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# Employment in Oman: Key Legal Updates

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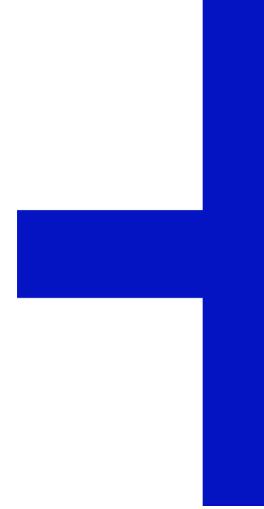
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Additional Considerations

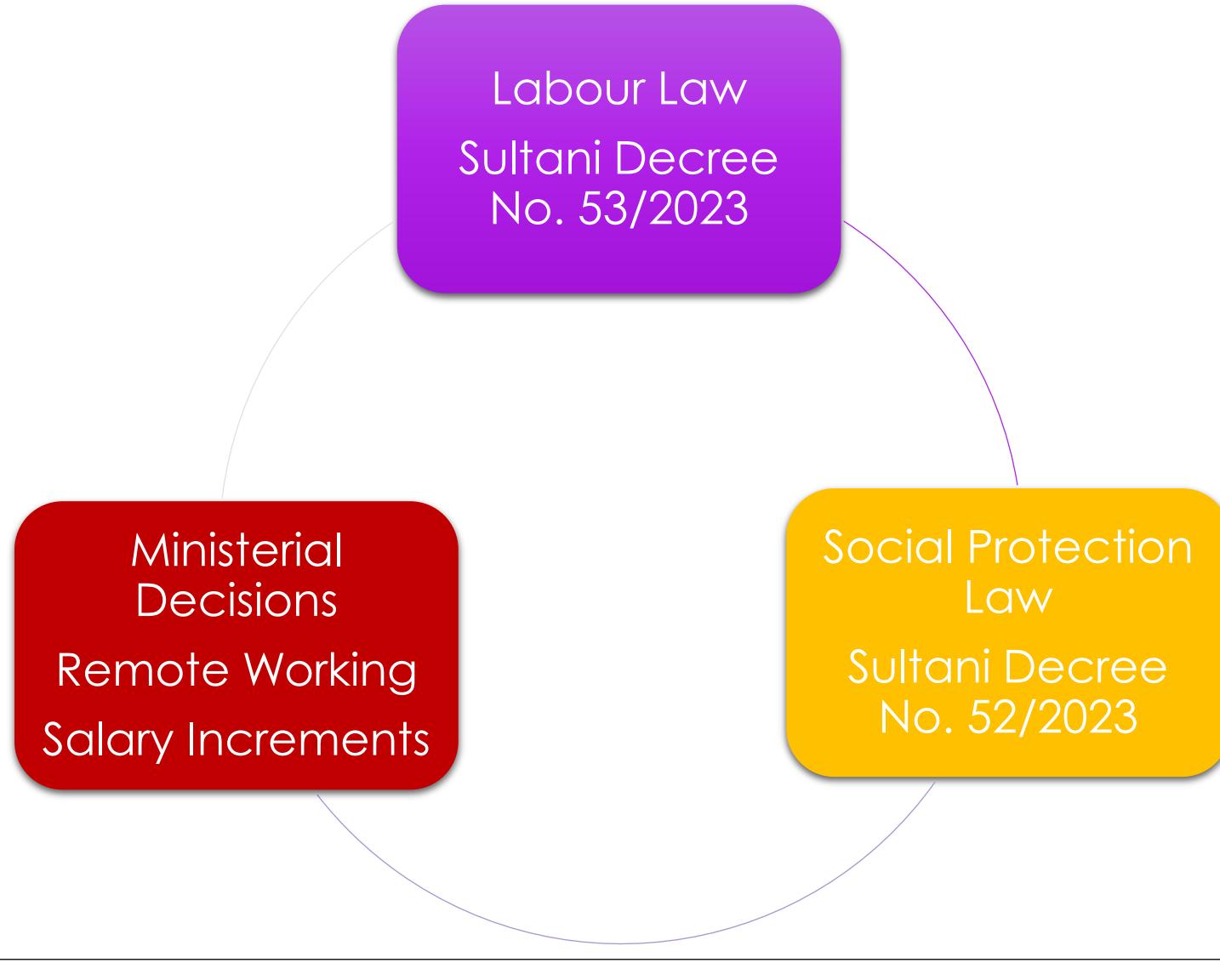
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Q&A

