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GULF COUNTRY BRIEFS / 06

BAHRAIN

People, economy and working life

A country brief for HR professionals



**Understand the country.
Know the context.**

Country background / People and workforce / Major employers
Business environment / Living and working in Bahrain

OCTOBER 2026

START HERE

Understanding Bahrain

A useful country brief should help you understand the place before you try to advise the organisations within it. Bahrain deserves that attention: an island kingdom with a long trading history, an established financial sector, substantial industry and a highly international population.

This brief brings together the country's background, people, workforce, economy, important employers and everyday realities of doing business. It is written for HR professionals preparing for a client meeting, joining an organisation or helping colleagues settle into Bahrain. The aim is to understand the country without reducing its people to a set of assumptions.

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Read the dates as well as the numbers

This edition is dated 8 October 2026. Figures retain their own reference periods, and strategic targets are distinguished from outcomes. Numbered references link to the sources. This is a country introduction, not legal, tax or immigration advice.

01 / COUNTRY FUNDAMENTALS

The country at a glance

An island kingdom with closely connected communities and several distinct business settings.

~787

square kilometres
land area, 2022 basis ^[1]

1.595m

resident population
December 2024 ^[8]

BHD 0.376

per US dollar
official exchange-rate peg ^[12]

An archipelago, not just Manama

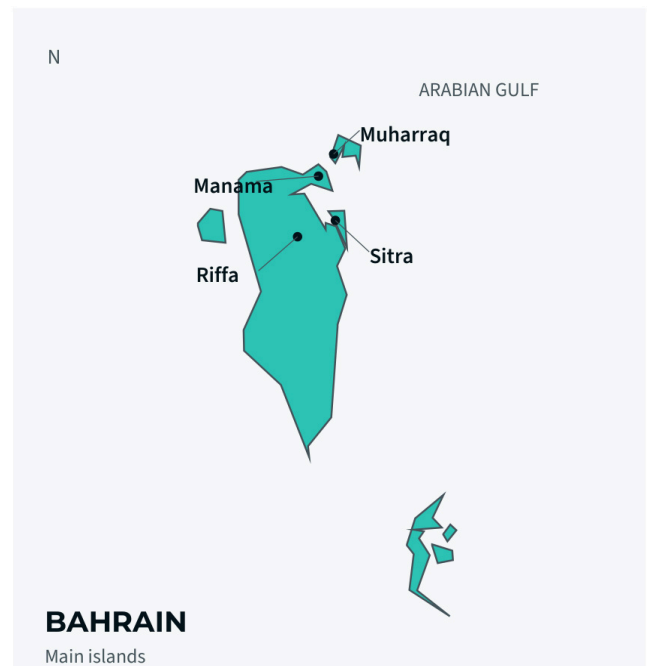
Bahrain lies in the Arabian Gulf, east of Saudi Arabia. Manama is the capital; Muharraq has a separate historic identity and is home to the airport. The mainland connection through the King Fahd Causeway is important, but the islands, industrial areas and neighbourhoods deserve attention in their own right.

^{[1][18]}

The workplace address matters

Manama's financial and commercial districts, the airport and port around Muharraq and Hidd, and the industrial operations near Sitra and Alba create different working environments. Short distances on a map do not remove congestion, shift patterns or the need to get safely from the last bus stop to a worksite.

^{[13][14][18][19][35]}



Simplified main-island locator. Coastlines and place positions are generalised; not for navigation.

Capital / language

Manama; Arabic is official and English is widely used. ^[1]

Time

GMT+3 throughout the year; no daylight saving. ^[1]

Climate

Hot, humid summers and milder winters; limited rainfall. ^[1]

Where industrial work happens

Alba's aluminium operations, Bapco's refinery and the Khalifa Bin Salman Port ecosystem are part of a substantial industrial economy. Engineering, maintenance, safety, logistics and supplier work sit alongside financial and professional services. A Bahrain office address is not a reliable description of every employee's daily workplace.

^{[13][14][19]}

A modern state with a long memory

Trade, pearling and early industrialisation all help explain the country beyond its modern skyline.

