



مجلس الأعلى للمرأة
Supreme Council for Women

National Gender Balance Report

2019-2020

| Executive Summary |

Introduction

The Supreme Council for Women issues the National Gender Balance Report in accordance with its mandate as stipulated in the Royal Order of its establishment, which specified the Council's role to follow up the mainstreaming of women's needs in national policies and in collaboration with its partners in society, support the progress of women's participation in public life, enhance women's contribution to national development through strategic plans and frameworks; as well as establish appropriate mechanisms to monitor and evaluate national efforts to sustain Bahraini women's participation in all fields and at all levels; together with measuring impact and return.

The Council issued the first version of the (National Gender Balance Report 2017-2018), comprising a sample of (37) public sector institutions. A trial version was previously prepared in 2016, based on the interim application methodology used when issuing qualitative reports.

Emphasizing the importance of issuing this report and based on the Cabinet Decision No.(2455-01), the Government of the Kingdom of Bahrain adopted the Gender Balance Report as a tool to assess the performance of the public sector in monitoring the application of equal opportunities and the achievement of gender balance in all areas of development. Hence, the report is a key national reference for measurement, evaluation, and review, which, in view of its orientation and methodology of work, contributes to strengthening the position of the Kingdom of Bahrain internationally as a center of expertise in the field of women's advancement.

In light of this, a periodic national report is issued every two years to measure the commitment of public sector institutions to achieving gender balance in their policies, functional structures and working systems. Gender balance is defined as justice in rights and duties between women and men in the fields of political, social, cultural and economic life, within the context of equal opportunities in accordance with the Constitution of the Kingdom of Bahrain.

In its current version, the report examines data for (45) public sector institutions over the period (2019-2020), to measure their institutional performance and assess the overall status of women in key areas of national performance. Consequently, the number of entities will periodically be increased to cover all sectors of the national economy.

On this scope of periodic comparison of institutional performance and the accurate observation of challenges and opportunities, amid the general situation of the country, it should be noted that the exceptional circumstances experienced by the Kingdom of Bahrain during the "Covid-19" pandemic may have some implications on the results of the institutions in this report. This dimension was considered when presenting and analyzing the results in various sections of the report.

Objectives

The main objective of this report is to serve as a national guideline that forms the basis for measuring progress in mainstreaming women's needs and providing effective measures to bridge gaps in pursuit of gender balance at the institutional level and in compliance with national indicators supporting the implementation of the National Gender Balance Model. This is achieved through the following:

- Measuring the effectiveness and impact of national policies, legislation, and plans in achieving the indicators of the "National Plan for the Advancement of Bahraini Women", thereby increasing the "competitiveness of Bahraini women", and highlighting the positive return from their participation on the economy and national development.
- Conveying the advanced status of the Kingdom of Bahrain through relevant international reports and bolstering its position as a "center of international expertise" in the areas of women development and participation.

Key Findings

The National Gender Balance Report relies on two main dimensions in measuring progress and challenges to achieving gender balance that include several themes, areas, and indicators.

National performance:

which include the following six areas: economic participation, decision-making, education, health, social stability and civil society.

Institutional performance:

which includes the following 12 focus areas: employment, leadership positions, wages, education and training, applied career path, institutional representation, mainstreaming women's needs into the work environment, budgets responsive to women's needs, mainstreaming women's needs in support services, supporting studies and research on mainstreaming women's needs in development, participation in national, regional and international awards in the field of equal opportunities, and compliance with the requirements of Equal Opportunities Committees.

Through the efforts of public institutions, the Kingdom of Bahrain has successfully achieved qualitative gains towards Bahraini women's advancement. The second edition of the report, with its scientific methodology in measurement and analysis, further reaffirms the decision-makers' conviction and government's support for the need to build on what has been accomplished for Bahraini women. Moreover, this has been asserted by the participation of (45) public sector entities/institutions in the study of the report that provides a comprehensive analysis of the national performance of Bahraini women's competitiveness compared to men in all fields of development through the self-assessment mechanism.

Comparison of the Results of the Kingdom of Bahrain in the National Report

Final Result

National Performance

Institutional Performance



0.69 2020 - 2019

0.65 2018 - 2017



0.73 2020 - 2019

0.70 2018 - 2017



0.65 2020 - 2019

0.59 2018 - 2017

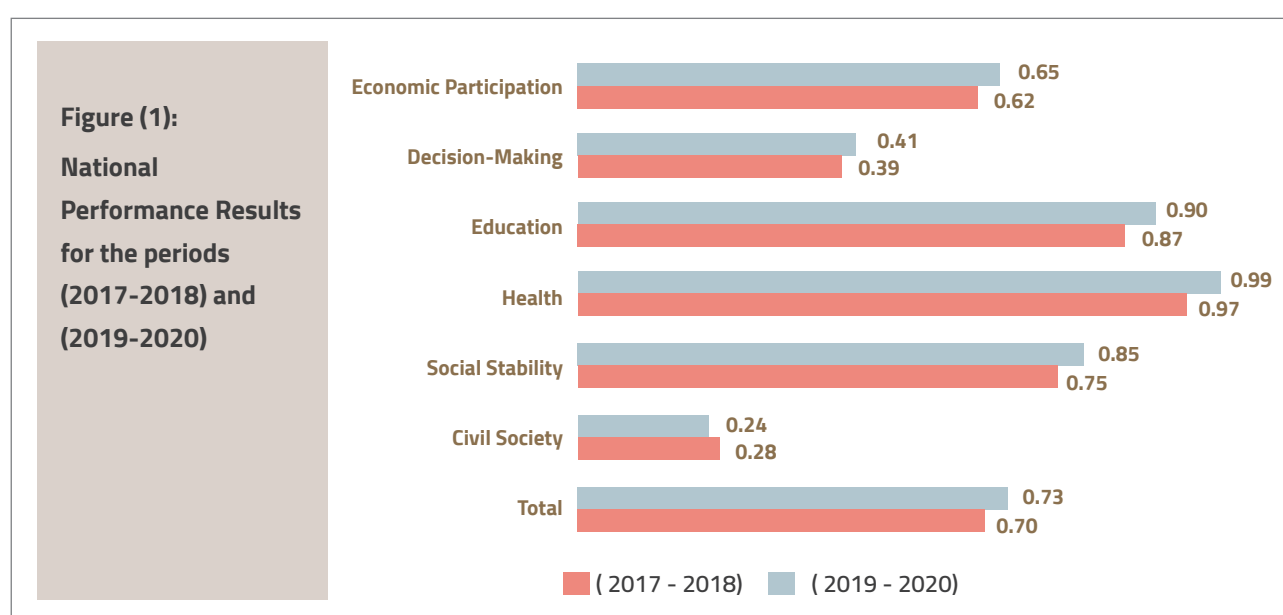
The results indicate that the overall gender balance index as well as the indicators listed under “national performance” and “institutional performance” are higher than those of the (2017-2018) report, according to the following figure and table:

Table (1): Comparison of the Results of the Kingdom of Bahrain in the National Report (2016-2020)

National Report	2016	2017-2018	2019-2020
National Performance	0.64	0.70	0.73
Institutional Performance	0.56	0.59	0.65
Final Result	0.60	0.65	0.69

National Performance Results

The report’s findings in the “National Performance” section indicate a (3%) increase in the results achieved in the period (2019-2020) to become (0.73), compared to the previous report (2017-2018). Figure (1) shows the results achieved by key areas of national performance:



The report monitored a set of detailed indicators that had significant progress in several areas, most notably:

- **Economic Participation:** Witnessed an increase by (3%) compared to the (2017-2018) report, due to the improvement in the labor force participation index which scored (43%) of the total Bahrainis and (49%) of all workers, thereby marking an increase of (10%) and (6%) respectively.
- **Decision-making:** There has been a slight improvement caused by the stability of most of the detailed indicators due to the periodicity of elections and, therefore, holding positions; however, there are several detailed indicators that have increased, such as the rise in the percentage of female ambassadors to (17%), by total increase of (8%) compared to the (2017-2018) report.
- **Education:** The percentage of female academics improved to 49% of total Bahrainis and 42% of total academics, with a marked improvement of (2%) and (22%), respectively, compared to the (2017-2018) report. Women in leadership positions in higher education account for (46%) of total Bahrainis and (33%) of the total, with an improvement of (2%) and (3%), respectively, over compared to the (2017-2018) report.
- **Health:** The field witnessed progress in the current report compared to the (2017-2018) report, where the life expectancy indicator for women marked (78.1) years, and for men (76.5) years over the period of (2017-2020). The percentage of women with chronic diseases being decreased to (50%) compared to (53%) in the previous report, while the total fertility rate per woman stands at (1.7) compared to (1.8) in (2017-2018).
- **Social stability:** The average age at the first marriage for Bahraini women is (24) years, and (27) years for Bahraini men. Bahraini married women make up (48%) of the total married Bahraini population. The percentage of women beneficiaries of social security is (54.5%) of the total number of beneficiaries.
- **Civil Society:** Despite the general decline in the field of civil society, the indicator of women's membership in the board of directors of civil society associations has settled at (25%) during the period (2017-2020).

