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Existance of Bahraini Women in
Government
by
Hanan Hassan Al-Khalifa

Public Administration 591
Professor A.W. McEacharn
December 7, 1980

CENTRE FOR ARAB GULF STUDIES
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by

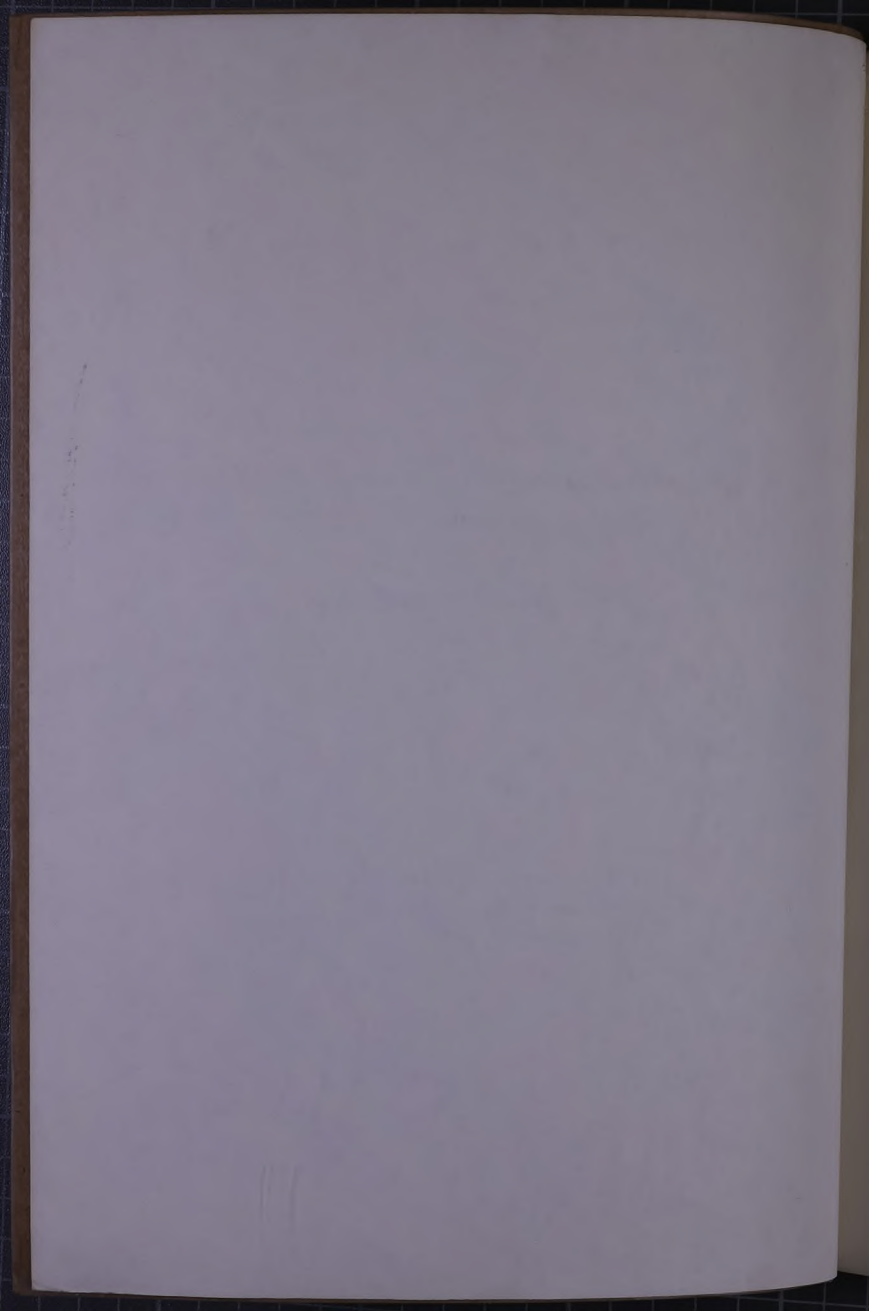
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"A"
THIS IS THE ONLY COPY I HAVE
YOU CAN FIND YOU SHOULD BE AWARE OF
IT EARLY.



Introduction-

Being a woman in my society is a very frustrating situation. My parents were disappointed that their first-born child was a girl. I felt blamed, as if I had the option of choosing my own sex. Since birth, emphasis has been placed on the differences between the sexes. Women in my society are constantly being reminded of these differences in every situation. I have nothing against anyone; however, I do pity myself and all women who suffer in the same situation.