Before the oil economy

Ancient Dilmun connected Bahrain to regional trading routes. Much later, pearling helped shape the merchant houses, shops and maritime communities of Muharraq. The UNESCO-listed pearling property preserves buildings, oyster beds and a seashore connection: evidence of an economy that influenced social life as well as commerce. ^{[2][3]}

The making of the modern state

Bahrain's oil era began in 1932, earlier than those of its GCC neighbours. Independence followed on 15 August 1971, and the country became a kingdom in 2002. National Day is celebrated in December rather than on the independence date. Modernisation and continuity are both part of this history. ^{[1][14][39]}

Institutions today

Bahrain is a constitutional monarchy headed by King Hamad bin Isa Al Khalifa. The legislature comprises the Council of Representatives and the Shura Council. Prince Salman bin Hamad Al Khalifa is Crown Prince and Prime Minister. National institutions, regulators and commercial state holdings perform different roles and should not be treated as one organisation. ^{[1][5]}

An identity shaped by the sea

Muharraq's merchant quarters and the ancient harbour at Bahrain Fort make the trading story tangible. A visitor can recognise connections between place, work and community without assuming that every Bahraini has the same background. Local identity sits alongside the experience of a large international resident population. ^{[2][3][8]}



Timeline sources: country and energy history ^{[1][14]}; national vision ^[6].

Why the history still matters

For a newcomer, it is worth recognising that financial services and modern industry did not arrive in a place without commercial traditions. A thoughtful conversation about change values local experience and continuity as well as new ideas. Ask what people want to preserve, not only what they hope to improve.

Who lives and works in Bahrain?

National participation and international migration shape the labour market together.

637,029

registered contributors
SIO, Q1 2026 ^[9]

75.1%

non-Bahraini share
same contributor base ^[9]

66.8%

of Bahraini contributors
in the private sector ^[9]

A resident population, not a citizen count

The iGA's December 2024 population series, reproduced by GLMM, records 1,594,654 residents: 742,234 Bahrainis and 852,420 non-Bahrainis. Children and people outside employment are included. This dated population count is not a current employee total or an estimate of the number of citizens living abroad. ^[8]

A substantial private-sector national workforce

SIO's Q1 2026 report lists 52,542 Bahraini contributors in the public sector and 105,780 in the private sector, alongside 478,707 non-Bahraini private-sector contributors. The figures show why national talent cannot be discussed only as a public-sector population. They also reveal the scale of registered international employment. ^[9]

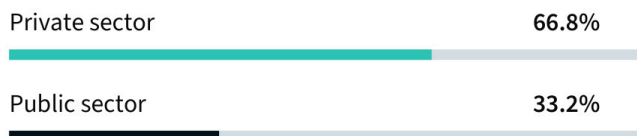
What a headline can hide

SIO contributors are not the whole labour force. The administrative coverage differs from a household survey and does not capture every form of work. The 75.1% figure here is therefore the non-Bahraini share of this contributor base, not the foreign share of all residents or every person working in Bahrain. ^{[8][9]}

The human perspective

A Bahraini graduate, an experienced banker, an expatriate technician and a hospitality colleague can be important to the same economy while facing different choices. Career progression, reliable transport, family contact and fair treatment matter across these groups. Nationality alone tells an employer little about someone's skills or aspirations.

BAHRAINI CONTRIBUTORS BY SECTOR / Q1 2026



Calculated from 158,322 Bahraini contributors in the SIO report. These are insured contributors, not all employed citizens. ^[9]

Wealth, diversification and exposure

Financial services, industry and international connections are already part of the economic model.