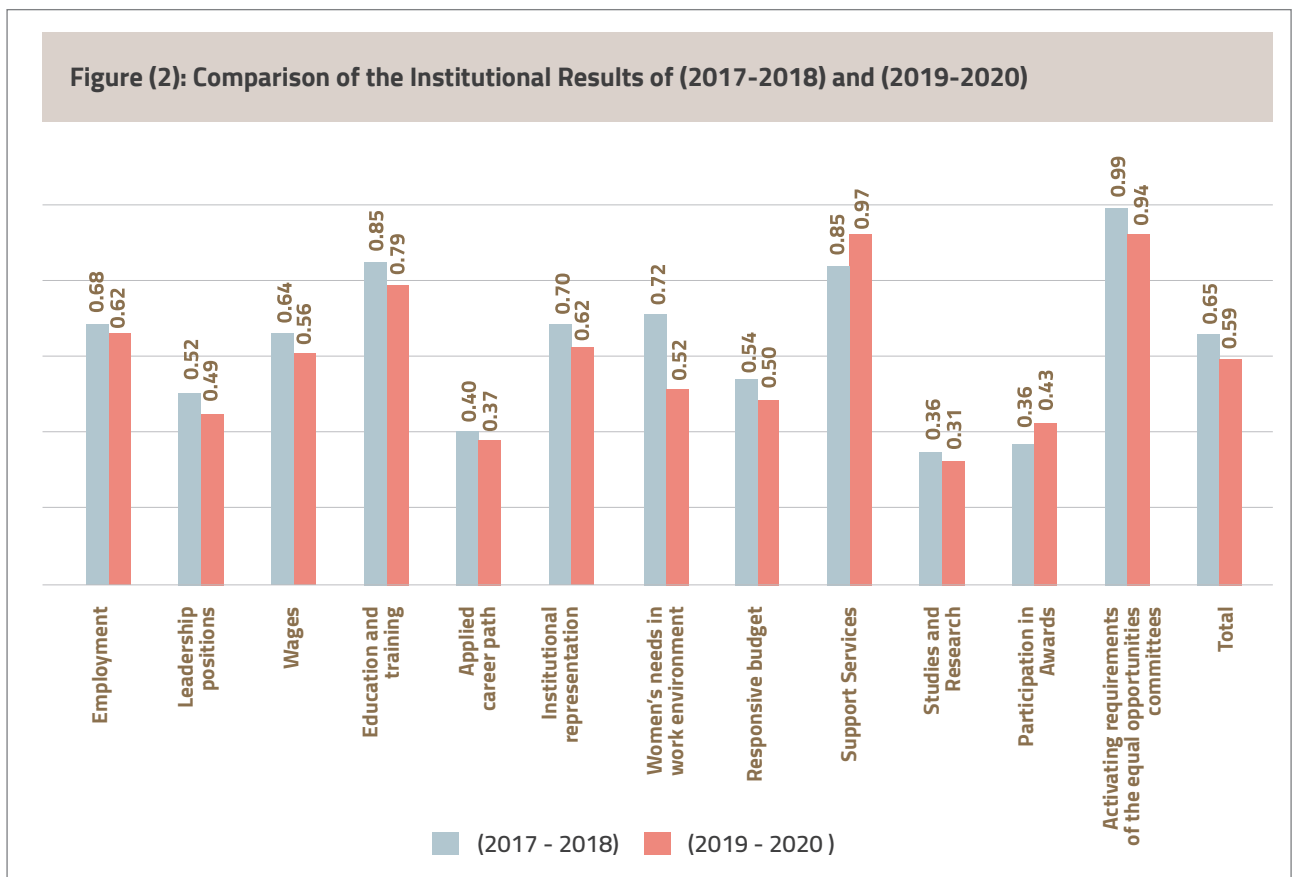
Major improvement opportunities observed by the report related to the detailed indicators include:

- **Economic Participation:** As overall results improve in the national performance indicators, the report monitored a number of detailed economic indicators that represent opportunities for improvement, including the percentage of Bahraini women working in scientific, technical, supervisory and administrative professions in the private sector, which account for (9%) of all workers in this field.
- **Decision-making:** The report's findings shows a decrease in the percentage of women chairing committees in the Council of Representatives, reaching (8%) for 2020, with a decline by (5%) from 2019.
- **Civil Society:** The results shows a decrease in the percentage of women's membership in civil society institutions to (16%). The percentage of women chairing civil society institutions reached (15%), declining by (2%) from the previous report.

Results of Institutional Performance

The Kingdom of Bahrain’s institutional performance index (0.65) improved by (6%) compared to the first version of the report, due to the improvement of most results, particularly in mainstreaming women’s needs into the work environment, budgets responsive to women’s needs and the balance between genders in institutional representation.

Despite this improvement, some of the key indicators of this area declined in the current report compared to the previous version, such as mainstreaming women’s needs in support services, which achieved (85%), i.e. (12%) lower than the previous report. This decline may be due to the different repercussions of the “Covid-19” pandemic, which caused a sudden change in the work plans of public institutions, affirming the need to prepare a road map to sustain proactive, post-pandemic planning with future directions that take into account the interim and temporary policies and measures put forward.



Institutional Performance: highest achieving institutions

- 1 Education & Training Quality Authority
- 2 National Bureau for Revenue (for 2020 only)
- 3 Ministry of Health
- 4 National Health Regulatory Authority
- 5 Bahrain Authority for Culture and Antiquities

Results of institutional performance indicators in key areas:

Employment:

- Bahrain's institutions closed (0.68) of the gender balance gap in employment, reflecting progress in the presence of female employees in institutions, accounting for (43%) of all employees, and increasing the number of new female employees to reach (42%) of all new employees.
- Female employees in core functions accounted for (42%) of all Bahraini staff in core functions.

Leadership positions:

- Institutions were able to achieve (0.52) in the result of the gender balance gap for leadership positions, including Undersecretaries, Assistant Undersecretaries and equivalent positions, as well as Directors and Department Heads.

Wages:

- Based on Bahraini law and actual applications, there is no pay gap for similar work between women and men, and the gap monitored is the result of disparities in women's percentages in employment, job levels and executive positions.
- The report measures all wage allowances, the relative variation in incentives and promotions between men and women in the institutions under study of the report, e.g., the percentages of incentives and promotions received by women were (43%) and (44%), respectively.

Education and Training:

- The result of closing the gender gap in this theme is (0.85), where the report observed that the training of female students and graduates indicator was in the lead by (48%).
- The percentage of working women benefiting from local training opportunities reached (47%) of the total beneficiaries, where the percentage of women with professional certificates reached (46%).
- Many institutions were able to achieve gender balance in education and training. Out of the 45 participating institutions, 7 closed the gap completely, and 12 managed to bridge the gap by (90%) or more.

Applied career path:

- The gap in providing clear systems for professional development and career progression is (0.40), which reflects the percentage of institutions that have an approved system for professional development (42%) and an approved system of career progression (39%).
- The low percentage in this indicator is due to the absence of professional development systems for employees in some organizations, as 23 out of 45 organizations do not have an approved system of professional development.

Institutional Representation:

- The gender gap in this area is (0.70). The percentage of women representation of organizations in local events is (45%) and in external events (42%). Women were also represented on internal and external committees of institutions with (40%) and (43%), respectively.

Mainstreaming Women's Needs into the Work Environment:

- The result of this area is (72%), reflecting the availability of policies that support women and men in reconciling their family obligations with work responsibilities. Most entities are committed to providing patient's care or accompany leave.
- The report indicates that (74%) of entities allow their employees to work remotely, and this percentage increased from (20%) in (2017-2018) to (74%) in (2019-2020) in line with the implementation of remote/work from home systems in official institutions to mitigate the impact of the "Covid-19" pandemic.

Budget Responsive to Women's Needs:

- The result of the indicator measuring budgets responsive to women's needs reached (54%), indicating the improvement in the institutions' consideration to equal opportunities in planning and executing budgets and the extent of commitment to the decrees of the Ministry of Finance and National Economy in this regard.
- The percentage of institutions that consider gender balance when executing the budget reached (76%), while only (37%) analyze gender gaps and (39%) seek to bridge the gaps monitored.

