

Country Guide

Bahrain

Prepared by

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DOING BUSINESS IN BAHRAIN



2023 GUIDE TO DOING BUSINESS IN BAHRAIN

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KINGDOM OF BAHRAIN



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Limitation of scope: This guide is a brief overview on the subject. The information contained in this guide is only for the purpose of reference and is not intended to serve as legal advice.

TABLE OF CONTENTS

1.0 BAHRAIN AT A GLANCE	7
1.1 Introduction.....	7
1.2 Geography.....	7
1.3 Land Area.....	7
1.4 Position (Geographical Coordinates).....	8
1.5 Population.....	8
1.6 Climate	8
1.7 Religion	9
1.8 Time.....	9
1.9 Official Language.....	9
1.10 Money and Currency	9
1.11 Business Hours	10
1.12 Weekends.....	10
1.13 Infrastructure.....	10
1.14 Electricity	13
1.15 Country Code	13
1.16 Public Holidays	13
2.0 GENERAL CONSIDERATIONS	14
2.1 Promotion of Investment	14
2.2 Rate of Inflation	14
2.3 Foreign Investment	15
2.4 Types of Businesses.....	16
2.5 Diplomatic relationships	17
2.6 Travel Restrictions.....	17
2.7 Government and Politics.....	17
2.8 Judicial System	18
2.9 Dispute Resolution	19
2.10 Environmental Regulation.....	21

2.11 Intellectual Property - General.....	21
2.12 Intellectual Property Right Laws.....	22
3.0 INVESTOR INCENTIVES	23
3.1 General Considerations	23
3.2 Specific Incentives.....	23
4.0 TAX	25
5.0 FINANCIAL SECTOR	26
6.0 CUSTOMS.....	27
6.1 Customs Law and Tariffs.....	27
6.2 Customs Facilities and Incentives	28
6.3 Import and Export Requirements	28
7.0 BUSINESS ENTITIES AND ARRANGEMENTS	30
7.1 General Considerations.....	30
7.2 Limited Liability Company (WLL).....	30
7.3 Joint Stock Company (Closed) (CJSC).....	32
7.4 Holding Company (HC)	33
7.5 General Partnership Company (GPC).....	33
7.6 Simple Commandite Partnership (SCP)	34
7.7 Public Joint Stock Companies (PJSC).....	34
7.8 Branches of Foreign Companies	35
7.9 Ready Reckoner.....	36
7.10 Commercial Agencies	37
8.0 OPERATION OF BUSINESS AND DISSOLUTION	38
8.1 Operating Obligations.....	38
8.2 Dissolution/Insolvency/Bankruptcy - General.....	39
8.3 Dissolution/Insolvency/Bankruptcy - Banks.....	40
9.0 LABOR LAW.....	41
9.1 Law and Regulation.....	41
9.2 Employment - General Considerations.....	41
9.3 Employment – Hiring and Termination	42
9.4 Health and Safety Standards.....	44
9.5 Freedom of Association and Trade Unions.....	44
10.0 IMMIGRATION REQUIREMENTS.....	45
10.1 General Considerations	45
10.2 Entry Visa.....	45
10.3 Work Visa.....	47
10.4 Family Visa.....	47
11.0 EXPATRIATE EMPLOYEES.....	48





1.0 BAHRAIN AT A GLANCE



1.1 Introduction

The Kingdom of Bahrain is an autonomous Islamic Arab State with full sovereignty. The political system in Bahrain is a hereditary constitutional monarchy. The Head of State is His Majesty the King, Sheikh Hamad bin Isa Al Khalifa. The Crown Prince and Prime Minister is His Royal Highness Prince Salman bin Hamad Al Khalifa. Bahrain follows a democratic constitution that grants its citizens the power to shape their government. Both men and women have political rights, such as the right to vote and run for political office, which promotes a culture of equality and inclusive governance.

1.2 Geography

Bahrain, an archipelago consisting of 40 islands, is situated in the heart of the Arabian Gulf, positioned between Saudi Arabia and Qatar. Often referred to as the "Pearl of the Arabian Gulf," Bahrain boasts a history spanning over 5,000 years, from ancient civilizations to its present state as a prosperous and stable nation. The name "Bahrain" originates from the Arabic words "al-Bahrayn," which translates to "two seas." It is located approximately 25 kilometers away from the eastern coast of Saudi Arabia and lies to the north of the Qatar peninsula. Bahrain is connected to Saudi Arabia through a causeway.

1.3 Land Area

Bahrain covers an approximate land area of 786 square kilometers (303 square miles). The topography of Bahrain is characterized by its low-lying nature, with the highest point being the "Mountain of Smoke" reaching an elevation of 134 meters above sea level. Except for a narrow fertile strip along the North and Northwestern coast, the majority of the land consists of rocky and barren terrain. The limestone bedrock is overlaid with varying depths of dry or salty sand dunes, making it challenging for plants to grow, although there are some resilient wild plants that can withstand the difficult conditions of arid regions.

The largest three islands in Bahrain are where the majority of the population resides. The capital city of Manama is situated on the northeastern tip of the main island in Bahrain. It is connected to the neighboring island of Muharraq by means of three causeways. Bahrain's modern international airport is located on Muharraq Island.



1.4 Position (Geographical Coordinates)

The Kingdom of Bahrain is positioned in the heart of the southern coastline of the Arabian Gulf, adjacent to the eastern side of Saudi Arabia and the northern part of the State of Qatar. The precise geographical coordinates of Bahrain are 26.157130 N and 50.524354 E.

1.5 Population

As of the year 2023, the population of Bahrain stands at 1,577,000 (in thousands). Bahraini nationals make up 46% of the total population, while non-Bahrainis account for 54%. In terms of gender distribution, males represent approximately 62% of the population, while females make up around 38%.

The expatriate population in Bahrain consists of foreign residents from various countries, including India, Pakistan, Bangladesh, Middle Eastern nations, Iran, Philippines, Europe, and East Asia.

1.6 Climate

Bahrain has a desert climate characterized by hot and humid summers, mild winters, and very little rainfall. Summer temperatures often exceed 40°C (104°F) with high humidity. Winters are mild with

temperatures ranging from 15°C to 25°C (59°F to 77°F). Spring and autumn bring moderate temperatures. Rainfall is minimal, and occasional dust storms occur. The breakdown of the climate in Bahrain:

- Summer (June to September): Summers in Bahrain are very hot and humid, with high temperatures often exceeding 40°C (104°F). The humidity levels can be quite high, making it feel even hotter. It is advisable to stay hydrated and seek shade during this period.
- Autumn (October to November): Autumn brings some relief from the scorching summer heat. Temperatures gradually start to decrease, ranging from around 25°C to 35°C (77°F to 95°F). The weather becomes more pleasant, with cooler evenings and occasional breezes.
- Winter (December to February): Winters in Bahrain are mild and relatively comfortable. Temperatures range from around 15°C to 25°C (59°F to 77°F). It is the most pleasant time of the year, with lower humidity and cooler temperatures. However, occasional cold fronts can bring cooler temperatures and some rainfall. The average annual rainfall in Bahrain is relatively low, with an average of around 70 to 80 millimeters (2.8 to 3.1 inches) per year.
- Spring (March to May): Spring in Bahrain is characterized by gradually increasing temperatures. Temperatures range from around 20°C to 30°C (68°F to 86°F). The weather becomes more humid as summer approaches, and occasional dust storms or sandstorms can occur.

1.7 Religion

The Kingdom's dominant religion, believed by the vast majority of its population, is Islam. Additionally, there are places of worship for other religions such as Christianity and Hinduism.

1.8 Time

Bahrain is located in a time zone that is three hours ahead of GMT, denoted as GMT +3:00.

1.9 Official Language

The official language in Bahrain is Arabic. However, English is widely used in the business and corporate sector and it is also taught in schools and universities.

1.10 Money and Currency

The official currency in Bahrain is the Bahraini Dinar (BD), which is divided into 1,000 fils. It is issued in various denominations, including 5 fils, 10 fils, 25 fils, 50 fils, 100 fils, 500 fils, 1 BD, 5 BD, 10 BD, and 20 BD. Currently, the exchange rate between the Bahraini Dinar and the US Dollar

is fixed at 1 BD = US\$ 2.65, which is equivalent to US\$ 1 = 377 fils. Money can be conveniently exchanged at any commercial bank or moneychanger.

1.11 Business Hours

Business hours in Bahrain can vary depending on the organization, but here are some commonly adopted timings:

- **Government offices:** They typically operate from 07:00 AM to 02:15 PM, Sunday to Thursday.
- **Commercial organizations:** Their working hours vary, but commonly adopted timings are either 08:00 AM to 04:00 PM or 09:00 AM to 05:00 PM. They may operate either six days a week (Saturday to Thursday) or five days a week (Sunday to Thursday).
- **Commercial banks:** Most banks are open from 07:30 AM to 03:00 PM, Sunday to Thursday. However, some bank branches may have evening and Saturday hours as well.
- **Shops and supermarkets:** They are usually open from 08:00 AM to 12:30 PM and 04:00 PM to 08:00 PM. However, there are many supermarkets that operate 24 hours, seven days a week.
- **Ramadan Timing:** During the holy month of Ramadan, business activities tend to slow down as Muslims observe fasting during daylight hours. Muslim employees are often allowed shorter working hours, typically six hours. Restaurants and eateries remain closed during fasting hours, and it is prohibited to eat or drink in public during that time.