Specifically, the major problem I am presenting is the existence of some barriers which destroy the chances of women being promoted to different levels within Bahrain's government. I based this theory on the following questions and discussions:

Question #1: What is a woman's right in Islam?

Al-Quazzaz's said in his book The Arab World:

There is not basis in Islam for the subjugation of women or their relegation to a secondary role. All Muslims, male or female, were advised by the Prophet Mohammed to "seek knowledge, even in chains." Modern Muslims interpret this to mean equal opportunities for both sexes to participate in all the learning experiences the Twentieth Century offers.¹

Nonetheless, very few families will give their daughters their rights to learn, because they feel that women were to be wives and good housekeepers.

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Question #2: Did tradition exist, and if so, who practiced it?

In his book Arab Today, Carmichael asked this question and answered:

The family remains the center of traditionalism, making its own framework and the freedom of the big World outside, in which a woman can, indeed, rise to prominence--in medicine, the law, government, or business--a natural source of inner turmoil.²

I agree with the author in that the rigid family structure is the main root for this traditionalism.

Question # 3: How do women respond in this situation?

I was able to observe the first movement of Bahraini women in September, 1972, when the first national nomination and election process began, shortly after Bahrain became independent from England. The first article passed by the Constitutional Assembly (Law # 13/1972, which restricted voting eligibility to males only) created quite a furor among the women's elite groups.³

In November 1972, some women representatives applied to the Ministry of Labor and Social Affairs for a permit allowing women's societies to collect signatures on a petition that would be presented to the Government of Bahrain. When the Ministry refused, the representatives then collected some signatures on their own--from women's societies, some

Question 111 and 112 (continued) and 113 and 114

Question 115

Question 116 and 117 (continued) and 118 and 119

Question 120

The Family Council of the United States is a non-profit organization which has been organized to help the family in its various phases. It is a national organization which has been organized to help the family in its various phases. It is a national organization which has been organized to help the family in its various phases.

Question 121 and 122 (continued) and 123 and 124

Question 125 and 126 (continued) and 127 and 128

Question 129 and 130 (continued) and 131 and 132

Question 133

Question 134 and 135 (continued) and 136 and 137

Question 138 and 139 (continued) and 140 and 141

Question 142 and 143 (continued) and 144 and 145

Question 146 and 147 (continued) and 148 and 149

Question 150 and 151 (continued) and 152 and 153

Question 154 and 155 (continued) and 156 and 157

Question 158 and 159 (continued) and 160 and 161

Question 162 and 163 (continued) and 164 and 165

Question 166 and 167 (continued) and 168 and 169

Question 170 and 171 (continued) and 172 and 173

Question 174 and 175 (continued) and 176 and 177

Question 178 and 179 (continued) and 180 and 181

Question 182 and 183 (continued) and 184 and 185

clubs, associations, and individuals. This petition was presented to the Ruler at his office at the Government House in Manaman. He expressed sympathy for their cause, but nothing actually came of it. So this was the only evidence that the women of Bahrain had attempted to be an outspoken segment of the population, so that they might participate in the march toward progress; however, they were ignored.

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subject actually says of it. The
fact the woman of course had attended
regard of the position. It was
in the last of the papers. The

Hypothesis-

"As the level of grade increases, existence of women decreases."

Measurements-

- I. Income (salary and wages)
- II. Education
- III. Job Levels

I. The Income-

Bahraini make very low wages according to the non-Bahraini who work in Government. So if we divide these data into three groups, we see that:

- 1- Arab's earnings = 247 B.D. as an average monthly income
- 2- Asian's earnings = 176 B.D. " " " " "
- 3- American's earnings = 903 B.D. as an " " "

From this data Bahrainis earn only 171 B.D., which is only 19% of total government earnings. According to the women of the Government, we see that although women make up only 29% of the employees, their monthly earnings tend to be higher than men's because most of them are professionals.

Men	11,189	---	average of monthly income	=	169 B.D.
Women	4,553	---	" " " " "	=	178 B.D.
All Bahrainis	15,742	--	" " " " "	=	171 B.D.

The first part of the report deals with the general situation of the country and the progress of the work done during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the staff members who have been engaged in the work.