Mainstreaming Women's Needs in Support Services:

- The result of mainstreaming women's needs into the services and products provided reached (85%), proving that the service-providing entities and institutions to which this indicator applies mainstream the needs of women within their services. The result however is lower by (12%) compared to the previous report which may be due to the interim suspension of some services or products due to the repercussions of "Covid-19".

Supporting Studies and Research on Mainstreaming Women's Needs in Development:

- The report indicates a total result of (36%) , where the indicator of commitment to employ analysis based on data disaggregated by sex (man, woman) in studies and research carried out reached (48%). The indicator of activation of recommendations and results of studies and research on Bahraini women reached (32%), which emphasizes the importance of benefiting from the results of these studies to mainstream women's needs and achieve gender balance.

Participation in National, Regional and International Awards in the Field of Equal Opportunities and Women Advancement:

- The result of this area is (36%), reflecting the confidence of institutions in what is being done in the field of Bahraini women's advancement at the institutional level, as illustrated by the indicators of the institutions' turnout for national awards, where they constituted (68%) in addition to the regular participation in national awards by (45%).

Commitment to Activating the Requirements of the Equal Opportunities Committees:

- The report affirmed the commitment of Equal Opportunities Committees in the public sector institutions to meet their requirements by (99%), through progress in the formation of committees in addition to the implementation of related instructions of the Civil Service Bureau.

Most important opportunities for improvement in institutional performance:

Employment:

- The report indicated low percentages when it was stipulated that a percentage of Bahraini women be within the staff of the service provider when signing external contracts (Outsourcing), where (19%) of entities require this percentage with the service-providing institution when signing external contracts related to the core functions, and (16%) of them require the percentage when signing external contracts related to support functions.

Leadership Positions:

- While the overall results of this indicator improved to (0.52) in the current report compared to (0.49) in the previous version of the report, there are still relative gaps in women's representation in leadership positions. The percentage of women Directors and Heads/Supervisors reached (31%) and (42%), respectively, of the total institutions participating in the report.

Applied career path:

- This area serves as an opportunity for improvement for all institutions by adopting a system of professional development and career progression for their female and male employees, as the percentage of those providing a clear system of professional development and career progression is (40%) of the total institutions participating in the report.

Institutional Representation:

- The report indicates opportunities for improvement in women's representation in boards of directors and in national committees, as their representation reached (39%) of the total percentage of representation of boards of directors.

Mainstreaming Women's Needs into the Work Environment:

- There is a rise in the overall results of this theme in the current report, while there are some indicators that need to be improved, such as the percentage of institutions that grants paternity leave which amount to (22%) of the total institutions participating in the report.

Budget Responsive to Women's Needs:

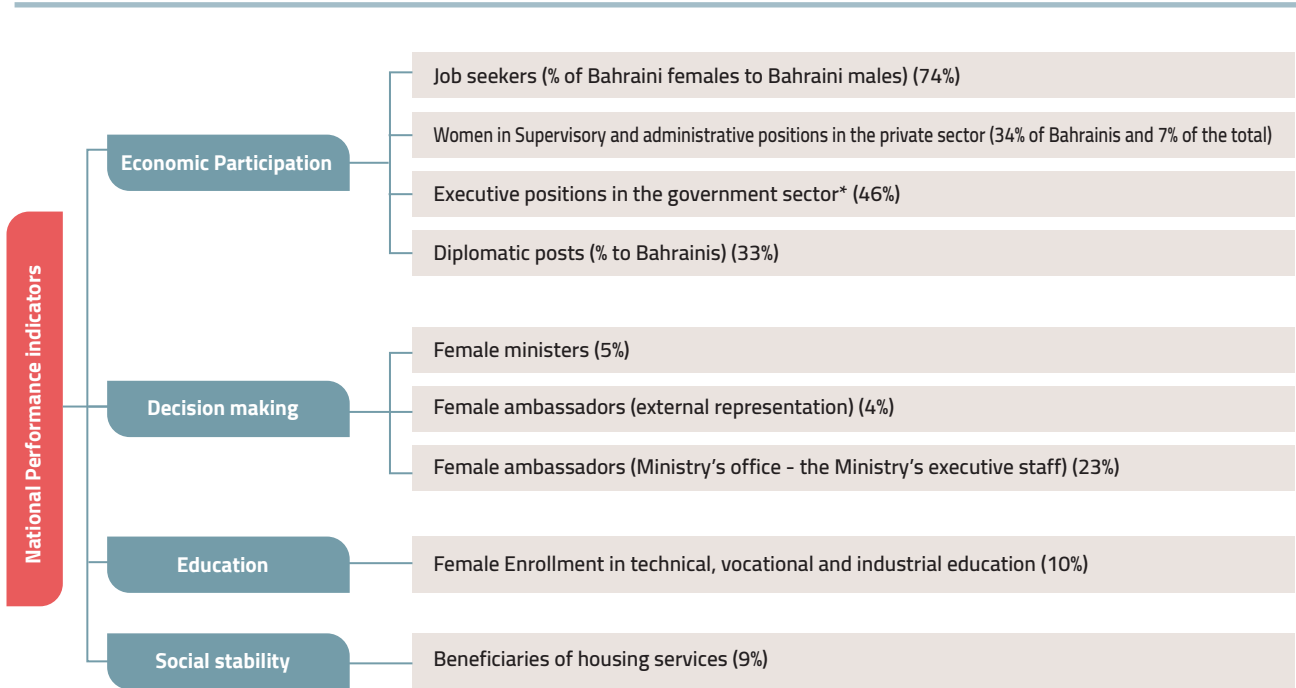
- Although most entities are committed to the decrees of the Ministry of Finance and National Economy in preparing and implementing budgets that respond to women's needs, a large number of institutions do not seek to bridge or analyze these observed gaps. The percentage of institutions that analyze gender balance gaps amount to (37%) while the percentage of institutions that seek to bridge them is (39%) of the total institutions participating in the report.

Supporting Studies and Research on Mainstreaming Women's Needs in Development:

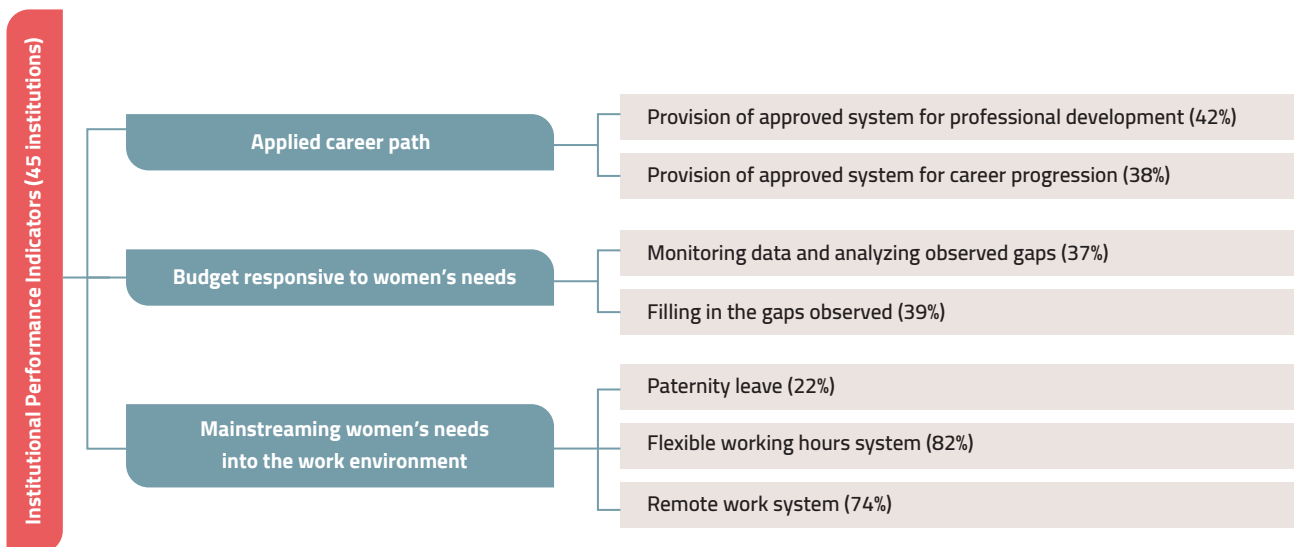
- There is still room for improvement and development in this theme as (35%) of the institutions support or implement studies and research related to gender balance and women's advancement, while only (32%) of respondents activate the recommendations and results of the studies and research conducted.

Action Plan for Implementing the Recommendations of the National Gender Balance Report (2019-2020)

Improvement opportunities (observed gaps)



*Executive positions include the positions of Director and above (Undersecretary, Assistant Undersecretary, Director, and its equivalents (as well as some advisory posts).




