



Bahrain Center for Human Rights

**Discrimination in Bahrain:
The Unwritten Law**

September 2003

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Introduction and summary of the report

The Kingdom of Bahrain is an archipelago made up of 33 islands, with Bahrain Island being the biggest and mostly populated. Bahrain is located on the eastern shore of the Kingdom of Saudi Arabia, in the Gulf. As of mid 2003, the population was estimated 670,000, of which foreign nationals comprised 38% of the total. Foreign nationals made up around 60% of the total workforce. The utmost majority of Bahrain citizens are Muslims.

King Hamad bin Isa Al Khalifa rules Bahrain. He ascended to the throne in March 1999 following the death of his father, Isa bin Salman Al Khalifa. The Al Khalifa family arrived in Bahrain in 1783. Since that period, the country has been governed through hereditary. Shaikh Salman bin Hamad Al Khalifa is the Crown Prince by virtue of being the eldest son of the King.

In 1971, Bahrain gained its independence from Britain, and witnessed a year democratic experience between 1973 and 1975. Bahrain became a constitutional monarchy in February 2002. According to a new constitution, the King appoints members of the government, senior employees in the executive power, members of the Supreme Council for Judiciary, members of the Constitutional Court and members of the Shura Council, who make up half the members of the National Assembly. The King shares with the National Assembly the authority of issuing legislation. The Al Khalifa family belongs to a Sunni tribe, while the majority of citizens are of urban origins (non-tribal), either Sunni or Shiite, and some are of Persian descendants. The Shiites comprise around 70% of total citizens.¹

Despite the clear outnumbering of Shiites in society, the percentage of Shiites occupying top government jobs is either low or non-existent, reflecting blatant discrimination in public jobs. Followers of the Shiite sect occupy merely 18% of the total of high-ranking posts covered by the report. Critical jobs such as ministers of foreign affairs and interior are off limits for the Shiite. In fact, the real percentage of high-ranking posts occupied by the Shiite is most likely less than what this report has concluded; so is the case because some establishments not covered in the report do not employ Shiite.

Women are no luckier than Shiite in holding senior jobs in the country. Women held 26% of total manpower in 2001. Women occupy around 8% of the leading jobs covered by the report. There are 16 ministries and government bureaus that have no women in key posts. There are seven ministries and government bureaus where women are holding top key jobs and these are primarily Sunni. Women from the Royal family hold the mentioned significant posts, including undersecretary of ministry, president of university and ambassador.

¹ The percentage of Shiites was taken from the following websites: Encyclopedia.com 75%; Encarta.msn.com 70 %; Bartleby.com 75%; Infoplease.com 75%

Members of the Royal Family (Al Khalifa) enjoy privileges regarding leading posts. Although the percentage of people belonging to this family is less than 2% of total number of citizens, they hold more than 17% of key posts. The percentage increases more with the level of the job, reaching 51% in the post of minister and rank of minister. Among such posts are the Prime Minister and main ministries notably Defence, Interior, Security and Judiciary. Members of this Family also hold significant posts such as governor of governorates, head of courts, president of university and Chairperson of Supreme Council for Women. Additionally, Al Khalifa members have control over major companies, in which the government has a dominant share, as well as establishments such as sports federations.

Aside from information and tables included in this study concerning discrimination in employment in high-ranking posts, the report also comprises statistics that reveal the practice of discrimination in employment in all levels in three essential establishments, which were created after the recent changes. These establishments are the General Prosecution Office and Shura and Representatives Councils. The report also tackles aspects of discrimination practiced towards the religious practices, as privileges are extended to followers of Sunni Islam.

We hope that this report contributes in disclosing circumstances and practices of discrimination in the Kingdom of Bahrain. The report aims at highlighting wrongdoing practices and more importantly urging the authorities to treat shortcomings in the country for the benefits of ensuring the prevalence of justice and respect for human rights in Bahrain.

For further details and recommendations related to the reality of discrimination in Bahrain, please find the following annex:

Sectarian discrimination in the kingdom of Bahrain: The Unwritten Law (English):

Nabeel Rajab: Vice president of Bahrain Center for Human Rights.

Prerogative and Discrimination (Arabic): Abdulhadi Al Khawaja, Executive Director of Bahrain Center for Human Rights.

Discrimination: Legal view (Arabic): Lawyer Jalila Al Sayed.

Nabeel Rajab

Documenting Committee of related to Discrimination.

Bahrain Centre for Human Rights

October 16, 2003

Main points about tables and figures contained in this report:

- 1- While working on the report faced, we faced major difficulties especially in gathering information and making analysis, as details and statistics are not officially available. The first edition of the report was sent to all ministries and government establishments, published to the people and transmitted on the internet. While the public reaction was helpful, only three out of 30 ministries and government establishments responded to the letters sent by Bahrain Centre for Human Rights.
- 2- Regarding high-ranking posts in the ministries and government establishments, details covered 32 ministries and government establishments listed below in the tables.
- 3- Concerning the tables that classify the high-ranking posts according to level, 22 high-ranking posts are covered, starting with the position of minister and ending with ministerial director. Job titles concerning some posts listed in the tables of the ministries and establishments mentioned in the first clause are not included. The tables do not include jobs such as headmaster of government schools.
- 4- Some government establishments were not fully covered due to inability to obtain related information, thus, the report provided information only on jobs at the level of minister and undersecretary. These uncooperative bodies are as follows:
 - 1- The Royal Court.
 - 2- The National Guard.
 - 3- The National Security.
 - 4- The Financial Monitoring Council.
 - 5- The Crown Prince Court.
- 5- The information covered by the report portrays the current situation until the end of September 2003

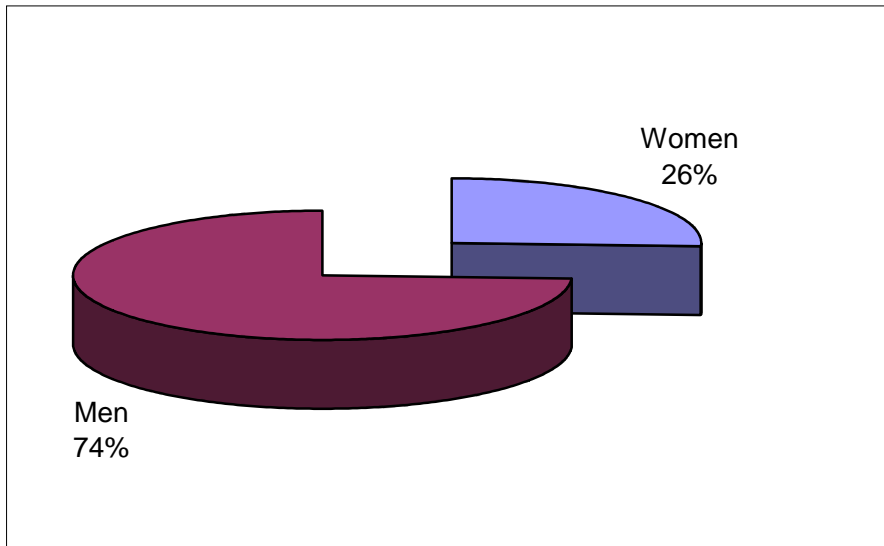
FIRST SECTION

Discrimination against women in occupying public jobs

General information:

The following diagram shows that the percentage of women manpower in the Kingdom of Bahrain is 32,800, representing 26% of total manpower in 2001²

Figure 1 Bahraini manpower: women vs. men as of 2001



Conclusions:

According to Table No. 1 the percentage of women in high-ranking posts stands around 7%, as women hold 42 of a total of 572 jobs.