+3.5%

real GDP growth
2025 outcome ^[10]

85.8%

non-oil GDP share
2025, real terms ^[10]

+4.1%

non-oil growth
2025, real terms ^[10]

The scale and composition of activity

The Ministry of Finance and National Economy's April 2026 release reported real GDP growth of 3.5% in 2025. Non-oil activity grew by 4.1% and accounted for 85.8% of real GDP. Diversification is therefore a description of much of the present economy, not only a future ambition. ^[10]

Industry remains a major foundation

Alba produced more than 1.62 million tonnes of aluminium in 2025. Bapco's modernised refinery adds another substantial industrial operation. These businesses support technical employment and supply chains; they also require commercial, technology and management capability beyond the production plant itself. ^{[13][14]}

Growth is not evenly distributed

In the 2025 release, professional, scientific and technical activity and accommodation and food services each grew by 6.4%; financial and insurance activity grew by 5.6%. These different rates help explain why an aggregate growth figure cannot describe every client's recruitment needs. ^[10]

Capital and regional business

Mumtalakat's portfolio includes major commercial holdings, while Bank ABC operates internationally and Beyon combines domestic telecommunications with wider digital businesses. The island's economic reach is larger than its physical size. Group success and demand for a particular Bahrain-based job are still different questions. ^{[15][17][20]}

Read the reference period, not just the headline

The cards use completed 2025 national accounts, not 2026 forecasts. The earlier 2024 release recorded 2.6% real GDP growth and an 86.0% non-oil share. A changing percentage can reflect both oil and non-oil activity; it is not, by itself, a score for diversification policy. ^{[10][11]}

For HR, the useful economic questions are close to the organisation: what customers it serves, which investment is approved, how it earns income and where capability is needed. A growing national economy can still contain businesses facing very different conditions.

Where economic activity takes place

Bahrain combines internationally connected services with a significant industrial base.

Finance and business services

Banking, insurance, investment and related professional services are established parts of Bahrain's economy. NBB and Bank ABC illustrate different domestic and international business models. Risk, compliance, client relationships, technology and specialist judgement matter alongside traditional financial expertise. ^{[4][16][17]}

Aluminium and manufacturing

Alba is a large primary-aluminium producer with a downstream industrial ecosystem. Manufacturing requires technical operations, quality, maintenance, safety and supply-chain capability. The employment proposition for a plant-based specialist is different from a financial-services role in Manama, even within the same national market. ^[13]

Energy and refining

Bapco's modernisation programme expanded refining capability; its December 2025 announcement reported capacity of 405,000 barrels per day. Capacity is not daily output. Operations, asset reliability and contractor skills are central to turning investment into dependable performance. ^[14]

Aviation, ports and logistics

Gulf Air Group spans the airline, airport and aviation-training businesses. Khalifa Bin Salman Port is operated by APM Terminals Bahrain. These connections create work in transport, ground services, engineering, safety, logistics and customer operations, often with round-the-clock staffing requirements. ^{[18][19]}

Tourism, hospitality and heritage

Hotels, food services and the visitor economy sit alongside cultural sites such as Bahrain Fort and the Pearling Path. Hospitality requires service and operational capability; heritage activity also depends on conservation, interpretation and community understanding. These are related but not identical talent markets. ^{[2][3][10]}

Telecommunications and digital services

Beyon's businesses bring together telecommunications and a wider digital portfolio. For employers, technology demand involves more than recruiting developers: customer operations, data, cyber risk, commercial skills and the ability to implement reliable services are part of the same capability picture. ^[15]

Economic Vision 2030: development through three principles

Launched in 2008, the vision is framed around sustainability, competitiveness and fairness. Its ambition is improved living standards through economic and institutional development. For HR, the connection is to productive work and genuine opportunity, not simply a list of projects carrying a national label. ^[6]

A national target explains direction. It is not evidence that every associated business is funded, every operating date is fixed or every proposed role will be recruited.

Names that shape the business landscape

A selected guide to important companies, not a league table: revenue, assets and domestic employment are different measures.