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II. Education-

I was unable to get any data for education from the Directorate of Statistics about Government employees. The only data I have was about the primary school through the secondary school in 1978. Interestingly, I found this data to have an impact on my hypothesis, because children begin primary school when they are seven years old. Also there are more total numbers in school for boys than for girls. I found out that the enrollment for boys at the primary level is 56% compared to 44% for girls. However, at the end of the formal educational process which is twelve years from primary through graduation from secondary or high school, the level is 46% for boys versus 54% for girls.

56% boys	<u>12 years of learning process</u>	46% boys
44% girls		54% girls
input		output

I'll assume that most of the fourteen- or fifteen-year-old boys drop out of school looking for jobs. On the other hand, girls in this age bracket will still be in school. It must be emphasized that in this situation, most of their

The results of the study are as follows:

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 10. The results of the study are as follows:

families won't allow their young girls to drop out of school to seek employment.

III. The Job Levels-

I will classify the data into three groups:

The first group is for all Bahraini men and women in the government; I found out that there are 71% men to 29% women in different levels in the nineteen government agencies. This roughly breaks down to seven men and three women in each group of ten Bahraini. (Table I)

The second group represents the Professional level in the Government's grades. For Grade Six and above, there are 63% men to 37% women. The number of women in this level has increased to more than one third of the total of the group. (Table II)

The third group is the managerial level, in which we find that there are 9% women to 91% men. Although Bahrain has fourteen grades in the Government, there is only one woman in Grade Twelve and three in Grade Eleven! That simply means that in every ten people in the managerial level there is only one woman. The actual number for Bahraini men is 239 to 23 women. (Table III)

I obtained this data from the Annual Report of "The Working Force in Bahrain Government". This data was collected by the Directorate of Statistics, under the requisite from

the Manpower Section in the Ministry of Labor and Social Affairs.

Sampling of this data was according to the existence of each set and grade levels in the Bahrain Government. (Again I must emphasize that no data was allowed from two major ministries, the Interior and the Bahraini Military Force. Also, non-Bahraini were eliminated from my sample.)

In trying to analyze the data I found that there is one Ministry where employees are equal in numbers according to sex. That was the Ministry of Education, where the ratio was 50%-50%. This is because educational jobs are considered "traditional" for women. Another reason is that Bahraini men prefer working in the private sector where they can earn much more than in the public sector. Also, they have much more freedom in terms of being full time teachers stuck with very outdated curriculum. However, according to the women, being a teacher is beneficial to her. First, her culture has taught her to prefer this kind of job. Second, she has around three months holiday in the summer which gives her time to take care of her husband or children, who are in the same holiday because of the school system. Third, there is a motivation to teach, because two years ago many Bahraini teachers left their jobs due to unusually low wages for efforts requiring thirty hours a week.



Furthermore, the average classroom in Bahraini schools are overcrowded because of lack of room. This is the major problem in the Bahraini educational system. There are always more students than the school can accommodate, because the Ministry of Education can't afford to build new schools.

Therefore teachers felt very discriminated against, and in 1978 more than two hundred teachers quit their jobs. The Government was alarmed to the point of providing teaching incentives in order to save the system.

In looking at the figures for the Ministry of Health, we see that 45% of all workers are women. This again describes a kind of the "traditional women's job". A more precise figure is a total of 1180 women to 1457 men in this group.

The other group is the Ministry of Labor and Social Affairs, an agency comprised of social workers dealing with the social and labor problems of the country. There women make up 44% of the total.

These are the main ministries where we can find that there are 44% or more of Bahrain's women working in the Government (and I'm still not including non-Bahraini in my data).

government. The average citizen is always ready
 to understand the needs of his own country. This is the main
 reason in the Federal government. There are always
 people who think that the Federal government is
 merely a collection of selfish interests. This is
 entirely wrong. The Federal government is a
 single entity with a single purpose. It is
 the government of the people and for the people.
 It is the government of the United States.
 It is the government of the world.
 It is the government of the future.
 It is the government of the present.
 It is the government of the past.
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There are three Ministries where women hold 5% or less of the positions. The first Ministry is Power and Water, which has only 156 women (5%) to 2930 men employees. The only reason I have to offer for the low percentage of female employees is that this Ministry deals with a lot of construction, such as building roads and distributing power and water. The few women in this Ministry are employed as clerical workers.