According to Table No. 2 the representation of women in public establishments ranges from approximately 3% as in the ministry of interior to 26% as in the ministry of education. The exception is the Supreme Council for Women in which women occupy 86% of total high-ranking posts.

Out of a total of 32 government establishments and bureaus covered by the report, not a single woman held any leading post in 14 government establishments and bureaus.

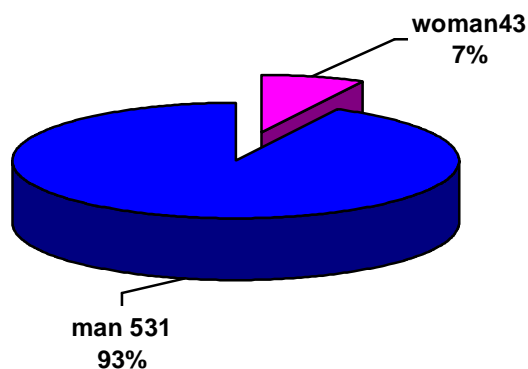
Out of the total number of jobs covered by the report, only 24% of women from the Shiite sect hold such positions, or actually 10 out of total 42 jobs. Women from the Royal Family occupy seven jobs, 17% accorded to females. These are high-ranking posts such as undersecretary, president of university and ambassador.

² The sources: data from the Central Informatics Organization on population- www.bahrain.gov.bh

Table 1: Allocation of high-ranking public jobs occupied by women according to type of job³

Job	Overall total	Women	%
With rank of Minister	47	1	2%
With rank of Undersecretary	61	1	2%
With rank of Assistant Undersecretary	47	4	9%
With rank of Assistant Director General	3	0	0%
With rank of Executive Director	5	0	0%
With rank of Director	286	31	11%
With rank of Secretary General	9	1	11%
With rank of Assistant Secretary General	6	0	0%
With rank of President of University	1	1	100%
With rank of Dean of University	10	0	0%
With rank of Governor of Governorate	5	0	0%
With rank of Deputy Governor of Governorate	4	0	0%
With rank of Chairperson of the Supreme Council for Women	1	1	100%
With rank of Deputy Chairperson of the Supreme Council for Women	1	1	100%
With rank of Ambassador	23	1	4%
With rank of Head of Court	3	0	0%
With rank of Undersecretary of Court	3	0	0%
With rank of General Prosecutor	1	0	0%
With rank of Judge	43	0	0%
With rank of Member of the Constitutional Court	6	0	0%
With rank of Member/Judge at the Laborers Court	7	0	0%
Total	572	42	7%

Figure 2 Allocation of high-ranking posts



³ The table on jobs in the ministries and government establishments contains those with partial information

Table 2 Allocation of high-ranking public jobs occupied by women according to ministries

Ministries and Government Establishments	Overall total	Women	%
Ministry of Interior	30	1	3%
Ministry of Defence	28	0	0%
Ministry of Information	18	2	11%
Ministry of Foreign Affairs	16	0	0%
Civil Service Bureau	12	1	8%
Ministry of State for Consultative Council and Council of Representatives	13	0	0%
General Organization for Youth and Sports	8	1	13%
Supreme Council for Woman	8	7	86%
Governorates	21	4	19%
General Organization for Protection of Marine, Environment and Wildlife Resources	3	0	0%
Pension Funds Commission	11	0	0%
General Organization for Social Insurance	4	0	0%
University of Bahrain	34	5	15%
Survey and Estate Registration Organisation	5	0	0%
Court of Prime Minister	8	0	0%
Bahrain Monetary Agency	16	2	13%
Bahrain Central for Studies and Research	15	0	0%
Ministry of Works and Housing	20	3	15%
Ministry of Commerce	16	1	6%
Ministry of Education	19	5	26%
Ministry of Islamic Affairs	6	0	0%
Ministry of Health	16	4	25%
Ministry of Industry	6	0	0%
Ministry of Justice, Courts and Judiciary	12	0	0%
Ministry of Labor and Social Affair	14	3	21%
Ministry of Electricity and Water	20	1	5%
Ministry of Finance and National Economy	23	2	9%
Ministry of Transport	14	0	0%
Ministry of Oil	9	1	11%
Ministry of Cabinet Affairs	10	1	10%
Ministry of Municipalities and Agriculture	28	0	0%
Total	473	42	9%

SECTION TWO

Job discrimination against the Shiite sect in high-ranking public posts

General Information:

Followers of the Shiite comprise about 70% of the total number of citizens⁴

Conclusions:

According to Table No. 5, out of 572 high-ranking public posts covered by the report, Shiite citizens hold 101 jobs only, representing 18% of the total. When the research was conducted, there were 47 individuals with the rank of minister and undersecretary. Of these, there were 10 Shiites, comprising 21% of the total. These do not include the critical ministries of Interior, Foreign, Defence, Security and Justice.

Table 3 Shiite as Minister and with rank of Minister

Job	Shiite	Total	%
Minister and in rank of Minister	10	47	21%

Table 4 Shiite as Undersecretary and with rank of Undersecretary

Job	Shiite	Total	%
Undersecretary and in rank of Undersecretary	7	62	11%

Regarding the post 'with rank of undersecretary' in all ministries and government establishments, Shiites occupy only seven posts out of a total of 62, making up 11% of the total.

