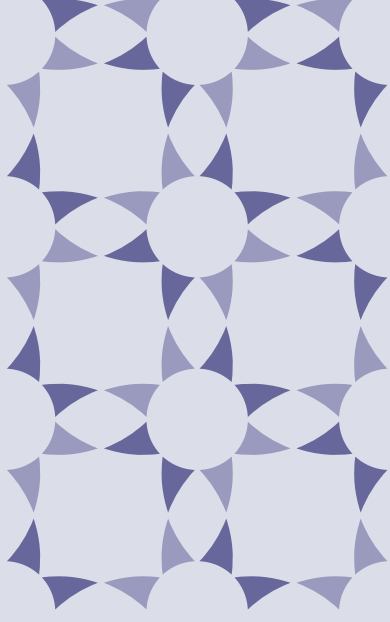


Annual Report  
**2024**

[www.bahrainchamber.bh](http://www.bahrainchamber.bh)



**Annual Report**  
**2024**





His Majesty

**King Hamad bin Isa Al Khalifa**  
King of the Kingdom of Bahrain



His Royal Highness

**Prince Salman bin Hamad Al Khalifa**  
Crown Prince and Prime Minister

# CHAIRMAN MESSAGE

In the name of Allah, the Most Gracious, the Most Merciful,

Ladies and Gentlemen

The esteemed members of the Bahrain Chamber of Commerce and Industry,

This annual report stands as a testament to a year of continuous endeavor, shared responsibility, and sincere efforts by the Bahrain Chamber of Commerce and Industry. We have steadfastly continued our journey, working diligently in cooperation with our esteemed members who have always been a fundamental cornerstone in building a more prosperous future for the Bahraini business sector.

This year was characterized with challenges and opportunities. Nevertheless, the determination of the Bahraini business community, the vision embraced by the Chamber, and our close partnerships with various entities have enabled us to overcome challenges with confidence. We have also endeavored to enhance the role of the private sector as a key partner in the economic development journey.

Since its founding, the Chamber has been more than just a representative body for the business community; it has been a constant platform for discussing economic issues, finding solutions, and protecting commercial interests with utmost responsibility and transparency. I would like to express my gratitude to the esteemed members of the Bahrain Chamber of Commerce and Industry for their ongoing support and productive engagement, whether through attending events or offering insights and suggestions that have helped us shape many of our positions and perspectives, which have significantly influenced the Chamber's directions and enhanced its active role in shaping the national economy's future.

I must also commend the efforts of the members of the standing committees of the Chamber, who have exemplified commitment and responsibility. They have worked hard and sincerely to study economic challenges and formulate recommendations that have helped the Chamber in making informed decisions, serving the business environment and enhancing the future of the Bahraini private sector.

The year 2024 witnessed ongoing efforts by the Chamber to foster the business environment and support the private sector. During this period, several strategic initiatives have been launched, which has helped in improving the economic legislation, stimulated investment, and supported small and medium size enterprises. The Chamber also strengthened its communication with governmental bodies and the legislative authority, providing insights on laws directly impacting the business environment, thereby contributing to a more stable and competitive economic climate.

On the international front, the Chamber continued to expand its strategic partnerships with regional and international chambers of commerce and participated in global economic forums, opening new horizons for Bahraini investors. This year also saw advancements in digital transformation projects, which contributed to the development of services provided to members, streamlined procedures, and enhanced institutional work efficiency, keeping pace with global economic developments.

This year's achievements could not have been realized without the support of the wise leadership of the Kingdom of Bahrain, which has been the most crucial pillar in the development journey. We were honored this year by several meetings with His Majesty King Hamad bin Isa Al Khalifa,



King of the Kingdom of Bahrain, and His Royal Highness Prince Salman bin Hamad Al Khalifa, the Crown Prince and Prime Minister, where we felt the keen interest of our wise leadership in supporting the private sector and enabling it to play its role as a fundamental partner in the national economy's renaissance.

The positive and close cooperation between the Chamber and the legislative authority, represented by the Council of Representatives and the Shura Council, has played a prominent role in supporting the business environment and developing legislation that enhances the competitiveness of the private sector and fosters a more stable economic climate. This ongoing cooperation reflects a deep understanding of the importance of the partnership between the private and legislative sectors in achieving sustainable economic growth.

In this sphere, I must extend my heartfelt thanks to the esteemed government, all state institutions, and agencies for their fruitful cooperation with the Chamber, providing the necessary support to the business community. This has helped in overcoming obstacles, enhance competitiveness, and achieve integration between the public and private sectors, representing a true guarantee

for the continued economic growth and creating a more attractive and sustainable investment environment.

I would also like to express my appreciation for the executive staff of the Chamber, who have worked with a spirit of teamwork, commitment, and sincerity to implement the policies of the Board of Directors, develop services provided to members, and enhance the Chamber's status as a benchmark economic institution, contributing to empowering the private sector and realizing the aspirations of the Bahraini business community.

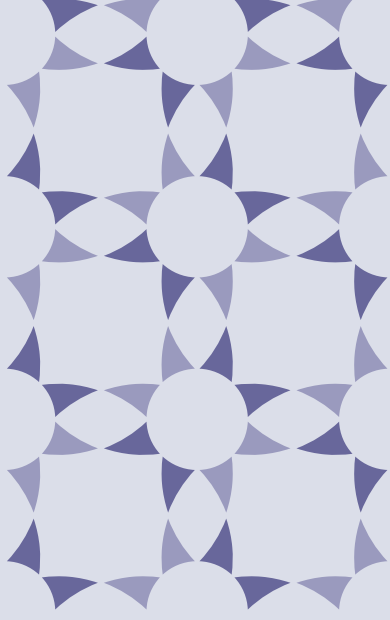
I am confident that the Bahrain's private sector, with its entrepreneurial spirit, the cohesion of its members, and its determination for continuous improvement, will remain a fundamental pillar in driving the development process. We will remain committed to supporting the business community and be open to its visions and ideas. We also shall continue committed to proceeding in our journey with steady steps towards the future.

We ask Allah to grant us all success for the benefit of this nation, and may Bahrain continue its path towards further progress and prosperity.

**Mr. Samir bin Abdullah Nass**  
Chairman of the Bahrain Chamber of  
Commerce and Industry



غرفة البحرين  
BAHRAIN CHAMBER



# **BCCI CORE VALUES**

## Our Ambition

To become the leading voice of the business community, and an influential partner in economic decision-making.

## Our Purpose

To represent the private sector and play an influential role in protecting its interest.

## Values Proposition

An organization driven by talented committed staff focused at providing the best services and help for the present and the future.

## Positioning Statement

Our members deserve an efficient responsive organization. One that can assist them to grow, succeed, and protect their interests.

## Tagline

Your Business Partner



### Bold

At BCCI we recognize the challenges we face in the private sector. This requires us to be bold, to take action, and make decisions. We must deal with challenges, and respond to change to achieve positive results.