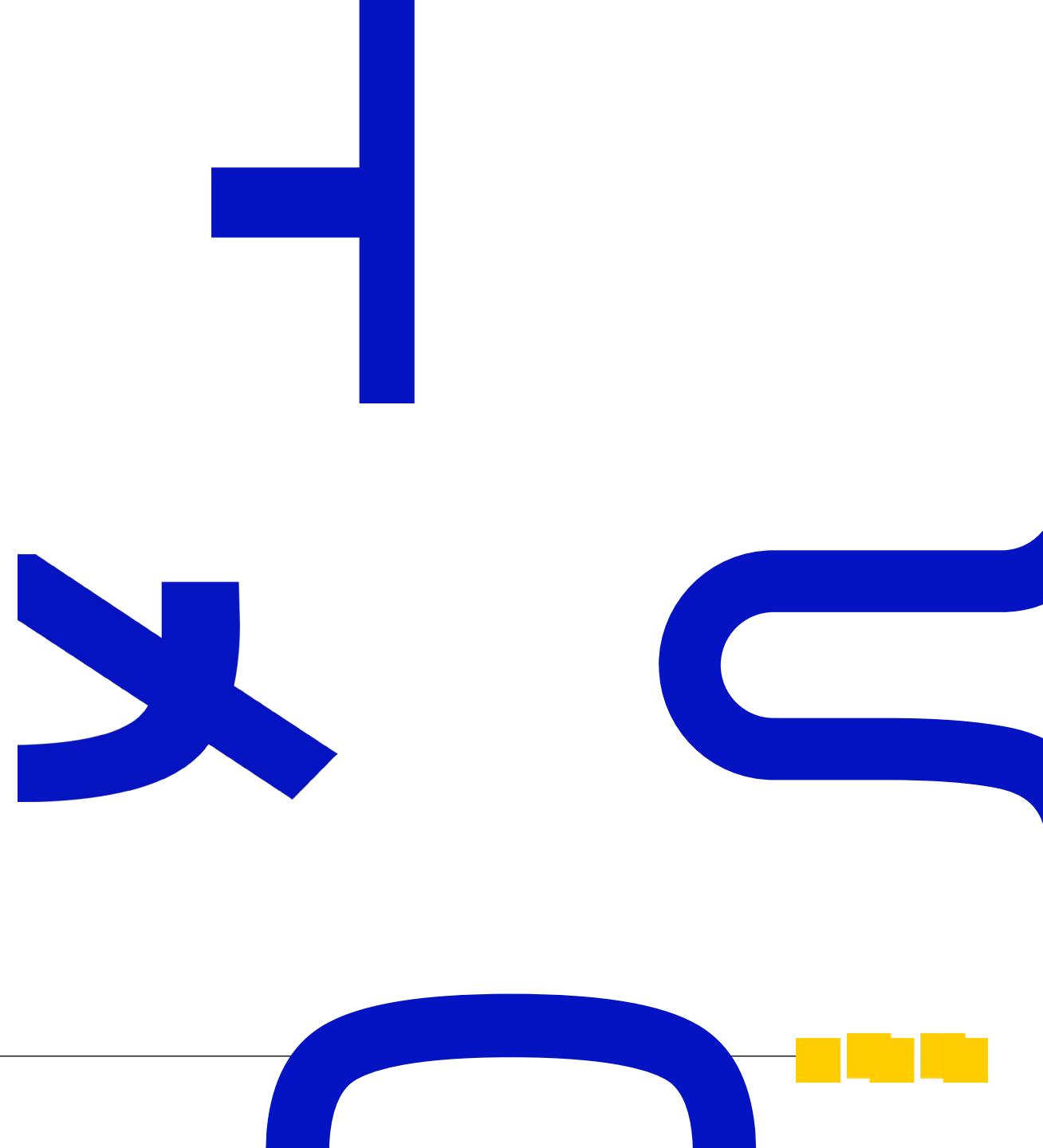
## Setting the Scene



# Setting the Scene



## Pre – Employment and Immigration



# Types of Employee

- **Full time**
- **Temporary**
- **Casual**
- **Remote**



# Pre-Employment Considerations

## Advertising

- Prohibition on advertising jobs which refer to creed, colour, remuneration packages or which may demean human dignity