According to Table (Table 6)

The percentage of Shiites holding high-ranking posts ranged between 3% as in the Ministry of Interior and 50% as in the Ministry of Industry. Out of 32 establishments and bureaus covered by the report, there are several ministries and government establishments where the Shiite citizens do not hold any key posts. These institutions are as follows:

- Ministry of Defence
- Ministry of Information
- Bahrain Centre Studies and Research
- General Organisation for Youth and Sport
- Survey and Estate Registration Organisation

⁴ See the Introduction for the sources

- General Organization for Protection of Marine,
- Environment and Wildlife Resources

Table 5 Allocation of high-ranking public posts occupied by the Shiites according to type of jobs⁵

Job	Overall total	Shiites	%
With rank of Minister	47	10	21%
With rank of Undersecretary	61	7	11%
With rank of Assistant Undersecretary	47	10	21%
With rank of Assistant Director General	3	0	0%
With rank of Executive Director	5	0	0%
With rank of Director	286	56	20%
With rank of Secretary General	9	0	0%
With rank of Assistant Secretary General	6	0	0%
With rank of President of University	1	0	0%
With rank of Dean of University	10	2	20%
With rank of Governor of Governorate	5	1	20%
With rank of Deputy Governor of Governorate	4	0	0%
With rank of Chairperson of the Supreme Council for Women	1	0	0%
With rank of Deputy Chairperson of the Supreme Council for Women	1	0	0%
With rank of Ambassador	23	3	13%
With rank of Head of Court	3	1	33%
With rank of Undersecretary of Court	3	1	33%
With rank of General Prosecutor	1	0	0%
With rank of Judge	43	3	7%
With rank of Member of the Constitutional Court	6	1	17%
With rank of Member/Judge at the Laborers' Court	7	0	0%
Total	572	101	18%

⁵ The table includes jobs in ministries and government establishments with partial information

Figure 3 Shiites with the rank of Minister

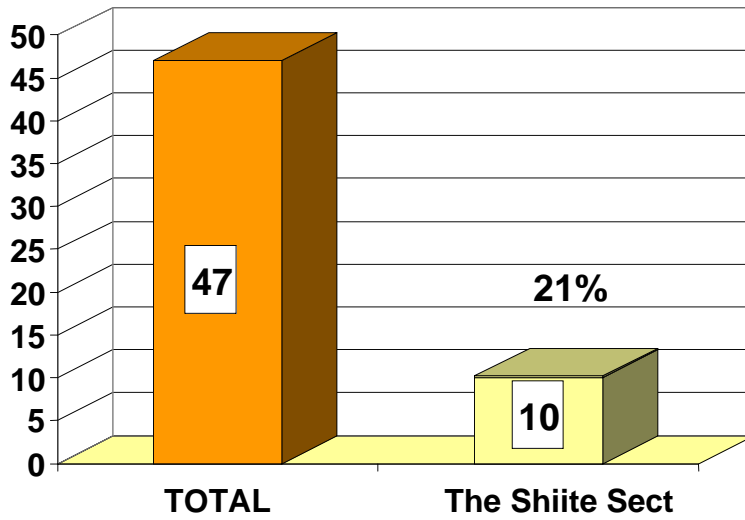


Figure 4 Shiites with the rank of Undersecretary

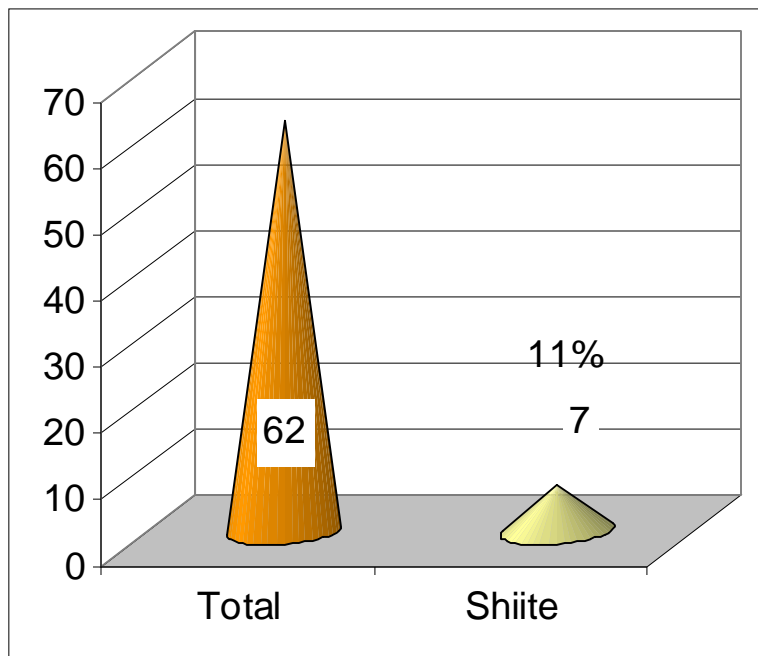


Table 6 Allocation of high-ranking public posts occupied the Shiites sect according to establishments ⁶

Ministry/government establishment	Overall total	Shiite	%
Ministry of Information	18	0	0%
Ministry of Interior	30	1	3%
Ministry of Defence	28	0	0%
Ministry of State for Consultative Council and Council of Representatives	13	2	15%
Central Informatics Organisation	10	2	20%
Ministry of Commerce	16	7	44%
Ministry of Education	19	3	16%
Ministry of Foreign Affairs	16	2	13%
Civil Service Bureau	12	1	8%
General Organization for Youth and Sports	8	0	0%
Supreme Council for Woman	7	1	14%
Governorates	21	4	19%
General Organization for Protection of Marine, Environment and Wildlife Resources	3	0	0%
Pension Fund Commission	11	2	18%
General Organization for Social Insurance	4	1	25%
University of Bahrain	34	6	18%
Survey and Estate Registration Organisation	5	0	0%
Court of the Prime Minister	8	3	38%
Bahrain Monetary Agency	16	3	19%
Bahrain Central for Studies and Research	15	0	0%
Ministry of Works and Housing	20	4	20%
Ministry of Islamic Affairs	6	2	20%
Ministry of Health	16	6	38%
Ministry of Industry	6	3	50%
Ministry of Justice, Courts and Judiciary	12	2	17%
Ministry of Labor and Social Affairs	14	4	29%
Ministry of Electricity and Water	20	5	25%
Ministry of Finance and National Economy	23	2	9%
Ministry of Transport	14	1	7%
Ministry of Oil	9	3	33%
Ministry of Municipalities and Agriculture	28	11	39%
Ministry of Cabinet Affairs	10	2	20%
Total	472	83	18%

⁶ Certain posts were not covered in the table

SECTION THREE

Discrimination in employment in the General Prosecution Office and Shura and Representatives councils

Introduction:

Whilst previous sections displayed high-ranking posts in government establishments, this section demonstrates examples of whole job structure, underlining the percentage of Shiite citizens.

Full information was obtained from the following institutions:

- 1- General Prosecution
- 2- Employment cadre in the Shura Council
- 3- Employment cadre in the Council of Representatives

These three establishments have two significant distinctive characteristics: Being judicial and legislative, these bodies should protect the rights, implement justice and guarantee equality and equal opportunities. Second, the above establishments are relatively newly, as they were set up after the reformation and voting for the National Charter Action in 2001, the blueprint for socio-economic reforms in the country.