The General Framework of the Report's Recommendations in Accordance with the Requirements of the National Gender Balance Model

Policies	Budgets Responsive to Women's Needs	Knowledge Management	Audit	Impact Measurement
<ul style="list-style-type: none"> Develop a coordination mechanism to follow-up the achievements of gender balance in public and official sectors. 	<ul style="list-style-type: none"> Follow-up the application of Budgets Responsive to Women's Needs when preparing and implementing budgets. 	<ul style="list-style-type: none"> Intensifying awareness of qualitative and promising specializations in various educational paths. 	<ul style="list-style-type: none"> Continue to use financial and administrative regulatory tools and mechanisms that ensure the effective application of equal opportunities and gender balance methodologies. 	<ul style="list-style-type: none"> Monitor and analyze achievements that have impacted national development and pursue further developments that support gender balance.
<ul style="list-style-type: none"> Reviewing, proposing and monitoring the implementation of national policies and legislations supporting gender balance. 	<ul style="list-style-type: none"> Continue to issue circulars on preparation and implementation of the general budget to ensure that budgets responsive to Women's Needs are mandatory. 	<ul style="list-style-type: none"> Continue to build and develop capacities in preparing studies, monitoring, measuring indicators related to gender balance. 	<ul style="list-style-type: none"> Review and develop Civil Service Bureau instructions on equal opportunities committees. 	<ul style="list-style-type: none"> Measure and evaluate achievements and competitiveness at the national and International levels and highlight the knowledge management system and national, individual, and institutional expertise.
<ul style="list-style-type: none"> Issue decrees at the national and institutional levels to bridge the observed gender balance gaps. 		<ul style="list-style-type: none"> Intensifying efforts to share expertise locally, regionally, and internationally with regards to best practices, initiatives and success stories. 	<ul style="list-style-type: none"> Continue to feed the indicators of the National Observatory for Gender Balance Indicators and continuing to measure their development. 	
<ul style="list-style-type: none"> Continue to adopt administrative and incentive systems to implement initiatives and services that support gender balance and mainstream the needs of women and families. 		<ul style="list-style-type: none"> Documenting and disseminating good practices and success stories in support of women's advancement at all levels. 		
<ul style="list-style-type: none"> Continue to develop systems of career and professional progression, development, and evaluation that contribute to the advancement of women and enhance their access to leadership positions. 				

Action plan

Improvement Opportunities (Gaps)	Achieved Impact (Improvement Percentages)
<ul style="list-style-type: none"> Job seekers (% of Bahraini females to Bahraini males) 74%. 	<ul style="list-style-type: none"> The rate of women's participation in the labour force indicator increased from (32%) to (43%) (2016-2020).
Recommendations (Main and continuous from the previous report)	Estimated Period of Implementation

1. Raising the percentage of participation of Bahraini women in the labour market.

2 years 

2. Reducing the percentage of female job seekers.

Implementation


Policies	Knowledge Management
<ul style="list-style-type: none"> <u>Improve the criteria and mechanisms for job nomination and unemployment compensation/allowance and mechanisms of employment centers.</u> <u>Ensure the sustainability of incentive policies for the private sector</u> to adopt flexible and part-time work systems that support Bahraini women's participation. (Phase 1): administrative, supervisory, health and educational professions and <u>Review higher education options</u> to meet the requirements of the future labour market. 	<ul style="list-style-type: none"> <u>Continue to encourage the private sector to achieve gender balance and apply the principles of equal opportunities in employment at all job levels.</u> <u>Continue to develop and disseminate the content of awareness programs for training and career options and opportunities</u> in the private sector in accordance with the requirements of the labour market (current and future). <u>Monitor the implementation of programs aimed at building the capacity of female job seekers</u> to correspond to vacancies in the labour market.

Concerned Parties

- | | |
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| <ul style="list-style-type: none"> Ministry of Labour and Social Development Civil Service Bureau Supreme Council for Women | <ul style="list-style-type: none"> Higher Education Council National Communication Center Academic and Training Institutions |
|--|---|

Improvement Opportunities (Gaps)	Achieved Impact (Improvement Percentages)
<ul style="list-style-type: none"> Female Ministers (5%). Executive positions in the government sector * (46%). 	<ul style="list-style-type: none"> Women's access to the presidency of one of the three authorities reached (33%).
<p>Applied career path (45 participants from the public sector):</p> <ul style="list-style-type: none"> Institutions providing a certified system for professional development (42%). Institutions providing a certified system for career progression (38%). Average percentage of women promoted (44%). 	<ul style="list-style-type: none"> The percentage of institutions providing a certified professional development system increased from (33%) in 2016 to (42%) in (2019-2020). The percentage of institutions providing a certified career progression system increased from (22%) in 2016 to (38%) in (2019-2020).
Recommendations (Main and continuous from the previous report)	Estimated Period of Implementation

3. Sustain the increase in women's participation in decision-making positions.

▪ 2 years 

4. Review professional development systems to be consistent with the nature of the sector and professional specializations, taking into account gender balance.

Implementation Steps


Policies / Audit	Knowledge Management
<ul style="list-style-type: none"> <u>Improving the systems adopted for professional development and job evaluation</u> to include criteria that <u>consider the mainstreaming of women's needs and gender balance and the nature of the labour sector or specialization.</u> 	<ul style="list-style-type: none"> Continue to raise awareness of the importance and impact of women's participation in decision-making positions in public life. Continue to encourage women and girls to invest in training and self-learning options to broaden their career and professional development opportunities.

Concerned Parties

- Ministry of Labour and Social Development
- Civil Service Bureau
- Bahrain Institute for Public Administration (BIPA)
- Supreme Council for Women

* Executive positions include the positions of director and above (Undersecretary, Assistant Undersecretary, Director and its equivalents (as well as some advisory posts).

Improvement Opportunities (Gaps)	Achieved Impact (Improvement Percentages)
<ul style="list-style-type: none"> ▪ Diplomatic posts (%of Bahraini females to Bahraini males) (33%) ▪ Female ambassadors (external representation) (4%) ▪ Female ambassadors (Ministry's office / Executive staff of the Ministry) (23%) 	<ul style="list-style-type: none"> ▪ The percentage of diplomatic posts (%of Bahraini females to Bahraini males) increased from (25%) to (33%) (2016-2020).
<p>Recommendations (Main and continuous from the previous report)</p>	<p>Estimated Period of Implementation</p>

- 5. Increasing the percentages of participation of Bahraini women in diplomatic representation positions.**
- 1 year 

Implementation Steps	
Policies	Knowledge Management
<ul style="list-style-type: none"> ▪ Introduce regulations for married diplomats of both sexes that allow spouses working in the governmental and public sectors to accompany them and continue to work remotely. ▪ Allow diplomats to escort first degree relatives that they give care to. 	<ul style="list-style-type: none"> ▪ Intensify training programs of emergent cadres of both sexes in the field of international relations (international agencies, organizations and institutions). ▪ Include all that may support gender balance in the programs and curricula of the Mohammed bin Mubarak Al Khalifa Academy for Diplomatic Studies. ▪ Continue the development of the capacities of diplomats of both sexes using virtual platforms during the period of overseas positioning by urging the development of "self-learning and self-building" skills. ▪ Direct the content of social media to raise the interest of younger generations in the field of diplomatic relations, while continuing to highlight success stories periodically. ▪ Update information on electronic platforms from official sources on the efforts of the Kingdom of Bahrain to be promoted by embassies and missions of the Kingdom of Bahrain abroad.

Concerned Parties

- Ministry of Foreign Affairs
- Civil Service Bureau

Improvement Opportunities (Gaps)

- **Supervisory and administrative positions in the private sector (34% of Bahrainis and 7% of the total).**

Recommendations
(Main and continuous from the previous report)

Estimated Period of Implementation

- 6. **Develop plans, programs, and policies to support women's progress in holding leadership, supervisory and administrative positions in the private sector.** ▪ 1 Year 

Implementation Steps

Policies

Budgets Responsive to Women's Needs


Knowledge Management

- **Activate the systems adopted for professional development and job evaluation** in accordance with criteria that **take into account the mainstreaming of women's needs to ensure gender balance and consider the nature of the labour sector and specialization** for each job level in line with best practices at all levels.
- **Continue the development of institutional regulations:**
 - Apply flexible work systems and support services that support work life balance.
 - Establish and activate administrative systems that support gender balance.
- **Issue circulars** to private sector institutions to apply the principles of equal opportunities and gender balance when allocating management and supervisory positions and in the representations of boards of directors while considering the specificity of each sector.
- **Mainstreaming women's needs into the programs and initiatives of institutions and disaggregating data by sex** (e.g. support services supporting work-life balance).
- **Issue guiding manuals** for the application of equal opportunities mechanisms towards achieving gender balance.
- **Sustainability of measuring the impact of women's presence** in supervisory, administrative and leadership positions, and board of directors in private sector institutions.