## FTCs

- No automatic unlimited transition
- Unless over 5 years service



## Documents

- Arabic Language (+others)
- Performance appraisal system (25+)
- Grievance system (50+)

## Rest Areas

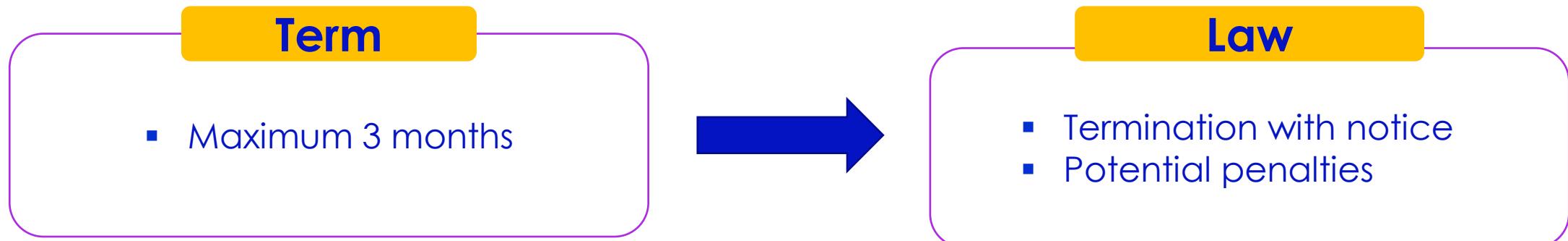
- 25 or more female employees → separate rest place for female employees



## Employment Benefits



# Probation



# The New Leave Landscape

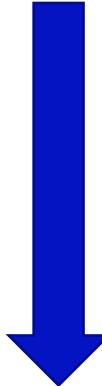
	Old Law	New Law
<b>Emergency Leave</b>	6 days	Removed
<b>Maternity Leave</b>	50 days (one years' service)	<ul style="list-style-type: none"><li>• 98 days (no prerequisite service)</li><li>• One year unpaid child leave care (social contribution obligations apply)</li><li>• One hour daily nursing break</li></ul>
<b>Paternity Leave</b>	-	7 days to be taken within 98 days of DOB
<b>Unpaid Leave</b>	-	Subject to employer's agreement (social contribution obligations apply)
<b>Sick Leave</b>	10 weeks	182 days:  100% -> 21 days; 75% -> 22nd to 35th days; 50% -> 36th to 70th days; 35% -> 71st to 182nd days.
<b>Annual Leave</b>	No cap on carry over	30 day cap



# Working Hours and Overtime

## Old Position

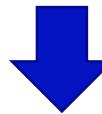
8.5 - 9 hours per day (+3)



- 25% uplift during the day
- 50% uplift during the night
- 100% uplift on rest days or TOIL

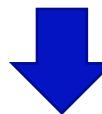
## New Position

8 hours per day (+4)



### NORMAL:

- 25% uplift for daytime hours
- 50% for night-time hours
- 100% uplift on rest days or TOIL



### EXTRAORDINARY:

- 50% uplift for daytime hours
- 75% for night-time hours
- 200% uplift or two x TOIL on rest days