In Bahrain, there are no cultural or religious restrictions on how business is conducted. Islamic financing coexists with traditional financing, allowing interest to be charged in commercial transactions. The courts of Bahrain also award interest in commercial disputes.

1.12 Weekends

Government offices, as well as the majority of companies and banks in Bahrain, consider Fridays and Saturdays as official public holidays. However, there are exceptions where certain organizations may work half-days on Thursdays and grant their employees a full day off on Fridays, resuming work on Saturdays.

1.13 Infrastructure

Bahrain offers a unique blend of modern infrastructure and a relatively liberal society, providing an authentic Gulf experience. Here is a brief summary of its infrastructure:

- **Transportation:** Bahrain has a well-developed transportation system. Bahrain International Airport, situated in Muharraq, stands out as the most efficient airport in the region. With its modern terminal and a wide range of services, it serves as a hub for over 38 airlines, including

the national carrier Gulf Air, which has its administrative head office located in Bahrain. The airport provides exceptional international air connectivity, offering direct or connecting flights to major cities worldwide. The road network is extensive, with well-maintained highways and roads connecting major cities and towns. Public transportation includes buses and taxis are available, and there are ongoing projects to develop a metro system.

- **Ports and Maritime:** Khalifa bin Salman Port (KBSP), opened in 2009, is strategically positioned as a premier transshipment hub in the Northern Arabian Gulf. With a 1,800-meter quay and a container terminal served by post-Panamax cranes, KBSP can accommodate large vessels. Its location in Hidd offers convenient access to Bahrain International Airport and the Kingdom of Saudi Arabia via the King Fahad Causeway. KBSP plays a vital role in facilitating regional trade and commerce as a self-sufficient port with comprehensive support services.
- **Telecommunications:** Bahrain's telecommunications sector is essential to its infrastructure, delivering a modern network that offers private services like direct dialing and internet access. It plays a critical role in enabling communication, connectivity, and digital services for individuals and businesses, not only within Bahrain but also beyond its borders. With a competitive market featuring multiple service providers, companies like Batelco, Zain Bahrain, and STC Bahrain operate in Bahrain, each offering a variety of services and showcasing their unique strengths and market presence.
- **Technology:** Bahrain is driving digital transformation and adopting emerging technologies to enhance its economy and improve the lives of its citizens. With a strong ICT infrastructure, the kingdom ranks highly in global indices for internet penetration and telecommunication infrastructure. Bahrain is deploying modern technologies, including AI, to streamline government services and support sectors like judiciary and education. Initiatives like the BeAware Bahrain app have successfully aided in COVID-19 mitigation. Overall, Bahrain is a regional pioneer in technology adoption, leading to economic growth and a better quality of life for its people.
- **Power and Energy:** Bahrain's economy is diversified, but the oil and gas sector remains important. The country has significant reserves and focuses on developing its petrochemical industry to reduce reliance on oil. Bahrain also prioritizes environmental protection and aims to increase energy efficiency and renewable energy adoption, including investments in solar power. Nogaholding oversees the government's oil and gas assets, playing a crucial role in meeting energy demands and supporting economic growth. The Electricity and Water Authority manages

the distribution of electricity and water, while the Sustainable Energy Authority enhances sustainable energy efficiency and monitors its sector's performance.

- **Education and Healthcare:** Bahrain has a well-established education system, with numerous schools, colleges, and universities offering a wide range of programs. The country also has a comprehensive healthcare system, with modern hospitals and medical facilities providing quality care to residents and visitors.
- **Financial Sector:** Bahrain is known for its robust financial sector. Bahrain boasts a thriving financial sector, serving as a hub for both conventional and Islamic banking. With a well-regulated environment and a strong presence of financial institutions, the country attracts domestic and international investors. The Central Bank of Bahrain oversees the banking sector, ensuring compliance with international standards. In addition to banking, Bahrain's financial services extend to insurance, investment, and asset management. The country's foreign exchange market operates efficiently, supporting currency trading and exchange services. Bahrain's favorable investment climate further enhances its status as a leading financial hub in the region. Bahrain Bourse is the national stock exchange in Bahrain, facilitating trading and investment in securities. It provides a regulated marketplace for companies to list their shares and investors to buy and sell securities. Bahrain Bourse promotes transparency and investor protection, contributing to the development of the country's capital market.
- **Real Estate:** The real estate sector in Bahrain present attractive opportunities for investors. The country's focus on enhancing infrastructure, housing, and industry is evident through its ambitious strategic infrastructure projects. Bahrain's real estate market is flourishing, with ongoing projects in residential, commercial, and industrial zones. Investors can choose from a diverse range of properties, including luxury apartments, villas, office spaces, and industrial parks.
- **Construction:** The construction sector in Bahrain is being propelled by significant government infrastructure projects, which are also benefiting related supply industries. Key projects include the \$7 billion modernization and expansion of the Bahrain Petroleum Company (BAPCO), the \$3.5 billion King Hamad Causeway transportation infrastructure project, the \$2 billion Bahrain Metro Project, a new \$355 million gas processing plant, major housing and resort projects valued at \$2.2 billion, electricity and water delivery projects totaling \$1.1 billion, road and sewerage infrastructure projects costing around \$900 million, the construction of infrastructure for three planned cities, the \$222 million Bahrain International Exhibition and Convention Center, the

establishment of the U.S. Trade Zone, and the development of five offshore cities along Bahrain's coastline. These government initiatives are driving growth in the construction sector and generating positive economic impacts in associated industries.

Overall, Bahrain has made substantial investments in its infrastructure to foster economic growth and ensure a superior quality of life for its residents.

1.14 Electricity

In Bahrain, the power supply operates at 220-240 volts and 50 hertz frequency. The plug system commonly used is the trio electric socket, which follows the British system.

1.15 Country Code

The international country code for Bahrain is +973.

1.16 Public Holidays

The following is a list of official public holidays in Bahrain. If a holiday falls on a weekend that includes Friday and/or Saturday, the government extends the holiday and provides compensation for those days that fall on the weekend.

1 st January	New Year
1 st May	Labor Day
16 th , 17 th December	Bahrain's celebration of National Day and the commemoration of His Majesty King Hamad bin Isa AlKhalifa's ascension to the throne.
1 st Muharram	Islamic New Year (Hijri)
9 th , 10 th Muharram	Ashura Days
12 th Rabi'a AlAwal	Birth of Prophet Mohammed
1 st , 2 nd , 3 rd Shawal	Eid AlFitr
10 th , 11 th , 12 th Dhu AlHijjah	Eid AlAdha



2.0 GENERAL CONSIDERATIONS



A. INVESTMENT POLICIES

2.1 Promotion of Investment

It has been the policy in Bahrain to welcome investment into the region. Although wholly or partially government-owned enterprises dominated the economy in the past, laws and regulations have been streamlined since 1990 to make the business climate conducive for foreign investment. Foreign investors are welcome to set up licensed production and export industries and commercial firms are also encouraged to set up their regional offices and distribution centers.

The Economic Development Board (**EDB**) is a dynamic government agency with an overall responsibility for formulating and overseeing the economic development strategy of Bahrain, and for creating the right climate to attract direct investment into Bahrain. The EDB is also responsible for attracting inward investment into Bahrain, and is focusing on seven target economic sectors namely, financial services, downstream industries, tourism, business services, logistics, healthcare, education and training. In addition, the EDB offers an investor facilitation service to first-time investors who are interested in investing in Bahrain. This service includes acting as the first point of contact, understanding the objectives of investors, providing them with information regarding the relevant procedures for setting up business, and helping them form a network of contacts in Bahrain.

With government encouragement, Bahrain has long been established as the principal banking and financial center of the Gulf region.

2.2 Rate of Inflation

The inflation rate in Bahrain was recorded at 2.0 percent in 2023.

2.3 Foreign Investment

The Government of Bahrain has a generally liberal approach to foreign investment and is eager to improve Bahrain's attractiveness to international investors and businesses. As a result of this initiative, companies, fully owned by foreign corporate entities, are encouraged in Bahrain. Nevertheless, certain restrictions still exist in the real estate, construction sector and retailing industry. It is possible for the 100% foreign owned companies in Bahrain to have provisions in the constitution documents of such companies whereby the meetings of the shareholders and the board of directors can be held outside Bahrain. It is also possible to establish joint stock companies with 2 shareholders and single person companies with limited liability.

In general Bahrain encourages foreign investment but investments remain subject to approval from the respective supervisory regulatory governmental authority. Investment activities are undertaken in accordance with the regulations organizing different economic activities. The regulator—Central Bank of Bahrain (**CBB**) and the Ministry of Industry, Commerce and Tourism (**MOIC**)—are customer-friendly and are eager to assist investors for the mutual benefit of investors and Bahrain.

