

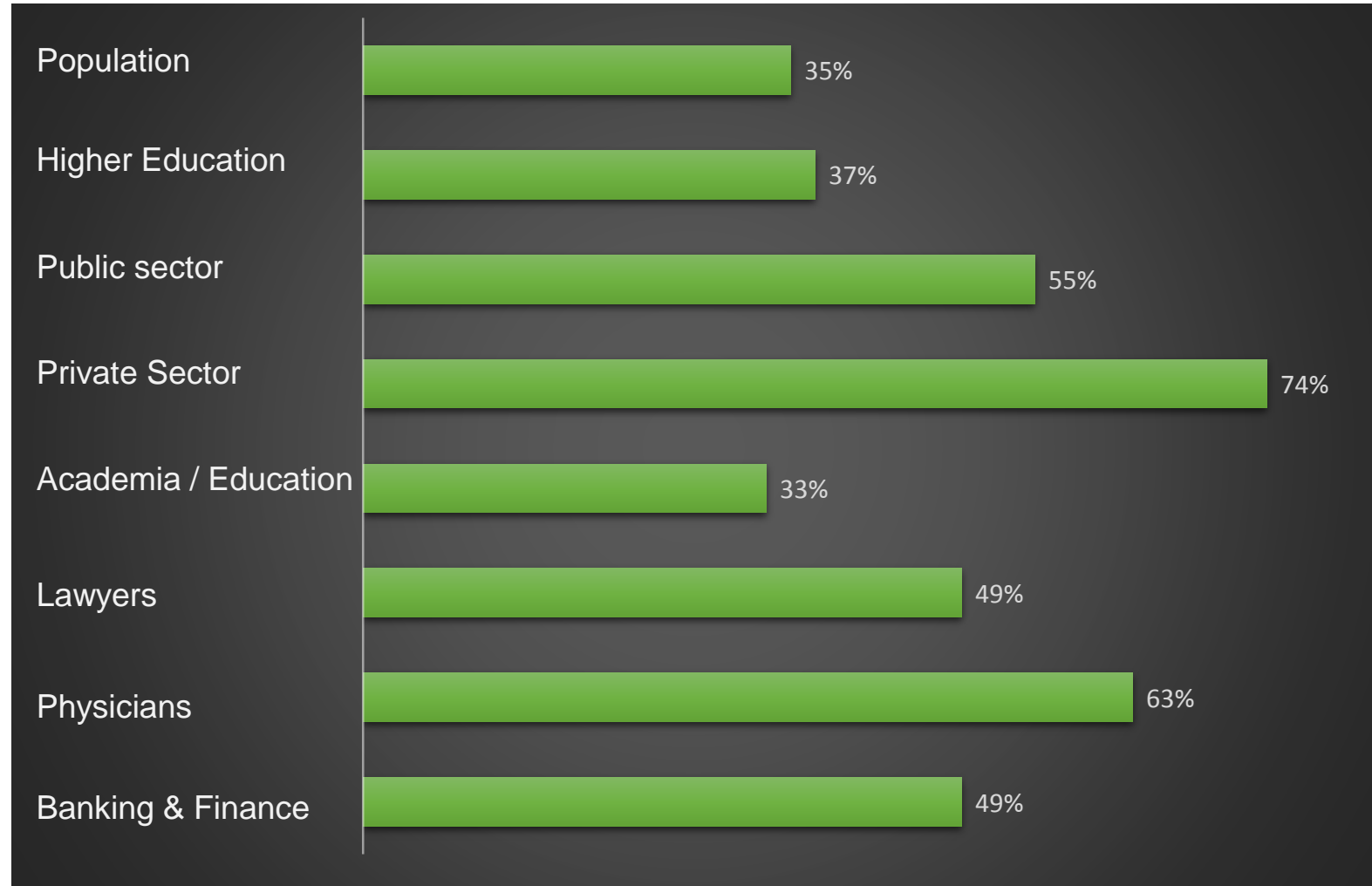
BAB

جمعية مصارف البحرين
Bahrain Association
of Banks

Women in the Financial Sector
Kingdom of Bahrain

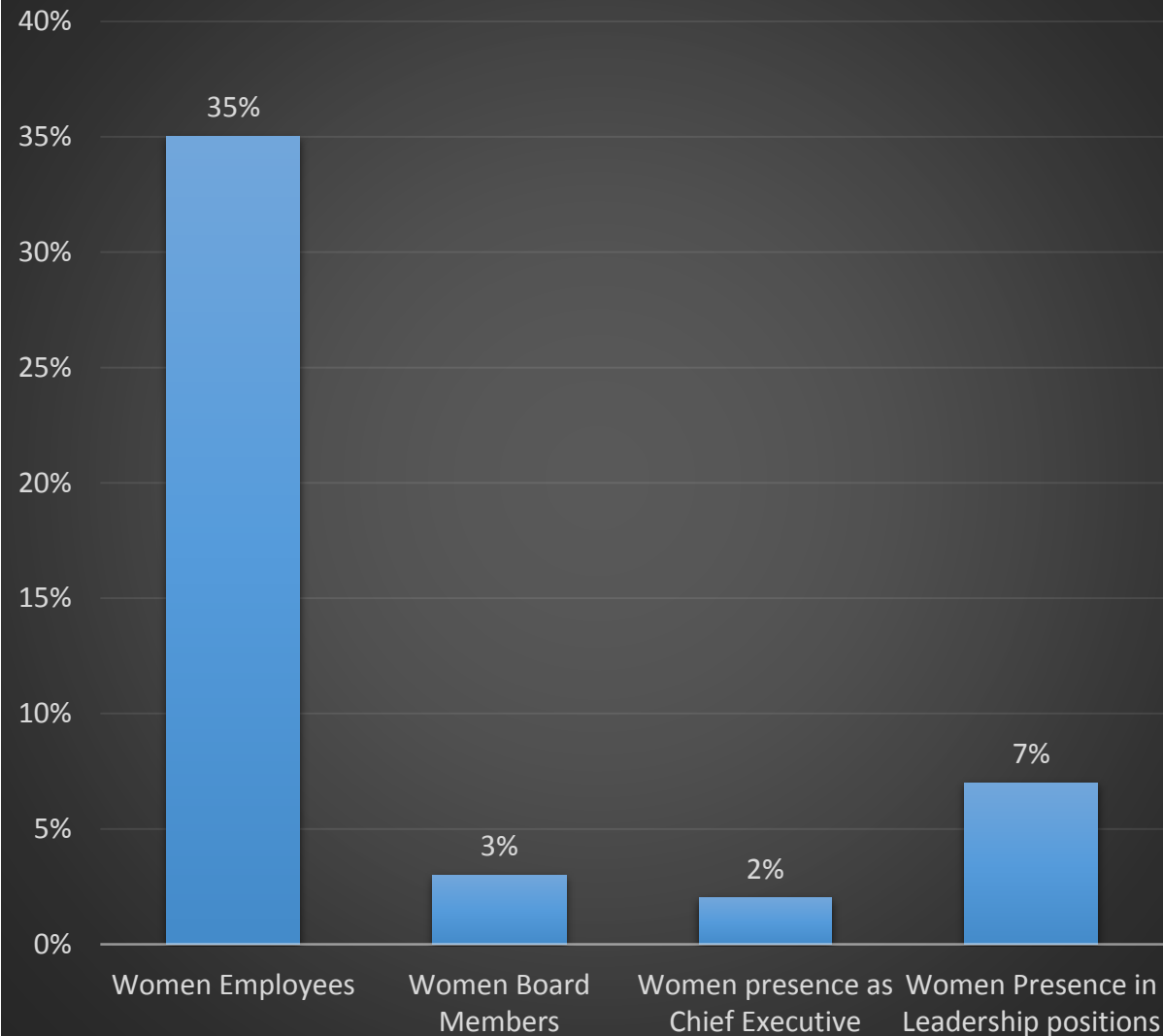


Bahraini women in Numbers



Bahraini women in Numbers

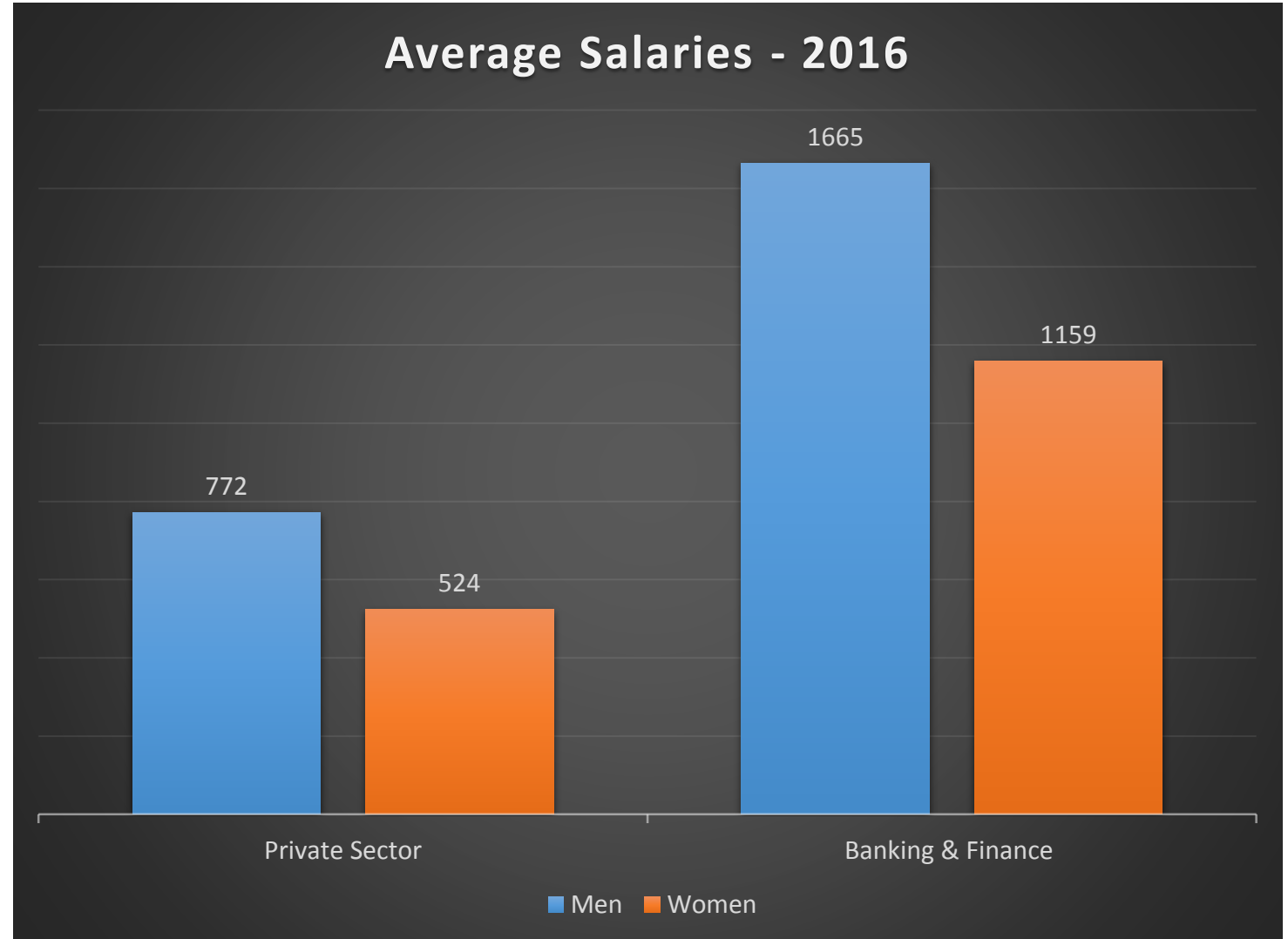
Banking & Finance - 2015



Bahraini women in Numbers



Average Salaries - 2016



According to the global gender gap report 2016, In Bahrain, men earn three times the amount that women earn (Estimated earned income)

Equal Opportunities – Workforce

Constitution of the Kingdom of Bahrain

Article 4: Justice will be the basis of rule. Cooperation, compassion & trust between the citizens, liberty, equity, security, social solidarity and equal of opportunity among the citizens will be the pillars of the society guaranteed by the state.

Article 5 (B): the state will reconcile the duties and obligations of women towards their families and their work in the society; and ensure that they have equality with men politically culturally and economically without prejudice to the rules of the Islamic Shari'a.

