EMPLOYMENT PRACTICE / SDG 8.2.1

Paying All Staff a Living Wage

Fair-Remuneration Commitment and 2025 Living-Wage Assessment | University of Bahrain

Executive Summary

The University of Bahrain assesses wage adequacy for 2025 through a transparent institutional approach grounded in Bahrain's regulated public-sector remuneration framework and current, verifiable reference points. Bahrain does not currently prescribe a generally applicable statutory living wage or publish an official financial-poverty threshold specifically defined for a four-person household. In this context, the University uses the current statutory four-person social-assistance amount as its primary national basic-needs assessment reference and retains the World Bank's June 2025 poverty-line framework only as supplementary international context. All comparisons are expressed in hourly terms for THE Sustainability Impact Ratings 2027.

Key evidence for 2025

- Primary national assessment reference: Article 9 of Social Security Law No. 18 of 2006, as replaced by Law No. 32 of 2021, sets the minimum monthly social-assistance amount at BHD 132 for a two-person household plus BHD 28 for each additional household member. For a four-person household this produces a current statutory amount of BHD 188 per month, equivalent to approximately BHD 1.08 per hour using a conservative 40-hour working week. The University uses this amount as the most directly applicable current official household-size-based national basic-needs reference identified for the assessment. It is not presented as a statutory living wage or an official poverty threshold.
- International context: the World Bank's June 2025 update sets the poverty line typical of upper-middle-income economies at 8.30 international dollars per person per day in 2021 PPP terms. For a four-person household this equals approximately 1,009.8 international dollars per month. Using the World Bank's Bahrain household-consumption PPP conversion factor of approximately 0.18 BHD per international dollar gives an illustrative equivalent of about BHD 182 per month, or BHD 1.05 per hour. This comparator is used only as international context; it is not a Bahrain national poverty line and Bahrain is not classified as an upper-middle-income economy.
- 2025 workforce result: University of Bahrain Human Resources records show 1,198 full-time direct employees, comprising 680 academic and 518 administrative employees. The lowest identified administrative basic salary is BHD 384 per month, approximately BHD 2.22 per hour. The official Higher Education Salary Schedule begins at BHD 618 per month, approximately BHD 3.57 per hour, for H1-Step 1. Both salary floors exceed the BHD 188 Bahrain household reference and the illustrative World Bank comparator before recurring allowances are added.
- Recurring remuneration: eligible employees also receive statutory recurring benefits under the Civil Service framework, including social allowance, cost-of-living support and transport allowance where applicable. Decision No. 45 of 2023 sets the cost-of-living allowance at BHD 85 or BHD 100 per month for eligible employee groups. These recurring benefits provide an additional margin above the basic-salary comparisons reported here.
- Institutional commitment: Policy UOB-GDAS-PO-005, approved by the University Council on 6 November 2025 under Decision 603/4/2025, expressly promotes fairness and equality in wages and opportunities. The policy also identifies the Civil Service Law No. 48 of 2010, its Executive Regulations issued under Decision No. 51 of 2012, and the salary and employment-benefits regulations issued under Decision No. 77 of 2013 among its related governing documents.
- Public evidence: the University maintains a public SDG 8 sustainability page. The institutional policy, Bahrain legislation and World Bank sources supporting this assessment are publicly accessible through the University of Bahrain, the Legislation and Legal Opinion Commission and the World Bank.

1. Institutional Commitment and 2025 Assessment Position

The formal University policy basis for this assessment is UOB-GDAS-PO-005, approved by the University Council on 6 November 2025 under Decision 603/4/2025. Its stated purpose includes promoting fairness and equality in wages and opportunities, and its scope covers academic and administrative employees. This provides an approved institutional basis for reviewing wage adequacy under SDG 8.2.1.

> The remuneration framework is governed by Civil Service Law No. 48 of 2010, its Executive Regulations issued under Decision No. 51 of 2012, and the Civil Service Salaries and Employment Benefits Regulations issued under Decision No. 77 of 2013, as amended, together with the applicable higher-education and University regulations. These instruments establish the statutory framework for appointment, salary placement, grades, recurring allowances, employment benefits and eligibility controls.

The assessment covers the University's full-time direct workforce of 1,198 employees. It compares the lowest identified basic salary in the administrative group and the official minimum point of the higher-education salary schedule with the selected household reference points. Recurring statutory allowances are then presented as additional remuneration. Irregular payments, reimbursements and one-off awards are not required to demonstrate the result reported here.

2. Benchmark and Hourly Comparison Framework

THE Sustainability Impact Ratings 2027 defines the living-wage indicator by reference to the local living wage where government defines one, or otherwise the local financial-poverty indicator for a family of four, expressed as an hourly wage. Bahrain does not currently publish a statutory national living wage or an official four-person financial-poverty threshold. The University therefore applies a transparent institutional wage-adequacy assessment using the current statutory four-person social-assistance amount as the primary national basic-needs reference because it is an official, current, household-size-based monetary measure. The World Bank comparator is retained only as supplementary international context. Neither measure is represented as a statutory Bahrain living wage.

