports of their employees.

*Note: This practice of withholding passports continues to be widespread and goes unpunished. If the police had more authority to assist and insist on these being returned court time would be saved. Currently such cases go to court and in spite of the existence of an 'Urgent Court' specifically set up to deal with such issues, passports are still not returned in most cases either quickly or easily in our experience.*

11. MWPS considers that the number of workplace accidents is far too high and that the number of inspectors employed by the MoL to inspect building sites and other workplaces is too low. We recommend that the numbers of inspectors and the rate of vigilant inspections are greatly increased. MWPS considers safety at work should be a top priority and recommends that all companies should be compelled to employ qualified safety officers.
12. MWPS considers the safety and quality of some labour accommodation is sub-standard and would recommend, as above, more inspectors and more vigilant inspections. Lives are lost, injuries endured

and possessions destroyed in fire accidents which occur frequently as a result of poor quality, sub-standard housing.

13. MWPS considers that if housing used by migrant workers falls *outside* the jurisdiction of the Ministry of Labour it must be included in the purview of another government entity such as the Municipalities and Urban & Planning Affairs Ministry for safety inspection purposes.
14. MWPS recommends that companies which violate the laws should be *effectively* blacklisted and must be prevented in some way from starting up the exact same business by registering under a different name as we have observed occurs.
15. MWPS recommends the establishment of an Emergency Fund to repatriate and financially compensate workers injured, maimed or killed in the course of their work. This should be routinely and consistently provided independently of GOSI at rates which reflect the true values of the injuries caused or lives lost.
16. MWPS recommends that the MoL and LMRA consider opening one evening a week or for a few hours on Fridays in order to enable workers to file their complaints.

*Note: The majority of low income workers are unable to access MoL services (and therefore their rights) to make complaints during working hours for fear of losing their jobs for absconding.*

17. MWPS recommends that all officials, including police officers, are trained more effectively, especially those at junior level who are dealing directly with migrant labour cases.
18. MWPS recommends a uniform approach and consistent procedures are adopted between police officers and the staff at Dar Al Aman, the government shelter, regarding the admission of female migrant workers.

*Note: i) It is crucial that women who have 'run away' from their sponsors to police stations with a complaint have immediate and unconditional access to Dar Al Aman. We consider that this impressive, well-equipped and costly government facility is under-used and that the admission procedures should be made absolutely clear to all relevant parties so that the best use can be made of it. Currently police stations call our members with such cases.*

*Note: ii) In July 2012 Al Nooh, a Bahraini charitable NGO was tasked with managing Dar Al Aman, the government shelter previously managed and run by the Ministry of Social Development. We have seen definite improvements insofar as the conditions for admission are broader and clearer to the police. This promises to result in more women being sheltered.*

19. MWPS recommends that the practice by some police in some stations of 'returning' the domestic worker to the sponsor against her will should be discontinued.

*Note: This practice appears to be slowly decreasing and we attribute this to some extent to the many exhausting hours MWPS members spend in police stations. Police at many stations are now very familiar with our society members and we have developed, in several cases, very good working relationships with them.*

20. MWPS recommend manpower agencies in Bahrain should only deal with properly licensed and regulated recruitment companies in the labour-sending countries.

21. MWPS consider many of the practices of some manpower agencies to be unacceptable and would welcome a reform of their sometimes unscrupulous practices.

*Note: In some agencies women continue to be confined in over-crowded accommodation, with insufficient food or water, literally locked inside. Some agents continue to use physical abuse or threats to discourage 'running away' and we have had many instances of sexual abuse perpetrated by agents reported. In some agencies we have experienced a palpable climate of fear in which staff is encouraged to engage in abusive practices towards domestic workers under their 'care'.*

22. MWPS recommends the provision of a bank of 'on call' translators which all government authorities can have access to – police stations, courts, LMRA, MoL, GDNPR, hospitals etc in order to ensure fairer representation of each case.

23. MWPS recommends that the abuse of female domestic workers' rights is acknowledged as such.

*Note: Domestic workers often leave their places of employment because they have not been paid their salaries or because they have been abused or harassed. Even though the domestic employee may report this, once separated from her sponsor she becomes illegally resident. She may be punished by being detained and then repatriated without her salary or without any compensation for abuse or harassment even though it is the employer who is in breach of the agreement for not paying her salary or for abusing her.*

24. MWPS recommends that the minimum salary required by families to qualify them to apply for a domestic worker visa is raised from BD350 per month.