Conclusions:

General Prosecution Office: The total number of jobs in the General Prosecution is 64; of these, the Shiites occupy only four jobs, representing nearly 6% of the total number of employees. Unfortunately, not all job titles could be provided.

Shura (Consultative) Council: Not all job titles in the Shura Council could be provided. However table No. 7 points out the number of employees in the various directorates or departments in the Council.

The table shows that administrative jobs in the Shura Council are 64. The Shiite citizens hold none of the eight key posts (director of directorate, secretary general and assistant secretary general).

As for the other jobs, which in total are 56, the Shiites hold 13 jobs. Looking closely at the table, it becomes obvious that six jobs out of a total of 13 are drivers. Therefore, the Shiites comprise 20% of the total employees.

Council of Representatives (Chamber of Deputies): Table No. 8 demonstrates that the number of jobs in the Council is 108, of which the Shiite citizens hold only 39 jobs, representing around 37% of the total. It is worth mentioning the Shiites do not occupy decision-making jobs. Anyway, the jobs are: driver, office boy, administrative technician, secretary of a committee and committee technician.

Table 7 Allocation of jobs in the Shura (Consultative) Council

Directorate/departments	Total	Shiite Citizen
Advisor's Office	3	1
Public Relations	7	1
Secretariat General for Council's Assistance	5	0
Directorate for Session Affairs	5	1
Directorate for Committees Affairs	3	0
Department for Minutes and Printing	7	1
Directorate for Financial and Administrative Affairs	11	1
Administrative Affairs	9	0
Research and Planning	5	2
Public Relations - Drivers	9	6
Total	64	13

Table 8 Allocation of jobs in the Council of Representatives (Chamber of Deputies)

Jobs	Total	Shiite Citizen
Preparations & Follow-up Specialist	1	1
Media Specialist	1	0
1 st Specialist for members' affairs	1	1
Training Specialist	1	0
Specialist for Administrative Development	1	1
Specialist for Coordination and Follow-up	1	0
1 st Specialist for Coordination and follow-up	1	1
Computer Specialist	1	0
1 st Computer Specialist	1	0
Specialist for members' affairs	1	0
Specialist for employees' affairs	3	1
Maintenance Specialist	1	1
Specialist for Public Relations	1	0
Specialist for Protocols	1	0
Specialist for Purchases & Contracts	1	0
Committee Secretary General	3	3
Treasurer	1	1
Librarian	3	1
Assistant Secretary General for Council Affairs	1	0
Researcher	1	0
Legal Researcher	1	0

Director for Preparation & Follow-up	1	0
Director for General Services	1	0
Director for Studies and Research	1	0
Director for Administrative affairs	1	1
Director for Financial Affairs	1	0
Director for Public Relations, Media, Protocols	1	1
Director for Minutes and Printing	1	0
Director for Members' Affairs	1	0
Director for Sessions Affairs	1	0
Driver	10	5
Secretary	5	1
Secretary for Secretary General	1	0
1 st Secretary for Chairman	1	0
2 nd Secretary for Chairman	1	0
Administrative Technician	10	4
Binding Technician	1	0
Meetings Technician	2	0
Computer Technician	1	0
General Services Technician	1	0
Registrar	1	0
Membership Affair Technician	2	1
Printing Technician	1	1
Printing & Photography Technician	2	1
Committee Technician	4	2
Administrator	3	1
1 st Accountant	1	0
Minutes' Editor	3	1
Director	2	0
Office boy	7	4
Transport Supervisor	1	0
Employees' Supervisor	1	1
Printing & Photography Supervisor	1	1
Minutes' Supervisor	1	0
Language Auditor	1	1
Administrative Coordinator	3	1
Sessions' Coordinator	1	0
Receptionist	2	0
Operator	2	1
Total	108	39

SECTION FOUR

Sectarian discrimination in religious practices

Introduction:

For a religion to be practiced, premises for worshipping need to be set up. However, mosques in Bahrain cannot be built or repaired without an official permit. Although mosques fall under the umbrella of the Endowments Directorate, but the Endowments is not the body assigned to grant permits. The task is reserved for the ministries of Justice and the Housing.

The Endowments carries out sectarian discrimination the Shiites. This is seen in the allocation of lands for mosques, construction of mosques at the government's expense and the permits granted for either construction or rebuilding. In some areas such as Riffa, south of Manama, the authorities have basically banned the building of Shiite mosques. In other areas, only restoration permit is allowed.

Records of the past five years are indicative of clear discrimination against the Shiite. For example, the Jaffariyat (Shiite) Endowments Directorates has not granted new mosques permits. The Imam Al Montadar Mosques in Hamad Town was the last new mosque. By comparison, 21 new mosques were built during the period, not a single for the Shiite faith. They are as follows: 10 new mosques in 2001, seven in 2002 and four until July 2003.

Conclusions:

This report highlights the allocation of mosques in four districts and areas specified for government housing. These are Zayed Town, Hamad Town and Isa Town, in addition to Al Dair and its surrounding areas.

Zayed Town (south of Manama): a new housing project in which two lands were allocated to build mosques, but neither to the Shiite sect.

Isa Town (south of Manama): according to Table No. 9 out of a total of 24 mosques in this town, there are four Shiite mosques, representing 17% of the total.

Hamad Town (southwest of Manama): according to Table No. 10 out of a total of 24 mosques, there are four Shiite mosques, comprising to 17% of the total.

In Arad and neighboring areas (north of Manama): according to Table No. 11 out of a total of 22 mosques there are six Shiite mosques. The Shiite mosques are only found in Arad village. Followers of the Shiite sect were not allowed to build mosques in the area called Arad Housing or New Arad. It is to be noted that an old mosque (in ruins) located

between Arad and the Halat belongs to the Shiite but has not been registered nor granted a building permit. Another Shiite mosque in Samaheej area has not until now been allowed to continue its building.