Concerned Parties

- Ministry of Labour and Social Development
- Ministry of Industry, Commerce and Tourism
- Central Bank of Bahrain
- Labour Fund (Tamkeen)

Improvement Opportunities (Gaps)	Achieved Impact (Improvement Percentages)
<ul style="list-style-type: none"> ▪ Mainstreaming women's and family needs into the work environment (45 participants from the public sector): <ul style="list-style-type: none"> - Paternity leave (22%) - Application of flexible work systems (82%) - Application of telework systems (74%) 	<ul style="list-style-type: none"> ▪ Positive change in societal and institutional culture towards telework systems and flexible work. ▪ Developed institutions' infrastructure to support the application of telework systems and flexible work.
<p>Recommendations (Main and continuous from the previous report)</p>	<p>Estimated Period of Implementation</p>

- 7. Sustain the application of systems that reconcile family responsibilities with job obligations, monitor the implementation of flexible and remote work systems and measure their impact.**
- 2 Years 

Implementation Steps

Policies	Audit	Knowledge Management
<ul style="list-style-type: none"> ▪ Development and revision of Civil Service Bureau policies such as the application of flexible and telework systems and support services to reconcile professional and family life. 	<ul style="list-style-type: none"> ▪ Develop regulatory mechanisms and tools to monitor the effectiveness of adopting and implementing gender balance methodologies. 	<ul style="list-style-type: none"> ▪ Implementing the recommendations of the study on "measuring the impact of the application of remote work systems in public sector institutions during the pandemic".

Concerned Parties

- Supreme Council for Women
- Civil Service Bureau
- National Audit Office
- Central Bank of Bahrain
- All participants in the National Report

Improvement Opportunities (Gaps)	Achieved Impact (Improvement Percentages)
<ul style="list-style-type: none"> ▪ Budget responsive to women's needs: - Monitoring data and analyzing observed gaps (37%) - Bridging / Closing observed gaps (39%) 	<ul style="list-style-type: none"> ▪ The percentage of institutions considering equal opportunities when implementing the budget increased from (64%) in 2016 to (76%) of the total participants in the (2019-2020) report.
<p>Recommendations (Main and continuous from the previous report)</p>	<p>Estimated Period of Implementation</p>

8. Commitment to implement the gender responsive budget system. ▪ 1 Year 

Implementation Steps	
Policies	Knowledge Management
<ul style="list-style-type: none"> ▪ <u>Issuing further legislation and decrees that support gender responsive budgets.</u> ▪ <u>Continue to issue circulars for the preparation/implementation of the general budget</u> including binding provisions and punitive controls on the application of gender responsive budgets and filling of gender-classified tables. 	<ul style="list-style-type: none"> ▪ <u>Sustainability of national capacity-building in the field of gender responsive budgets</u> and statistical classifications by sex.


Concerned Parties

- Legislative Authority
- Supreme Council for Women
- Ministry of Finance and National Economy
- Bahrain Institute for Public Administration (BIPA)

Improvement Opportunities (Gaps)

- Enrolment in technical, vocational, and industrial education (10%).

Recommendations (Main and continuous from the previous report)	Estimated Period of Implementation
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- 9. Raising the percentage of women enrolled in technical and vocational education. 1 Year 

- 10. Developing technical, professional and industrial specialties targeting female students.

Implementation steps

Policies	Knowledge Management
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| <ul style="list-style-type: none"> Add promising disciplines that respond to the requirements of the labour market and future occupations. | <ul style="list-style-type: none"> Intensifying programs to raise parents' awareness of the importance of technical and vocational education. Circulate and implement the recommendations of the study on Gender Balance: Future skills and Jobs and highlight the jobs that can be obtained by enrolling in the technical and vocational education. |
|--|--|

Concerned Parties


- Supreme Council for Women
- Ministry of Education

Improvement Opportunities (Gaps)

- **Beneficiaries of housing services (9%).**

Recommendations (Main and continuous from the previous report)	Estimated Period of Implementation
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11. Enhancing the efficiency of social services for women.

- 1 Year 

Implementation Steps

Policies

- **Amend the "Minister of Housing Decision No. (90) for 2019 to amend some provisions of Resolution No. (909) of 2015", which abolished the exception in favor of women on condition that they do not own a property through inheritance, by re-establishing this exception in favor of women.**
- **Develop the criteria to benefit from "Mazaya" program at the Ministry of Housing through:**
 - Extending the applicant's age from "35" to "50" to process waiting lists.
 - Adjusting the maximum monthly income from BD "1,200" to BD "1,500".

Establish an insurance mechanism for electricity and water charges so that the electricity and water bill arrears are not automatically transferred to the heirs of the deceased.

Concerned Parties

- Ministry of Housing
- Electricity and Water Authority
- Supreme Council for Women

Appendix (1):

Calculation Methodology



Dividing the percentage of Bahraini women by Bahraini men

- Average monthly wage for Bahraini women in the public sector = 718
- Average monthly wage for Bahraini men in the public sector = 819
- Gap = $718 \div 819 = 88\%$



Dividing the percentage of Bahraini women by the total (Bahrainis and non-Bahrainis)

- Average monthly wage for Bahraini women in the public sector = 718
- Average monthly wage for the total in the public sector = 811
- Gap = $718 \div 811 = 89\%$



Bahraini women and the global average

- Infant mortality rate per 1000 live births for Bahraini women = 6.6
- Global average infant mortality rate per 1,000 live births = 26.0
- The Bahraini indicator rate is better than the global average, hence it achieves the desired result (the total weight of the indicator)

Methodology for Calculating Gender Balance Indicators



- Weight for each indicator
- Final index value ranges from 0 to 1



Interim Result

The Average result of gender balance standardized indicators at the public sector institutions level and the main fields of the Kingdom of Bahrain.



Interim Result for 2019-2020

- Calculating the overall average of the institutions that provided data for 2019 and 2020 or data for one of these two years, with the exception of the judicial institutions.
- Calculation of interim results at the national level according to the latest available indicator, at the level of the main fields.

Appendix (2):

Institution's Results in the Institutional Performance Index 2019-2020

Institutions	Employment	Leadership Positions	Wages	Education and Training	Applied career path	Institution Representation	Women's Needs in Work	Responsive Budgets	Support Services	Studies and Research	Participating in Awards	Equal Opportunities Commiree	Institutional Performance
1 Education & Training Quality Authority	●	●	●	●	●	●	●	●	●	●	●	●	94
2 National Bureau for Revenue (2020 only)	●	●	●	●	●	●	●	●	●	●	●	●	91
3 Ministry of Health	●	●	●	●	●	●	●	●	●	●	●	●	90
4 National Health Regulatory Authority	●	●	●	●	●	●	●	●	●	●	●	●	89
5 Bahrain Authority for Culture and Antiquities	●	●	●	●	●	●	●	●	●	●	●	●	85
6 Ministry of Labour and Social Development	●	●	●	●	●	●	●	●	●	●	●	●	84
7 Bahrain Economic Development Board	●	●	●	●	●	●	●	●	●	●	●	●	81
8 Bahrain institute of public Administration	●	●	●	●	●	●	●	●	●	●	●	●	76
9 University of Bahrain	●	●	●	●	●	●	●	●	●	●	●	●	75
10 Bahrain Polytechnic	●	●	●	●	●	●	●	●	●	●	●	●	74
11 Labour Fund (Tamkeen)	●	●	●	●	●	●	●	●	●	●	●	●	72
12 Social Insurance Organization	●	●	●	●	●	●	●	●	●	●	●	●	70
13 Ministry of Education	●	●	●	●	●	●	●	●	●	●	●	●	69
14 Ministry of Youth & Sports Affairs	●	●	●	●	●	●	●	●	●	●	●	●	68
15 Bahrain Internet Exchange	●	●	●	●	●	●	●	●	●	●	●	●	68
16 Ministry of Industry, Commerce and Tourism	●	●	●	●	●	●	●	●	●	●	●	●	68
17 Ministry of Parliamentary Affairs	●	●	●	●	●	●	●	●	●	●	●	●	66
18 Tender Board	●	●	●	●	●	●	●	●	●	●	●	●	64
19 Shura Council	●	●	●	●	●	●	●	●	●	●	●	●	63
20 Ministry of Housing	●	●	●	●	●	●	●	●	●	●	●	●	62
21 Urban Planning & Development Authority	●	●	●	●	●	●	●	●	●	●	●	●	61
22 Council of Representatives	●	●	●	●	●	●	●	●	●	●	●	●	60
23 Public Prosecution	●	●	●	●	●	●	●	●	●	●	●	●	59