Law No36 of 2012 – Private Sector Labor Law

Article 39: Discrimination in wages based on sex, origin, language, religion or ideology shall be prohibited.

CBB Circular – November 2015

“All licensed financial institutions must provide equal job benefits, such as medical insurance benefits to both men and women employees”



Institutions that have amended their policies as per the circular

In 2015, the CBB has recorded that some financial institutions, were still discriminating on the basis of gender in offering job benefits to their employees (for example, medical insurance coverage and children tuition fee coverage).

Bahrain Development Bank:

Providing medical insurance for female employees, her spouse and children similar to male employees compared to providing coverage only to the female employee (without spouse & Children) in the previous years.



Bahrain National Insurance Company

An improvement in granting women and their children insurance as opposed to only women employees in the past.



شريكتك في التأمين
Your Insurance Partner

Al Baraka Banking Group

Amending the granting of the education allowance to children of its staff to cover children of women, similar to men.



Global Practices to ensure providing equal benefits for both employees

The pay equity Act – Canada

the Act requires employees to ensure men & women receive “equal pay for work of equal value.” the employment Equity Act requires that employers remove barriers to the workplace for women, aboriginal people, members of visible minorities, and people with disabilities.



The center/ committee for Gender Equity ~ Scandinavian

The center/ committee for Gender Equity, review periodically companies on their gender equality plan including benefits and pay under the equal status law.



Best Practice Guide Gender pay equity – Australia

The guide includes practical steps to improve pay equity between women & men in organizations.