Bahrain offers several advantages to foreign investors including a no personal or corporate taxation regime, no restriction on capital and profit repatriation, a developed infrastructure with excellent transportation and communication facilities, and duty-free access to Gulf Cooperation Council (**GCC**) member states for products manufactured in Bahrain.

In an effort to streamline licensing and approval procedures, the MOIC operates the Bahrain Investors Center (**BIC**) and the online companies' registration portal (Sijilat) for both local and foreign companies seeking to register in Bahrain. Applications for setting up companies and conducting all related companies affairs are now fully automated, whereby an applicant will access the portal, fill in the required information and upload the required documents on Sijilat system. This system is linked to various relevant regulators to whom the application will be sent for approval. An applicant will therefore be in a position to monitor the progress of their application by checking the status thereof on the system. In addition to the online "Live Chat" on Sijilat portal, BIC is designed as a "one-stop shop" providing all commercial licensing and

registration support services. Representatives from all relevant ministries and private sector areas like telecommunications, legal, banking, and consulting institutions are present at the BIC.

The MOIC adopted the International Standard Industrial Classification of All Economic Activities (ISIC), Rev. 4 issued by the United Nations. The list of activities and restrictions applicable thereon may be found on designated search engine for commercial activities on (<https://www.sijilat.bh/>).

Exemption from local ownership restrictions

When an activity requires a minimum local ownership, foreign investors may still be able to exercise such restricted business activities by applying for an exemption from the Cabinet of Ministers through the MOIC.

2.4 Types of Businesses

Bahrain is a melting pot of multifarious business activities. Bahrain offers a wealth of trade and investment opportunities in a number of sectors. Initially Bahrain started off in the petroleum, oil and gas sector but has recently diversified into a range of other sectors.

Bahrain's reputation as the financial center of the Middle East, together with its strong infrastructure, has attracted numerous multinational financial institutions to establish offices in the Kingdom.

Bahrain's early leadership in financial services was based on the development of a strong business infrastructure, including world-class telecom and IT systems. That in turn attracted a wide range of professional and business support services, including legal, accountancy, consultancy, recruitment and other professional services. Bahrain is considered a regional pioneer for financial technology (Fintech) by establishing Bahrain Fintech Bay to reinforce the Kingdom's position as a Fintech hub for the Middle East and North African region.

Production of aluminum is a major industry in Bahrain. Tourism is another major industry.

B. DIPLOMATIC RELATIONS

2.5 Diplomatic relationships

Bahrain is a member of the World Trade Organization (WTO). Bahrain is a full active member of the United Nations (UN), the Organization of Arab Petroleum Exporting Countries (OAPEC), G.C.C, the Organization of the Islamic Conferences, Arab League, the World Bank, International Monetary Fund (IMF), International Bank for Reconstruction and Development, Islamic Development Bank and the Geneva Convention. Bahrain also has significant diplomatic ties with most of the leading countries of the world.

Bahrain has signed Free Trade Agreement (FTA) with the United States of America in 2004.

2.6 Travel Restrictions

Passport holders of the GCC states (Kuwait, Oman, Saudi Arabia and the United Arab Emirates) are allowed visa free entry into Bahrain. All other visitors to Bahrain regardless of purpose of visit require visas. Nationals of 67 countries can obtain a visa on arrival. This includes nationals of US, UK, France, Germany, Russia, South Korea, Japan, China and several states from the European Union and South America. Also, nationals of 114 countries can apply for online visas. Details can be obtained from the website: <https://www.evisa.gov.bh/>.

Since Bahrain is a small archipelago there are no restrictions of travel within Bahrain, except for a maritime curfew from 6pm to 6am in certain designated areas implemented since 2011.

C. GOVERNMENT

2.7 Government and Politics

Bahrain is a constitutional monarchy headed by the HH Shaikh Hamad Bin Isa Al Khalifa. The head of government is the Prime Minister, HH, the Crown Prince, Shaikh Salman Bin Hamad Al Khalifa, who presides over a cabinet of 24 members. In 2001, over 98.4% of Bahrainis overwhelmingly approved the adoption of the National Action Charter pursuant to which the new Constitution was adopted in 2002. Bahrain has a bicameral legislature with a lower house, the Chamber of Deputies, elected by universal suffrage and the upper house, the Shura Council, appointed by the King. Both houses have forty members. The inaugural elections were held in

2002, with parliamentarians serving four-year terms. The King has established the Supreme Judicial Council to regulate the country's courts and institutionalize the separation of the administrative and judicial branches of government. Elections were last held in November and December 2022.

2.8 Judicial System

According to the new Constitution, which came into effect on 14 February 2002, Bahrain is a sovereign independent Arab Islamic State. Although Article 2 of the Constitution provides that the Islamic *Sharia* (Islamic law) is the main source of legislation, general matters and private transactions are governed mainly by laws derived from modern legislation. The judicial system is impartial and everyone has recourse to the courts.

The judiciary in Bahrain is organized into four separate types of courts: the civil law courts, the criminal law courts, the courts of Shari'a and the Constitutional Court.

The Civil and Commercial Procedures Act governs the civil courts. Adjudication of all civil and commercial cases, including all cases involving personal status of non-Muslims fall within the mandate of the civil courts. The courts of minor causes (the lower courts and the court of execution) have one judge with jurisdiction over minor civil and commercial disputes. The High Civil Court consists of one judge or more (depending on the administrative jurisdiction of the court in question as defined by the Supreme Judicial Council resolutions) with jurisdiction over larger civil and commercial disputes and personal status cases involving non-Muslims. Appeals are made at the Civil High Court of Appeal or the High Civil Court (as the case may be), which is presided over by at least three judges. The criminal law courts adjudicate criminal cases. The lower criminal court, which is headed by a single judge rules on misdemeanor crimes. The High Criminal Court has at least three judges and rules on felonies. Appeals are made at the Criminal High Court of Appeal or the High Criminal Court (as the case may be), which also has three judges. Both the civil and criminal court systems have a Court of Cassation, the final appellate court.

The Shari'a Law Courts have jurisdiction over personal status cases involving Bahraini and non-Bahraini Muslims. There are two levels: the Senior Shari'a Court and the High Shari'a Court of Appeal. At each level there is a Sunni Shari'a Court with jurisdiction over all personal status cases

brought by Sunni Muslims, and a Jaafari Shari'a Court with jurisdiction over cases brought by Shi'a Muslims. The High Shari'a Court of Appeal is composed of a minimum of two judges. In the event of a disagreement, the Ministry of Justice provides a third judge and the decision will be based on a majority vote.

The Constitutional Court was established pursuant to Article 106 of the Constitution and its mandate is to rule on the constitutionality of laws and statutes. The Constitutional Court consists of a president and six members, all appointed by the King's royal decree. These seven judges serve 9-year terms and cannot be removed before their terms expire. The King may refer draft laws to the Court to determine the extent of their agreement with the Constitution. The Court's determination is final and "binding on all state authorities and on everyone," according to the Constitution.

Commercial Courts were also introduced in the Bahraini courts system with an innovation of a case management phase when the matter falls within the jurisdiction of senior commercial courts (for claims exceeding BD5,000/- in value). Commercial disputes are defined under Ministerial Order No. 82 of the year 2019.

Apart from the above, military courts are also provided for by the Constitution. However their jurisdiction is confined to military offences committed by members of the Defense Force, the National Guard, and the Security Forces.

2.9 Dispute Resolution

There is no political method of resolving the dispute in Bahrain. The conventional dispute resolution means in Bahrain is through the courts of law. There are three levels of dispute resolution—Court of First Instance, Appeals Court and the Court of Cassation. Depending on the complexity of the case and also the appointment of an expert, the First Instance Court may take 6 months to 1 year to render its judgment, the Appeals Court may take 6 months to 1 year to render its judgment and the Cassation Court may take 9 to 12 months to render its judgment. Alternate dispute resolution (**ADR**) means like arbitration, mediation and conciliation are also employed in Bahrain. The most popular form of ADR in Bahrain is arbitration.

Arbitration procedures are largely a contractual matter. Increasingly, Bahraini companies, in dealings with both local and foreign firms, include arbitration procedures in their contracts. Parties also have the option of referring disputes under the procedures established under the Arbitration Law, the rules of GCC Commercial Arbitration Center, the rules of the BCDR-AAA or under the provisions of foreign arbitral bodies such as LCIA or ICC. If the parties to an agreement agree to refer their disputes to arbitration, then the courts of Bahrain will decline to assume jurisdiction provided that the court's non-jurisdiction is brought to the court's attention at the earliest point of time and prior to filing of submission on merits.

The courts of Bahrain recognize the right of the parties to subject their agreement to foreign law. The party relying on foreign law must prove the foreign law and submit documents in Arabic to prove the foreign law. However, the foreign law should not be repugnant to the public order of Bahrain. The courts of Bahrain also recognize the right of the parties to resolve their disputes in a foreign jurisdiction. However, a Bahrain court will enforce a foreign judgment in Bahrain only if the relevant foreign country enforces Bahraini judgment on reciprocal basis. Bahrain is signatory to "Agreement for the Execution of the Judicial Judgments of the Gulf Co-operation Council (GCC) Member States" and, consequently, judgments rendered by a court in a GCC country is enforceable in Bahrain. Bahrain is also a party to the Riyadh Convention of 1983, whereby judgments issued in the countries signatory thereto shall also be enforceable, subject to satisfaction of certain conditions.