### Transparent

We are committed to our members and are keen to win the confidence and respect of the commercial market in what we do.



### Committed

Being committed is essential for each of us to be able to deal with the challenges we all face now and in the future.



### Loyal

We work for one institution, BCCI. Not for a specific person or entity. We are committed and faithful to BCCI and its members.



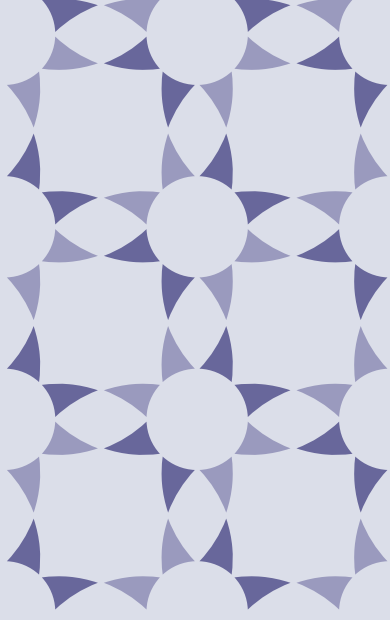
### Innovative

Innovation is the main engine of strong economies and leading institutions in the world today, and we need to embrace it and work on change in the BCCI.



### Inclusive

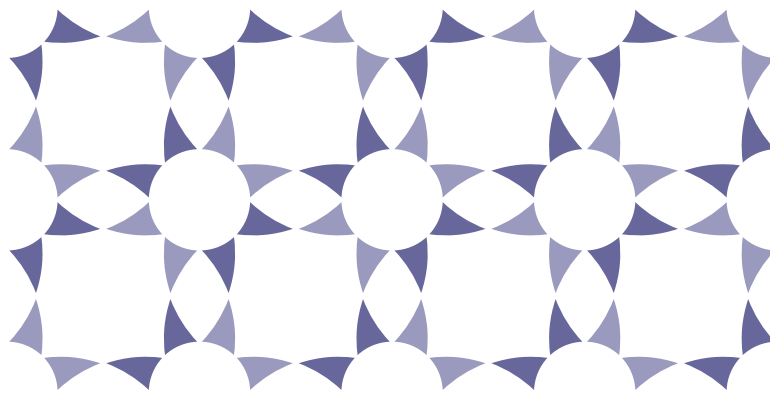
We serve all of our members regardless of size, sectors, gender and sect. The challenges that confront us unite us.



## REPORT OF THE BOARD OF DIRECTORS 2024

The Board of Directors of the Bahrain Chamber, throughout 2024, continued its mission to serve its members and protect the private sector, supporting the national economy despite the unusual challenges and fluctuations affecting the global business and finance world. The Board pursued a clear strategic vision aimed at enhancing the Chamber's role as a strong representative for the private sector. This year, the Board was committed to adopting innovative approaches in thinking and management to meet the challenges facing the commercial sector, developing mechanisms to address issues that are important to members and business owners. Furthermore, the Board focused its efforts on supporting government plans aimed at promoting economic development and stimulating sustainable growth, offering studies, insights, and proposals that provide practical solutions from a practical business perspective.

Under these circumstances, the Board continued to implement its plan for the 30th session, which includes 22 initiatives that it committed itself to attain at the start of the session. These initiatives aim to improve the business environment, support entrepreneurs, develop economic legislation, and stimulate investments, alongside enhancing the quality of services that the Chamber provides to its members. The Chamber also launched several quality projects designed to empower the private sector to overcome challenges and enhance its competitive ability in the face of global and regional economic developments.



**As part of its commitment to represent the private sector, articulate its aspirations, and defend its interests, the Chamber’s Board of Directors, throughout the year 2024, has worked towards adopting a series of activities, initiatives, and events. The Board took responsibility for addressing urgent economic issues and keeping up with developments affecting the business sector, intensifying meetings and discussions with government bodies and decision-makers to ensure a supportive and growth-conducive environment. The report highlights the most significant actions and initiatives undertaken by the Chamber during this year.**



His Majesty King Hamad Bin Isa Al Khalifa, King of the Kingdom of Bahrain, receives the Board of Directors at the start of the 30<sup>th</sup> term.

## **Meetings with the Wise Leadership: Continuous Support for the Growth of the Private Sector and Economic Enhancement**

In 2024, the board of the Bahrain Chamber of Commerce and Industry was honored to meet His Majesty King Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain, and His Royal Highness Prince Salman bin Hamad Al Khalifa, the Crown Prince and Prime Minister, on several occasions. These meetings were part of ongoing communication between the Chamber and the wise leadership. During these meetings, the Chamber's leaders discussed numerous issues and challenges that reflect the views and expectations of the business community. These concerns were met with attentive support of the wise leadership, which reaffirmed the importance of empowering the private sector and enhancing its contribution to sustainable development.

These meetings had a tangible impact on supporting the Chamber's initiatives and enhancing its ability to meet the aspirations of the business community. Through improving its services and contributing to the creation of a more sustainable and competitive business environment, the Chamber continues to advance its strategic objectives.





His Royal Highness Prince Salman bin Hamad Al Khalifa, Crown Prince and Prime Minister, receives the Chamber's Chairman and his two Deputies on December 24, 2024.



Sameer Abdulla Nass presides over the meeting of the Union of Arab Chambers Board – September 12, 2023.

## Bahrain Chamber's Chairmanship of the Union of Arab Chambers

-  Under the chairmanship of Mr. Samir Abdulla Nasss, Chairman of the Bahrain Chamber of Commerce and Industry, the Union of Arab Chambers witnessed numerous achievements. From the outset of his tenure, he focused on strengthening economic cooperation among Arab countries and between Arab and foreign nations, successfully building bridges with friendly countries that have strong relations with the Arab world.
-  During his chairmanship, the Union signed several agreements and memoranda of understanding with Arab states and international organizations. He also facilitated coordination and communication channels with United Nations organizations and the WTO.



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❖ Mr. Samir Nass positions in various spheres received overwhelming and positive response from the Arab's private sector. He vocalized strong support for Arab and Islamic causes on international platforms, prominently addressing the Palestinian issue and rejecting homosexuality as contrary to Islamic teachings.

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❖ His position and speech supporting the Palestinian people at the “Third Arab-British Economic Summit” held in London on November 20, 2023, resonated widely among Arab commercial and public circles. He warned of the ongoing sufferings of the Palestinian people, emphasizing that achieving sustainable development goals is impossible without just and comprehensive peace.

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❖ At the “Second Arab-British Economic Summit” held in London on November 2, 2022, he proudly countered the Western perception of Arab societies as merely consumers of Western goods, highlighting the Arab world's role as a significant partner in managing their capital in sports, hospitality, construction, infrastructure, and more.

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Furthermore, in consultation with leaders of the Arab private sector during the 20th Conference of Arab Business Owners and Investors held in Amman, Jordan, on October 18 and 19, 2023, the first day's activities were suspended as a gesture of solidarity with Palestine and the people of Gaza, denouncing Israeli aggression and targeting of unarmed civilians.