Reference	Published amount / period	Role in assessment	Public source
Bahrain Social Security Law, Article 9	BHD 188/month for four persons; ≈ BHD 1.08/hour	Primary national basic-needs reference; official and current. Not a statutory living wage or poverty line.	LLOC
World Bank, June 2025 poverty-line framework	USD 8.30/person/day; illustrative family-of-four equivalent ≈ BHD 182/month (≈ BHD 1.05/hour)	International context only; not a Bahrain benchmark.	World Bank
University of Bahrain 2025 salary evidence	Admin: BHD 384/month (BHD 2.22/hour); academic schedule: BHD 618/month (BHD 3.57/hour)	Salary evidence: all assessed staff exceed the primary national reference before allowances.	UOB HR

Table 1. Benchmark framework for the 2025 assessment. Hourly equivalents use 173.33 hours per month (40 hours x 52 weeks / 12 months). The 40-hour basis is conservative for comparison purposes; where an approved administrative schedule is shorter, the corresponding hourly salary is higher.

Legal currency of the Bahrain reference: Law No. 18 of 2006 has three registered amendments. Article 9 was replaced by Law No. 32 of 2021. The latest registered amendment, Law No. 21 of 2023, amended the definitions in Article 1 and added a provision to Article 3; it did not alter Article 9. The BHD 188 four-person amount therefore remains the current statutory minimum social-assistance amount derived from Article 9.

World Bank treatment: the June 2025 update sets the upper-middle-income poverty line at 8.30 international dollars per person per day in 2021 PPP terms. The Bahrain local-currency equivalent shown here is an illustrative PPP conversion using the World Bank household-consumption PPP series. It is included only as international context and is not used as a claim that the World Bank has set a Bahrain living wage or Bahrain national poverty line.

3. 2025 Full-Time Workforce Coverage

Staff group	2025 headcount	Pay basis / assessment treatment
Academic employees	680	Full-time direct employees; academic remuneration governed by the applicable higher-education salary framework.
Administrative employees	518	Full-time direct employees; University of Bahrain Human Resources records mapped to applicable Civil Service.
Total full-time direct UOB workforce	1,198	Population used for the 2025 SDG 8.2.1 assessment.

Table 2. Workforce coverage. The validated 2025 full-time direct workforce total is 1,198 employees: 680 academic and 518 administrative employees.

4. Statutory Salary and Recurring-Benefit Framework

Direct UOB employees are remunerated within Bahrain's regulated Civil Service and higher-education framework. Civil Service Law No. 48 of 2010 provides the overarching statutory basis. Its Executive Regulations were issued under Decision No. 51 of 2012 and currently have six registered amendments. The Civil Service Salaries and Employment Benefits Regulations were issued under Decision No. 77 of 2013, as amended, while the Higher Education Grades and Salary Schedule was issued under Decision No. 26 of 2013. Decision No. 45 of 2023 amended the cost-of-living allowance, and Decision No. 59 of 2024 is the latest registered amendment to the salary and employment-benefits regulations.

Kingdom of Bahrain

Higher Education Salary Schedule Workers

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
1	618	638	658	678	698	718	738	758	778	798	-	-	-	-	-	-	-	-	-	-	-	-	-
2	909	938	967	996	1025	1054	1083	1112	1141	1170	-	-	-	-	-	-	-	-	-	-	-	-	-
3	944	979	1014	1049	1084	1119	1154	1189	1224	1259	1294	1329	1364	1399	1434	1469	1504	1539	1574	1609	-	-	-
4	1034	1080	1126	1172	1218	1264	1310	1356	1402	1448	1494	1540	1586	1632	1678	1724	1770	1816	1862	1908	-	-	-
5	1214	1272	1330	1388	1446	1504	1562	1620	1678	1736	1794	1852	1910	1968	2026	2084	2142	2200	2258	2316	-	-	-
6	1286	1355	1424	1493	1562	1631	1700	1769	1838	1907	1976	2045	2114	2183	2252	2321	2390	2459	2528	2597	-	-	-
7	1482	1569	1656	1743	1830	1917	2004	2091	2178	2265	2352	2439	2526	2613	2700	2787	2874	2961	3048	3135	3222	3309	3396
8	1762	1866	1970	2074	2178	2282	2386	2490	2594	2698	2802	2906	3010	3114	3218	3322	3426	3530	3634	3738	3842	3946	4050

Figure 1. Higher Education Salary Schedule under Decision No. 26 of 2013. The official schedule begins at H1-Step 1 with a basic monthly salary of BHD 618.

The Civil Service framework also provides recurring benefits including the social allowance, cost-of-living allowance and transport allowance, subject to the applicable eligibility conditions. The 2025 comparison is deliberately conservative: the administrative minimum identified in the Human Resources extract and the academic schedule minimum already exceed the two assessment references on basic salary alone. Eligible recurring allowances therefore strengthen the result but are not required to bring these minimum salary points above the references.