Since Bahrain is a signatory to the New York Convention of 1958 on the Recognition and Enforcement of Foreign Arbitration Awards, foreign arbitral awards can be effectively enforced subject to the provisions of the New York Convention.

Legislative Decree No. 30 of 2009 with respect to Bahrain Chamber for the Resolution of Economic, Financial and Investment Disputes established the Bahrain Chamber for Dispute Resolution (BCDR). Pursuant to this law, if a dispute involves a claim more than BD 500,000 and is between financial institutions licensed by the CBB, or between them and other institutions, companies and individuals related to the dispute, or if a dispute is an international commercial dispute, the BCDR shall have jurisdiction to resolve the dispute, not the courts. A dispute is considered to be "international" if the domicile of one party to the dispute or the place in which

it is being enforced is an essential part of the obligations arising out of commercial relations or if the place to which subject of the dispute is most related is outside Bahrain. The BCDR also has powers to hear the disputes which the parties voluntarily agree in writing to resolve through BCDR. An appeal against the judgment or award of BCDR may be filed before the Court of Cassation on certain limited grounds whose decision is final and no further appeal lies.

There are no multi legal systems in Bahrain except that Sharia courts apply Law No. 19 of the year 2017 promulgating the Family Law in respect of personal status of Muslims irrespective of their nationality.

D. ENVIRONMENTAL CONSIDERATIONS

2.10 Environmental Regulation

Bahrain is highly conscious of the vitality of environment in the development of the nation. Article 9 of the Constitution casts an obligation on the state to take all necessary measures for the protection and conservation of the environment.

Public Commission for the Protection of Marine Resources, Environment and Wildlife is the regulatory authority for environment in Bahrain. There are many regulations and laws in Bahrain covering various aspects of environment protection and conservation. Legislative Decree No 21 of 1996 with respect to the environment and Ministerial Order No. 10 of 1999 with respect to environmental standards (Air and Water) are examples of such initiatives.

E. INTELLECTUAL PROPERTY

2.11 Intellectual Property - General

In 1994, Bahrain enacted Legislative Decree No. 7 ratifying the WTO Agreements. Therefore, by virtue of Article 37 of the Constitution of Bahrain, the provisions of the TRIPS Agreement and the entire provisions of the Paris and Berne Conventions, have become an integral part of the national Law of Bahrain.

Bahrain has the membership to the following WIPO treaties:

- a) WIPO Convention, since June 1995.
- b) Paris Convention (Industrial Property), since October 1997.
- c) Berne Convention (Literary and Artistic Works), since March 1997.
- d) PCT (Patent Cooperation Treaty), since March 2007.
- e) Madrid Protocol (Registration of Marks), since December 2005.
- f) Nice Agreement (International Classification of Goods and Services), since December 2005.
- g) WCT (WIPO Copyright Treaty), since December 2005.
- h) WIPO Performances and Phonograms Treaty, since December 2005.

2.12 Intellectual Property Right Laws

Bahrain offers adequate protection to intellectual rights as it has well defined laws in this respect. Copyrights are regulated by Law No. 22 of the year 2006 with respect to protection of Author's rights and Attendants Rights, which was amended by virtue of Law No. 12 of the year 2008, Law No. 3 of the year 2011 and Law No. 5 of the year 2014. Trademarks are governed by Legislative Decree No. 6 of the year 2014. Patents are governed by Law No. 1 of the year 2004 with respect to Patents, amended by virtue of Law No. 14 of the year 2006. In addition, the Ministry of Industry, Commerce and Tourism issued Order No. 115 of 2011 with respect to Procedure of Issuing Patents. Bahrain ratified the GCC Patents Regulations by virtue of Law No. 12 of the year 2004. Business Secrets are regulated by Law number 7 of the year 2003 with respect to Business Secrets, amended by virtue of Law No. 35 of the year 2005 and Law No. 12 of the year 2006. The geographical indicators are governed by the provisions of Law No. 16 of the year 2004 with respect to geographical indicators as amended by Law No. 16 of 2006. In 2009, the Kingdom of Bahrain passed the Law No. 29 of 2009 with respect to Ratifying the Protocol amending the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS).

3.0 INVESTOR INCENTIVES



3.1 General Considerations

The Government of Bahrain has a liberal and positive approach to foreign investment and is eager to improve Bahrain as an ideal destination to international investors and businesses. As part of its program to diversify the economy, the Government of Bahrain actively encourages foreign private investment, especially in sectors which are export-oriented and do not compete directly with established local enterprises. All significant investments, whether by Bahraini or foreign firms, must go through the regulatory approval process depending on the relevant sector in which such investment is being made.

3.2 Specific Incentives

Bahrain offers a host of incentives for the foreign investors, the principal incentives can be enumerated as follows:

- a) 100 % foreign ownership allowed for certain categories of business.
- b) No personal, corporate or withholding tax.
- c) The Bahrain Development Bank (BDB) which had its inception in 1992 has been providing long term and soft loans to priority sectors like agricultural establishments, industrial projects and small industries.
- d) Duty-free access to GCC member states for products manufactured in Bahrain.
- e) Duty-free import of materials and machinery for manufacturing and duty-free merchandise for re-export.
- f) Other customs facilities.
- g) No restriction on capital and profit repatriation subject to anti-money laundering laws and regulations.
- h) Absence of any exchange control.

- i) Procedures for obtaining commercial licenses have been streamlined, and all the necessary formalities can usually be accomplished within one week for representational offices.
- j) Private entities may freely establish, acquire, and dispose of interests in business enterprises subject to the respective regulators.
- k) Efficient Capital Market and Portfolio Investment.
- l) Well-defined laws and business friendly policies.



4.0 TAX



There are no taxes payable with respect to income, withholding or capital gains under existing Bahraini laws. There are no currency or exchange control restrictions currently in force under Bahraini law and the free transfer of currency into and out of Bahrain is permitted, subject to any anti-money laundering regulations and international regulations in force from time to time.

This has been one of the predominant considerations, which has contributed for great influx of foreign investors in the Bahrain. Apart from social insurance deductions mandated by law to cover the pension and employee sicknesses or disabilities, the only deduction that an employer is obliged to make from the employee's salary is 1% deduction payable to the government, which will be utilized to pay allowance to unemployed Bahraini nationals.

The social insurance and disability insurance payable is as below:

- Bahraini employees – 12% (payable by employer) & 6% (payable by employee)
- Salaries of over BHD4,000 per month are ignored for social security contributions with respect to the proportions exceeding the cap of BHD4,000.
- Non-Bahraini employees – 3% (payable by employer)

Bahraini employees are eligible for pension pursuant to the aforesaid deduction from their salaries and non-Bahraini employees are eligible to receive leaving indemnity payment, as described elsewhere.

The above notwithstanding, certain taxes are imposed on oil, gas and petroleum companies.

Municipal taxes are also payable by individuals or companies renting property in Bahrain.

The corporation is not subject to tax either on its Bahrain income or its worldwide income.

Bahrain has introduced the Value Added Tax Law No. 48 of 2018 for the imposition of value added tax on certain products and services.

5.0 FINANCIAL SECTOR



Bahrain has the enviable distinction of being the financial hub of the region. There has been tremendous growth principally owing to potent infrastructure in this sector and the stellar efforts of the regulating authority, the CBB.

The Central Bank of Bahrain and Financial Institutions Law 2006 promulgated by Decree Law 64 of 2006 regulates the functioning of CBB, the financial regulator for Bahrain. It maintains sound reporting and accounting arrangements, which strictly adhere to the best international practice. The CBB has been responsible for the regulation of all banking and related financial institutions from its founding. The CBB has established a close working relationship with international institutions that are active in the area of financial sector supervision and regulations, and the development of good corporate governance practices. These relationships have allowed the CBB to develop a world-class regulatory system that ensures that Bahrain's financial institutions operate on equal standard to those in place in major international financial centers. The supervision and regulation of the insurance sector and the capital markets sector all fall within the CBB's area of responsibility.

CBB is continually streamlining its regulations with respect to the financial sector and has in place seven Rulebooks to govern its licensees. The CBB, in its capacity as the regulatory and supervisory authority for all financial, insurance and capital market institutions in Bahrain, issues regulations that licensees are legally obliged to comply with. Most of these regulations are contained in the CBB Rulebooks.

The Rulebook is divided into 7 Volumes, covering different areas of financial service activities. Volume 1 covers all conventional banks licensed by the CBB, Volume 2 covers Islamic banks, Volume 3 covers Insurance sector, Volume 4 covers Investment Business, Volume 5 covers

specialized activities such as Money Changer, Financing Companies, Administrators, Trust Service Providers, Microfinance Institutions, Ancillary Services, Leasing Companies and Representative Offices, Volume 6 covers Capital Market and Volume 7 covers Collective Investment Undertakings.