# Salary Increments – Omani Nationals

**Ministerial  
Resolution**  
**317/2025**



5% basic - excellent

4% basic – very good

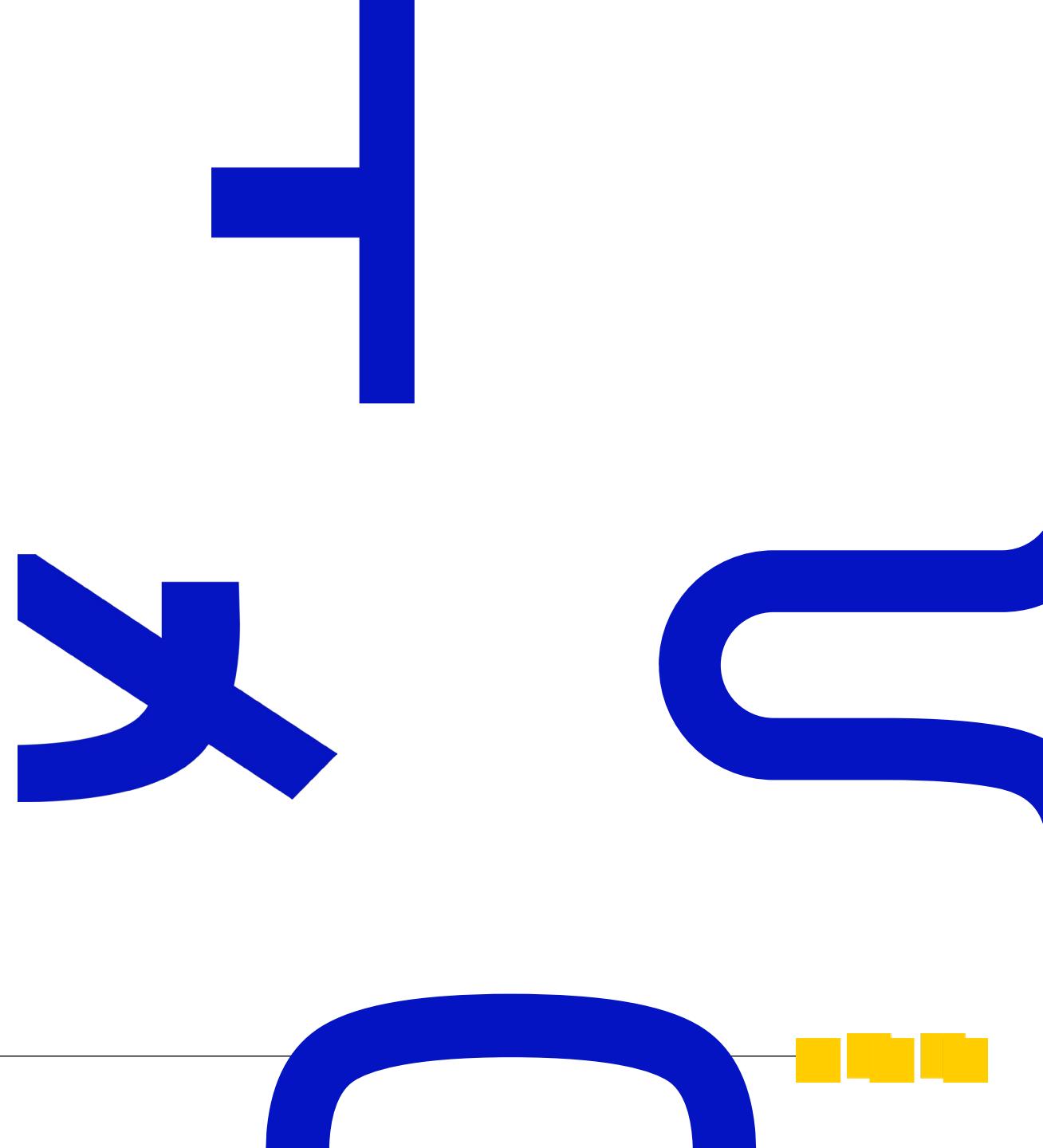
3% basic - good

2% basic - average

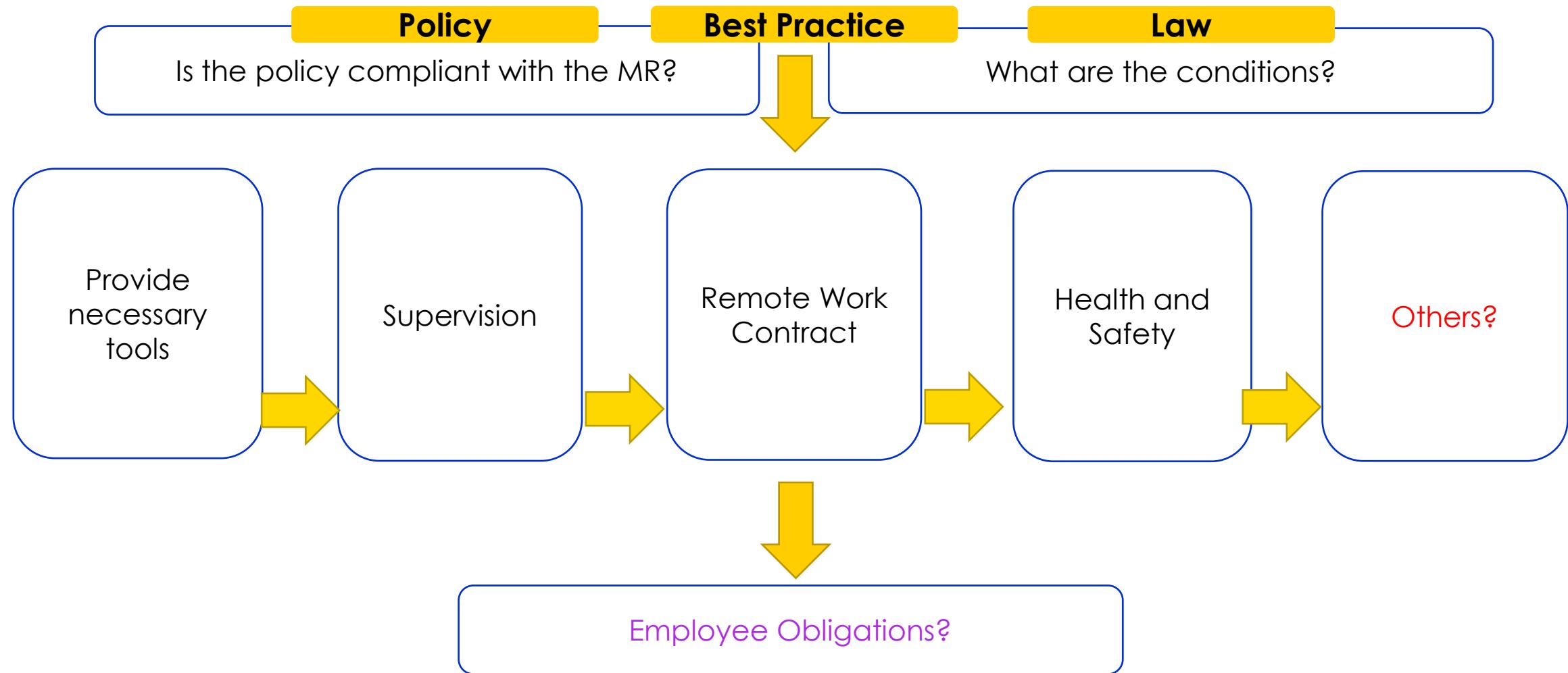
0 - poor



# Remote Working



# Remote Working (523/2025)



# Social Protection Law



# Pension

## Oman

### Social Protection Fund

- Employer: 11%