*Note: MWPS considers this low figure may contribute to the high incidence of non-payment or under-payment of salaries to the domestic worker.*

25. MWPS considers that the provision of a shelter for male migrant workers is urgently needed to support workers who find themselves in difficult situations such as being made homeless.



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26. MWPS recommends that all countries which have their nationals working in Bahrain in *significant* numbers should be required to open an Embassy or a consular office as nationals without embassies are even more vulnerable to abuse than others.

*Note: This is urgently needed in particular for the Sri Lankan and Ethiopian communities. The Sri Lankan government has been promising for years to open an embassy. In spite of regular complaints from us to the Sri Lankan Bureau of Foreign Employment (SLBFE) and to their embassy in Kuwait about the inadequacy of the current situation for their nationals, we have yet to see this materialize even though we understand that approval for them to open an embassy has been granted by the GoB.*

**Recommendations first compiled in September 2011 and updated in January 2013**

Beverley Hamadeh  
MWPS General Secretary  
Tel:+973- 39737548

• **Annex four: Statistics on Protection from human trafficking/**  
**Issued by - Bahrain social Society**

Protection from Human trafficking Survey – Arabs

no	Nationality	Age	Educational Level	Marital status	No of children	Occupation	Type of Abuse	Source of Transfer	Entry Date	Departure Date	Final Procedure	Remarks
١	Iraqi	١٣	illiterate	Single	-	Hotel employee	Sexual	Public Prosecution	05/07/2011	08/07/2011	Source of transfer decision	Deported to her family
٢	Moroccan	٢٥	Secondary	Divorced	-	Artist	psychological	Public Prosecution (Morality Police Department )	09/05/2008	11/05/2009	Resident's request	Deported to her country
٣	Moroccan	٢٨	Secondary	Divorced	-	Artist	Physical/psychological	Moroccan Embassy	19/01/2009	20/01/2009	Resident's request	Deported to her family
٤	Syrian	٣٩	Secondary	Single	-	Hotel employee	Psychological	Morality Police	02/03/2009		Source of transfer decision	Deported to her country
٥	Moroccan	٢١		Single	-	Dancer in a Hotel	Physical ( human trafficking by the hotel's manager)	Al Hoora Police Station	05/05/2009	5/05/2009	Source of transfer decision	Deported to her country
٦	Iraqi	١٩	illiterate	Divorced	-	Dancer in Mirage hotel	Psychological ( forced to practice prostitution)	Public administration for Criminal Investigation	23/05/2009	26/05/2009	Source of transfer decision	Deported to her country
٧	Iraqi	١٦	Primary	Single	-		Protection from Human trafficking	Public administration for Criminal Investigation	21/02/2010	24/12/2010	Resident's request	Deported to her country
٨	Iraqi	١٤	Intermediate	Single	-	Dancer	Protection from Human trafficking at the hotel	General directorate for Nationality Passports and	03/07/2010	26/08/2010	Resident's request/	Deported to her country



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								Residence Affairs			Source of transfer decision	
٩	Iraqi	١٥	Primary	Single	-	unemployed	Protection from Human trafficking at the hotel as a dancer regardless her young age	General directorate for Nationality Passports and Residence Affairs	03/07/2010	26/08/2010	Resident's request/ Source of transfer decision	Deported to her country
١٠	Iraqi	١٦	Intermediate	Single	-	Dancer	Protection from Human trafficking at the hotel as a dancer regardless her young age	General directorate for Nationality Passports and Residence Affairs	03/07/2010	26/08/2010	Resident's request/ Source of transfer decision	Deported to her country
١١	Iraqi	١٧	illiterate	Divorced	-	Dancer	Protection from Human trafficking at the hotel as a dancer and prostitute regardless her young age	General directorate for Nationality Passports and Residence Affairs	06/07/2010	11/07/2010	Source of transfer decision	Deported to her country
١٢	Iraqi	١٦	illiterate	Divorced	-	Dancer	Protection from Human trafficking at the hotel as a dancer regardless her young age	General directorate for Nationality Passports and Residence Affairs	06/07/2010	11/07/2010	Source of transfer decision	Deported to her country
١٣	Iraqi	١٧	illiterate	Single	-	unemployed	Protection from Human trafficking at the hotel as a dancer and prostitute regardless her young age	General directorate for Nationality Passports and Residence Affairs	07/07/2010	11/07/2010	Source of transfer decision	Deported to her country
١٤	Iraqi	٢٠	illiterate	married	-	Dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence Affairs	18/07/2010	16 /09/2010	Source of transfer decision	Deported to her country
١٥	Egyptian	٢٥	Secondary	Single	-	Dancer	Protection from Human trafficking	Public administration for Criminal Investigation	10/10/2012	15/10/2012	Source of transfer decision	Deported to her country
١٦	Egyptian	٢٤	Bachelors in Sports Education	Single	-	Dancer	Protection from Human trafficking	Public administration for Criminal Investigation	١٠/10/2012	١٥/10/2012	Source of transfer decision	Deported to her country