6.0 CUSTOMS



The Directorate General of Customs is the regulating authority. It operates with the aspiration of achieving the following goals:

- a) To enact appropriate Customs regulations so as to facilitate a smooth exchange of goods and services between Bahrain and other countries.
- b) To implement Customs regulations and policies which promote Bahrain as an ideal investment and trading center in the Gulf Region.
- c) To develop Customs regulations and procedures that are in compliance with global standards and conform to the latest technological advances.
- d) To provide a high quality Customs service, which will bring about a high level of customer satisfaction.
- e) To strive for better co-ordination and enhanced co-operation in matters concerning Customs activities with local, regional and international organizations.

6.1 Customs Law and Tariffs

The Unified Regulation Law of the GCC is the principal law governing Customs in Bahrain. Procedures specific to visitors, bonded warehouse, transit, exporting, importing, clearing agents, prohibited and restricted categories and payment methods have been formulated.

Bahrain is a member of the World Trade Organization (WTO) since 13 December 1993. Bahrain applies its Customs Tariff according to the H.S. Codes, issued by the World Customs Organization (WCO). The following are the broad categories of the customs duty:

- a) Free duty - Vegetable, fruits, fresh and frozen fish, meat, books, magazine and catalogues.
- b) 10% duty - All other imported items like clothes, cars, electronics items and perfumes.
- c) 100% duty - Tobacco and Tobacco related products. These are also evaluated based on the quantity or weight, and the higher value is taken into consideration for duty.
- d) 125% duty - Alcohol.

6.2 Customs Facilities and Incentives

The Bahrain Customs provides various facilities to all the different sections of the trading and business industries, which can be availed by foreign investors. These include:

- a) Customs duties exemption on goods of Arabic origin.
- b) Priority release of the goods with high value.
- c) Duty free transit facility.
- d) Duty drawback system.
- e) Bonded warehouse facilities.
- f) Duty exemption for goods of GCC origin.
- g) Priority clearance of consignment.
- h) Facility for temporary importation.
- i) Import of goods for exhibition on refundable customs deposit.
- j) Duty free shops.

6.3 Import and Export Requirements

Importers must be registered with the MOIC and the Bahrain Chamber of Commerce and Industry.

Imports are governed by the Bahrain Customs Law and regulations and are further subject to the specific laws enacted by the Ministry of Commerce and Agriculture and the Ministry of Health. These specific laws include Legislative Decree No 3 of 1985 Governing the Control of Imported Foodstuffs and the packaged food labeling law, which is provided by Ministerial

Order No 12 of 1985 with respect to Endorsing a Gulf Standard Specification as a National Specification.

At the time of Customs clearance of imported goods, the following documents have to be submitted:

- a) Delivery Order issued by the Shipper or the Liner's Agent.
- b) Supplier's Invoice in triplicate.
- c) Packing List in duplicate.
- d) Certificate of Origin.
- e) Insurance Certificate.
- f) Bill of Lading (in duplicate).
- g) Bank payment Voucher or bank receipt.
- h) Statistical declaration in case the goods reach their final destination in one of GCC states.

There is no Customs duty for goods exported out of Bahrain. Exporters are required to submit the following documents for statistics purpose only:

- a) Customs Bill of Entry/Customs Declaration
- b) Invoices
- c) Bill of lading (manifest)

7.0 BUSINESS ENTITIES AND ARRANGEMENTS



7.1 General Considerations

In order to conduct business activities in Bahrain, entities must have a legal presence under the provisions of Decree Law No. (21) of 2001 Promulgating The Commercial Companies Law (CCL). All commercial companies are governed by the provisions of the CCL together with the executive regulations thereof and the ministerial orders implementing such law issued by the Minister of Industry and Commerce (MOIC). In addition, companies may also be subject to other laws and regulations depending on the nature of their activity. Specifically, companies that are licensed by the CBB to provide regulated services are subject to the laws and regulations concerning the regulated services. The CCL provides for a variety of business structures that can be established under its provisions.

A. BUSINESS ENTITIES

7.2 Limited Liability Company (WLL)

It is a company that may be established by one or more owners/partners whose liability is limited to the extent of their ownership in the capital. Articles 265 to 271 of the CCL govern with limited liability companies. Partners in a with limited liability company may not resort to public subscription for raising share or loan capital.

The name of the company must be followed by the words 'Company with limited liability', or 'W.L.L.' for short. Individual managers or a board of , appointed by the partners, shall manage the operations of the company. There is no requirement in the law for a board of directors unless the number of partners exceeds 10. A manager has full power to bind the company with his signature unless restrictions are contained in the memorandum of association or subsequently resolved by the partners by a resolution passed at the general meeting and registered with the Commercial Registry. A percentage of profits of the company (10%) must

be set aside each year to build up a compulsory reserve until the amount of such reserve equals 50 per cent of the capital of the company. The capital should be sufficient to cater to the object of the company. The capital of the company shall be divided into parts (shares) of equal value . A part shall be indivisible and non - negotiable. The company shall not be incorporated unless all cash shares are distributed among the partners, the value thereof has been paid up in full, and the in kind shares are delivered to the company. A WLL company is not permitted to undertake insurance or banking activities or the investment of funds for the account of third parties.

The procedure for formation of a company with limited liability commences by reaching an agreement between the partners regarding the terms of the deed of association, which is prepared in a draft form. This document shall deal with such aspects as the life of the company, objects, share capital, appointment or election of managers or board of directors, their duties and authorities, and rules governing the proceedings at general meetings.

The following documents must be submitted to the MOIC:

- a) Name, address, occupation, nationality, and copy of passport of the manager(s) or board of directors (if applicable);
- b) Application fee;
- c) A certificate from a commercial bank in Bahrain evidencing the deposit of share capital;
- d) Expert's report for assessment/evaluation of 'in-kind' shares, if any; and
- e) Draft Deed of Association.
- f) Lease agreement or proof of ownership of the place of business/office.
- g) Completed ultimate beneficial owner (UBO) disclosure form for each partner who owns a minimum of 10% of the company's capital.

If the shareholder is a *corporate entity*, the following must also be submitted:

- a) Its certificate of incorporation;
- b) Corporate resolution to establish the company;
- c) Its Memorandum and Articles of Association;
- d) Latest audited financial statement;

e) A Power of Attorney in favor of an authorized person to act on behalf of the company to establish and register the company.

If the shareholder is an *individual*, the following documents shall be submitted:

- a) Copy of passport;
- b) A Power of Attorney in favor of an authorized person appointed to act on behalf of the applicant to establish and register the company; and

For some commercial activities, a Curriculum Vitae setting out the applicant's education and career along with a copy of the certificate of professional qualifications.

The MOIC shall direct that approval be sought from other regulators if the company's activities come under the supervision of such regulators such as the CBB, National Health Regulatory Authority or the Telecommunications Regulatory Authority. On final approval by the MOIC, the Arabic version or a bilingual Arabic/English version of the approved Deed of Association is signed by the authorized representatives before a public or private Notary. A copy of the notarized Deed of Association together with the following is filed with the Company Registry:

- a) A certificate from a Bank in Bahrain certifying that the share capital of the company has been deposited;
- b) A valid lease agreement or proof of ownership of office space; and
- c) Payment of the appropriate annual registration fee.

If the documents are complete and satisfactory in all respects, the Directorate of Company Affairs will issue the Certificate of Registration. On issuance of this Certificate, the company is incorporated and acquires its legal personality.

7.3 Joint Stock Company (Closed) (CJSC)

A joint stock company (closed) may be incorporated by two or more shareholders. The shares of the company may not be offered to the public in a public offering. The name of the company shall be followed by 'BSC (c)'.

A board of directors of not less than 3 members, who may be elected or nominated by the shareholders, if the Articles of Association so permits, shall manage the company. The capital shall be sufficient to meet the objectives of the company and may not be less than BD

250,000. The shares of CJSC shall not become negotiable except after paying the full value of the issued shares. Excluded from this are assignments of shares between founders. However, there is no prohibition for new shareholders to be inducted in the company by increasing the share capital of the company. The build-up of compulsory reserves is similar to the WLL company. Further, the procedure for formation is also very similar to that of a WLL company except that there must be two incorporation documents, namely, the Memorandum of Association and Articles of Association.

7.4 Holding Company (HC)

A holding company is a company, the purpose of which is to own shares in Bahraini or foreign joint stock companies or limited liability companies, or to participate in the establishment of such companies and to manage them and provide loans thereto and guarantees them before third parties. A HC may own more than 50 per cent of the capital of its subsidiaries, and it may take the form of a with limited liability company or joint stock company.

The objects of a HC shall be:

- a) To manage its affiliates or to take part in managing the other companies in which it participates and to provide the necessary support therefor;
- b) To invest its funds in shares, bonds, and securities;
- c) To own the necessary properties and movables for carrying on its business within the limits permitted by law;
- d) To provide loans, guarantees and finance for its affiliates; and
- e) To own industrial ownership rights such as patents, trade and industrial marks, concessions, and other intangible rights, and to exploit and lease them to its own affiliates or to others.