- Employee: 7.5%

### Registration criteria

- Omani National
- Employer must be subject to the SPL
- Over 15 and under 60

## Considerations

- Cap: OMR 3,000
- Late contributions – 12 months limit
- Retirement → 60 years
- Early Retirement → subject to deductions based on age and length of service
- Penalties for non-compliance?

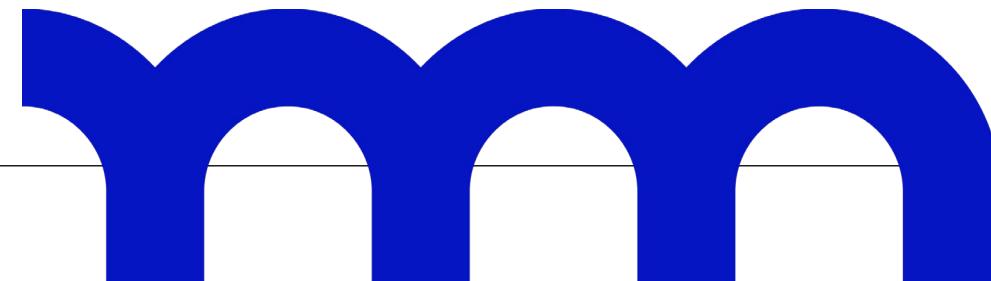
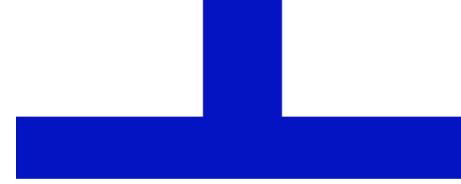