5. 2025 Result: Full-Time Direct Workforce Above the Assessment References

5.1 Lowest salary points used in the assessment

Employee group	2025 headcount	Lowest salary point used	Basic salary (BHD/month)	Hourly comparison / result
Academic employees	680	H1-Step 1 (official Higher Education Schedule minimum)	618	BHD 3.57/hour > BHD 1.08 and BHD 1.05
Administrative employees	518	G4-Step 6 (lowest identified in HR salary mapping)	384	BHD 2.22/hour > BHD 1.08 and BHD 1.05
Total	1,198	-	-	Above both references before allowances

Table 3. 2025 salary comparison. The hourly amounts use a 40-hour weekly basis. Basic salary is shown before eligible recurring allowances.

5.2 Overall finding for THE 8.2.1

In the absence of a government-defined Bahrain living wage or an official four-person financial-poverty threshold, the University applies a transparent institutional wage-adequacy assessment based on current Bahraini legislation, the regulated public-sector salary framework and actual University Human Resources data. The assessment confirms that all 1,198 full-time direct employees exceed the identified national basic-needs reference on basic salary alone, before recurring statutory allowances and employment benefits are added. The lowest identified administrative basic salary is BHD 384 per month (approximately BHD 2.22 per hour), compared with the BHD 188 four-person national social-assistance

reference (approximately BHD 1.08 per hour). The academic salary schedule begins at BHD 618 per month (approximately BHD 3.57 per hour).

This approach provides the most directly verifiable Bahrain-specific wage-adequacy evidence available to the University for THE Indicator 8.2.1 while avoiding any claim that Bahrain has legislated a living wage or an official four-person poverty line. The World Bank comparison remains supplementary context only. The evidence chain comprises University of Bahrain Human Resources data, the approved UOB wage-fairness policy, Civil Service Law No. 48 of 2010, Decision No. 51 of 2012, Decision No. 77 of 2013 as amended, the applicable higher-education salary schedule, and publicly accessible official sources.

6. Monitoring and Review

#	Step	Responsible
1	Check annually whether Bahrain has introduced an official national living wage or an official four-person financial-poverty threshold; update the assessment reference if so.	University of Bahrain Human Resources / Sustainability
2	Verify the lowest basic and recurring remuneration in each full-time direct employee group and calculate monthly and hourly values.	University of Bahrain Human Resources
3	Review the applicable Civil Service and higher-education salary schedules and amendments for the reporting year.	University of Bahrain Human Resources
4	Investigate and correct any remuneration level found below the reference used for the annual SDG 8.2.1 review.	University of Bahrain Human Resources
5	Publish the benchmark basis, workforce scope, hourly comparison and results on the University's public SDG 8 sustainability page.	University of Bahrain

Table 4. Annual wage-adequacy assessment and review process.

7. Evidence and Public Access

Evidence	What it shows	Public access
THE Sustainability Impact Ratings Methodology 2027, Indicator 8.2.1	Indicator definition, hourly presentation and scoring basis.	THE 2027 submission methodology
UOB-GDAS-PO-005, University Council Decision 603/4/2025, 6 November 2025	Approved University policy expressly promoting fairness and equality in wages and opportunities.	UOB Governance
Civil Service Executive Regulations, Decision No. 51 of 2012, as amended	Implements Civil Service Law No. 48 of 2010 and forms part of the statutory framework governing appointment, salary placement and employment administration.	Official legislation
Law No. 32 of 2021 amending Article 9 of Social Security Law No. 18 of 2006	Current minimum social-assistance amounts; BHD 188 is derived for a four-person household.	Official legislation
Law No. 21 of 2023 amending Social Security Law No. 18 of 2006	Latest registered amendment to the Social Security Law; it does not alter Article 9.	Official legislation
Higher Education Grades and Salary Schedule, Decision No. 26 of 2013	Official higher-education salary schedule; minimum H1-Step 1 basic salary is BHD 618.	Official legislation
Civil Service Salaries and Employment Benefits Regulations, Decision No. 77 of 2013, as amended	Official salary and recurring-benefit framework; legislation record shows six amendments.	Official legislation
Decision No. 45 of 2023	Amends the cost-of-living allowance to BHD 85 or BHD 100 per month for eligible employee groups.	Official legislation
Decision No. 59 of 2024	Latest listed amendment in the official Decision No. 77 of 2013 legislation record.	Official legislation
World Bank, June 2025 Update to Global Poverty Lines	Sets the 2021-PPP upper-middle-income poverty line at 8.30 international dollars per person per day; used only as international context.	World Bank

Evidence	What it shows	Public access
World Bank household-consumption PPP series for Bahrain	Provides the LCU-per-international-dollar PPP conversion series used for the illustrative Bahrain conversion.	World Bank Data
University of Bahrain Sustainability - SDG 8	Public institutional page for SDG 8 evidence and reporting.	UOB SDG 8
University of Bahrain Human Resources 2025 workforce extract	1,198 full-time direct employees: 680 academic and 518 administrative; employee-level administrative salary mapping and institutional workforce evidence.	Institutional evidence; aggregate results published on the UOB SDG 8 page

Table 5. Supporting evidence and verified public-access routes.