7.5 General Partnership Company (GPC)

Two or more persons, Bahrainis and non-Bahrainis, may form a general partnership company. The liability of partners is unlimited, and they are jointly and severally liable with respect to the company's debts and commitments.

The name of the partnership shall consist of the name of one or more of the partners, adding thereto the words ‘& Co’, or any indication that a partnership exists.

Each partner is deemed a “merchant” who undertakes trade under the company's name. The bankruptcy of the company is construed to be bankruptcy of all partners. The company's creditors shall have a claim on the company's assets, and shall have also a claim on the private assets of any partner who used to be a member of the company at the time of contracting. All partners are jointly liable towards the company's creditors, and any agreement to the contrary shall not be valid towards third parties.

7.6 Simple Commandite Partnership (SCP)

This company consists of several partners, which are of two kinds, namely:

- a) Joint partners; and
- b) Sleeping partners.

Joint partners are jointly and severally liable for the obligations of the company to the extent of their assets. Sleeping partners, on the other hand, are not involved in the management of the company and are not liable for the obligations of the company except to the extent of their shares in the capital.

7.7 Public Joint Stock Companies (PJSC)

A public joint stock company consists of a number of persons who have subscribed to it by negotiable shares. The liability of the shareholders is limited to the extent of the value of their shareholding. The number of promoters of a joint stock company may not be less than two, except in the case of companies formed by the Government or in which the Government is associated in its formation.

The capital of a PJSC is required to be adequate to realize its objectives. The minimum capital shall not be less than one million Bahraini Dinars (BD 1,000,000). The articles of association of the company may specify an authorized capital for the company, which may not exceed ten times the issued capital . The issued capital shall be fully subscribed. Each subscriber shall pay at least one fourth of the nominal value of the cash shares, provided that the remaining

balance of such value shall be paid within a period of not more than five years from the date of incorporation of the company. The name of the company shall be followed by 'BSC'.

7.8 Branches of Foreign Companies

Foreign companies, which have been incorporated and registered outside Bahrain, may establish branches, agencies or offices (BR) without being subject to the provisions relative to formation of companies. The BR shall print on all its papers, documents and publications in legible Arabic the full name of the company, its address, head office and the name of the agent. The BR must obtain prior license from the MOIC and any other relevant regulator and register with the Commercial Registry and fulfill any other conditions laid down by the Minister of the MOIC. The BR must provide a security from the head office to ensure performance of its obligations. The Minister of Commerce may stipulate that one or more additional security be provided by the BR. The BR shall deposit with the MOIC a copy of the constitutional document of its head office and its amendments and shall deposit a copy of the audited financial statements of its head office within six months from the expiry of the financial year.

A BR licensed as a representative office (REP) may only gather financial, economic and commercial information, carry out general promotional activities and provide general assistance of a non-specific nature to resident and non-resident customers of its head office.

7.9 Ready Reckoner

The below mentioned ready-reckoner can be used to principally evaluate the aforementioned business entity structures and their respective attributes under the provisions of the CCL.

Business Entity Structure →								
	WLL	CJSC	HC	GPC	SCP	PJSC	BR	REP
↓ Attributes								
Local Presence Requirement	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Full Foreign Ownership (Depending on the company objectives)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Registration Requirement	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Local Operations Allowed	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Banking / Insurance Activity Permitted	No	Yes	No	No	No	Yes	No	No
Minimum Partners/Shareholders Required	1	2	@	2	2	2	N/A	N/A
Permission to Operate as Holding Company	Yes	Yes	N/A	No	No	Yes	No	No

Key: @ - Depends on the business entity adopted

7.10 Commercial Agencies

Commercial agency agreements are specially recognized under Bahrain law. Commercial agencies in Bahrain shall at least have 51% local Bahraini ownership and are registered under any of the forms as provided under the CCL. All commercial agency agreements must be registered with the Commercial Registry of the Directorate of Commerce and Companies' Affairs in the MOIC. Upon registration, the agency agreements are governed by the provisions of the Legislative Decree No.10 of 1992 (as amended) with respect to the Commercial Agency (**Commercial Agencies Law**). Any unregistered commercial agency shall not be recognized under the provisions of the Commercial Agencies Law.



The philosophy for issuing a law of commercial agencies lies in providing fair protection to the foreign principal, the local agent and, above all, the local consumers. Commercial agency contracts may be made for definite or indefinite periods. If the agency is governed by the provisions of the Commercial Agencies Law, upon termination of the relationship the agent is entitled to a claim against the principal for compensation

if he can prove that his activity resulted in apparent success in promoting the principal's products or in increasing the number of his customers but the principal's termination of the agency contract has prevented him from obtaining profit or commission.

8.0 OPERATION OF BUSINESS AND DISSOLUTION



8.1 Operating Obligations

All the corporate entities established under the CCL are required to follow the provisions mandated by the legislation. The CCL contains definitive provisions on general requirements, establishment, administration, capital, financial, dissolution, merger and conversion, all of which should be strictly adhered to by the respective entity.

In general, CCL mandates companies to maintain accounting books and records in order to reflect the organized operations of such entity. There are also other statutory requirements under the CCL with regard to maintaining proper records and registers. Unless otherwise provided for in the company's articles of association, the entity shall have its financial year starting on the 1st of January and ending on the 31st of December of each year.

In addition to the respective entities being subject to the rules and regulations governing supervision and licensing by the authorities concerned with their respective activities, the MOIC supervises the companies subject to the provisions of the law in respect of the implementation thereof and the proper enforcement of its provisions and the provisions of the articles of association of these companies. In addition, if the companies offer regulated activities that are regulated by the CBB, then CBB ensures that the companies comply with the legal and regulatory provisions.

There are no restrictions on advertising except in respect of certain merchandise such as cigarettes and alcohol. Local counsel can be engaged on an ad hoc basis, if necessary. The hourly rate of lawyers may vary from BD 100 to BD 250 depending on the seniority and

experience. Law No. (35) of 2012 With Respect to Protection of the Consumer deals with, among others, the protection of Consumers' rights in Bahrain.

The cost of construction is BD 220 to 250 per square meter. Permits are required to undertake construction activities which are given by the Municipality authorities. It usually takes 2 to 4 weeks to obtain authorization for construction if environmental clearance is not required.

The investors are free to enter into local contracts and it is permissible for the law of another country to govern the contracts. It is quite common for facility agreements for large amounts to be governed by English law.

There are no price control laws. There is no mandatory requirement to register a product.

There is no prohibition on the repatriation of capital while the corporation is still ongoing subject to anti money laundering laws and regulations.

There are no restrictions on the manner, time or place of sale of goods.

The investors can join the Bahrain Chamber of Commerce. The fees are BD 20. There are no mandatory trade practices.

8.2 Dissolution/Insolvency/Bankruptcy - General

Definitive provisions on the subject of winding-up and liquidation of the entity are contained in Part Twelve of the CCL. In specific, Article 320 of the CCL enumerates the various instances necessitating the dissolution of the commercial entity, which are as follows:

- a) On the expiry of its specified term unless the company's memorandum or articles of association provides for its renewal.
- b) On achieving the objectives for which the company was incorporated.
- c) Upon the destruction of all or most of its assets to the extent that it becomes useless for it to continue.
- d) Upon the unanimous resolution by all partners to dissolve it before the expiry of its term,

unless the company's memorandum or articles of association provides for certain majority.

e) On the merger of the entity with another entity.

f) Also, the commercial registration of the company can be struck off by a substantiated decision adopted by the MOIC, if the entity does not undertake its activities for one year from the date of the completion of its incorporation procedures or if it suspends its activities for a continued period exceeding one year without acceptable justification.

The new bankruptcy law promulgated by Law No. (22) of 2018 has replaced the old bankruptcy law promulgated by Law No. (11) of 1987.

The new law aims at helping business to continue as a going concern – directing at reorganization to the extent possible and avoiding liquidation , whereas the old law’s focus was on adjudication of bankruptcy and distribution of assets.

This spirit of the new law is embedded in Article 2 of the new law which provides that the objectives of the new law includes preserving and protecting the Bankruptcy Estate/Assets, optimizing (maximizing) the value of the Bankruptcy Estate to the greatest extent possible and reorganizing the debtor and avoiding liquidation as far as reasonably possible.

8.3 Dissolution/Insolvency/Bankruptcy - Banks

The CBB may, pursuant to a justified resolution, assume the administration of an entity licensed by it or may appoint an external administrator to conduct its administration if (a) the licensee becomes insolvent or appears most likely to be insolvent; or (b) if the license is amended or cancelled pursuant to the licensee’s failure to satisfy any of the license conditions or fails to start business within six months from the date of the license; or (c) the licensee continued to provide regulated services which resulted in inflicting damages to financial services industry in Bahrain

The CBB or the appointed administrator (with the prior approval of the CBB) shall submit within a period of two years from the commencement of the administration of the licensee, a petition to the competent court for compulsory liquidation of the licensee or otherwise to terminate the administration and restore the management to the officials of the licensee.

9.0 LABOR LAW



9.1 Law and Regulation

The Labor Law for the Private Sector Decree No. 36 of 2012 (**Labor Law**) is the principal legislation governing and regulating the relationship between the employer and the employee in the private sector.

