

**IMMEDIATE / BY FAX / POST**

No.Z-11025/157/2008-Emig.  
Government of India  
Ministry of Overseas Indian Affairs  
Emigration Section

Akbar Bhawan, Chanakyapuri,  
New Delhi: 28.07.2008

To

All RA Associations (As per list attached)

Subject:

Labour Market Reforms in the Kingdom of Bahrain.

Sir,

I am directed to enclose a copy of this Ministry's letter No.260/US(EP-I)/OIA/2008 dated 16.07.2008 along with its enclosures on the above subject for information and necessary action.

Yours faithfully,

  
(R.C.Meena)

Under Secretary to the Government of India  
Tele: 26874236

Ministry of Overseas Indian Affairs  
(EP-I Division)



Subject: Labour Market Reforms in the Kingdom of Bahrain.

The Ambassador of India, Bahrain has intimated about the Labour Market Reforms, currently underway in the Kingdom of Bahrain. The Government of Bahrain had declared a general amnesty for illegal employees in Bahrain and under this Scheme, 7435 Indian nationals left Bahrain without payment of fines and nearly 22,000 got their residence permits regularized/ renewed. With effect from 01.07.2008, the Work Visa would be issued by Labour Market Regulatory Authority (LMRA), an Organization tasked with the implementation of Reforms. However, since the household Service Workers do not come under the purview of Labour Laws, the Work Visa for them would continue to be issued by the Ministry of Labour. LMRA has also created the facility for online verification of the genuineness of the Work Permit / Visa of prospective employees in their Web-Site. A copy of D.O. letter No. BAH/LAB/415/519/08 dated 17<sup>th</sup> June, 2008 received from Ambassador of India, Bahrain is enclosed.

2. It is requested that the contents of the Ambassador's letter may be circulated to all POEs and major RA Associations for their information and necessary action.

(BABU CHERIAN)  
Under Secretary (EP-I)  
Ph. : 91-011-24121528

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Ministry of Overseas Indian Affairs

MOIA I.D. No. 260/ US (EP-I) / OIA/ 2008 Dated 16.07.2008

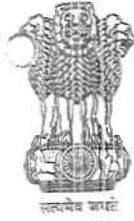
Copy for information to:

Chief Secretaries of All State Governments

Director (Foreigners Division), MHA  
(Attention Shri B.V. Gopinath)

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No.BAH/LAB/415/519/08

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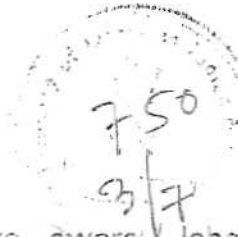


भारतीय राजदूत, बहरीन  
Ambassador of India, Bahrain

June 17, 2008



Dear Sir,



As you are aware, labour market reforms are currently underway in the Kingdom of Bahrain. As a first step in the on-going reforms, the Government of Bahrain had declared a general amnesty from 1<sup>st</sup> August 2007 to 31<sup>st</sup> January 2008 to enable illegal employees in Bahrain to leave Bahrain without payment of fines or imprisonment or to legalise their status. Under this amnesty, 7,435 Indian nationals left Bahrain and nearly 22,000 Indian nationals got their residence permits regularised/renewed.

Handwritten notes: 1645/IS(FS)/OLA/08, 2/7

2. As a subsequent step in the labour market reforms, the responsibility for issuing work permits to employers has been transferred from the Ministry of Labour to the Labour Market Regulatory Authority (LMRA), an organization tasked with the implementation of the reforms. Accordingly, with effect from 1<sup>st</sup> July 2008, the work visas would be issued by LMRA. In fact, LMRA has already started issuing work visas in respect of Government organizations from 1<sup>st</sup> January 2008. Kindly note that since the household service workers do not come under the purview of Labour laws, the work visa for them would continue to be issued by the Ministry of Labour as before.

Handwritten notes: Urgent, Kindly put up on file

3. One of the important features of issue of work visas by LMRA is the facility for on-line verification of the genuineness of work permits/visas of prospective employees. All the relevant data can be accessed through e-services of the LMRA web-site ([www.lmra.bh](http://www.lmra.bh)).

4. On opening the above web site, there is a link to on-line e-Services. On clicking the 'Go' button at the bottom of the link, there are three options available :

(i) Central Population Registration Number :

Enter Worker's Central Population Registration (CPR) card number which is the national ID card in Bahrain, This will show the legality of a foreign worker in Bahrain.

Handwritten note: IS(EP-I)

(ii) **Work Visa number**

Enter the number of work visa issued by LMRA which appears on upper part of the visa. This will show the validity of a work visa issued by LMRA.

(iii) **Application ID**

*Employers can trace applications submitted by them to LMRA for issue of work visa. Every application has a unique number.*

5. On entering the relevant data in any one of the boxes, complete details such as photograph of the prospective employee, his passport details, name of the employer and his occupation can be seen. This would enable the prospective employee to cross-check (i) the type of visa, (ii) whether the job description matches with the requisite one, and (iii) tally the passport particulars etc. This will avoid problems earlier associated with discrepancy and ambiguity in terms and conditions of employment and purpose/type of visa.

6. For your ready perusal, I am enclosing a copy of the work visa issued by the LMRA to one of the Indian nationals. Also enclosed are the details, including photograph, available on the LMRA's web-site, downloaded by us.

7. The availability of the information on-line in respect of prospective employees from India can be an important tool in the hands of our authorities such as Immigration, POEs, RPOs etc. to not only check and curb malpractices but would also enable them to make necessary verifications easily without resorting to time-consuming correspondence with Missions and other authorities. Similarly, Immigration authorities in India would be able to verify the documents on-line at the points of exit not only in the case of ECR (Emigration Check Required) categories but also in the case ECNR (Emigration Check Not Required) categories.

8. I would like to propose the following:

(i) It is necessary that the Ministry of Overseas Indian Affairs suitably brief the concerned authorities and agencies, including the State Governments, POEs, Immigration Offices, RPOs etc. about the new work visa system being introduced by the Government of Bahrain with effect from

1<sup>st</sup> July 2008. At the same time, these authorities/agencies would need to provide their concerned officials computers with internet connections, etc. to facilitate their task and make optimum use of the information available on-line.

(ii) We need to give adequate publicity in India in different languages – both through print and electronic media – about the new recruitment procedure in Bahrain with effect from 1<sup>st</sup> July 2008 and of the availability of the information on-line to enable the prospective employees to verify the type and genuineness of his visa, nature of work, name of the sponsor etc. This would help curtail exploitation by unscrupulous recruitment agents. It may be emphasized that this new recruitment system would not be applicable to household service workers for whom the process will be same as before.

Warm regards,

Yours sincerely,

  
( Balkrishna Shetty )

✓  
Shri G.Gurucharan,  
Joint Secretary,  
Ministry of Overseas Indian Affairs,  
New Delhi

Copy to : Shri Sanjay Singh, AS(GD/Haj), MEA, New Delhi

**Work Visa Details**



**Work Visa is Valid**

Work Visa No. : 4007471

Expatriate's Name : ABDUL RASHEED BELLARE S/O ABDUL KADER

Expatriate's Name - Arabic :

Nationality : INDIA

Gender : Male

Passport No. : G4731921

Issue Date : 21-08-2007

Expiry Date : 20-08-2017

Place of Issue : BANGALORE

Employer's Name : JAFFERYA ENDOWMENT DIRECTORATE

Occupation : WORKER