## Annex five: Statistics on Protection from human trafficking (foreigners)

### Protection from Human trafficking Survey – Non Arabs

no	Nationality	Age	Educational Level	Marital status	No of children	Occupation	Type of Abuse	Source of Transfer	Entry Date	Departure Date	Final Procedure	Remarks
١	Ukrainian	٢٣	illiterate	Single	-	Waitress in Venicia Hotel	Psychological( refusing to practice prostitution)	Al Hooraa Police station by an order from Badriya al Jeeb	17/07/2007	20/07/2007	Source of transfer decision	Deported to her family
٢	Russian	٢٣	illiterate	Single	-	Waitress in Venicia Hotel	Psychological( refusing to practice prostitution)	Al Hooraa Police station by an order from Badriya al Jeeb	17/07/2007	21/07/2007	Source of transfer decision	Deported to her country
٣	Chinese	٣٣	-	Single	-	Capital Hotel employee	Physical ( refusing to practice prostitution)	Al Hooraa Police station	15/10/2007	18/10/2007	Source of transfer decision	Deported to her family
٤	Chinese	٣٦	-	Single	-	Capital Hotel employee	Physical ( refusing to practice prostitution)	Al Hooraa Police station	15/10/2007	18/10/2007	Source of transfer decision	Deported to her family
٥	Indian	٥٣	-	-	-	Artist	Physical	Public administration for Criminal Investigation	17/02/2009	18/02/2009	Source of transfer decision	Deported to her country
٦	Indian	٢١	-	-	-	Artist	Physical	Public administration	17/02/2009	18/02/2009	Source of	Deported to



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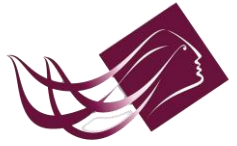
								for Criminal Investigation			transfer decision	her country
٧	Indian	٣٣	-	-	-	Artist	Physical	Public administration for Criminal Investigation	17/02/2009	19/02/2009	Source of transfer decision	Deported to her country
٨	Chinese	٤٤	-	married	-	-	forced to practice prostitution	Public administration for Criminal Investigation	11/05/2009	13/05/2009	Source of transfer decision	Deported to her country
٩	Chinese	٣٧	-	married	-	-	forced to practice prostitution	Public administration for Criminal Investigation	11/05/2009	13/05/2009	Source of transfer decision	Deported to her country
١٠	Thai	٣٠	College degree	Single	-		Protection from Human trafficking	Public Prosecution	19/01/2010	21/01/2010	Source of transfer decision	Deported to her country
١١	Bengali	٣١	illiterate	Widow	١	housemaid	Protection from Human trafficking	Public Prosecution	20/01/2010	20/01/2010	Source of transfer decision	Deported to her country
١٢	Russian	٢٨		Divorced			Protection from Human trafficking ( forced to practice prostitution with no return )	Public Prosecution	23/01/2010	23/01/2010	Source of transfer decision	Deported to her country
١٣	Indonesian	٣٣	Primary	Divorced	١	Practice prostitution	Protection from Human trafficking ( forced to practice prostitution	Al Hoorah Police station	18/03/2010	21/03/2010	Source of transfer decision	Deported to her country
١٤	Srilankan	٢٧	intermediate	married	٣	housemaid	Protection from Human trafficking	Bangladesh Embassy	21/03/2010	07/04/2010	Source of transfer decision	Deported to her country
١٥	Srilankan	٢١	intermediate	Single	-	housemaid	Protection from Human trafficking : forced to practice prostitution	Srilankan Embassy	21/03/2010	07/04/2010	Source of transfer decision	Deported to her country
١٦	Srilankan	٢٦	Secondary	married	-	housemaid	Protection from Human trafficking	Srilankan Embassy	21/03/2010	07/04/2010	Source of transfer decision	Deported to her country