Organisation	Business	Why it is useful to know
Aluminium Bahrain (Alba)	Aluminium	2025 output: 1,623,139 tonnes. A major industrial producer supporting manufacturing, suppliers and technical talent. ^[13]
Bapco Energies	Energy / refining	National energy group; December 2025 announcement reported refinery capacity of 405,000 barrels per day. ^[14]
Beyon	Telecoms / digital	BHD 496.6m group revenue in 2025; includes Batelco and wider digital and international businesses. ^[15]
National Bank of Bahrain	Banking	BHD 6.277bn consolidated assets at year-end 2025; a balance-sheet measure, not revenue. ^[16]
Bank ABC	International banking	US\$49.9bn group assets at year-end 2025; a Bahrain-headquartered international banking business. ^[17]
Gulf Air Group	Aviation / services	Includes Gulf Air, Bahrain Airport Company and Gulf Aviation Academy; different operating and talent needs. ^[18]
APM Terminals Bahrain	Ports / logistics	Operator of Khalifa Bin Salman Port; distinguish the Bahrain company from its global parent network. ^[19]
Mumtalakat	State investment holdings	Government investment company; portfolio-company workforces are not Mumtalakat employee headcount. ^[20]

A useful distinction for HR

A company's worldwide workforce does not tell you how many people it employs in Bahrain. Nor does its size make every subsidiary a suitable pay comparator. Establish the relevant entity, geography, occupation and job level before using a national champion as a benchmark.

Beyond the company names

Public services, investment institutions and smaller businesses matter to working life too.

Public institutions have distinct roles

A ministry, a public-service organisation and a state-owned commercial company are not interchangeable employers. SIO's public-sector contributor category is also not a count of everyone working for a state-linked business. Ask who holds the budget, sets policy and has authority to make the decision. ^{[1][9]}

Investment and enterprise development

Mumtalakat holds commercial investments; the Economic Development Board promotes investment; Tamkeen supports employment, skills and enterprise development. These organisations influence business conditions in different ways. Their programmes and portfolio connections do not create one common employment model for the companies involved. ^{[4][20][26][27]}

Education and the transition to work

Bahrain's education and training institutions sit alongside employer-led development. The Education and Training Quality Authority publishes school review reports, while Tamkeen programmes support employment and progression. Qualifications are an important starting point, but role-specific practice and the quality of supervision still shape readiness. ^{[26][27][33]}

Beyond the national champions

Smaller employers and professional firms share the same need for capable people, but may have less management capacity or recruitment reach. Sijilat makes the diversity of licensed activities visible. For a consultant, the actual activity and business model matter more than assuming that every Bahrain client resembles a bank or industrial group. ^{[7][30]}

Mumtalakat

state investment
commercial portfolio ^[20]

LMRA

labour regulation
permits and employer duties ^{[31][32]}

Tamkeen

enterprise and skills
employment and progression ^{[26][27]}

Reading an organisation in context

Ownership is the beginning of the conversation, not the answer. Ask how the organisation earns income, which rules govern it, where decisions are made and what authority the local team holds. Similar branding or a shared shareholder does not prove a common employment proposition.

How the operating context works

The right country knowledge starts with the right legal entity, business activity and set of rules.

Choose the operating route carefully

Bahrain permits full foreign ownership in many activities, but the activity and licensing conditions still matter. Sijilat's search distinguishes ownership categories and required approvals. A commercial registration does not remove sector regulation or make every proposed service permissible under the same licence. ^{[4][7][30]}

An accessible market is not one rulebook

The Ministry of Industry and Commerce's services link business registration to the licences and approvals required for each activity. A financial-services firm, a manufacturer and a professional practice need different compliance knowledge. Confirm the legal employer and licensed activity before designing an organisation or committing to recruitment. ^{[7][30]}

Tax: avoid blanket promises

The standard VAT rate is 10%, subject to the rules for particular supplies. A 15% domestic minimum top-up tax applies to qualifying multinational groups from 1 January 2025, including the relevant EUR 750 million revenue threshold. Neither a personal tax assumption nor the phrase 'tax-free' is an adequate business assessment. ^{[28][29]}

Currency and international packages

The Bahraini dinar is pegged to the US dollar at BHD 0.376 per US\$1. This provides a stable dollar reference, not a guaranteed value against every employee's home currency. Savings, remittances and an overseas school or mortgage commitment can still change in local-currency cost. ^[12]

Residence and permission to work are separate

Bahrain has a specific work-permit service for Golden Residency holders who wish to work. Longer-term residence can support continuity, but it does not mean that an employment arrangement needs no permit checks. The correct route depends on the person's circumstances and the employing entity. ^{[34][38]}

A useful first client discussion establishes the employer, activity, licence, workforce location and relevant regulator. Only then is it sensible to compare packages, recommend contracts or decide which policies should apply.