Table 9 Worship places (Mosques) in Isa Town

The Mosques allocated to the Sunni Sect	The Mosques allocated to the Shiite Sect
1-Al Akhlas Mosque 2- Al Bokhari Mosque 3- Khalid bin Al Waleed Mosque 4- Isa Town Al Janoobi Mosque 5- Al Ghafran Mosque 6- Ammar ibn Yasser Mosque 7-Al Zubair ibn Al Awam Mosque 8-Mosque no.1852 9-Bilal ibn Rabah Mosque 10- Isa Town Al Shamali Mosque 11-AlRedwanMosque 12-Hassan Kadhem Mosque 13-Abi Dir Al Ghaffari 14-Abu Dilha Al Ansari Mosque 15-Ma’adh ibn Jabal Mosque 16-Abi ibn Kaab Mosque 17-Fatima Mosque 18-Ibrahim Al Khalil Mosque 19-Ma’aadh ibn Al Harith Mosque 20-A new mosque is being built near Al Hekma School	1-Ahl El Beit Mosque 2-Isa Town Mosque 3- Mosque no.755 4- Al Mahdi Mosque

Table 10 Worship places (Mosques) in Hamad Town

The Mosques allocated to the Sunni Sect	The Mosques allocated to the Shiite Sect
1-Sawda bint Za'ama roundabout 4	1-Fatimah Al Zahra'a roundabout 3
2-Al Khayr roundabout 5	2-Al Sayida Zainab (peace be upon her) roundabout 7
3-Al Rahman roundabout 1	3-Mirza Al Fardan roundabout 17
4-Zakiya Hassan Kamal roundabout 6	4-Al Montadar Mosque roundabout 22
5-Al Ozma roundabout 7	
6-Ajoor roundabout 10	
7-Shuhad'a Uhod roundabout 22	
8-no name roundabout 9	
9-Ramla bint Abu Sufyan roundabout 4	
10-Umm Salamah roundabout 7	
11-no name roundabout 13	
12-no name roundabout 15	
13-Abu Ayoub Al Ansari roundabout 18	
14-Azma'a Dat Al Netaqain oundabout 19	
15-Moawiya roundabout 21	
16-Fatimah bint Al Rasool roundabout 11	
17-no name roundabout 11	
18-Mohammed bin Jassim Kanoo roundabout 2	
19-no name roundabout 2	
20-Ahmed Al Dowaysan roundabout 1	

Table 11 Worship places (Mosques) in Arad

The Mosques allocated to the Sunni Sect	The Mosques allocated to the Shiite Sect
1-Khadija Mosque	1-Habib Al Maftah Mosque
2-Al Jameya Al Islamiya Mousque	2-Nasser Al Haq Mosque
3-1768 (there was no time to name it)	3-Ameer Al Moamenin Mosque
4-Al Farqan Mosque	4-Al Dira Mosque
5-Aqaba bin Nafa'a Mosque	5-Bade'a Mosque
6-AbdulRahman Al Zayani Mosque	6-Bint Al Woloof Mosque
7-Al Ajlan Mosque	
8-Halat Al Naeem Mosque	
9-Halat Al Sulta Mosque	
10-Khamis Al Khulafa Mosque	
11-Al Halaten Mosque	
12-Osama ibn Zaid Mosque	
13-Omar ibn Al Khatab Mosque	
14-Muharraq Club Mosque	
15-Imam Al Shafe'e Mosque	
16-Malik ibn Dinar Mosque	

SECTION FIVE

High-ranking public jobs occupied by members of the (Al Khalifa) Royal Family

Conclusions:

Table No. 14 illustrates that of 572 leading public posts covered in the report, 100 jobs are held by members of the Royal Family, representing 17% of the total. Still, the figures are conservative and would have been higher had five institutions provided full information. The establishments that failed to provide all details are:

- The National Guard
- The National Security
- The Financial Monitoring Court
- The Royal Court
- The Crown Prince Court

Likewise, the statistics increase in significance by acknowledging that members of Al Khalifa hold more than half of the posts of ministers and with rank of ministers. This segment occupies important posts such as governors of districts, heads of courts, president of the university and the Supreme Council for Women.

Table 12 Members of the Royal Family with the rank of Minister

Job	Royal Family	Total	%
Minister and in rank of Minister	24	47	51%

Table 13 Members of the Royal Family with the rank of Undersecretary

Job	Royal Family	Total	%
Undersecretary and in rank of Undersecretary	19	62	31%

Table No. 15 reveals that the representation of members of the Royal Family occupying high-ranking public jobs varies from 3% (University of Bahrain) to 60% (the Survey and Estate Registration). Plus, Al Khalifa members comprise a quarter of top positions at the Ministry of Defence and half of leading jobs at the ministries of Interior and Justice.

Table no. (Table 16) shows the post engaged by members of the Royal Family in the sports federations, serving as board chairmen of 19 federations and holding the post of

vice chairman in 10 of these federations. These members hold such posts either by appointment or internal elections, reflecting the influence they enjoy.

Table No. 17 provides additional details by listing names and high-ranking posts occupied by members of the Royal Family in the Kingdom of Bahrain.

Table 14 Allocation of high-ranking public posts occupied by members of the Royal Family by type of job

Job	Overall Total	Royal Family	%
With rank of Minister	47	24	51%
With rank of Undersecretary	61	18	30%
With rank of Assistant Undersecretary	47	8	17%
With rank of Assistant Director General	3	1	33%
With rank of Executive Director	5	0	0%
With rank of Director	286	30	10%
With rank of Secretary General	9	0	0%
With rank of Assistant Secretary General	6	0	0%
With rank of President of University	1	1	100%
With rank of Dean of University	10	0	0%
With rank of Governor of Governorate	5	3	60%
With rank of Deputy Governor of Governorate	4	1	25%
With rank of Chairperson of the Supreme Council for Women	1	1	100%
With rank of Deputy Chairperson of the Supreme Council for Women	1	1	100%
With rank of Ambassador	23	5	22%
With rank of Head of Court	3	2	67%
With rank of Undersecretary of Court	3	0	0%
With rank of General Prosecutor	1	1	1%
With rank of Judge	43	2	5%
With rank of Member of the Constitutional Court	6	0	0%
With rank of Member/Judge at the Laborers Court	7	0	0%
Total	572	100	17%

Table 15 Allocation of high-ranking public posts occupied by members of the Royal Family by institution

Ministry/Government Establishment	Overall total	Royal Family	%
Ministry of Information	18	3	17%
Ministry of Interior	30	15	50%
Ministry of Defence	28	7	25%
Ministry of Foreign Affairs	16	2	13%
State Ministry for Shura and Representatives Council	13	0	0%
Ministry of Commerce	16	1	6%
Ministry of Education	19	1	5%
Civil Services Bureau	12	3	25%
Central Informatics Organisation	10	2	20%
General Organization for Youth and Sports	8	3	38%
Supreme Council for Women	7	2	29%
Governorates	21	4	19%
General Organization for protection of Environment resources and wildlife	3	1	33%
Pension Funds Commission	11	1	9%
General Organisation for Social Insurance	4	2	50%
University of Bahrain	34	1	3%
Survey and Estate Registration	5	3	60%
Prime Minister Court	8	3	38%
Bahrain Monetary Agency	16	2	13%
Bahrain Centre for Studies and Research	15	0	0%
Ministry of Works and Housing	20	0	0%
Ministry of Islamic Affairs	6	2	33%
Ministry of Health	16	0	0%
Ministry of Industry	6	1	17%
Ministry of Justice, Courts and Judiciary	12	6	50%
Ministry of Labor and Social Affairs	14	2	14%
Ministry of Electricity and Water	20	3	15%
Ministry of Finance and National Economy	23	1	4%
Ministry of Transportation	14	4	29%
Ministry of Oil	9	2	22%
Ministry of Municipalities and agriculture	28	7	25%
Ministry of Cabinet Affairs	10	0	0%
Total	472	84	18%