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The Chairman, Samir Nass not only supported the rights of the Palestinian people but also took a firm stance against attempts by the International Labour Organization to impose so-called gender classifications of labor, which he viewed as a cover for promoting homosexual concepts in the Arab and Islamic world.

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He also confronted accusations directed by some countries and organizations at the treatment of foreign labor, particularly Asian, in the Arabian Gulf states. He strongly rejected the attempts of some countries to impose the concept of migrant labor on workers in the Gulf, emphasizing at the 17th Asia-Pacific Regional Meeting of the International Labour Organization that the organization should consider the unique circumstances of the Gulf states that host foreign workers, noting that these states provide better systems of protection, safety, and health for expatriate employees than their own countries.

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During participation in the Arab-Swiss Chamber meeting in Geneva – June 11, 2024.



## Strategic Decisions and Quality Initiatives to Support the Private Sector

The Board of Directors of the Bahrain Chamber of Commerce and Industry held seven meetings from January to December 2024, while the Executive Office convened eleven meetings. These meetings focused on discussing strategic issues relevant to the commercial and economic sectors in the Kingdom, as well as monitoring the implementation of 22 initiatives announced at the start of the 30<sup>th</sup> session. These initiatives are designed to support entrepreneurs, improve the business environment, and enhance the efficiency of services provided to Chamber members.

The meetings of the Executive Office addressed the follow-up on the implementation of policies and decisions made by the Board of Directors, ensuring the achievement of the Chamber's strategic goals according to the set plans. These sessions also discussed updates on projects and quality initiatives aimed at boosting the competitiveness of the Bahraini private sector and supporting its members through innovative programs and services that meet their evolving needs.



7

Board meetings



11

Executive Office meetings



22

Initiatives announced by BOD



## Positioning and Providing Supportive Insights for the Private Sector

The Bahrain Chamber of Commerce and Industry continued to strengthen its role as a primary platform for the private sector in the Kingdom of Bahrain, striving to present its perspectives and ongoing support on all legislative and regulatory issues affecting the business environment. In 2024, the Chamber took several stands aimed at improving government policies and enhancing the stability of the private sector, including the following notable positions:



### **1 Opposition to the Proposed Amendment to Article (36)(a) of the Labor Market Regulatory Law**

The Bahrain Chamber of Commerce and Industry firmly opposed this amendment, citing its responsibility to defend the interests of the private sector and protect the business environment from any legislation that might negatively impact its stability. The Chamber highlighted that the proposal, despite its aim to abolish imprisonment penalties and reduce fines, would exacerbate the issue of unregulated labor in the absence of effective legal deterrents.



### **2 Recommendation to Reconsider the Proposed Amendment to the Social Insurance Law**

The Chamber reaffirmed its opposition to any legal amendments that might impose additional financial or administrative burdens on business owners without thorough study of their economic impacts. It warned that the proposed changes to the social insurance law could lead to an overlap of jurisdictions, hindering companies from fulfilling their operational obligations and weakening the competitiveness of the private sector.



### **3 Unified Legislative Vision on Amending Cheque Laws**

The Chamber called for an update to the cheque laws to ensure protection for private sector transactions.



### **4 Proposal for the Use of Foreign Workers in All Establishments and Commercial Activities**

The Chamber supported this proposal with the aim of regulating the Bahraini labor market and meeting the needs of the private sector across various fields.

5

## **Reconsideration of the Strategic Commodity Stock Law Project**

The Chamber pleaded a review of the draft law to ensure that it does not negatively affect the private sector's efforts to supply goods and protect it from market fluctuations.

6

## **Involvement of the Private Sector in Drafting the Executive Regulations of the Building Regulation Law**

The Chamber emphasized the importance of involving the private sector in this process to ensure that the laws align with market needs. It worked with relevant authorities to review the law and provide insights through the concerned committee.

7

## **Bahrainization and Labor Market Law Amendments**

The Chamber expressed reservations about the imposition of Bahrainization without proper study, underling its adverse effects on the private sector. It emphasized that successful Bahrainization requires practical solutions starting from vocational education to legislation and incentives that address unemployment and Bahrainization without harming business owners.

8

## **Increase in Fees for Foreign Workers' Permits**

The Chamber was cautious about this proposal, noting that increasing fees would raise operational costs and diminish Bahrain's attractiveness as an investment destination, potentially leading to higher prices and increased inflation rates.

9

## **Amendment to the Press, Printing, and Publishing Law**

The Chamber supported the regulation of electronic media but cautioned against multiple legislations that could complicate the media work environment and impact investments in the sector.

**10**

### **Chamber's reservation to Amendment of Article (36) of the Labor Market Regulatory Law**

The Chamber strongly opposed the proposed amendment to Article (36), section (a), of the 2006 Labor Market Regulatory Law, warning of its serious implications for business environment stability. The Chamber noted that while the amendment aims to lessen penalties for employers, it could weaken labor market oversight and open loopholes for exploitation.

**11**

### **Tax on External Financial Transfers**

The Chamber objected to the imposition of a tax on financial transfers, arguing that it could lead to unofficial transfer methods and reduce Bahrain's investment appeal.

**12**

### **Amendment to the Civil Sector Labor Law**

The Chamber supported amendments to regulate the issue of runaway domestic workers, emphasizing the need to control this phenomenon to protect employers.

**13**

### **Amendment to the Penal Code Regarding Checks**

The Chamber called for a unified legislative vision to ensure the stability of laws, cautioning that scattered amendments could undermine investor confidence.

**14**

### **Allowing Recruitment of Foreign Workers in All Employer Facilities**

The Chamber supported this proposal, considering it provides greater flexibility for employers and improves labor market efficiency.



**15**

## **Youth Empowerment Through Vocational Training**

The Chamber endorsed a proposal by the Council of Representatives to launch vocational programs for Bahraini youth to enhance their employment opportunities, stressing that training programs should align with the actual needs of the labor market.



**16**

## **Digital Media Regulation Bill**

The Chamber supported the bill but warned against imposing restrictions that could affect the freedom of e-commerce.



**17**

## **Concerns Regarding the Execution Law Amendment**

The Chamber warned that frequent amendments to the law could confuse investors and affect the stability of the business environment.



**18**

## **Amendments to E-commerce Laws**

The Chamber supported the amendments but emphasized the need to foster investment in digital commerce and avoid restrictions that hinder market growth.



**19**

## **Protecting Employers Against Irregular Labor**

The Chamber called for stricter oversight and enhanced legislation to protect business owners from the impacts of irregular labor.



## The Third Annual Conference of the Standing Committees: Towards an Economic Environment Stimulating Growth and Investment

In its continuous efforts to enhance the business environment and support the private sector, the Bahrain Chamber of Commerce and Industry organized the Third Annual Conference of its Standing Committees under the theme “Towards an Encouraging Economic Environment.” The event took place on 25 February 2024, and was attended by a number of economists, private sector leaders, decision-makers, specialized experts, and entrepreneurs. The conference discussed major economic challenges and prospects of developing the investment environment in the Kingdom.