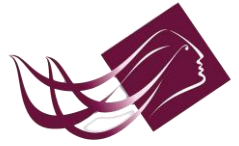
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١٧	Srilankan	٤٠	intermediate	married	-	housemaid	Protection from Human trafficking	Srilankan Embassy	21/03/2010	07/04/2010	Source of transfer decision	Deported to her country
١٨	Srilankan	٢٧	illiterate	married	٢	housemaid	Protection from Human trafficking	Srilankan Embassy	21/03/2010	07/04/2010	Source of transfer decision	Deported to her country
١٩	Russian	٢٣		Divorced	١	Venicia Hotel employee	Protection from Human trafficking: forced to practice prostitution	Morality Police department	30/05/2010	22/07/2010	Source of transfer decision	Transferred to the Russian Embassy
٢٠	Bengali	١٦		Single		housemaid	Protection from Human trafficking : illegal entrée and forging of age	General directorate for Nationality Passports and Residence Affairs	16/06/2010	12/09/2010	Source of transfer decision	Deported to her country
٢١	Indonesian	٢٦		married		housemaid	Protection from Human trafficking	Public administration for Criminal Investigation	06/10/2010	07/10/2010	Source of transfer decision	Will be returned to the Sponsor
٢٢	Indonesian	٣٥		married		housemaid	Protection from Human trafficking	Public administration for Criminal Investigation	06/10/2010	07/10/2010	Source of transfer decision	Will be returned to the Sponsor
٢٣	Indian	٣٠	-	married	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor
٢٤	Indian	٤٠	-	Single	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor
٢٥	Indian	٣٢	-	Single	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor
٢٦	Indian	٣٠	-	Single	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor



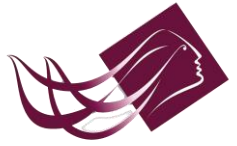
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٢٧	Indian	٣٢	-	married	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor
٢٨	Indian	٣٤	-	married	-	Bab al Bahrain Hotel employee (dancer)	Protection from Human trafficking	Public administration for Criminal Investigation	29/12/2010	07/01/2011	Source of transfer decision	Will be returned to the Sponsor
٢٩	Indian	٣٣	illiterate	married	-	housemaid	Protection from Human trafficking	Public administration for Criminal Investigation	25/01/2011	26/01/2011	Source of transfer decision	Deported to her country
٣٠	Pakistani	٢٤	-	married	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	02/03/2011	02/03/2011	Source of transfer decision	Deported to her country
٣١	Pakistani	٢٠	-	married	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	02/03/2011	02/03/2011	Source of transfer decision	Deported to her country
٣٢	Pakistani	٢٤	-	Single	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٣	Pakistani	٣٢	-	married	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٤	Pakistani	٢٠	-	Single	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٥	Pakistani	٢٢	-	Single	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٦	Pakistani	٢١	-	Single	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٧	Pakistani	٢٨	-	married	-	Tylos Hotel artist	Protection from Human trafficking	Public administration for Criminal Investigation	2-03-2011	2-03-2011	Source of transfer decision	Deported to her country
٣٨	Pakistani	٢٣	-	married	-	Tylos Hotel	Protection from	Public administration	2-03-2011		Source of	Deported to



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						artist	Human trafficking	for Criminal Investigation		2-03-2011	transfer decision	her country
٣٩	Pakistani	٢٢	Tenth grade	married	١	Dancer in a nightclub	Protection from Human trafficking / forcing to practice prostitution	Um Al Hassam Police station	13-03-2011	13-03-2011	Source of transfer decision	Deported to her country
٤٠	Russian	١٩	-	Single	-	dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence Affairs - Public administration for Criminal Investigation	29-06-2011	06-07-2011	Source of transfer decision	Deported to her country
٤١	Indonesian	٣٢	Primary	married	-	housemaid	Protection from Human trafficking	Public administration for Criminal Investigation	11-08-2011	14-08-2011	Source of transfer decision	Deported to her country
٤٢	Bengali	٢١	intermediate	married	١	dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	11-08-2011	9-09-2011	Source of transfer decision	Deported to her country
٤٣	Bengali	٢٣	illiterate	married	-	dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	11-08-2011	9-09-2011	Source of transfer decision	Deported to her country
٤٤	Indian	٢٣	intermediate	married	-	Concord hotel Dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	18-08-2011	08-09-2011	Source of transfer decision	Deported to her country
٤٥	Indian	١٩	Primary	married	-	Concord hotel Dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	18-08-2011	08-09-2011	Source of transfer decision	Deported to her country
٤٦	Indian	٢٨	illiterate	married	-	Concord hotel Dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	18-08-2011	08-09-2011	Source of transfer decision	Deported to her country
٤٧	Indian	٢٤	Diploma	Single	-	Concord hotel Dancer	Protection from Human trafficking	General directorate for Nationality Passports and Residence	18-08-2011	08-09-2011	Source of transfer decision	Deported to her country
٤٨	Thai	٢٦	First grade	Divorced	٢	practice prostitution	Human Trafficking category	Public administration for Criminal Investigation	06-06-2012	10-06-2012	Source of transfer decision	Deported to her country