**Table 16: Positions occupied by members of the Royal Family
at sports associations**

Serial No.	Associations	Name	Job
1	Bahrain Olympics Association	Shaikh Isa bin Rashid Al Khalifa	Board Chairman
2	Bahrain Olympics Association	Shaikh Fawaz bin Mohammed Khalifa Al Khalifa	Vice Chairman
3	Bahrain Football Association	Shaikh Salman bin Ibrahim Al Khalifa	Board Chairman
4	Bahrain Football Association	Shaikh Khalid bin Khalifa Al Khalifa	Vice Chairman
5	Bahrain Ping Pong Association	Shaikh Mohammed bin Ahmed Al Khalifa	Vice Chairman
6	Bahrain Athletics Association	Shaikh Ibrahim bin Abdulla Al Khalifa	Board Chairman
7	Bahrain Volleyball Association	Shaikh Abdulrahman bin Rashid Al Khalifa	Board Chairman
8	Bahrain Basketball Association	Shaikh Mohammed bin Abdulrahman Al Khalifa	Board Chairman
9	Bahrain Swimming Association	Shaikh Bader bin Mohammed Al Khalifa	Board Chairman
10	Bahrain Weightlifting and Bodybuilding Federation	Shaikh Abdulla bin Ahmed Mohammed Al Khalifa	Board Chairman
11	Bahrain Weightlifting and Bodybuilding Federation	Shaikh Salman bin Hamad bin Abdulla Al Khalifa	Vice Chairman
12	Bahrain Bowling Association	Shaikh Ali bin Mohammed bin Rashid Al Khalifa	Board Chairman
13	Bahrain Tennis Federation	Shaikh Ahmed bin Mohammed Al Khalifa	Board Chairman
14	Bahrain Tennis Federation	Shaikh Mohammed bin Ali bin Rashid Al Khalifa	Vice Chairman
15	Royal Equestrian and Endurance Race	Shaikh Khalid bin Abdulla Al Khalifa	Board Chairman
16	Bahrain Snooker Association	Shaikh Abdulrahman bin Abdulla Al Khalifa	Board Chairman
17	Bahrain Motors Federation	Shaikh Tariq bin Mohammed Al Khalifa	Board Chairman
18	Bahrain Motors Federation	Shaikh Talal bin Mohammed Al Khalifa	Vice Chairman
19	Bahrain Disabled Sports Federation	Shaikh Duaij bin Khalifa Al Khalifa	Board Chairman
20	Bahrain Hurling Federation	Shaikh Ali bin Abdulla Al Khalifa	Board Chairman
21	Bahrain Hurling Federation	Shaikh Salman bin Khalid Al Khalifa	Vice Chairman
22	Bahrain Golf Association	Shaikh Abdulla bin Salman Al Khalifa	Board Chairman
23	Bahrain Self-Defence Association	Shaikh Mohammed bin Salman Abdulla Al Khalifa	Board Chairman
24	Bahrain Mind Sports Federaton	Shaikh Salman bin Attiyatallah Al Khalifa	Vice Chairman
25	Bahrain Marine Sports Federation	Shaikh Khalifa bin Abdulla Al Khalifa	Board Chairman
26	Bahrain Marine Sports Federation	Shaikh Mubarak bin Abdulla Al Khalifa	Vice Chairman
27	Bahrain Honing Pigeons Association	Shaikh Salman bin Mubarak Al Khalifa	Board Chairman
28	Bahrain Honing Pigeons Association	Shaikh Muta'ab bin Khalifa Al Khalifa	Vice Chairman
29	Bahrain Ping Pong Association	Shaikha Hayat bint Abdulaziz Al Khalifa	Board Chairman

Table 17: 100 High-ranking public posts occupied by members of the Royal Family

King of Bahrain and his Crown Prince

Shaikh Hamad bin Isa Al Khalifa	King of Bahrain	1
Shaikh Salman bin Hamad Al Khalifa	Crown Prince and Commander-in-Chief of Bahrain Defence Force	2

Cabinet

Shaikh Khalifa bin Salman Al Khalifa	Prime Minister	3
Shaikh Abdulla bin Khalid Al Khalifa	Deputy Prime Minister and Minister of Islamic Affairs	4
Shaikh Mohammed bin Mubarak Al Khalifa	Deputy Prime Minister and Minister of Foreign Affairs	5
Shaikh Isa bin Ali Al Khalifa	Minister of Oil	6
Shaikh Abdulla bin Salman Al Khalifa	Minister of Electricity and Water	7
Shaikh Abdulla bin Khalid Al Khalifa	Minister of Islamic Affairs	8
Shaikh Mohammed bin Mubarak Al Khalifa	Minister of Foreign Affairs	9
Shaikh Ali bin Khalifa	Minister of Transport	10
Shaikh Khalifa bin Ahmed Al Khalifa	Minister of Defence	11
Shaikh Mohammed bin Khalifa Al Khalifa	Minister of Interior	12

Prime Minister Court

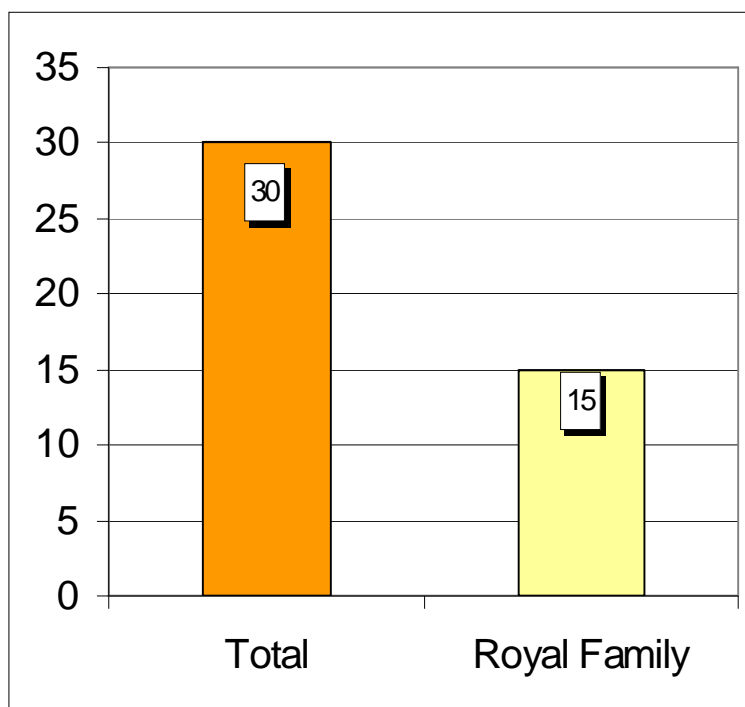
Shaikh Khalid bin Abdulla Al Khalifa	Minister of Prime Minister Court	13
Shaikh Isa bin Mubarak Al Khalifa	Administrative Director, with rank of Minister	14