# Social Insurance

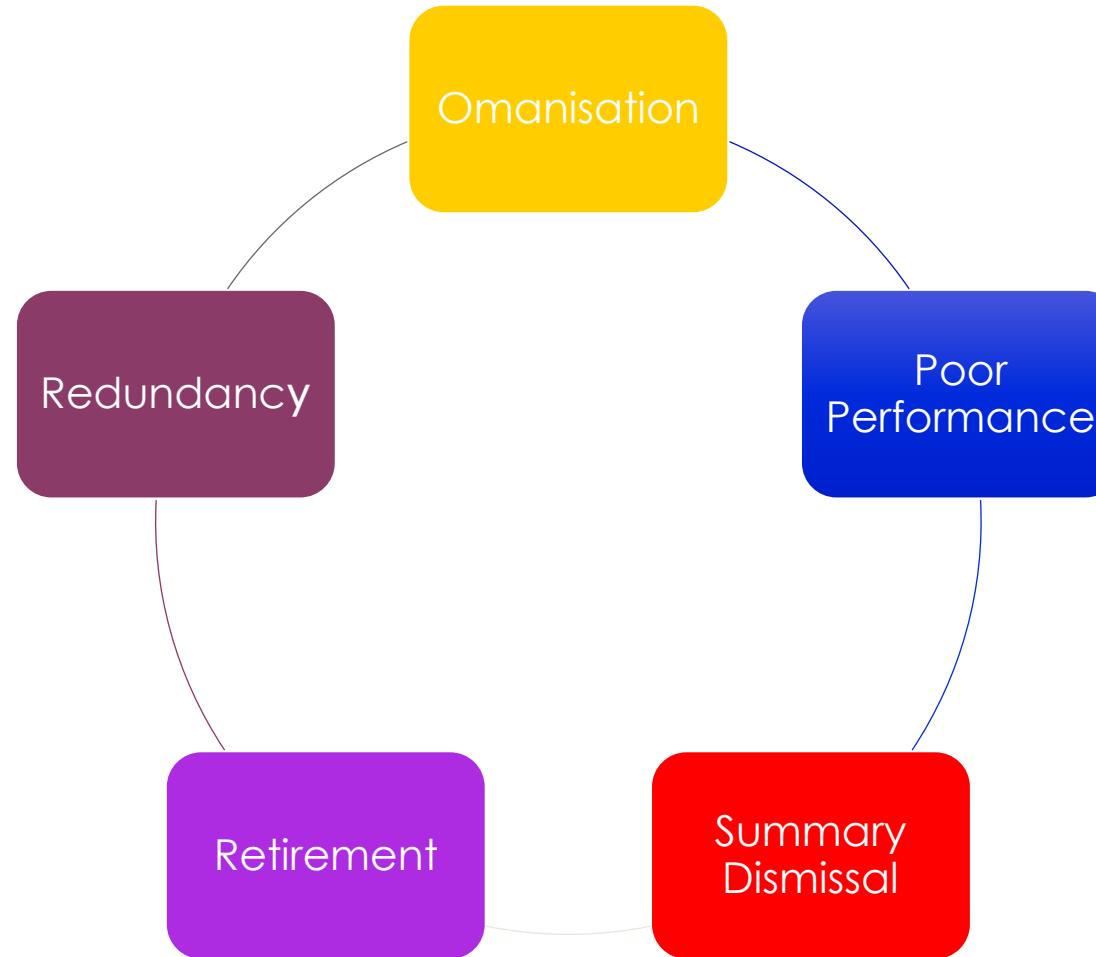
Type	Contribution	Omani	Non-Omani	Calculation
<b>Insurance for Elderly, Disability and Death</b>	11% employer 7.5% employee	✓ (1 January 2024)	✗	Full Salary
<b>Work Injuries / Occupational Diseases</b>	1% employer 0% employee	✓ (1 January 2024)	✓ (23 July 2028)	Full Salary
<b>Employment Security</b>	0.5% employer 0.5% employee	✓ (1 January 2024)	✗	Full Salary
<b>Sick Leave / Non-Ordinary Leave</b>	1% employer 0% employee	✓ (23 July 2026)	TBC	Full Salary
<b>Maternity Leave</b>	1% employer 0% employee	✓ (23 July 2024)	TBC	Full Salary
	<b>14.5% EMPLOYER 8% EMPLOYEE</b>			



## Termination



# How can employment be terminated?



# Redundancy



“Complete or partial closure of, bankruptcy of, or reduction the size of the activities of the establishment, or replacement of the production system with another in a way that affects the size of the workforce”

“In cases other than the complete closure or bankruptcy of the establishment, the contract of the **Omani worker** who has the same competence and experience as the non-Omani who works with him in the establishment, **shall not be terminated**”