Appendix (2):

Institution's Results in the Institutional Performance Index 2019-2020

Institutions	Employment	Leadership Positions	Wages	Education and Training	Applied career path	Institution Representation	Women's Needs in Work	Responsive Budgets	Support Services	Studies and Research	Participating in Awards	Equal Opportunities Commiree	Institutional Performance
24 Ministry of Interior	●	●	●	●	●	●	●	●	●	●	●	●	59
25 Bahrain Tourism & Exhibitions Authority	●	●	●	●	●	●	●	●	●	●	●	●	58
26 Bahrain Constitutional Court	●	●	●	●	●	●	●	●	●	●	●	●	58
27 Ministry of Justice, Islamic Affairs and Awnaf	●	●	●	●	●	●	●	●	●	●	●	●	56
28 Ministry of Transportation and Telecommunications	●	●	●	●	●	●	●	●	●	●	●	●	55
29 Ministry of Finance and National Economy	●	●	●	●	●	●	●	●	●	●	●	●	55
30 Supreme Council for Environment	●	●	●	●	●	●	●	●	●	●	●	●	55
31 Supreme Council for Youth & Sports	●	●	●	●	●	●	●	●	●	●	●	●	54
32 Survey & Land Registration Bureau	●	●	●	●	●	●	●	●	●	●	●	●	54
33 Civil Service Bureau	●	●	●	●	●	●	●	●	●	●	●	●	53
34 Ministry of Works Municipalities Affairs and Urban Planning- Works Affair	●	●	●	●	●	●	●	●	●	●	●	●	53
35 Labor Market Regulatory Authority	●	●	●	●	●	●	●	●	●	●	●	●	53
36 Legislation and Legal Opinion Commission	●	●	●	●	●	●	●	●	●	●	●	●	50
37 Telecommunications Regulatory Authority	●	●	●	●	●	●	●	●	●	●	●	●	49
38 Royal Humanitarian Foundation	●	●	●	●	●	●	●	●	●	●	●	●	48
39 Information & eGovernment Authority	●	●	●	●	●	●	●	●	●	●	●	●	45
40 Ministry of Foreign Affairs	●	●	●	●	●	●	●	●	●	●	●	●	40
41 Ministry of Information Affairs	●	●	●	●	●	●	●	●	●	●	●	●	40
42 National Oil and Gas Authority	●	●	●	●	●	●	●	●	●	●	●	●	38
43 Electricity & Water Authority	●	●	●	●	●	●	●	●	●	●	●	●	29
44 Ministry of Works Municipalities Affairs and Urban Planning-Municipalities Affair	●	●	●	●	●	●	●	●	●	●	●	●	24
45 Supreme Judicial Council	●	●	●	●	●	●	●	●	●	●	●	●	20

Color Indicator:

● 70% and above

● 50%-69%

● 49% or less

Appendix (3):

Kingdom of Bahrain's Detailed Results in Main Indicators / National Performance Indicators

Indicator	Value				Weight	Results				Source
	2017	2018	2019	2020		2017	2018	2019	2020	
(1) Economic Participation										
Labour Force Participation										
Bahraini women to Bahraini men (economically active)	32%	32%	32%	43%	1.50%	0.76%	0.76%	0.76%	1.08%	Information and eGovernment Authority
Total (economically active)	43%	44%	43%	49%	1.50%	0.74%	0.75%	0.75%	0.86%	Information and eGovernment Authority
Total					3%	2%				
Executive, Supervisory, and Administrative Positions in the Public and Private Sectors										
Bahraini women to Bahraini men (employee) - government sector ¹	42%	44%	45%	46%	0.50%	0.36%	0.39%	0.42%	0.42%	Civil Service Bureau
Bahraini women to total (employee) - government sector ¹	30%	31%	45%	46%	0.50%	0.21%	0.22%	0.42%	0.42%	Civil Service Bureau
Bahraini women to Bahraini men (employee) - private sector	33%	34%	34%	34%	0.50%	0.25%	0.25%	0.26%	0.25%	Social Insurance Organization
Bahraini women to total (employee) - private sector	6%	6%	7%	7%	0.50%	0.03%	0.03%	0.04%	0.04%	Social Insurance Organization
Total					2%	1%				
Specialized Positions in the Public Sector										
Bahraini women to Bahraini men (employee)	55%	56%	61%	62%	0.75%	0.75%	0.75%	0.75%	0.75%	Civil Service Bureau
Bahraini women to total (employee)	55%	56%	61%	62%	0.25%	0.25%	0.25%	0.25%	0.25%	Civil Service Bureau
Bahraini women to Bahraini men (judges)	10%	11%	11%	12%	0.50%	0.05%	0.06%	0.06%	0.07%	Supreme Judicial Council
Bahraini women to Bahraini men (diplomats)	32%	31%	31%	33%	1%	0.47%	0.44%	0.46%	0.49%	Ministry of Foreign Affairs
Total					3%	2%				
Specialized Positions in the Private Sector²										
Bahraini women to Bahraini men (employee)	35%	36%	37%	36%	0.75%	0.41%	0.43%	0.43%	0.43%	Social Insurance Organization
Bahraini women to total (employee)	7%	7%	8%	9%	0.25%	0.02%	0.02%	0.02%	0.02%	Social Insurance Organization
Total					1%	1%				

1 Executive positions include the position of director and above (undersecretary, assistant undersecretary, director and the like, as well as some advisory positions).

2 Includes those working in scientific, technical, supervisory and administrative professions.

Indicator	Value				Weight	Results				Source	
	2017	2018	2019	2020		2017	2018	2019	2020		
Average Monthly Wage in the Public Sector											
Bahraini women to Bahraini men (BD)	Bahraini women	868	880	718	774	2%	1.88%	1.91%	1.75%	1.77%	Social Insurance Organization
	Bahraini men	922	923	819	877						
Bahraini women to total (BD)	Bahraini women	868	880	718	774	1%	0.97%	0.98%	0.89%	0.94%	Social Insurance Organization
	Total	895	902	811	826						
Total					3%	3%					
Average Monthly Wage in the Private Sector											
Bahraini women to Bahraini men (in Bahraini Dinars)	Bahraini women	548	559	573	590	2%	1.39%	1.38%	1.38%	1.39%	Social Insurance Organization
	Bahraini men	791	809	831	847						
Bahraini women to total (in Bahraini Dinars)	Bahraini women	548	559	573	590	1%	0.77%	0.77%	1.00%	0.78%	Social Insurance Organization
	Total	710	723	313	757						
Total					3%	2%					
Job seekers											
Bahraini women to Bahraini men (Job seekers)	79%	77%	77%	74%	1.00%	0.27%	0.30%	0.30%	0.36%	Ministry of Labour and Social Development	
Total					1%	0%					
Enterprises/Commercial Registration and Entrepreneurship											
Bahraini women to Bahraini men (individual owned active commercial registries)	42%	43%	42%	42%	0.50%	0.36%	0.37%	0.36%	0.36%	Ministry of Industry, Commerce and Tourism	
Bahraini women to total (individual owned active commercial registries)	29%	29%	29%	29%	0.50%	0.20%	0.21%	0.20%	0.20%	Ministry of Industry, Commerce and Tourism	
Bahraini women to Bahraini men (sustainability of commercial registries for 5 years and above)	37%	37%	37%	38%	0.50%	0.29%	0.30%	0.29%	0.30%	Ministry of Industry, Commerce and Tourism	
Bahraini women to total (sustainability of commercial registries for 5 years and above)	26%	27%	27%	27%	0.50%	0.18%	0.18%	0.18%	0.18%	Ministry of Industry, Commerce and Tourism	
Bahraini women to Bahraini men (beneficiaries of the Productive Families project / home businesses)	77%	77%	78%	75%	1.00%	1.00%	1.00%	1.00%	1.00%	Ministry of Labour and Social Development	
Bahrainis to Bahraini men (virtual commercial registries)	45%	48%	47%	50%	-	-	-	-	-	Ministry of Industry, Commerce and Tourism	
Total					3%	2%					