The rules behind working life

A short orientation to general private-sector law, with important boundaries.

Labour Law No. 36 of 2012, as amended, is the main private-sector reference. Government employment and some categories have different arrangements. Confirm coverage, current amendments and social-insurance treatment before applying the general baseline below. ^{[21][23]}

Topic	General baseline for covered employees
Ordinary hours	Generally 8 hours a day / 48 a week; for Muslim workers in Ramadan, 6 a day / 36 a week. ^[21]
Probation	Three months; up to six for designated occupations, agreed in writing. ^[21]
Annual leave	At least 30 days on full pay after one year; proportionate entitlement for shorter service. ^[21]
Sick leave	After three months' service: 15 days full pay, 20 half pay and 20 unpaid; medical evidence applies. ^[21]
Maternity	60 days on full pay; additional statutory provisions apply. ^[22]
Notice	Generally at least 30 days' written notice; contract and statutory termination provisions also matter. ^[21]
End-of-service	Eligible non-Bahraini private-sector staff fall within the SIO-funded scheme introduced in March 2024. ^{[23][24]}

General orientation only. Coverage, remuneration, earlier service and the reason for termination require an individual check. ^{[21][23][24]}

End-of-service funding changed in 2024

For covered non-Bahraini workers, employer contributions are 4.2% of wages for the first three service years and 8.4% thereafter. The scheme took effect in March 2024. Earlier service liabilities remain with the employer; transferring future funding to SIO does not erase the past obligation. ^{[23][24]}

Joining the workforce

National participation and international recruitment both shape the country's direction.

Bahrainisation has a defined context

LMRA publishes Bahrainisation tables by business activity and establishment size. The applicable ratio and any parallel-system arrangements should be checked for the actual commercial registration. There is no sound basis for applying one blanket percentage to every employer or copying a rule from another Gulf country. ^{[25][34]}

Support should lead to real careers

Tamkeen's National Employment and Wage Increment programmes support employment and career progression under their respective conditions. Support eligibility is not a substitute for a genuine role, capable supervision or an employer's contractual commitments. The useful outcome is sustained work and development after the initial hiring decision. ^{[26][27]}

Recruitment draws on several markets

Employers recruit Bahrainis, existing residents and people overseas. LMRA states that expatriate workers entering for employment need the proper employer-linked work permit, rather than working illegally on a visit visa. Residence options also exist for eligible people, with work-permit requirements checked separately. ^{[31][34][38]}

Packages need a clear explanation

Describe basic pay, allowances, variable reward, insurance and family benefits separately. A professional role in Manama, a plant-based appointment and an operational service job can involve very different travel patterns and household costs. An attractive monthly headline is not the same as a clearly understood employment offer.

Worker protection belongs in everyday administration

LMRA says employers must bear work-permit fees and must not charge workers for issuing or renewing permits. Its multilingual worker-support hotline is 995. Recruitment and payroll arrangements should be understandable to the employee, not merely complete in an internal file. ^[31]

There is no single useful 'Bahrain salary' without a role, level, sector and package definition. A dependable comparison separates basic pay, guaranteed allowances, variable reward and household costs.

The everyday side of a move

Housing, schooling, healthcare and the journey to work turn an employment offer into a real life.

A move involves a household

Someone can accept a job with enthusiasm and still feel unsettled by the first month. Housing, a partner's plans, school places and family paperwork all matter. Helpful employers explain the sequence before arrival and give people a named contact who can resolve the practical questions.