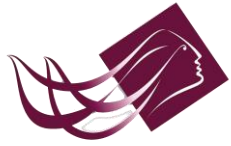
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٤٩	Thai	٢٤	Third grade	Divorced	١	practice prostitution	Human Trafficking category	Public administration for Criminal Investigation	06-06-2012	10-06-2012	Source of transfer decision	Deported to her country
٥٠	Thai	٣٥	Secondary	married	١	practice prostitution	Human Trafficking category	Public administration for Criminal Investigation	08-06-2012	12-06-2012	Source of transfer decision	Deported to her country
٥١	Thai	٣٩	Third grade	married	٢	practice prostitution	Human Trafficking category	Public administration for Criminal Investigation	08-06-2012	12-06-2012	Source of transfer decision	Deported to her country
٥٢	Indonesian	٣٩	intermediate	married	١	Private residence housemaid	Sexual / psychological Human Trafficking	Public administration for Criminal Investigation	10-06-2012	18-10-2012	Source of transfer decision	Deported to her country
٥٣	Bengali	١٨	Tenth grade	Single	-	Hotel Dancer	Human Trafficking	Al Horra police station – she was then transferred to the Public administration for Criminal Investigation	11-06-2012	26-07-2012	Source of transfer decision	Deported to her country
٥٤	Thai	٣٨	Secondary	Single	-	practice prostitution	Human Trafficking	Public administration for Criminal Investigation	19-06-2012	21-06-2012	Source of transfer decision	Deported to her country
٥٥	Russian	٢٣	College degree	Single	-	Dancer Forced to practice prostitution	Human Trafficking	Public administration for Criminal Investigation	08-09-2012	24-09-2012	Source of transfer decision	Deported to her country
٥٦	Russian	٢١	Secondary	Single	٢	Dancer Forced to practice prostitution	Human Trafficking	Public administration for Criminal Investigation	08-09-2012	09-10-2012	Source of transfer decision	Deported to her country
٥٧	Russian	٣٠		Single	-	Tourist visa practice prostitution	Human Trafficking	Public administration for Criminal Investigation	22-09-2012	26-09-2012	Source of transfer decision	Deported to her country
٥٨	Indonesian	٣٤		married		housemaid	Human Trafficking	Public administration for Criminal Investigation	09-11-2012	13-11-2012	Source of transfer decision	Deported to her country
٥٩	Thai	٣٢		Single	-	practice	Human Trafficking	Public administration	02-12-2012	12-12-2012	Source of	Will be



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						prostitution		for Criminal Investigation			transfer decision	handed over to the Thai embassy
٦٠	Indonesian	٣٠	Sixth grade	married	٢	housemaid	Human trafficking / forcing to practice prostitution	Public administration for Criminal Investigation	11-12-2013	23-12-2012	Source of transfer decision	Deported to her country
٦١	Russian	١٨		Divorced	-	Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	17-12-2012	30-01-2012	Source of transfer decision	Deported to her country
٦٢	Russian	٢٢		Divorced	-	Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	17-12-2012	30-01-2013	Source of transfer decision	Deported to her country
٦٣	Russian	٢٣		Single	-	Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	30-12-2012	16-01-2013	Source of transfer decision	Deported to her country
٦٤	Russian	٢٠		Single	-	Tourist visa Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	27-12-2012	16-01-2013	Source of transfer decision	Deported to her country
٦٥	Russian	٢٣		Single	-	Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	30-12-2012	21-01-2013	Source of transfer decision	Deported to her country
٦٦	Russian	٢٠		Single		Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	٣٠-30-12-2012	21-01-2013	Source of transfer decision	Deported to her country
٦٧	Thai	٣٨	Secondary	Single	٢	Unemployed Forced to practice prostitution	Human trafficking	Public administration for Criminal Investigation	17-01-2013	10-02-2013	Source of transfer decision	Deported to her country
٦٨	Thai	٢٩	Secondary	Single	-	Initially brought as a salon masseuse	Human trafficking / forcing to practice prostitution	Public administration for Criminal Investigation	23-01-2013	03-02-2013	Source of transfer decision	Deported to her country
٦٩	Thai	٣٢	intermediate	Divorced	٢	Initially brought as a	Human trafficking / forcing to practice	Public administration for Criminal	23-01-2013	03-02-2013	Source of transfer	Deported to her country