9.2 Employment - General Considerations

Contracts of employment are envisaged to be in written form, in Arabic or accompanied by an Arabic translation. However, in the absence of written contracts workers can prove the conditions of employment by all legal methods of proof. Employment contracts that are less favorable to the employee than the provisions of the Labor Law are null and void. Employers are required to post work regulations showing weekly days of rest, hours of work and rest period.

Employers are not permitted to hire migrant workers or expatriates without valid work permits. Foreign workers must hold a valid passport, residence permit and a work permit. The duration of a work permit is two years. A worker is permitted to remit his wages from the country where he is employed to his country of origin.

Article 37 of the Labor Law provides that a worker's wage shall be fixed according to an individual employment contract, collective employment contract or the employment regulations in the company. If the wage is not fixed by any of the aforesaid methods, a worker shall be entitled to wage according to the professional practice in the area. If there is no custom and practice to determine the wage, the court shall determine the wage based on equity.

The prescribed working hours are forty-eight hours per week and shall be eight hours per day. Under no circumstances shall the hours of work exceed 60 hours per week. During the month of Ramadan, hours are limited to six hours per day and thirty-six hours per week for Muslim workers only.

Employees are entitled to thirty days paid leave per year after one year of service. Further, an employee is entitled fifty-five days of sick leave per year. This period is categorized into fifteen days of sick leave on full pay, twenty days of sick leave on half pay and twenty days without pay. Sick leave can be accumulated up to 240 days.

If an employer has 1 or more employees, the employer must subscribe to the General Organization for Social Insurance. There are currently two classifications of benefit:

- (a) Old Age, Disability and Death (covering Bahrainis only): The employer is required to contribute 12%, and the employee 7%;
- (b) Employment Accident and unemployment (for all employees): The employer is required to contribute 3%;

In addition, all employees are required to contribute 1% which is utilized to pay unemployment benefit to Bahraini nationals.

9.3 Employment – Hiring and Termination

There is no minimum wage stipulated in the law. The employment of expatriate workers is subject to obtaining work permits. The Labor Market Regulatory Authority (LMRA) is the authority which decides on whether work permits may be granted to expatriate employees. Application should be submitted to the LMRA for work visas for expatriate staff and this is usually available between 1 to 3 weeks. The fees payable to LMRA for work permit is BD 200. In addition, monthly payment of BD 5 is payable in respect of each of the first 5 expatriate staff, the amount increases to BD 10 each starting for the 6th expatriate staff onwards.

The normal working hours of employees are 8 per day and 48 per week, although many corporations have 5 day working week with 40 hours work week. However, an employer may require the employee to work for extra hours if circumstances so require, subject to that

working hours per day shall not exceed 10 hours. Anyone working more than 8 hours per day or 48 hours per week is entitled to be paid overtime at 1.25 or 1.5 times the wages depending on whether the overtime was performed during the day or night.

Employment contracts can be for a fixed period or for an indefinite duration. If fixed period contracts are terminated prior to the contract termination date, the employees may claim compensation. On termination, the affected employees may claim compensation and the court will grant compensation if the termination of the contract is for an unjustified cause which will be the salary for the remaining period of the contract, or if the parties agree, lesser compensation (minimum three months' salary or the unexpired term of the contract, whichever is less). At least one month's notice must be given for termination of indefinite period contracts. On such termination, the affected employees may claim compensation and the court will grant compensation if it concludes that the termination is for an unjustified cause (at the rate of 2 days' salary for each completed year of service (minimum of one month and maximum 12 months' salary). The employer does not have a continuing obligation towards dismissed employees. Disputes between the employer and the employee are adjudicated on a fast track basis.

Adequate skilled and unskilled labor is available for business in Bahrain in view of availability of expatriate employees who make the bulk of the work force. It is estimated that more than 50% of Bahrain's population are non-Bahraini.

Upon termination of employment, a worker must be paid immediately his wages and all the accrued benefits due to him. However, should the worker terminate his employment, the employer is required to pay all wages and all benefits due within a period not exceeding 7 days from the date the worker terminated his employment.

The employer or the employee may terminate the contract by serving one month's notice, however either party may claim compensation for the termination of the contract if such claim is justified. Bahraini workers are covered by an insurance scheme which entitles them to a pension after retirement. Non-Bahraini workers and Bahraini workers with wages that exceed BD 4,000 to the extent which exceeds the aforesaid amount are entitled to payment of leaving

indemnity, which is based on their period of employment. The leaving indemnity is calculated based on fifteen days' wages for each year of the first three years of service and one month's wages for each year of service thereafter. If a worker is dismissed from service for a justified cause, then the said worker shall not be entitled to receive pay for short notice or compensation.

9.4 Health and Safety Standards

The law generally states that an employer must provide occupation safety.

Employers are responsible for training new employees on safety standards, proper use of equipment, and for providing them with the necessary equipment. Also, employers must provide first aid facilities and means of emergency treatment conditions.

In accordance with orders made by the Minister of Health in agreement with the Minister of Labor Affairs and Social Development. In the case of a work accident, the injured worker must receive treatment in a Government Medical Institution or private medical institution at the discretion of the employer. The employer must bear the full cost of treatment, including the supply of medicines and transportation expenses incurred.

9.5 Freedom of Association and Trade Unions

The Constitution of Bahrain, pursuant to Article 27, recognizes the right of the workers to form associations and trade unions on national bases and for lawful objectives and by peaceful means.

Worker representation is based on Workers Trade Union Law, which came into force in 2002 revoking the system of Joint Labor-Management Committees (JLC) that was originally envisaged under the Labor Law. The trade union structure consists of workers trade union and the Bahrain General Workers Trade Union Federation (BGWTUF), both are collectively known as Trade Union Organization. The Trade Union Organization aims at protecting and defending the lawful rights of its members and to improve the working conditions. The court shall reinstate a dismissed worker if it is established that he was dismissed for his association with trade union.

Collective bargaining for drawing up labor strategies is encouraged under Bahraini Law. Workers shall have the right to go on strike in defense of their rights in accordance with the restrictions stipulated by the law. The contract of employment will be suspended, as a result of practicing this right by the worker, during the period of strike. Pursuant to Article 107 of the Labor Law, workers resorting to strike without complying with the legally prescribed requirements with respect to the exercise of the right to strike can be dismissed from service without notice or compensation.

10.0 IMMIGRATION REQUIREMENTS



10.1 General Considerations

The General Directorate of Immigration and Passports is the regulatory authority for immigration into Bahrain. In specific, immigration and residence are governed by the provisions of Aliens Act (Immigration and Residence) of 1965 (the **Aliens Act**) and Ministerial Order No. 25 of 1976 concerning Entry Visa for Bahrain, as amended by Ministerial Order No. 50 1990 (**Ministerial Order on Entry**).

If a person intends to reside in Bahrain for a period exceeding four weeks he is required to obtain a residence permit. The residence permit is issued subject to the provisions of the Aliens Act. GCC nationals are not required to have a visa in order to enter Bahrain.

10.2 Entry Visa

There are no immigration quotas. No vaccination is required for entry into Bahrain. Work Permits and Medical Certificates are required for those intending to work in Bahrain. Pursuant to Article 1 of the Ministerial Order on Entry, a non-Bahraini cannot enter Bahrain without a valid passport and an entry visa. The entry visa for visiting purposes shall not be

issued to a non-Bahraini if the Embassy discovers any evidence in the documents submitted thereto or from the applicant's circumstances that the latter intends to work in Bahrain.

Notwithstanding the above, passport officers may issue entry visas to non-Bahrainis belonging to certain specified nationalities, who do not hold visa issued prior to their arrival. The nationals of 69 countries including most EU countries, Australia, Canada and USA may obtain visas on arrival at Bahrain International Airport or King Fahad Causeway if holding valid passports and return/onward tickets for touristic or business stays. The application fee is BD4. Meanwhile nationals of 116 countries may apply for a visa online.

The said visas shall be for a period of 72 hours or 7 days. To obtain the entry visa the following conditions must be satisfied:

- a) The applicant must be a holder of a valid passport and possess a return ticket for leaving Bahrain.
- b) The applicant must not be one of the persons banned from entering Bahrain in accordance with the orders to be issued for this purpose.
- c) Entry into Bahrain shall not be for the purpose of employment in the Kingdom of Bahrain.
- d) The applicant shall not pose a threat to the security, public order, or national interest of Bahrain.

The various categories for the purpose of entry visa are as follows:

- i) Tourists.
- ii) Businessmen.
- iii) Merchants known for their business activities.
- iv) Businessmen who are attending meetings, conference or exhibitions in Bahrain.
- v) Transit passengers.
- vi) Wife and children of the person who is employed in Bahrain.
- vii) Those who are serving the families having the nationality of one of the GCC states, and entering the Country in the company of these families and they have a residence permit of one of the GCC states.

- viii) Residence of one of the GCC states who have a valid residence permit for a period of no less than 6 months at the time of applying for the visa and have actually resided for similar periods before.
- ix) Those in respect of whom there have been directives from the Directorate of Immigration and Passports for the issue of such visas to them. Such directives shall be issued respectively in each individual case.