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### Sustainable Economy and Enhancing Partnerships

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✿ The conference aimed to present practical solutions to economic challenges, enhance investments, and diversify the national economy through revision of economic legislations and offering proposals that stimulate the private sector and achieve business sustainability. It also focused on enhancing integration between the public and private sectors to create a more attractive investment environment, in addition to supporting small and medium-sized enterprises (SMEs) and boosting their competitive capabilities.

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Opening session of the Third Permanent Committees Conference – February 26, 2024.



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## Towards Investments that Stimulates Economic Environment

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- ✦ The conference discussed a range of strategic topics that contribute to stimulating the economic environment and enhancing the role of the private sector. It emphasized the importance of supportive legislation for business growth through updating laws and simplifying procedures to ensure greater flexibility in the business environment. Additionally, it highlighted the role of the private sector as a key partner in economic development, with a special focus on the necessity of supporting SMEs.
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## Final Recommendations: Towards a Comprehensive Economic Transformation

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- ✦ The conference underscored the importance of developing economic legislation to enhance investments and support the shift towards a diversified and sustainable economy. It also emphasized easing procedures and stimulating the business environment by offering incentives to investors and entrepreneurs. Furthermore, it stressed the role of the private sector as a main partner in the development process, calling for the creation of free trade zones to enhance competitiveness and increase exports.
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The recommendations from the specialists and experts were submitted to the government, which formed a taskforce from the Ministry of Industry and Commerce to follow up on their implementation.





## Initiatives to Support Productivity and Competitiveness in the Private Sector

Amid increasing challenges and rapid changes in the global economic environment, the Bahrain Chamber of Commerce and Industry has emerged as a fundamental pillar in supporting and developing the private sector in the Kingdom. The Chamber has focused on empowering companies and institutions to achieve sustainable growth and foster their global competitiveness.



### 1 Training Programs for Doctors in the Private Sector

The Chamber collaborated with the Supreme Council of Health to organize training programs for doctors as part of the Saudi and Arab Board programs, aiming to improve healthcare services and enhance the efficiency of doctors in the private sector.



### 2 Professional Training and Development Programs

The Chamber provided advanced training programs to develop skills across various sectors, aiming to increase productivity and improve job competencies.



### 3 Enhancing Public-Private Sector Partnerships and Collaboration

Meetings between the Bahrain Chamber of Commerce and Industry and government authorities play a crucial role in formulating more integrated economic policies, enhancing partnerships between the public and private sectors. This is in addition to creating a more competitive business environment. In this context, the Chamber focused throughout 2024 on enhancing dialogue with official bodies to discuss current economic challenges and explore new opportunities that support the growth of the private sector and achieve sustainable development.

Some of the notable activities included meetings of the joint economic committee between the Chamber and the Ministry of Industry and Commerce.



The government team briefs the Chamber on the outcomes of the third meeting of the Bahrain-Saudi Coordination Council – February 11, 2024.



The Chamber's Chairman discusses training private sector doctors with His Excellency Lieutenant General Dr. Sheikh Mohammed bin Abdullah Al Khalifa, Chairman of the Supreme Council of Health.



## Effective Partnership: A Year of Achievements and Challenges

The year 2024 marked intense activity for the Joint Economic Committee between the Bahrain Chamber of Commerce and Industry and the Ministry of Industry and Commerce. The committee held four periodic meetings to discuss the main economic issues affecting the business and investment environment in the Kingdom. The committee discussed a range of topics throughout these meetings, including:



### 1. Industry and Sustainability

**Towards a More Efficient Economy** The committee focused on supporting the industrial sector and enhancing its sustainability through quality initiatives aimed at improving factory efficiency and increasing the competitiveness of local products.



### 2. Stimulating Investment and Enhancing Competitiveness

The committee's efforts centered around removing investment barriers and stimulating the private sector.



### 3. Updating Legislation to Enhance the Business Environment

The committee discussed several laws and regulations to improve the business environment.



### 4. Developing Trade and Enhancing Exports

The committee focused on facilitating export processes and stimulating trade.



## 5. Supporting Family Businesses and Enhancing Governance

To ensure the continuity of family businesses.



The 45<sup>th</sup> meeting of the Joint Economic Committee – November 17, 2024.

### **Cooperation with the Ministry of Finance and National Economy: Towards a More Flexible and Sustainable Economy**

A high-level meeting was held between the Bahrain Chamber of Commerce and Industry and the Minister of Finance and National Economy, His Excellency Sheikh Salman bin Khalifa Al Khalifa, attended by several ministers and officials. The discussion focused on the current economic situation in Bahrain, growth prospects, and strategies to stimulate investment.

### **Saudi-Bahraini Coordination Council: Enhancing Economic Relations Between the Two Kingdoms**

In the context of economic cooperation between Bahrain and the Kingdom of Saudi Arabia, the Bahrain Chamber of Commerce and Industry participated in a joint meeting with the government team of the Saudi-Bahraini Coordination Council to discuss the outcomes of the council's third meeting. The meeting, attended by representatives from both the public and private sectors, focused on enhancing bilateral economic partnerships and developing key sectors such as food security, tourism, energy, and logistics services.

## ☀️ “Strategic Thinking Group”

The Bahrain Chamber of Commerce and Industry has established the “Strategic Thinking Group” to harmonize the Board of Directors’ workforce with future economic challenges and optimally utilize the Chamber’s platform, its members, committees, and administrative system. Here are some key initiatives:

1

### Implementation Lab Project

- ❖ The project is built on the premise of integrating execution law from a legal construction perspective according to best global practices, achieving competitiveness and sustainability..
- ❖ To bridge this gap and as a collaborative initiative from relevant entities, the Chamber has established the Execution Lab, which is the first of its kind in the Gulf region.



Analytical simulation session of the Execution Lab – September 22, 2024.

2

## Launch of the Premium Support Path with the presence of the Minister of Justice, the Minister of Industry and Commerce, and the Chamber Chairman

The "Premium Support Path" represents a package of foresight services and qualitative pathways that the Bahrain Chamber aims to offer to protect its members. These services contribute to accelerating the decision-making process for members by presenting suitable options for their situations and effectively overcoming challenges tailored to their various circumstances. This Track provides five qualitative services:



Launch of the Distinguished Premium Support Path, attended by the Ministers of Justice, Islamic Affairs and Endowments, and Industry and Commerce Minister – September 22, 2024.