Ministry of Interior (Shaikh Mohammed bin Khalifa Al Khalifa serves as Minister)

Shaikh Ibrahim bin Mohammed Al Khalifa	Advisor General, with rank of Minister	15
Shaikh Abdulaziz bin Attiyatallah Al Khalifa	Head of National Security Bureau, with rank of Minister	16
Shaikh Ahmed bin Attityallah Al Khalifa	Central Informatics Organisation, with rank of Undersecretary	17
Shaikh Duaij bin Khalifa Al Khalifa	Interior Undersecretary, with rank of Undersecretary	18
Shaikh Rashid bin Khalifa Al Khalifa	Interior Undersecretary for Immigration Affairs	19
Shaikh Sabah bin Duaij Al Khalifa	Director General of the General Directorate	20
Shaikh Salman bin Mohmed Ali Al Khalifa	Security Director Of King Fahad Causeway	21

Shaikh Isa bin Khalifa Al Khalifa	Acting Director of Ports in the Directorate of Immigration and Passports	22
Shaikh Duaij bin Khalifa Al Khalifa	Director General of the Traffic General Directorate	23
Shaikh Salman bin Mohammed Ali Al Khalifa	With rank of Director	24
Shaikh Abdulrahman bin Rashid Al Khalifa	Director of Civil Defence and Firefighting Directorate	25
Shaikh Khalid bin Abdulla Al Khalifa	With rank of Director	26
Shaikh Khalifa bin Hassan Al Khalifa	With rank of Director	27
Shaikh Khalifa bin Sultan Al Khalifa	Security Director of the Southern district	28

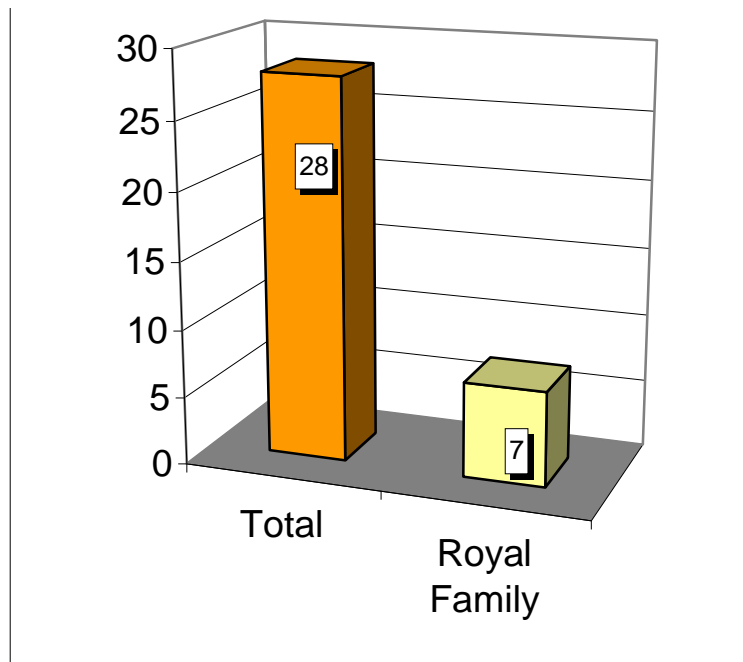
Figure 5 High-ranking posts occupied by the Royal Family in Ministry of Interior



Ministry of Defence (Shaikh Khalifa bin Ahmed Al Khalifa serves as Minister)

Shaikh Mohammed bin Abdulla Khalid Al Khalifa	Defence Undersecretary	29
Shaikh Mohammed bin Abdulla Hamad Al Khalifa	Defence Assistant Undersecretary for Administration	30
Shaikh Rashid bin Abdulla Khalifa	Commander of Medical Services, with rank of Director General	31
Shaikh Ahmed bin Mohammed bin Ali Al Khalifa	Assistant Chief of Staff for operations and human power, with rank of Assistant Director General	32
Shaikh Ali bin Rashid Al Khalifa	With of Director	33
Shaikh Ali bin Abdulla bin Khalid Al Khalifa	Chief of Staff, with rank of Director	34

Figure 6 High-ranking posts occupied by the Royal Family in Ministry of Defence



Ministry of Justice, Courts and Judiciary

Shaikh Abdulrahman bin Jaber Al Khalifa	General Prosecutor, with rank of Minister	35
Shaikh Abdulrahman bin Mohamed Al Khalifa	Head of Cassation Court, with rank of Minister	36
Shaikh Khalifa bin Rashid Al Khalifa	Head of Supreme Appeal Court	37
Shaikh Salman Al Khalifa	Judge of Ministry of Justice, Courts and Judiciary	38
Shaikh Mohammed bin Ali Al Khalifa	Judge of Ministry of Justice, Courts and Judiciary	39
Shaikh Khalifa bin Rashid Al Khalifa	With rank of Director	40

Ministry of Oil (Shaikh Isa bin Ali Al Khalifa Minister of Oil)

Shaikh Tariq bin Mohammed bin Mubarak Al Khalifa	Director of Petroleum Gas	41
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Ministry of Electricity and Water (Shaikh Abdulla bin Salman Al Khalifa serves as Minister)

Shaikh Nawaf bin Ibrahim Al Khalifa	Assistant Undersecretary for Administration and Financial Affairs	42
Shaikh Abdulla bin Khalid Al Khalifa	Director of Employees Affairs and Training Directorate	43

Ministry of Islamic Affairs (Shaikh Abdulla bin Khalid Al Khalifa serves as Minister)

Shaikh Khalifa bin Hamad Al Khalifa	Undersecretary	44
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Ministry of Foreign Affairs (Shaikh Mohammed bin Mubarak Al Khalifa serves as Minister)

Shaikh Abdulaziz bin Mubarak Al Khalifa	Assistant Undersecretary for Coordination and Follow-up	45
Shaikh Khalid bin Salman bin Ahmed Al Khalifa	Bahrain's Ambassador to Morocco	46
Shaikh Ahmed bin Khalifa bin Salman Al Khalifa	Bahrain's Ambassador to United Arab Emirates	47
Shaikha Haya bint Rashid Al Khalifa	Bahrain's Ambassador to France	48
Shaikh Khalid bin Ahmed Al Khalifa	Bahrain's Ambassador to UK	49
Shaikh Khalifa bin Ali Al Khalifa	Bahrain's Ambassador to USA	50