Indicator	Value				Weight	Results				Source
	2017	2018	2019	2020		2017	2018	2019	2020	
Economic Participation Total					19%	12%				
(2) Decision-Making										
Female Ministers	5%	5%	5%	5%	1.50%	0.08%	0.08%	0.08%	0.08%	The Cabinet
Females ministerial ranks	9%	9%	9%	9%	0.50%	0.05%	0.05%	0.05%	0.05%	The Cabinet
Presidency of one of the three Legislative authorities (President)	0%	33%	33%	33%	3%	0.00%	1.50%	1.50%	1.50%	Supreme Council for Women
Council of Representatives (elected) (Member)	8%	15%	15%	15%	2.50%	0.20%	0.44%	0.44%	0.44%	Council of Representatives
Shura Council (appointed) (Member)	23%	23%	23%	23%	1.50%	0.44%	0.44%	0.44%	0.44%	Shura Council
Municipal Council and Capital Municipality (Member)	20%	23%	23%	23%	1%	0.25%	0.29%	0.29%	0.29%	Municipal Council and Capital Municipality
Ambassadors inside and outside the Kingdom of Bahrain (ambassador)	9%	10%	9%	17%	1%	0.10%	0.11%	0.10%	0.20%	Ministry of Foreign Affairs
First / Second Deputy Speaker of the Council of Representatives	0%	0%	0%	0%	1%	0.00%	0.00%	0.00%	0.00%	Council of Representatives
First/Second Vice Chairman of the Shura Council	50%	50%	50%	50%	1%	1.00%	1.00%	1.00%	1.00%	Shura Council
Chairing committees in the Council of Representatives (elected) (chairman)	0%	11%	13%	8%	1%	0.00%	0.12%	0.14%	0.08%	Council of Representatives
Chairing committees in the Shura Council (appointed) (chairman)	33%	33%	33%	44%	1%	0.50%	0.49%	0.50%	0.80%	Shura Council
Vice Chairman of Committees in the Shura Council (appointed)	38%	22%	25%	38%	1%	0.60%	0.28%	0.33%	0.60%	Shura Council
Deputy Chairman of Committees in the Council of Representatives (elected)	0%	44%	19%	31%	1%	0.00%	0.79%	0.23%	0.44%	Council of Representatives
Participation in voting for parliamentary and municipal council elections	46%	48%	48%	48%	2%	1.70%	1.85%	1.85%	1.85%	Directorate of Elections and Referendum
Decision-making Total					19%	8%				
(3) Education										
Net enrollment rate in basic education (student)	96%	94%	96%	96%*	5%	5.00%	4.96%	5.00%	-	Information and eGovernment Authority
Net enrollment rate in secondary education (student)	83%	84%	84%	84%*	4%	4.00%	4.00%	4.00%	-	Information and eGovernment Authority
Enrollment in technical and vocational education (Student)	8%	8%	10%	10%	1%	0.09%	0.09%	0.11%	0.11%	Ministry of Education
Tertiary education graduates (graduate)	66%	65%	63%	63%	2%	2.00%	2.00%	2.00%	2.00%	Ministry of Education/ Higher Education
Literacy rate of the population (15 years and above)	95%	95%	95%	96%	1%	0.96%	0.96%	0.96%	0.97%	Information and eGovernment Authority
Total					13%	12%				

Indicator	Value				Weight	Results				Source	
	2017	2018	2019	2020		2017	2018	2019	2020		
Academics											
Bahraini women to Bahraini men	47%	47%	48%	49%	1%	0.88%	0.90%	0.94%	0.98%	Ministry of Education/ Higher Education	
Bahraini women to total	20%	20%	20%	42%	1%	0.25%	0.25%	0.25%	0.72%	Ministry of Education/ Higher Education	
Total					2%	2%					
Leadership Positions in Higher Education											
Bahraini women to Bahraini men	39%	44%	44%	46%	1%	0.64%	0.78%	0.78%	0.86%	Ministry of Education/ Higher Education	
Bahraini women to total	25%	30%	30%	33%	1%	0.33%	0.43%	0.44%	0.49%	Ministry of Education/ Higher Education	
Total					2%	1%					
Digital Technology (eContent)											
Specialists in educational eContent (female teachers to teachers)	-	72%	66%	64%	1%	-	1.00%	1.00%	1.00%	Ministry of Education	
Digital Learning Units (Female students to students)	-	89%	83%	68%	0.50%	-	0.50%	0.50%	0.50%	Ministry of Education	
Outstanding production of educational eContent (Female students to students)	-	92%	54%	53%	0.50%	-	0.50%	0.50%	0.50%	Ministry of Education	
Total					2%	2%					
Education Total					19%	17%					
(4) Health											
Life Expectancy											
Bahraini women to Bahraini men (year)	Bahraini women	78.1	78.1	78.1	78.1	5%	5.00%	5.00%	5.00%	5.00%	Ministry of Health
	Bahraini men	76.5	76.5	76.5	76.5						
Bahraini women and global average (year)	Bahraini women	78.1	78.1	78.1	78.1	5%	5.00%	5.00%	5.00%	5.00%	World Health Organization
	Global average	74.7	74.9	75.9	75.9						
Total					10%	10%					

Indicator	Value				Weight	Results				Source	
	2017	2018	2019	2020		2017	2018	2019	2020		
Infant Mortality Rate Per 1000 Live Births											
Bahraini female infant to Bahraini male infant (infant)	Bahraini women	5.48	5.9	6.55	6.55*	1%	0.93%	1.00%	1.00%	-	Ministry of Health
	Bahraini men	5.11	6.4	6.99	6.99*						
Bahraini female infant and global average	Bahraini women	5.48	5.9	6.55	6.55*	4%	4.00%	4.00%	4.00%	-	UN- Child Mortality
	Global average	29.1	29.1	26	26.0*						
Total						5%	5%				
Chronic Diseases											
Chronic diseases incidence - Bahraini women to Bahraini men (patient)		53%	53%	53%	50%	3%	2.69%	2.67%	2.70%	3.00%	Ministry of Health
Chronic diseases incidence - proportion of Bahraini women to Bahraini female population		29%	33%	35%	35%*	1%	0.86%	0.85%	0.89%	-	Ministry of Health
Total						4%	4%				
Health Total						19%	19%				
(5) Social Stability											
Married population											
Bahraini women to Bahraini men (married)		49%	48%	48.40%	48.30%	3%	2.84%	2.82%	2.82%	2.80%	Information and eGovernment Authority
Total						3%	3%				
Average Age of Marriage for Women and Men											
Bahraini women to Bahraini men (year)	Bahraini women	23	24	25	24	4%	3.54%	3.56%	3.57%	3.58%	Information and eGovernment Authority
	Bahraini men	26	27	28	27						
Bahraini women to total (year)	Bahraini women	23	24	25	24	3%	2.46%	2.48%	2.50%	2.81%	Information and eGovernment Authority
	Total	28	29	30	30						
Total						7%	6%				

Indicator	Value				Weight	Results				Source
	2017	2018	2019	2020		2017	2018	2019	2020	
Violence										
Percentage of domestic violence against Bahraini women out of the total number of Bahraini women	0.37%	0.39%	0.38%	0.27%	3%	3.00%	3.00%	3.00%	3.00%	Ministry of Interior
Total					3%	3%				
Social Support and Services										
Female beneficiaries of social assistance (social security)	57%	56%	54.60%	54.50%	2%	1.53%	1.60%	1.66%	1.67%	Ministry of Labour and Social Development
Female beneficiaries of social services (housing)	9%	6%	8%	9%	2%	0.21%	0.13%	0.17%	0.20%	Ministry of Housing
Female beneficiaries of social services (family reconciliation)	63%	65%	64%	62%	2%	2.00%	2.00%	2.00%	2.00%	Ministry of Justice, Islamic Affairs and Waqf
Total					6%	4%				
Social Stability Total					19%	16%				
(6) Civil Society										
Membership in civil society organizations (female member to total)	26%	26%	30%	16%	1%	0.35%	0.36%	0.42%	0.19%	Ministry of Labour and Social Development
Heads of civil society organizations (female head to total)	14%	17%	14%	15%	2%	0.33%	0.40%	0.33%	0.34%	Ministry of Labour and Social Development
Membership in the Boards of Directors of Associations in civil society organizations (female member to total)	26%	25%	22%	25%	2%	0.72%	0.66%	0.58%	0.65%	Ministry of Labour and Social Development
Civil Society Total					5%	1%				

* latest available year.