## The Strategic Objects of the Board of Directors (22 initiatives)

-  **1. Family Businesses**
-  **2. Food Security Strategy**
-  **3. Tourism Strategy**
-  **4. Future of Education**
-  **5. Regulation and Assurance in Construction and Industries**
-  **6. Approving the Commercial Dispute Settlement Center**
-  **7. Enhancing the Position of Current Investors**
-  **8. Development of Future Technological Services**
-  **9. Credit Rating for Enterprises**
-  **10. Encouraging Economic Infrastructure**
-  **11. Government Project – Increase in Labor Market Regulatory Authority Fees**
-  **12. Chamber's Perspective on Government Regarding Health Insurance**
-  **13. Government Service Briefing**
-  **14. Opportunities for Product Localization and Import Substitution**
-  **15. Master Log - Malog**
-  **16. Bahrain Chamber Master Log Statistics**
-  **17. Proposal for a Gulf Observatory**
-  **18. World Entrepreneurs Investment Forum (WEIF) 2024**



## 1. Family Businesses

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✧ The Chamber is currently assessing the sustainability and growth of family businesses that have been in the market for over 30 years and is developing a Family Business Health Index.

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✧ In collaboration with the Bahrain Institute for Banking and Finance (BIBF), the Chamber is working to establish a Family Business Academy, supported by a cooperation agreement to implement specialized programs for family businesses.

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✧ The launch of a guidance charter for the corporate governance of family businesses and a guidance manual to aid family businesses in adopting proper governance practices.

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✧ A memorandum of cooperation has been signed with the Gulf Family Business Council in the United Arab Emirates to strengthen ties and exchange expertise.

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✧ The Chamber collaborates with the Islamic Chamber in Egypt with a strategic goal to position the Kingdom of Bahrain as a reference and hub in the Gulf for the Family Business Academy, in cooperation with the Islamic Chamber.

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✧ The initiative aims to create a database or directory of family businesses. This database will include local commercial enterprises that are over 25 years old, have significant contributions to the GDP, employ local workforce, and have made their mark on the commercial identity.

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## 2. Food Security Strategy

The Bahrain Chamber of Commerce and Industry is taking proactive steps to facilitate the establishment of a Food Security Authority in Bahrain. This authority is envisioned to serve as a cornerstone for securing food supply chains and enhancing the sustainability of local food production in the animal husbandry, fisheries, and agriculture sectors.



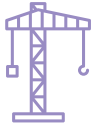
## 3. Tourism Strategy

In collaboration with various stakeholders, the Bahrain Chamber of Commerce and Industry through its Strategic Thinking Group and Tourism Committee, is actively participating in shaping the tourism strategy for the Kingdom of Bahrain.



#### 4. Future of Education

The Bahrain Chamber of Commerce and Industry is integrally involved in the strategic development of the education sector, collaborating with the Higher Council for Education and Training to revamp curricula in foundational programming and technology. This initiative extends to general, higher, and vocational education to better align with market requirements.



#### 5. Regulation and Assurance in Construction and Industries

- ⊞ Re-evaluation of New Construction Requirements.
- ⊞ Initiating draft legislation to establish a “Regulatory Authority for the Contracting Sector”.
- ⊞ Revising governmental contracts related to construction projects and submit development proposals.
- ⊞ The Chamber has prepared a detailed study on real estate.



#### 6. Approving the Dispute Resolution Center

The establishment of the Commercial Dispute Settlement Center has been approved and was officially inaugurated as the Mediation Center, now a part of the Premium Support Path.



#### 7. Enhancing the Position of Current Investors

- ⊞ The Chamber has proposed strategies for product localization and import substitution, including a comparative Gulf study and specific proposals for localizing Bahraini products.
- ⊞ The Chamber compiled a study that included a number of proposals for localization of Bahraini gold
- ⊞ Promotion of Local Industries.



## 8. Development of Future Technological Services

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Organizing seminars and programs to raise awareness about the importance of 5<sup>th</sup> generation of digital transformation and investment in green and renewable energy.

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Co-ordination between banks and investment companies to diversify investment and funding options for Bahraini technology companies.

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Propose a number of initiatives that support Bahraini technology companies and foster their presence in the local market.

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## 9. Credit Rating for Enterprises

The project to establish a credit rating system for small and medium-sized enterprises (SMEs) is in its final stages, with a launch expected by mid-2025. This initiative aims to:

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Enhancing SMEs' ability to obtain various types of credit facilities.

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Boost SME Sector and promoting economic growth.

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Improving the creditworthiness assessment process, thus speeding up financial institutions' evaluation time.

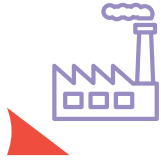
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Digitalization of Credit Applications, thus streamlining the process of collecting data and documents,

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Establishing a unified digital platform.

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## 10. Encouraging Economic Infrastructure

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⊗ Raise awareness among the business sectors on the importance of the environmental, social, corporate governance and risks of fraud.

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⊗ Advocating for policies that ensure continuous availability of medications in Bahrain to prevent shortages.

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⊗ Conducting detailed investigative studies on the lack of highly skilled healthcare professionals in vital specializations, aiming to address gaps and enhance healthcare services.

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⊗ Working on setting controls for fees associated with medical devices and their parts while ensuring their quality standards.

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⊗ Completing studies that support the establishment of simulative infrastructure for investments in the healthcare sector.

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⊗ Enhancing cooperation between the National Authority for Regulation of Professions and Health Services and the private sector to streamline regulatory decision-making processes.

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⊗ Suggesting mechanisms to encourage partnerships between local small and medium-sized enterprises (SMEs) and larger manufacturing entities.

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⊗ Submitting proposals to governmental bodies to expedite building licensing processes and security clearance procedures, including property registration.

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⊗ Establishing an electronic page linking all governmental electronic platforms to facilitate access through the Chamber's website.

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⊗ Offering suggestions to enhance services and procedures in the transport and logistics sector.

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⊗ Promoting the employment of Bahraini nationals in the heavy vehicle driving field.

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⊗ Organizing programs and events to enhance competitiveness within the sector.

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✦ Proposing initiatives to boost e-commerce for SMEs by enhancing air freight options..

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✦ Advancing proposals that support educational and training institutions in gaining more autonomy, enhancing their ability to operate effectively.

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✦ Conducting field visits to identify challenges within commercial and retail sectors, to identify the challenges, provide necessary supports and represent the sector in the local spheres.

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## 11. Government Project – Increase in Labor Market Regulatory Authority Fees

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✦ Cancellation of the Flexible Permit

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✦ Meetings were held with the Shura and Representatives Councils and the Chamber to discuss this topic and form a task force for detailed study and recommendation.

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✦ The report addressed three key issues:

- Inopportune Timing for Fee Increases.
  - Better controls for issuing commercial registration.
  - Structural solutions for labor quality in Bahrain (Bahrain Skills).
  - Agree on Unified Stance between the Chamber and the legislative authority, represented by the Chairman of the Chamber and heads of both Councils which was presented to the government.
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## 12. Chamber's Perspective on Government Regarding Health Insurance

Collaboration with Insurance Companies and the Supreme Health Council to review the suitability of the health insurance law and its procedural and executive applications.



### 13. Government Service Briefing

At the government’s request, the Chamber conducted a field study and identified 13 services facing delays which are harmful to business services due to regulatory, systemic, or human factors.