The other Agency is Jafferya and Sunnia WAQF*, where the employees are Bahraini men. There are no women or non-Bahraini, which is very unusual for any Bahraini Government Agency. However, there are seventeen women in the Ministry of Justice and Islamic Affairs, which amount to 4% of the total employees. (Fifteen women are in Grade One and two are in Grade Three, but they do exist!)

*WAQF refers to an agency that handles the estate of a Moslem who, if he should die, may choose to leave his property for the poor. In this case, the property cannot be bought or sold, and the money from its rental must go to the poor Moslems.

There are three principal ways in which
 the law is applied. The first is by the
 courts, which are the only bodies which
 have the power to enforce the law. The
 second is by the executive, which is
 responsible for the day-to-day
 administration of the law. The third
 is by the legislature, which is
 responsible for the making of laws.

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Conclusion-

1. Clearly there is 50% difference between men and women in the jobs occupied in the Government of Bahrain, because the lowest rate for men (which was in the Ministry of Education-50%) equals the highest rate for women in occupying these jobs.
2. There is some kind of discrimination for women in the Bahraini Government. I feel that until now a woman has been unable to get any explanation as to why she was kept at this level.
3. From analyzing the data, I believe that there are fewer chances for women than men. It is a kind of closed system in all circumstances. It appears that the women of Bahrain have a task cut out for them if they are to achieve a higher position in government.

Conclusion

1. It is clear from the above that the
 work in the past has been in the
 domain of the lower end of the
 in relation to the higher end of
 the scale.

2. There is now a need for a
 higher standard. It is not
 enough to get the work done
 the level.

3. It is suggested that a
 new standard for work should
 be set in all circumstances. It
 is suggested that the work
 should be done to the best of
 the ability of the worker.

Bahrain Government Agencies

1. Prime Ministry Office
2. Ministry of Development and Industry
3. Ministry of Education
4. Ministry of Finance and National Economy
5. Ministry of Foreign Affairs
6. Ministry of Health
7. Ministry of Justice and Islamic Affairs
8. Ministry of Labor and Social Affairs
9. Ministry of Commerce and Agriculture
10. Ministry of Information
11. Ministry of State for Legal Affairs
12. Ministry of State for Cabinet Affairs
13. Ministry of Transportation
14. Ministry of Works, Power and Water
15. Ministry of Housing
16. Civil Service Bureau
17. High Council of Youth and Sports
18. Jafferya and Sunnia WAQF
20. Other Agencies

THE SERIAL NUMBERS REFER TO THE VARIOUS MINISTRIES
AND ARE RELATED TO THE COMING TABLES.



TABLE I

Existence of Bahraini Men and Women in Each
Ministry and Their Percentages

	Men	Women	Total
1	11	1	12
2	462	45	507
3	2550	2507	5057
4	1452	115	1567
5	128	26	157
6	1457	1180	2637
7	383	17	400
8	150	134	284
9	409	54	463
10	281	133	414
11	15	8	23
12	80	21	101
13	674	48	722
14	2774	156	2930
15	165	73	238
16	102	13	115
17	38	9	47
18	35	0	35
19	23	13	36
<u>11189</u>	<u>4553</u>	<u>15742</u>	

Men%	Women%
92%	8%
91	9
50	50
93	7
83	17
55	45
96	4
53	44
88	12
68	32
65	35
73	21
93	7
95	5
69	31
89	11
81	19
100	-
64	36
<u>71%</u>	<u>29%</u>

TABLE II

Number of Grade Six and Above in Each Ministry

	Men	Women	Total	Men%	Women%	Total
	1	-	1	100	-	100
2	106	18	124	85	15	
3	1514	1677	3191	47	53	
4	372	21	393	95	5	
5	85	8	93	91	9	
6	260	168	428	61	39	
7	119	-	119	100	-	
8	75	55	130	58	42	
9	76	20	96	79	21	
10	92	18	110	84	16	
11	6	3	9	67	33	
12	35	6	41	85	15	
13	144	4	148	78	22	
14	421	29	450	94	6	
15	61	37	98	62	38	
16	42	5	47	89	11	
17	17	2	19	89	11	
18	18	-	18	100	-	
19	11	2	13	85	15	100
	3455	2073	5528	63%	37%	100%

TABLE I
 SUMMARY OF DATA FOR THE YEAR 1954

Year	Month	Value
1954	1	100
	2	105
	3	110
	4	115
	5	120
	6	125
	7	130
	8	135
	9	140
	10	145
	11	150
	12	155
1955	1	160
1956	1	165