Housing and location

Manama, Muharraq and the southern industrial areas offer different living and commuting patterns. Start with the actual workplace, school and shift, not an assumption that every journey is short because Bahrain is small. Check parking, the final walk and access to reliable transport after late work. ^{[1][18][19][35]}

Schools and childcare

BQA publishes school review reports that families can read alongside curriculum and admissions information. A review is useful evidence, not a guarantee of a place or a fit for every child. Confirm fees, transport, additional support and nursery needs before treating a schooling allowance as a solved problem. ^[33]

Healthcare and family cover

LMRA identifies health-insurance costs among employer obligations, while residence routes can have their own documentation. Ask what the actual policy covers: dependants, providers, exclusions, co-payments and emergency treatment. A visiting consultant should arrange insurance for the assignment rather than assume an employee's policy applies. ^{[31][38]}

Getting around

Bahrain Public Transport Company publishes day, night and regional route maps, including connections through Manama, Muharraq and the southern areas. A route on a map is only a starting point. Test the journey at the relevant time and consider heat, waiting and the final part of the trip. ^[35]

A realistic cost-of-living view

Build the decision around a household budget: rent, deposits, utilities, transport, school, childcare, insurance and travel. Use dated quotations for the relevant area. A package that suits a single person may leave a relocating family with a very different disposable income.

For a visiting consultant

Agree the work location, access arrangements and local contact before travelling. Check the permitted activity, entry and residence route, work authorisation and insurance for the actual assignment. A previous visit or a long-standing client relationship does not replace these checks. ^{[31][34][38]}

Working with consideration

Country knowledge is most useful when it helps people feel understood, not categorised.

Make room for relationships

Bahrain's trading and neighbourhood history is visible in places such as Muharraq. Take time for introductions, show interest in the organisation and follow through reliably. Courtesy and curiosity are more useful than imitating an elaborate set of local gestures. ^{[3][40]}

Communicate without assumptions

Arabic is official and English is widely used. A multilingual workplace does not guarantee that everyone understands technical instructions or employment terms in English. Check which language helps the audience, especially for safety, benefits, grievance procedures or a sensitive conversation. ^{[1][31]}

Respect the setting

The country's heritage brings religion, commerce and community into the same story. Professional dress, consideration around prayer and respectful public conduct are sensible starting points. Neither a Bahraini colleague nor an expatriate team should be treated as a representative of one fixed culture. ^{[3][40]}

Working across the year

Ramadan and Eid affect both work and family routines. The official calendar includes Labour Day, Islamic occasions and National Day holidays on 16-17 December. Lunar dates remain subject to confirmation. A government holiday calendar does not, by itself, determine staffing for an airport, hospital or industrial operation. ^{[21][39]}

Summer is an operating condition

The 2026 restriction covered exposed outdoor work from 12:00 to 16:00 between 15 June and 31 August. That year's Cabinet decision and implementing announcement should not be confused with an older summer period. Shade, water, rest and attention to heat stress remain important beyond the prohibited hours. ^{[36][37]}

See beyond the meeting room

Bahrain Fort and the Pearling Path offer a fuller view of the country than its business towers alone. Their value is not simply as attractions: they reveal how work, trade and community shaped local life. Taking an interest in that history can make a professional visit more thoughtful. ^{[2][3][40]}

A brief, not a stereotype

Bahrain's communities, institutions, employers and residents are not interchangeable. Use country context to ask more thoughtful questions and interpret what you see. Then let the organisation and the people themselves tell you what matters in their particular situation.

REFERENCE / EVIDENCE AND READING

Sources and further reading

Select a reference to open the original source. The numbers match the links in the brief.