### 14. Opportunities for Product Localization and Import Substitution

The Chamber received a proposal regarding “localization of products and import substitution.

The Chamber provided insights and conducted a Gulf-wide analysis on efforts regarding product localization and import substitution.

The study concluded that the import substitution project is a vital step towards achieving economic diversification and moving away from the oil-dependent economic model prevalent in Gulf countries.



### 15. Master Log - Malog

The Chamber Observatory, or Malog, is designed as a comprehensive and reliable reference for all recommendations, proposals, studies, and legal and strategic thinking group.

#### Features of the Master Log

- ⊞ A centralized reference point for tracking the progress and implementation of various initiatives.
- ⊞ Infographics and visual tools are utilized to represent data effectively, aiding in better understanding and dissemination of information.



## 16. Bahrain Chamber Master Log Statistics



## 17. Proposal for a Gulf Observatory

The Chamber has committed to achieving its medium and long-term visions through a dynamic and interconnected action plan during its 30<sup>th</sup> session. This plan emphasizes strategic and tactical mobility to foster growth locally and regionally, distributing efforts across 22 initiatives that focus on both protecting and propelling the private sector in various forms and scales.

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### Concept

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✧ The proposal involves creating a joint Gulf observatory among the chambers of commerce of the Gulf Cooperation Council (GCC) countries. The project aims to enhance the mutual benefits of the chambers by sharing Opportunities and Project and facilitating the exchange of sector-specific opportunities, projects, and ideas, studying common challenges, identifying and addressing challenges shared among the GCC countries with collaborative, innovative solutions. In addition to utilizing recommendations from studies conducted by individual chambers to improve sector-specific strategies.

✧ It also aims at monitoring challenges, opportunities and exchange of data on the projects that are available with each chamber within the GCC. The observatory would use the International Standard Industrial Classification of All Economic Activities (ISIC4) system to categorize sectors, which helps in organizing data and enhancing accessibility. Building on the successful model implemented by the Bahrain Chamber, the observatory would serve as a comprehensive resource detailing challenges, responsible entities, and proposed remedies.

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### The Proposed Target

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✧ The chambers would benefit from each other in the co-sharing of opportunities, projects and ideas related to each sector.

✧ Study common challenges to reach to creative co-operative solutions with more efficiency.

✧ Benefit from the recommendations of the studies conducted by each chamber.

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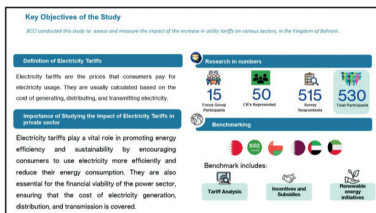


## 18. World Entrepreneurs Investment Forum (WEIF) 2024



The Strategic Thinking Group of the Bahrain Chamber of Commerce and Industry played a pivotal role in supporting and contributing to the organization of the World Entrepreneurs Investment Forum 2024. Held from May 14 to 16 in Manama, the forum was organized under the theme “Achieving Sustainable Development Goals through Enhancing Innovation and Economic Growth.”

## First: Strategic Studies – Tools for Economic Empowerment



## Study on the Impact of Electricity Tariffs on the Industrial Sector

Recognizing the significant role of energy costs in operational expenses, this study provided a detailed analysis of how rising electricity tariffs impact industrial enterprises in Bahrain. It also explored alternative energy solutions and operational cost reduction strategies, opening new avenues for improving economic efficiency.



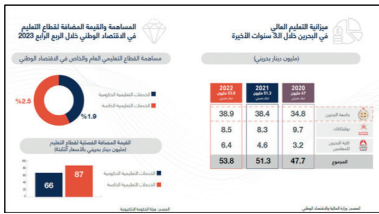
## Prospective Study on the Continuity of Family Businesses in Bahrain

Given that family businesses constitute 70% of Bahrain's economy, this study focused on their sustainability and growth. It proposed innovative solutions to ensure their continuity across generations, thereby enhancing their contribution to the Gross Domestic Product (GDP).



## Study on Government Fees and Their Impact on the Private Sector

In response to business owners' concerns, this study monitored and analyzed temporal changes in government fees, assessing their impact on the private sector's operational and financial health.



## Study to Enhance the Private Sector's Role in Education

Education is a fundamental driver of development, this study highlighted opportunities to enhance public-private partnerships in the education sector, aiming to foster an educational renaissance that aligns with labor market requirements. It included successful models of such partnerships from other countries, providing a blueprint for local implementation.



## Second: Economic Reports – A Precise Look on Market Changes



## “Overview of the Local Economy” Report

This quarterly publication encompasses six main chapters that provide a comprehensive analysis of key local economic indicators, including:

- GDP growth rates and sectoral distribution.
- Analysis of economic activity movements and their impact on the business environment.
- Inflation rates and their impact on purchasing power.

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External trade movements and trade exchanges with Gulf countries and globally.

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Bahrain's ranking in global economic indices.

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Analysis of the global economy and its reflections on Bahrain.

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Three reports were issued in 2024, covering Q4 2023, Q1 2024, and Q2 2024.

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### Third: Quality Initiatives to Enhance the Bahraini Economy



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### Unified Gulf Observatory for the Federation of Arab Chambers

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The Chamber's research department participated in launching this strategic project to create an analytical database to support the Gulf private sector, which included

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## Premium Support Path – A Safety Network for Entrepreneurs

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In response to economic challenges, the Chamber launched this advisory service to support business owners and family companies with:

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- Bankruptcy and reorganization procedures, including simplified guidance manuals.
  - Enhancing governance in family businesses to ensure their continuity.
  - Providing a supportive system for legal and economic requirements to protect members from financial crises.
- 

This project resulted in the creation of four comprehensive guides, including:

- 
- Reorganization Manual
  - Manual on electronically filing lawsuits
  - Filing bankruptcy lawsuits- liquidation
  - Filing bankruptcy lawsuits- reorganization
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## Future Economic Directions Initiatives

In line with global economic trends and aiming for economic sustainability, the Bahrain Chamber of Commerce and Industry embarked on implementing strategic projects in the second half of 2024 to support these orientations. Notable among these projects:



### Expert Bank – Second Edition: A platform supporting economic decision-making

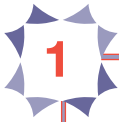
Launched initially in 2022, this project has become a vital tool facilitating access to a database of experts across various economic and commercial fields. Key developments include:

- ❑ Transition to a fully integrated electronic registration and operational system, enhancing work efficiency.
- ❑ Development of joining mechanisms, including acceptance, rejection, and exclusion processes to ensure the selection of the most competent experts.
- ❑ Adoption of clear evaluation criteria for experts to ensure the quality of consultative outputs.
- ❑ Defining membership terms to provide a more organized and professional environment for registered experts.
- ❑ Launching an advanced notification system, including email and SMS alerts to facilitate effective communication with users.