Year	Month	Value
1954	1	100
	2	105
	3	110
	4	115
	5	120
	6	125
	7	130
	8	135
	9	140
	10	145
	11	150
	12	155
1955	1	160
1956	1	165

TABLE III

Number of Grade Ten and Above

	Men	Women	Total	Men%	Women%	Total%
1	1	0	1	100	-	100
2	8	0	8	100	-	
3	37	10	47	79	21	
4	19	-	19	100	-	
5	25	-	25	100	-	
6	60	11	71	85	15	
7	20	-	20	100	-	
8	6	-	6	100	-	
9	7	1	8	88	12	
10	5	-	5	100	-	
11	1	-	1	100	-	
12	3	-	3	100	-	
13	4	-	4	100	-	
14	34	1	35	97	3	
15	5	-	5	100	-	
16	3	-	3	100	-	
17	2	-	2	100	-	
18	2	-	2	100	-	
19	1	-	1	100	-	
	239	23	262	91%	9%	100%

TABLE 1. THE DATA OF THE SURVEY

Year	Area	Value	Year	Area	Value
1944		131	1	41	1
		431	2	31	2
	12	37	33	11	33
		610	41		41
		661	51		51
	51	28	61	11	61
		681	71		71
		691	81		81
	81	39	91		91
		701	101		101
		711	111		111
		721	121		121
		731	131		131
		741	141		141
		751	151		151
		761	161		161
		771	171		171
		781	181		181
		791	191		191
		801	201		201
		811	211		211
		821	221		221
		831	231		231
		841	241		241
		851	251		251
		861	261		261
		871	271		271
		881	281		281
		891	291		291
		901	301		301
		911	311		311
		921	321		321
		931	331		331
		941	341		341
		951	351		351
		961	361		361
		971	371		371
		981	381		381
		991	391		391
		1001	401		401
		1011	411		411
		1021	421		421
		1031	431		431
		1041	441		441
		1051	451		451
		1061	461		461
		1071	471		471
		1081	481		481
		1091	491		491
		1101	501		501
		1111	511		511
		1121	521		521
		1131	531		531
		1141	541		541
		1151	551		551
		1161	561		561
		1171	571		571
		1181	581		581
		1191	591		591
		1201	601		601
		1211	611		611
		1221	621		621
		1231	631		631
		1241	641		641
		1251	651		651
		1261	661		661
		1271	671		671
		1281	681		681
		1291	691		691
		1301	701		701
		1311	711		711
		1321	721		721
		1331	731		731
		1341	741		741
		1351	751		751
		1361	761		761
		1371	771		771
		1381	781		781
		1391	791		791
		1401	801		801
		1411	811		811
		1421	821		821
		1431	831		831
		1441	841		841
		1451	851		851
		1461	861		861
		1471	871		871
		1481	881		881
		1491	891		891
		1501	901		901
		1511	911		911
		1521	921		921
		1531	931		931
		1541	941		941
		1551	951		951
		1561	961		961
		1571	971		971
		1581	981		981
		1591	991		991
		1601	1001		1001

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RESOLUTIONS

Resolved, That the Board of Directors be authorized to execute any and all contracts, leases, agreements, and other instruments which may be necessary or proper for the carrying on of the business of the Corporation, and to do all things which may be required to carry out the same.

Resolved, That the Board of Directors be authorized to borrow money from time to time, and to execute any and all contracts, mortgages, deeds, and other instruments which may be necessary or proper for the carrying on of the business of the Corporation, and to do all things which may be required to carry out the same.

Resolved, That the Board of Directors be authorized to sell, lease, or otherwise dispose of any and all real or personal property of the Corporation, and to execute any and all contracts, mortgages, deeds, and other instruments which may be necessary or proper for the carrying on of the business of the Corporation, and to do all things which may be required to carry out the same.

Resolved, That the Board of Directors be authorized to pay any and all debts and liabilities of the Corporation, and to execute any and all contracts, mortgages, deeds, and other instruments which may be necessary or proper for the carrying on of the business of the Corporation, and to do all things which may be required to carry out the same.

Resolved, That the Board of Directors be authorized to do all things which may be necessary or proper for the carrying on of the business of the Corporation, and to execute any and all contracts, mortgages, deeds, and other instruments which may be necessary or proper for the carrying on of the business of the Corporation, and to do all things which may be required to carry out the same.