01 Bahrain National Portal

Country facts, land area, institutions and national identity
bahrain.bh

02 UNESCO World Heritage Centre

Qal'at al-Bahrain, ancient harbour and capital of Dilmun
whc.unesco.org

03 UNESCO World Heritage Centre

Pearling: Muharraq and the island economy
whc.unesco.org

04 Bahrain Economic Development Board

Business environment and sector development
bahrainedb.com

05 Prime Minister's Office

Crown Prince and Prime Minister: official biography
pmo.gov.bh

06 Bahrain National Portal

Economic Vision 2030: sustainability, competitiveness, fairness
bahrain.bh

07 Ministry of Industry and Commerce

Sijilat licensing and required approvals
moic.gov.bh

08 GLMM / Information & eGovernment Authority

December 2024 population by nationality and sex
gulfmigration.grc.net

09 Social Insurance Organization

Q1 2026 contributors by nationality, sex and sector
services.sio.gov.bh

10 Finance & National Economy Ministry

Bahrain Economic Report 2025; released April 2026
mofne.gov.bh

11 Finance & National Economy Ministry

2024 economic report: the earlier comparison year
mofne.gov.bh

12 IMF / Central Bank of Bahrain metadata

Official exchange-rate arrangement: BHD 0.376 per US\$1
dsbb.imf.org

13 Aluminium Bahrain

2025 annual reporting and production of 1,623,139 tonnes
albassembler.com

14 Bapco Energies

Refinery production and 405,000 bpd capacity, December 2025
bapcoenergies.com

15 Beyon

2025 financial results, released February 2026
beyon.com

16 National Bank of Bahrain

2025 financial results and consolidated assets
nbbonline.com

17 Bank ABC

2025 financial results and international group assets
bank-abc.com

18 Gulf Air Group

Airline, airport, training and related businesses
gulfairgroup.bh

19 APM Terminals

Khalifa Bin Salman Port and Bahrain logistics operations
www2.apmterminals.com

20 Bahrain Mumtalakat

2025 results, investment portfolio and subsidiaries
mumtalakat.bh

What the company figures mean

Company amounts retain the reporting period and group scope stated by the issuer. Revenue, assets, output and headcount are different measures. No comprehensive ranking of Bahrain-based employee numbers is claimed.

REFERENCE / EVIDENCE AND READING

Source notes and publication details

Official information is the starting point; definitions and reporting periods still need care.

21 Labour Market Regulatory Authority

Labour Law No. 36 of 2012: English text
lmra.gov.bh

22 Labour Market Regulatory Authority

2012 Labour Law: publication and maternity provisions
blog.lmra.gov.bh

23 International Labour Organization

Non-Bahraini end-of-service scheme from March 2024
ilo.org

24 Social Insurance Organization

End-of-service reform and earlier service liabilities
sio.gov.bh

25 Labour Market Regulatory Authority

Bahrainisation tables by activity and establishment size
lmra.gov.bh

26 Tamkeen

National Employment Program and employer support
tamkeen.bh

27 Tamkeen

Wage Increment Program and career progression support
tamkeen.bh

28 National Bureau for Revenue

Domestic minimum top-up tax: scope and 2025 start
nbr.gov.bh

29 Finance & National Economy Ministry

VAT standard rate: 10% from January 2022
mofne.gov.bh

30 Sijilat / Industry & Commerce Ministry

Activity search: ownership rules and licence requirements
sijilat.bh

31 Labour Market Regulatory Authority

Work permits, employer fees and worker support
blog.lmra.gov.bh

32 Bahrain Government / LMRA

Employer rights and obligations
bahrain.bh

33 Education & Training Quality Authority

Published school review reports
bqa.gov.bh

34 Bahrain Government / LMRA

Work permits for Golden Residency holders
bahrain.bh

35 Bahrain Public Transport Company

Bus network maps and current service patterns
bahrainbus.bh

36 Prime Minister's Office

2026 summer work-ban period: Cabinet decision, 30 March
pmo.gov.bh

37 Daily Tribune / Labour Ministry

Edict 5/2026: outdoor work, 12:00-16:00, 15 June-31 August
newsofbahrain.com

38 Nationality, Passports & Residence Affairs

Residence categories and Golden Residency routes
npra.gov.bh

39 Transport & Telecommunications Ministry

Official 2026 holiday calendar; lunar dates provisional
aim.mtt.gov.bh

40 UNESCO

Bahrain heritage: Dilmun, pearling and local communities
whc.unesco.org

Data note. Population uses the iGA December 2024 series reproduced by GLMM. Workforce cards use SIO Q1 2026 registered contributors, not the whole labour force; percentages are calculated from the published counts. Economic cards use 2025 national accounts. Company figures retain their reporting year and group scope.

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