Ministry of Transport (Shaikh Ali bin Khalifa Al Khalifa serves as Minister)

Shaikh Mohammed bin Khalifa Al Khalifa	Undersecretary	51
Shaikh Hesham bin Abdulaziz Al Khalifa	Assistant Undersecretary for Airport Services	52
Shaikh Bader bin Khalifa Al Khalifa	Director of Postal Directorate	53

Ministry of Municipalities and Agriculture

Shaikh Khalid bin Rashid Al Khalifa	Director General of Southern Municipal district, with rank of Undersecretary	54
Shaikh Mohammed bin Abdulwahab Al Khalifa	Director of Husbandry Resources Directorate	55
Shaikh Abdulla bin Abdulwahab Al Khalifa	Director of Administrative and Financial Services in the Southern Municipal District	56
Shaikh Salman bin Ali Al Khalifa	Director of Administrative and Financial Services in the Central Municipal District	57
Shaikh Khalifa bin Isa Al Khalifa	Director of Administrative and Financial Services in Muharraq Municipal District	58
Eng. Shaikh Mohammed bin Ahmed Al Khalifa	Director of Technical Services in the Directorate of Manama Municipality District	59

Ministry of Finance and National Economy

Shaikh Ibrahim bin Khalifa Al Khalifa	Undersecretary	60
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Ministry of Labour and Social Affairs

Shaikh Abdulrahman bin Abdulla Al Khalifa	Undersecretary	61
Shaikha Hind bint Salman Al Khalifa	Assistant Undersecretary for Social Affairs	62

Ministry of Information

Shaikha May bint Mohammed bin Ibrahim Al Khalifa	Assistant Undersecretary for Culture and National Heritage	63
Shaikha Khalifa bin Abdulla bin Mohammed Al Khalifa	Assistant Undersecretary for Foreign Media Directorate	64
Shaikha Nayla bint Ali Al Khalifa	Director of Archaeology and Heritage Directorate	65

Ministry of Commerce

Shaikh Tariq bin Mohammed bin Mubarak Al Khalifa	With rank of Assistant Undersecretary	66
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Ministry of Industry

Shaikh Hesham bin Mohammed bin Khalifa Al Khalifa	Director of Industrial Projects and Investment Directorate, with rank of Assistant Undersecretary	67
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Ministry of Education

Shaikha Lulwa bint Khalifa Al Khalifa	Director of Curriculum Directorate	68
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Central Informatics Organisation

Shaikh Mohammed bin Attiyatallah Al Khalifa	Head of Central Informatics Organisation, with rank of Minister	69
Shaikh Ahmed bin Attiyatallah Al Khalifa	Undersecretary of Central Informatics Organisation	70

Civil Services Bureau

Shaikh Abdulla bin Khalifa bin Mohammed Al Khalifa	Chairman of Civil Services Bureau	71
Shaikh Sabah bin Salman Al Khalifa	Director of Employment and Employees' Housing Directorate	72
Shaikh Rashid bin Salman Al Khalifa	Director of Regulation and Manpower	73

General Organisation for Youth and Sports

Shaikh Fawaz bin Mohammed Al Khalifa	Chairman of General Organisation for Youth and Sports, with rank of Minister	74
Shaikh Salman bin Isa Al Khalifa	Director General of General Organisation for Youth and Sports, with rank of Undersecretary	75
Shaikh Salman bin Ibrahim Al Khalifa	With rank of Director	76

Bahrain Monetary Agency

Shaikh Ahmed bin Mohammed bin Hamad Al Khalifa	Governor of Bahrain Monetary Agency	77
Shaikh Salman bin Khalifa Al Khalifa	Director of Banking Services Directorate	78

General Organisation for Marine, Environment and Wildlife Protection

Shaikh Abdulla bin Hamad Al Khalifa	Chairman with rank of Minister	79
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Survey and Estate Registration

Shaikh Salman bin Abdulla Al Khalifa	Chairman with rank of Minister	80
Shaikh Mohammed bin Khalifa bin Abdulla Al Khalifa	Acting Director of Administration and Financial Affairs Directorate	81
Shaikh Abdulrahman bin Ali bin Khalifa Al Khalifa	Acting Director of Registration and Follow-up Directorate	82

Pension Fund Commission

Shaikh Duaij bin Khalifa Al Khalifa	Acting Director of Investment Directorate	83
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General Organisation for Social Insurance

Shaikh Isa bin Ibrahim Al Khalifa	Director General, with rank of Minister	84
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University of Bahrain

Dr. Shaikha Mariam bint Hassan Al Khalifa	President	85
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National Guard (full information is not available)

Shaikh Mohammed bin Isa Al Khalifa	Commander of the National Guard, with rank of Minister	86
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Governorates

Central Governorate	Shaikh Abdulrahman bin Saqr Al Khalifa	Governor	87
Capital Governorate	Shaikh Humoud bin Abdulla Al Khalifa	Governor	88
Southern Governorate	Shaikh Abdulla bin Hamad Al Khalifa	Governor	89
Northern Governorate	Shaikh Rashid bin Abdulaziz Al Khalifa	Deputy Governor	90

The Royal Court (full information is not available)

Shaikh Khalid bin Mohammed Al Khalifa	With rank of Minister	91
Shaikh Ali bin Isa Al Khalifa	With rank of Minister, Advisor to the Court	92
Shaikh Mohammed bin Khalid bin Mohammed Al Khalifa	Royal Court Undersecretary for General Affairs	93
Shaikh Duaij bin Hamad Al Khalifa	Royal Court Undersecretary for Administration Affairs	94

Supreme Council for Women (Shaikha Sabeeka bint Ibrahim is the Chairwoman)

Dr. Shaikha Mariam bint Hassan Al Khalifa	Vice Chairwoman of the Supreme Council for Women	95
Shaikha Tafla bint Mohammed Al Khalifa	Member in the Supreme Council for Women	96
Shaikh Hind bin Salman Al Khalifa	Member in the Supreme Council for Women	97

Supreme Council for Youth and Sports

Shaikh Isa bin Rashid Al Khalifa	With rank of Minister	98
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Shura Council

Dr. Shaikh Khalid bin Khalifa bin Duaij Al Khalifa	Appointed member in the Shura Council	99
Dr. Shaikh Ali bin Abdulla bin Khalid Al Khalifa	Appointed member in the Shura Council	100
Shaikh Fahad bin Ahmed bin Rashid Al Khalifa	Appointed member in the Shura Council	101