## Solid Legislation: A Pillar for a Stable Business Environment

Laws and legislation are crucial for any successful economic system, offering legal protection and ensuring a transparent and stable business environment. The Bahrain Chamber has played a pivotal role in supporting the private sector through providing legal advice on impactful laws and legislation, overseeing commercial dispute resolutions to promote a stable business environment for companies.



### 1 First: Establishing a Legal Framework to Support Strategic Decisions

Throughout 2024, the Chamber provided specialized legal insights that supported decision-makers and contributed to the drafting of regulations and legislations that balance the requirements of the business environment with the interests of the private sector. Key legal achievements of the year include:

#### 1. Legal Opinion and Participation in Legislation

✦ The Chamber consistently emphasized the importance of balancing support for the private sector, ensuring the stability of legislation, and stimulating investment in Bahrain. It supports the amendments that enhance the business environment.

#### 2. Commercial Dispute Resolution: Legal Solutions to Enhance Economic Stability

✦ Settling commercial disputes is fundamental to achieving economic sustainability. In 2024, the Chamber received numerous commercial disputes and successfully mediated over 80 of them amicably, which contributed to delivering justice to the disputing parties and reduced reliance on court proceedings.



### 2 Second: Empowering the Private Sector through Legal Knowledge

Recognizing the importance of legal awareness in enhancing compliance and achieving legal protection for the private sector, the Chamber organized a series of informational meetings and workshops aimed at educating its members about legislations affecting their businesses.

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### Third: Developing the Commercial Dispute Settlement Center - Enhancing Alternative Dispute Solutions

The Commercial Dispute Resolution Center is a strategic objective of the Chamber's board, serving as a cornerstone in supporting the business environment by offering alternative mechanisms for resolving commercial disputes more quickly and cost-effectively compared to traditional litigation. In 2024, the center saw significant developments, including:

- ❖ Receiving 12 applications for mediation registration, with 9 mediators accepted based on precise professional standards.
- ❖ Registering 4 mediation requests involving disputes with a value exceeding BD. 500,000, including disputes between Chamber members and international parties from China and the UAE.
- ❖ Launching an official LinkedIn account for the center to enhance communication with the legal and business community.
- ❖ Preparing a proposal to amend the center's founding resolution to enhance its efficiency and reinforce its role in dispute resolution.





## The Commercial Diplomacy Forum: A Strategic Platform to Strengthen Economic Relationships

In its efforts to bolster economic diplomacy, the Bahrain Chamber of Commerce and Industry organized the “Commercial Diplomacy Forum.” This event brought together a select group of ambassadors, diplomats, and government officials to discuss ways to develop trade and investment relations between Bahrain and various countries. The forum stemmed from the Chamber’s vision that diplomatic relationships should be harnessed to enhance trade and investment cooperation. It aimed to:

- Enhance communication between Bahrain’s private sector and foreign embassies in the kingdom to support Bahrain’s exports and explore foreign investment opportunities.
- Showcase the trade and investment opportunities Bahrain offers to foreign investors, focusing on promising sectors such as technology, energy, and advanced manufacturing.
- Highlight the role of economic diplomacy in supporting Bahraini entrepreneurs and enabling them to enter global markets.

Launch of the Trade Diplomacy Forum – March 31, 2024.





## Strategic Partnership to Enhance the Role of Bahrain's Private Sector in Global Markets

The Bahrain Chamber of Commerce and Industry signed a strategic partnership agreement with the International Chamber of Commerce (ICC), aimed at enhancing international trade, supporting small and medium enterprises, and facilitating the exchange of knowledge and multilateral cooperation. This agreement marks a pivotal step in empowering Bahrain's private sector to access global markets, benefit from capacity building programs, and develop the business environment through the application of best international practices in arbitration and commercial dispute resolution. The agreement also provides Bahraini companies with new opportunities to enhance their competitiveness through the use of digital tools and modern technology in trade.



The Chamber participates in the Fifth Arab-French Economic Summit in Paris – December 10, 2024.



During the signing of an agreement between Bahrain Chamber and the International Chamber of Commerce – December 10, 2024

## **Between Leadership and Partnership: Launching the Bahraini-Omani Investment Holding Company**

The year 2024 saw the establishment of the Bahraini-Omani Investment Holding Company as a joint venture between the Kingdom of Bahrain and the Sultanate of Oman. This company, a pillar of sustainable development and economic diversification, focuses on vital sectors such as food security, logistics, industries, and tourism. It aims to support the strategic visions of both countries within Oman Vision 2040 and Bahrain Vision 2030. The company's capital, shared equally between the Bahrain Chamber of Commerce and Industry and the Oman Chamber of Commerce and Industry, underscores each country's commitment to enhancing this strategic partnership.



The first board meeting of the Bahrain-Oman Holding Investment Company – September 10, 2024.



## The Chamber....The Voice of the Private Sector and Tangible Achievements to Support the Business Community

Throughout 2024, the Chamber continued its leading role in representing the private sector and conveying the aspirations of traders and business owners, achieving a qualitative leap in media performance and communication, which enhanced its status as an influential voice in the economic scene. The Chamber's role was not limited to traditional media; it moved to enhance digital interaction with the business community through the launch of the "Al Hafeez" platform on YouTube, which has become the leading source of digital economic content in Bahrain. The channel gathered more than 17,000 active followers and achieved 6 million views.





## Events... Platforms for Economic Dialogue and Effective Communication

The Chamber has enhanced its role as a key organizer of specialized economic events, ensuring platforms that bring together traders and decision-makers to discuss challenges and opportunities in the economic landscape directly. Notable events organized by the Chamber include:

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❖ **The “Mishkat” meetings series**, bringing together a select group of businessmen and experts to discuss the future of the business environment in Bahrain

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❖ **The Ramadan Majlis**, which has become an annual platform for informal exchange of insights on economic issues, fostering networking within the business community.

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❖ Training workshops focused on economic output, sound and lighting engineering, and media communication skills, enhancing participants’ abilities to influence media effectively.

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The Ramadan Majlis – March 20, 2024.



## “Jadara” Award: Promoting Excellence and Innovation in Bahrain’s Business Environment

In its ongoing efforts to develop the private sector and enhance competitiveness, the Bahrain Chamber of Commerce and Industry launched the first edition of the “Jadara” Award. This initiative aims to honor Bahraini companies and institutions that have demonstrated excellence in innovation, sustainability, and quality. The “Jadara” Award is based on five main categories reflecting various aspects of institutional performance, including:

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### Customer Loyalty

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☞ Recognizing companies that have succeeded in building sustainable relationships with their clients.

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### Capacity Building

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☞ Promoting investment in human resources and developing the skills of national staff.

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## Dependability and Trust

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Supporting institutions that have enhanced the quality of their services and products to the highest standards.

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## Digital Transformation

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Highlighting companies that have adopted modern technology to enhance their efficiency..

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## Innovation and Food Product Quality

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Honoring efforts to improve the quality of products in the food sector..

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Honoring the winners of the Jadara Award – February 25, 2024.



