



Shape the future
with confidence

Global Immigration alert

October 2026

The better the question. The better the answer.
The better the world works.

Bahrain

Bahrain introduces electronic secondment process for expatriate employees

Executive summary

The Labour Market Regulatory Authority (LMRA) in Bahrain recently [introduced](#) an electronic secondment service that allows employers to temporarily employ expatriate employees sponsored by another employer, subject to specific approvals and conditions. The secondment period may be granted for up to 90 days and aims to provide employers with greater workforce flexibility while maintaining regulatory oversight.

Background

Employers in Bahrain have traditionally been required to engage expatriate workers under their own sponsorship arrangements. The new electronic secondment process introduces a framework that permits the temporary assignment of expatriate workers between employers, provided that all regulatory requirements and stakeholder approvals are obtained through the LMRA system.

Key developments

Under the LMRA's electronic secondment service:

- An employer may request the temporary secondment of an expatriate employee sponsored by another employer for a period of up to 90 days.
- The employee must hold a valid work permit throughout the secondment period.
- Approval is required from:
 - The current employer
 - The requesting employer
 - The expatriate worker
- Both employers are required to acknowledge and accept their respective obligations and responsibilities during the secondment period.
- The secondment arrangement will become invalid if the employee's work permit expires or is canceled.

The application process must be completed electronically through the LMRA [Expat Management System](#) (EMS). The requesting employer initiates the request, which is then reviewed and approved first by the current employer and

subsequently by the expatriate worker before the expatriate may begin working for the requesting employer.

Once the employee approves, the applying employer is notified to complete payment of the secondment fee. The payment must be completed within 30 days. Significantly, the LMRA's published process does not identify an additional step in which LMRA reviews and approves the secondment after these approvals are obtained.

Impact on employers

The introduction of the electronic secondment service provides employers with an additional mechanism to address short-term business and operational requirements without requiring a permanent transfer of sponsorship.

Organizations may benefit from increased workforce flexibility, particularly where specialized skills or temporary project support are required. However, employers should ensure that all approval requirements are fulfilled and that the expatriate worker maintains a valid work permit throughout the secondment period.

Employers planning to utilize this service should review internal workforce mobility requirements and coordinate with all relevant stakeholders in advance to avoid delays in obtaining the necessary approvals.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2026 EYGM Limited.
All Rights Reserved.

SCORE 115338-26-GBL

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Xavier Brun

Partner, People Advisory Services Tax, MENA Immigration
Tel: +973 1713 5249
Email: xavier.brun@bh.ey.com

Mustapha Nour

Manager, People Advisory Services Tax, MENA Immigration
Tel: +973 1751 4701
Email: mustapha.nour2@bh.ey.com

Ben Willis

Partner, EY Global Immigration Competency Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com