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						salon masseuse	prostitution	Investigation			decision	
٧٠	Thai	٢٤	intermediate	Single		Initially brought as a salon masseuse	Human trafficking / forcing to practice prostitution	Public administration for Criminal Investigation	23-01-2013	03-02-2013	Source of transfer decision	Deported to her country
٧١	Thai	٢٧	Primary	Divorced	٢	Initially brought as a salon masseuse	forced to practice prostitution	Public administration for Criminal Investigation	27-04-2013	13-06-2013	Source of transfer decision	Deported to her country
٧٢	Russian	٢٤		Single	-	Brought to work as a sales person / unemployed	forced to practice prostitution	Public administration for Criminal Investigation	07-05-2013	10-05-2013	Source of transfer decision	Deported to her country
٧٣	Thai	٢٤	Secondary	married	٢	Initially brought as a salon masseuse	forced to practice prostitution	Public administration for Criminal Investigation	31-05-2013	10-06-2013	Source of transfer decision	Deported to her country
٧٤	Thai	٢٦	College degree	Single	-	Initially brought as a salon masseuse	forced to practice prostitution	Public administration for Criminal Investigation	31-05-2013	10-06-2013	Source of transfer decision	Deported to her country
٧٥	Thai	٢١		Single	-	Tourist visa	forced to practice prostitution	Public administration for Criminal Investigation	14-06-2013			
٧٦	Russian	٢٧		Divorced	١	Brought to work as a nanny	forced to practice prostitution	Public administration for Criminal Investigation	16-06-2013	20-06-2013	Residents request	Have been received from the source of transfer, as she refused to stay at the shelter and will stay at her friend's house.

٧٧	Thai	٢٦		Divorced	١		forced to practice prostitution	Public administration for Criminal Investigation	16-06-2013			
٧٨	Bengali	٢٤		Single	-	Mishal Hotel Dancer	forced to practice prostitution	Public administration for Criminal Investigation	16-06-2013			
٧٩	Pakistani	٢٤		married	١	Mishal Hotel Dancer	forced to practice prostitution	Public administration for Criminal Investigation	16-06-2013			
٨٠	Russian	١٨	Secondary	married	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨١	Russian	١٩	illiterate	Single	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٢	Russian	٢٠	illiterate	Single	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٣	Russian						forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٤	Russian	٣٢	Secondary	Single	١		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013	26-06-2013	Source of transfer decision	Deported to her country
٨٥	Russian	٢٠	illiterate	Single	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٦	Russian	٢٤	illiterate	Single	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٧	Russian	٢٠	illiterate	Single	-		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			
٨٨	Russian	١٩	illiterate	Divorced	١		forced to practice prostitution	Public administration for Criminal Investigation	18-06-2013			



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٨٩	Srilankan	٣١	Secondary	Divorced	٣	housemaid	Kidnapped & forced to practice prostitution	Public administration for Criminal Investigation	25-06-2013			
٩٠	Russian	٢٤	illiterate	Widow	١	Unemployed Initially brought to work as a hotel waitress	forced to practice prostitution	Public administration for Criminal Investigation	28-06-2013			
٩١	Russian	١٨		Divorced	-	Unemployed Entered with a tourist visa	forced to practice prostitution	Public administration for Criminal Investigation	29-06-2013			
٩٢	Russian	١٨		married	-	Unemployed Entered with a tourist visa	forced to practice prostitution	Public administration for Criminal Investigation	29-06-2013			





## NGOs participating in the preparation of the shadow report (Bahrain)

### First: Women's Union member associations

- 1 - Bahrain Young Ladies Association
- 2 - Awal Women Society
- 3 - Al-Riffa Cultural Charity
- 4 - International Women's Society
- 5 – Al-Reef Women Society
- 6 – Bahraini Women Society
- 7 - Bahrain Women Society
- 8 - Hamad Town Women Society
- 9 - Contemporary Women Society

### Second: other civil Societies

- 1 - General Federation of Bahrain Trade Union
- 2 - Bahrain social Society
- 3 - Bahrain Transparency Society
- 4 - Migrant Workers Protection Society (MWPS)

**BAHRAIN WOMEN UNION**

**KINGDOM OF BAHRAIN**

**2014**