## “Experience it” – Bahraini Youth Gateway to the Job Market

As part of its efforts to support entrepreneurship and enhance the skills of youth, the Bahrain Chamber of Commerce and Industry Launched the “Experience it” initiative. Targeting Bahraini students aged 14 to 18, this program offers them practical work experience within real business environments. The training lasts two weeks, during which participants learn about job market requirements and gain basic professional skills that help prepare them for their future careers.



Honoring participants in the “Experience it” program – August 27, 2024.



## Digital Transformation in the Chamber: How Technology Made a Difference in 2024

Within its endeavor to enhance digital transformation and improve the level of services provided to the private sector, the Bahrain Chamber of Commerce and Industry implemented several strategic projects in information technology in 2024. These accomplishments aim to improve digital infrastructure, develop electronic services, invest in artificial intelligence technologies, and enhance cybersecurity.

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### Updating Digital Infrastructure and Enhancing Technology Policies

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The update of the digital infrastructure at the Chamber forms the cornerstone for ensuring the continuity and enhancement of service efficiency. By adopting clear policies and conducting regular updates to the systems, technical operations have become more stable and secure, leading to improved electronic services provided to the private sector. Achievements include:

- ❖ Developing and adopting policies for the use of electronic devices in accordance with work requirements, which has optimized technology use and reduced operational costs.
- ❖ Upgrading to Microsoft's E5 security system, which has improved electronic protection and enhanced the Chamber's ability to fend off cyberattacks.
- ❖ Implementing a backup system for Microsoft 365 to protect vital data such as member documents and emails.
- ❖ Archiving old human resources data, which has freed up significant storage space and improved system performance.

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### Adopting Artificial Intelligence to Enhance Productivity

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Artificial intelligence forms a fundamental pillar in enhancing business efficiency, aiding in the automation of processes, data analysis, and smarter decision-making. The Chamber has leveraged AI technologies to improve productivity and expedite transaction processes, positively reflecting on Bahrain's business environment. In this context:

- ❖ Workshops on AI applications were organized to assist employees in adopting these technologies in their work environment.
- ❖ Microsoft Copilot was activated for a group of employees to enhance work productivity and ensure data security.
- ❖ The AI Assistant project was developed, providing members with automated information, which facilitates faster information retrieval and access.

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## Enhancing Cybersecurity and Data Protection

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Cybersecurity is a top priority for ensuring the protection of member data and chamber operations. Through the application of best practices, system protection against potential threats has been strengthened, boosting business confidence in using the Chamber's digital services. In this regard:

- 🔒 Training programs for Chamber staff on cybersecurity was implemented in collaboration with Beyon Cyber to enhance information security culture.
  - 🔒 Updated cybersecurity policies to align with the international standards of ISO27001, enhancing the level of digital protection.
  - 🔒 Upgraded the firewall to bolster electronic defenses..
  - 🔒 Provided proactive support and continuous monitoring of systems to ensure ongoing protection.
  - 🔒 Implemented a comprehensive cybersecurity strategy to effectively counter security risks.
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## **Faster Response.. Higher Quality.. Stronger Support for the Private Sector**

With its desire to enhancing its role as a bridge between the private sector and official entities, the Chamber continued its efforts to explore the needs of traders and entrepreneurs, addressing the challenges faced by the commercial sector efficiently and responsively. In 2024, the Chamber received a total of 63 complaints and inquiries, successfully resolving 73% of them.

## **Community Responsibility as a Fundamental Pillar in Economic Development**

Community responsibility is one of the fundamental pillars that contribute to sustainable development and enhance economic solidarity. The Bahrain's business sector plays a crucial role in supporting community initiatives that empower individuals, enhance social stability, and drive the national economy.

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## Supporting the Alternative Sanctions Law: Empowering Individuals and Enhancing Economic Solidarity

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In a move that reflects the Bahrain Chamber of Commerce and Industry's commitment to achieving restorative justice and promoting social integration, the Chamber has supported the Alternative Sanctions Law in collaboration with the Ministry of Interior and other relevant entities. This program aims to economically and socially empower individuals benefiting from the law by providing them with professional training, sustainable employment opportunities, and encouraging the private sector to integrate them into their institutions.

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## Promoting a Culture of Social Responsibility: The Role of the Private Sector in Sustainable Development

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The Bahrain Chamber of Commerce and Industry places significant emphasis on fostering a culture of social responsibility within the business sector. It encourages Bahraini institutions and companies to adopt projects and initiatives that have a positive and sustainable impact on society. The Chamber has launched several programs aimed at enhancing the private sector's awareness of the importance of adopting socially responsible policies, which reflect on the national economy and the sustainability of the business environment.

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## Chamber Chairman Nass named CSR Personality of the Year

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In recognition of outstanding efforts in the field of community responsibility, Mr. Samir Abdulla Nass, Chairman of the Bahrain Chamber of Commerce and Industry, was awarded "The Arab Personalities Award for the Most Influential Figures in the field of corporate social responsibility for 2024" by the Regional Network for Social Responsibility. This accolade acknowledges the Chamber's efforts to promote a culture of social responsibility in Bahrain, supporting initiatives that make a tangible impact on community and economic development.

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The Chamber's Chairman named "Personality of the Year in Social Responsibility" – March 3, 2024.

## **Enhancing Quality: A Global Commitment to Supporting Business Continuity**




As part of its belief of the importance of stabilizing the commercial market and enhancing business efficiency, the Chamber has achieved a new milestone by obtaining the ISO 22301:2019 Business Continuity certification from the UK Accreditation Service (UKAS). This certification strengthens its ability to ensure the continuity of essential services for the private sector, even in emergency situations.



Bahrain Chamber receives ISO 22301:2019 certification for Business Continuity.

## **Training Programs to Enhance Service Efficiency for Chamber Members:**

Recognizing the importance of skill development to ensure the delivery of excellent services, the Chamber implemented a series of training and development programs over the year, including:

-  Conducting 3,444 training hours across 58 courses and workshops, benefiting 83 employees, which helped improve their efficiency and service levels.
-  Organizing a comprehensive training program in collaboration with the Public Administration Institute titled “Strategic Thinking through Strategic Planning,” aimed at developing current leaders and preparing promising staff for future leadership roles.
-  Offering a “Customer Service Mindset” course to all employees, which enhanced their skills in interacting with Chamber members and providing more efficient and professional services.



3,444

Training Hours



58

Courses and workshops



83

Employees



## International Recognition and Award Reflecting Administrative Development

The Chamber won the “Excellence in Skills Development” award for the Middle East in 2024 for its innovative project “Star League,” a behavioral competency assessment system for its staff, at the Power List Middle East 2024 awards ceremony. This victory serves as a testament to the Chamber’s unwavering commitment to developing its employees’ skills and enhancing their competencies, stemming from its belief in the importance of human capital in achieving its strategic goals. This award represents a significant achievement for the Bahrain Chamber.

The project aims to improve institutional and behavioral performance, aiding supervisors in assessing performance and identifying educational and developmental needs. Additionally, it can be used as a criterion for professional career advancement.