The Nationality, Passport and Residence Affairs have simplified the process of obtaining a visa whereby the visitor may know the type of visa required, application fees and maximum duration of stay through answering three simple questions. This service may be accessed via www.evisa.gov.bh.

10.3 Work Visa

In order for an expatriate to take up work in Bahrain, he must have a valid Work Permit issued by LMRA and a valid Medical Certificate. To obtain a Work Permit, the following documents must be submitted:

- a) A copy of the Commercial Registration (**CR**) of the sponsor (not required in case of housekeepers and the like) and attach a copy of the Central Population Registry (**CPR**) card.
- b) A copy of the Applicant's valid passport.

On arrival at the airport, a Residence Permit will be issued to the expatriate employee. However, the employer must present such worker before the Bahraini health authorities within thirty days as from the date of his arrival to Bahrain and obtain a health certificate in order to continue to work.

The fee for work visa is Bahraini Dinar 200.

10.4 Family Visa

The Family Visa is only available to the wife and children of the expatriate. The documents required to obtain the family visa are as follows:

- a) Letter from local sponsor.
- b) Certificate from employer that his salary is over Bahraini Dinar 250.
- c) Copy of CR of the company where the expatriate works.
- d) Copy of residence permit of the employee.
- e) Copy of CPR of the employee (both sides).
- f) Copy of passport of each family member.

11.0 EXPATRIATE EMPLOYEES



11.1 The cost of living in Bahrain is approximately equal to the western countries. The inflation rate in Bahrain was recorded at 2.1 percent in 2018 according to the World Bank.

11.2 Cars travel on the right side of the road (as in the U.S.). A person with a driver's license from the western hemisphere will easily get a driver's license in Bahrain without a driving test. However, persons from other jurisdictions will be required to undergo a driving test and to attend a driving seminar. Usually, the person intending to obtain a driver's license takes training from a teacher-driver for approximately 22 hours at a cost of BD 5 per hour. The fee for the driving test is BD 10.

11.3 Good schools are available in Bahrain—British and American curriculum schools as well as schools from other countries such as India, Pakistan and Bangladesh, besides many English-curriculum schools run by others. The fees for British School are (for 2019-2020) from BD 2,859 (Nursery) to BD 7,398 per year (Year 13/A Level). Another prestigious school charges BD 3,138 to BD 7,662 per year.

11.4 All kinds of housing are available from apartments to villas—from BD 250 to 2,500 per month. Expatriates can own property in certain areas. Expatriates usually find housing after they enter the country. There are no taxes in Bahrain and therefore, there is no requirement for investor subsidizing housing and receiving tax benefits. However, the tenant pays the Municipality tax in the amount of 10% of the house rent.

11.5 Expatriates can import personal belongings and no duties are payable on such personal belongings. Personal belongings should be cleared through customs.

11.6 There are good private hospitals available in Bahrain and most expatriates utilize the services of these hospitals.

11.7 Moving costs vary from corporation to corporation. Some large corporations pay moving costs to their senior I employees. There are no tax allowances on moving costs since there are no taxes in Bahrain apart from the Value Added Tax.

There is no tax liability on expatriates. However, 1% of the salary is deducted by the employer and paid to the government to take care of unemployment benefits for Bahraini and expatriate nationals. The Labor Law does not mandate any allowances to be paid to expatriates. However, the allowances to be paid to expatriates will vary from company to company. Usually either a house or housing allowance is provided to expatriates. Mid level and senior employees are provided with car or car allowance and return air trip every year or every two years. ■

ANNEXURE I

CONTACT DETAILS OF IMPORTANT AUTHORITIES AND GOVERNMENTAL AGENCIES



Bahrain Chamber of Commerce and Industry (BCCI)

P.O. Box: 1235

Manama | Bahrain

Tel: +973 17380000

Website: <https://www.bahrainchamber.bh/en>

Email: info@bahrainchamber.bh

Bahrain Economic Development Board

P.O. Box: 11299

Manama | Bahrain

Tel: +973 17 58 99 99

Fax: +973 17 58 99 00

Website: <https://bahrainedb.com/> | <https://invest.bh/>

Contact EDB: <https://www.bahrainedb.com/contact-us>

Central Bank of Bahrain

P.O. Box: 27

Manama | Bahrain

Tel: +973 17547777

Fax: +973 17530399

Website: <https://www.cbb.gov.bh/>

Bahrain Bourse

P.O. Box: 3203

Manama | Bahrain

Tel: +973 17261260

Fax: +973 17256362

Website: <https://www.bahrainbourse.com/>

Email: info@bahrainbourse.com

Nationality, Passports and Residence Affairs

Ministry of the Interior

P.O. Box: 331

Manama | Bahrain

Tel: +973 17077077

Website: <https://www.npra.gov.bh/en/>

Email: info@npra.gov.bh

Ministry of Finance & National Economy

P.O. Box: 333

Manama | Bahrain

Tel: + 973 17575000

Fax: + 973 17532853

Website: <https://www.mofne.gov.bh/>

Ministry of Foreign Affairs

P.O. Box: 547

Manama | Bahrain

Tel: +973 17227555

Website: <https://www.mofa.gov.bh/>

Email: contacus@mofa.gov.bh

Ministry of Information Affairs

P.O. Box: 1001

Manama | Bahrain

Tel: +973 17455555

Website: <https://www.mia.gov.bh/>

Ministry of Industry and Commerce

P.O Box: 60667

Manama | Bahrain

Tel: +973 7777333

Website: <https://www.moic.gov.bh/en/>

Ministry of Interior

P.O. Box: 13

Manama | Bahrain

Tel: +973 17390900

Website: <http://www.interior.gov.bh/en/>

Email: info@interior.gov.bh

Ministry of Labour

P.O. Box: 32333

Manama | Bahrain

Tel: +80008001

Website: <http://www.mlzd.gov.bh/en>

Email: info@mlzd.gov.bh

National Oil and Environment

P.O. Box: 1435

Manama | Bahrain

Tel: +973 17312644

Fax: +973 17293007

Website: <http://noga.gov.bh/>

Email: pr@moo.gov.bh

National Bureau for Revenue

Tel: +973 77777333

Website: <https://www.nbr.gov.bh/>

Email: vat@nbr.gov.bh

eGovernment

Website: <https://www.bahrain.bh/>

Labour Market Regulatory Authority

P.O. Box: 18333

Manama | Bahrain

Tel: +973 17506055

Fax: + 973 17552643

Website: <https://lmra.gov.bh/en/home>

Email: lmra@lmra.gov.bh

Bahrain Chamber for Dispute Resolution (BCDR)

P.O. Box: 20006

Manama | Bahrain

Tel: +973 17 511 311

Fax: +973 17 511 300

Website: <https://bcdr.org/>

Email: info@bcdr.org

Ministry of Justice, Islamic Affairs and Waqf

P.O. Box: 450

Manama | Bahrain

Tel: +973 1751 3000

Website: <https://www.moj.gov.bh/en/home>

Email: moj-pr@moj.gov.bh

Survey and Land Registration Bureau

P.O. Box: 332

Manama | Bahrain

Tel: +97317204050

Website: <https://www.slr.gov.bh/home/index>

Email: info@slrb.gov.bh



ANNEXURE II CONTACT INFORMATION OF EMBASSIES AND CONSULATES



The following are the telephone numbers of embassies and consulates in Bahrain.

Country	Phone
Albania	+973 17530808
Algeria	+973 17740659
Bangladesh	+973 17233925
Brunei	+973 17720222
Canada	+973 17536270
China	+973 17723093
Cyprus	+973 17740924
Czech Republic	+973 17764961
Denmark	+973 17216473
Egypt	+973 17720005
Eritrea	+973 17721817
France	+973 17298660
Germany	+973 17745277
Hellenic Republic	+973 17211909
Hungry	+973 17694115
India	+973 17712683
Indonesia	+973 17400164
Iraq	+973 17722473
Ireland	+973 17728555
Israel	+973 17460500
Italy	+973 17252424
Japan	+973 17716565
Jordan	+973 17291109

Kuwait	+973 17534040
Lebanon	+973 17579001
Libya	+973 17722252
Malaysia	+973 17564551
Morocco	+973 17180444
Nepal	+973 17725583
Netherlands	+973 17530704
Norway	+971 26211221
Oman	+973 17293663
Pakistan	+973 17244113
Palestine	+973 17276099
Philippines	+973 17721234
Portugal	+973 17456688
Russia	+973 17725222
Saudi Arabia	+973 17537722
Senegal	+973 17821060
South Korea	+973 17531120
Spain	+973 17380285
Sri Lanka	+973 17660408
Sudan	+973 17717959
Sweden	+973 17339799
Switzerland	+973 17517780
Syria	+973 17722484
Thailand	+973 17274142
Tunisia	+973 17714149
Turkey	+973 71533448
United Arab Emirates	+973 17748333
United Kingdom	+973 17574100
United Nations Information Center	+973 17311676
United States	+973 17242700
Yemen	+973 17822110



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THE NATIONAL FIRM OF THE YEAR 2023, BAHRAIN