Appendix (4):

Kingdom of Bahrain's Detailed Results in Institutional Performance Indicators

Indicator	Gap			Weights	Results		
	2016	Average 2017/2018	Average 2019/2020		2016	Average 2017/2018	Average 2019/2020
Quantitative Indicators							
1) Employment	62%	62%	68%	16%	9.93%	9.94%	10.94%
Employees in the organization	67%	69%	75%	5%	3.37%	3.46%	3.77%
Recruitment during the year	75%	67%	71%	3%	2.25%	2.00%	2.12%
Temporary contracts employment/ part-time work	62%	60%	55%	1%	0.62%	0.60%	0.55%
Employees in core functions (operations)	57%	62%	72%	6%	3.44%	3.75%	4.33%
Requiring a percentage of Bahraini women with service providers, when outsourcing for Core function occupations	11%	11%	19%	0.5%	0.06%	0.06%	0.09%
Requiring a percentage of Bahraini women with service providers, when outsourcing for Support function occupations	11%	11%	16%	0.5%	0.06%	0.06%	0.08%
2) Leadership Positions	53%	49%	52%	17%	9.00%	8.27%	8.89%
Undersecretary	36%	35%	33%	2%	0.72%	0.70%	0.66%
Assistant Undersecretary	51%	48%	49%	4%	2.03%	1.91%	1.95%
Director	46%	39%	44%	6%	2.77%	2.34%	2.66%
Head/ Supervisor	66%	63%	72%	5%	3.28%	3.16%	3.62%
3) Wages	54%	56%	64%	20%	10.90%	11.28%	12.77%
Total wages in the organization	50%	61%	66%	3%	1.51%	1.83%	1.98%
Undersecretary/Assistant Undersecretary	40%	39%	36%	3%	1.19%	1.18%	1.09%
Director	41%	40%	46%	2%	0.83%	0.80%	0.92%
Head of Department	59%	63%	74%	1%	0.59%	0.63%	0.74%
Senior specialist	60%	68%	78%	1%	0.60%	0.68%	0.78%

Indicator	Gap			Weights	Results		
	2016	Average 2017/2018	Average 2019/2020		2016	Average 2017/2018	Average 2019/2020
Specialist	66%	72%	82%	0.5%	0.33%	0.36%	0.41%
Technical and support jobs	50%	53%	61%	0.5%	0.25%	0.27%	0.31%
Social Allowance (for single individuals)	72%	78%	84%	1%	0.72%	0.78%	0.84%
Social Allowance (for married individuals)	57%	62%	67%	1%	0.57%	0.62%	0.67%
Social allowance (for divorced individuals)	72%	86%	94%	1%	0.72%	0.86%	0.94%
Social allowance (for widowed individuals)	75%	88%	99%	1%	0.75%	0.88%	0.99%
Overtime	35%	34%	40%	2%	0.70%	0.68%	0.81%
Promotions	58%	69%	77%	2%	1.15%	1.37%	1.54%
Incentives	59%	71%	75%	1%	0.59%	0.71%	0.75%
4) Education and Training	77%	79%	85%	6%	4.59%	4.73%	5.08%
Academic certificates	70%	76%	81%	1%	0.70%	0.76%	0.81%
Professional Certificates	80%	86%	85%	1.5%	1.20%	1.28%	1.27%
National training	78%	82%	88%	2%	1.56%	1.65%	1.76%
External training	67%	59%	78%	1%	0.67%	0.59%	0.78%
Student/graduate training	83%	91%	90%	0.5%	0.41%	0.45%	0.45%
5) Applied Career Path	31%	37%	40%	1%	0.31%	0.37%	0.40%
Approved system of career development	33%	33%	42%	0.5%	0.17%	0.17%	0.21%
Approved system of professional progression	22%	35%	38%	0.5%	0.11%	0.17%	0.19%
6) Institutional Representation	56%	62%	70%	8%	4.50%	4.96%	5.58%
Representation in internal committees of the institution	54%	61%	67%	1%	0.54%	0.61%	0.67%
Representation in boards/ national committees	50%	57%	63%	3%	1.50%	1.72%	1.90%
Representation in external committees	49%	59%	75%	2%	0.98%	1.17%	1.50%

Indicator	Gap			Weights	Results		
	2016	Average 2017/2018	Average 2019/2020		2016	Average 2017/2018	Average 2019/2020
Representation in national events	67%	80%	82%	1%	0.67%	0.80%	0.82%
Representation in external events	60%	68%	73%	1%	0.60%	0.68%	0.73%
Qualitative Indicators							
7) Mainstreaming Women's Needs into the Work Environment	52%	54%	72%	13%	6.81%	7.04%	9.40%
Flexible working hours	75%	77%	82%	3%	2.25%	2.31%	2.46%
Work from home/ Remote work	19%	23%	74%	5%	0.97%	1.15%	3.69%
Paid maternity leave	Results is 100% for all institutions as it is applied to all according to the law						
Unpaid Childcare leave	81%	77%	58%	2%	1.61%	1.54%	1.17%
Childcare hours	Results is 100% for all institutions as it is applied to all according to the law						
Accompanying patient leave	92%	91%	93%	2%	1.83%	1.81%	1.86%
Paternity leave	14%	23%	22%	1%	0.14%	0.23%	0.22%
8) Budgets Responsive to Women's Needs	46%	50%	54%	7%	3.21%	3.47%	3.78%
Equal opportunities in budget preparation	67%	70%	71%	1%	0.67%	0.70%	0.71%
Equal opportunities in budget execution	64%	74%	76%	2%	1.28%	1.49%	1.52%
Gap's analysis	31%	30%	37%	1%	0.31%	0.30%	0.37%
Bridging observed gaps	32%	33%	39%	3%	0.96%	0.99%	1.18%
9) Mainstreaming Women's Needs in Support Services	78%	97%	85%	6%	4.67%	5.83%	5.08%
10) Supporting Studies and Research on Mainstreaming Women's Needs in Development	24%	31%	36%	3%	0.71%	0.93%	1.07%
Committing to disaggregation by sex (men, women) in studies and research carried out	31%	42%	48%	0.5%	0.15%	0.21%	0.24%
Support/implement studies, specialized research or reports on integrating women's needs	31%	31%	35%	1%	0.31%	0.31%	0.35%
Activating the recommendations and results of studies and research related to women	17%	28%	32%	1.5%	0.25%	0.42%	0.48%

Indicator	Gap			Weights	Results		
	2016	Average 2017/2018	Average 2019/2020		2016	Average 2017/2018	Average 2019/2020
11) Participation in national, regional and international awards in the field of equal opportunities and women advancement	47%	43%	36%	2%	0.93%	0.87%	0.73%
Participation in the National Awards	86%	74%	68%	0.25%	0.22%	0.18%	0.17%
Participation in Arab and regional awards	28%	35%	26%	0.25%	0.07%	0.09%	0.07%
Participation in international awards	28%	29%	22%	0.5%	0.14%	0.15%	0.11%
Regular participation in awards	69%	60%	45%	0.5%	0.34%	0.30%	0.22%
Winning an Award	33%	31%	31%	0.5%	0.17%	0.15%	0.15%
12) Commitment to Activating the Requirements of the Equal Opportunities Committees	89%	94%	99%	1%	0.89%	0.94%	0.99%
Formation of an equal opportunity committee in the institution	92%	95%	100%	0.5%	0.46%	0.47%	0.50%
Implementation of Civil Service Bureau Instructions No. (4) of 2014 regarding the establishment of the Equal Opportunities Committee in government institutions	85%	93%	99%	0.5%	0.43%	0.47%	0.49%
Total	56%	59%	65%	100%	56%	59%	65%

Appendix (5):

List of Institutions

The report, in its current version, included the participation of (45) institutions from the public sector

Ministry of Labour and Social Development	Bahrain Tourism & Exhibitions Authority	Bahrain Internet Exchange
Ministry of Industry, Commerce and Tourism	Bahrain Authority for Culture and Antiquities	Shura Council
Ministry of Youth & Sports Affairs	Education & Training Quality Authority	Council of Representatives
Ministry of Health	Social Insurance Organization	Supreme Council for Youth & Sports
Ministry of Housing	Telecommunications Regulatory Authority	Supreme Council for Environment
Ministry of Works Municipalities Affairs and Urban Planning- Works Affairs	National Oil and Gas Authority	Bahrain Economic Development Board
Ministry of Transportation and Telecommunications	Legislation and Legal Opinion Commission	Bahrain Tender Board
Ministry of Parliamentary Affairs	National Health Regulatory Authority	Survey & Land Registration Bureau
Civil Service Bureau	Electricity & Water Authority	Labour Fund (Tamkeen)
Bahrain Constitutional Court	Labour Market Regulatory Authority	Bahrain Institute of Public Administration
Public Prosecution	Royal Humanitarian Foundation	Bahrain Polytechnic
Ministry of Finance and National Economy	University of Bahrain	Ministry of Information Affairs
Ministry of Interior	National Bureau for Revenue	Urban Planning & Development Authority
Ministry of Foreign Affairs	Information & eGovernment Authority	Ministry of Works Municipalities Affairs and Urban Planning- Municipalities Affair
Ministry of Justice, Islamic Affairs and Waqf	Ministry of Education	Supreme Judicial Council