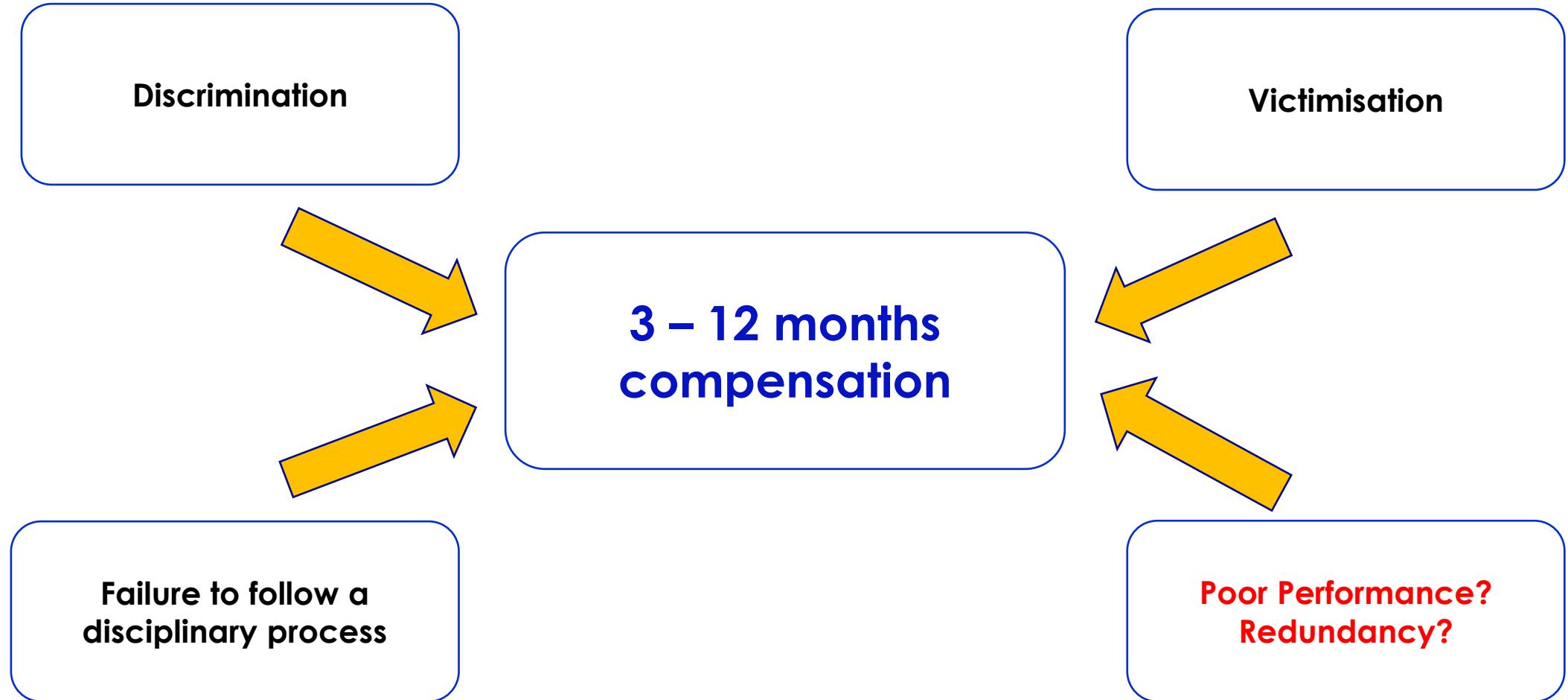
“If the establishment has an **economic reason**”

# Summary Dismissal: Article 40

False identity or forgery	makes a mistake resulting in substantial material loss (3 days -> 30 days)	disobeys instructions respecting safety of employees and workplace
AWOL >10 non-consecutive days or >7 consecutive days	discloses confidential information	offence involving honour, trust, or a misdemeanour at work
under the influence or offence against public morals	assaults the employer/colleagues	breach of the employment contract



# Arbitrary Dismissal



# End of Service Gratuity

	Old Law	New Law
<b>Calculation</b>	Years 1 – 3: 15 days Year 4 +: 30 days	30 days per year (MOL?)
<b>Basis of calculation</b>	Basic salary Calendar days	Basic salary Calendar days
<b>Forfeited when terminated summarily?</b>	✓	✓
<b>Savings Fund?</b>	✗	✓ (TBC – 23 July 2027)



## Other Considerations

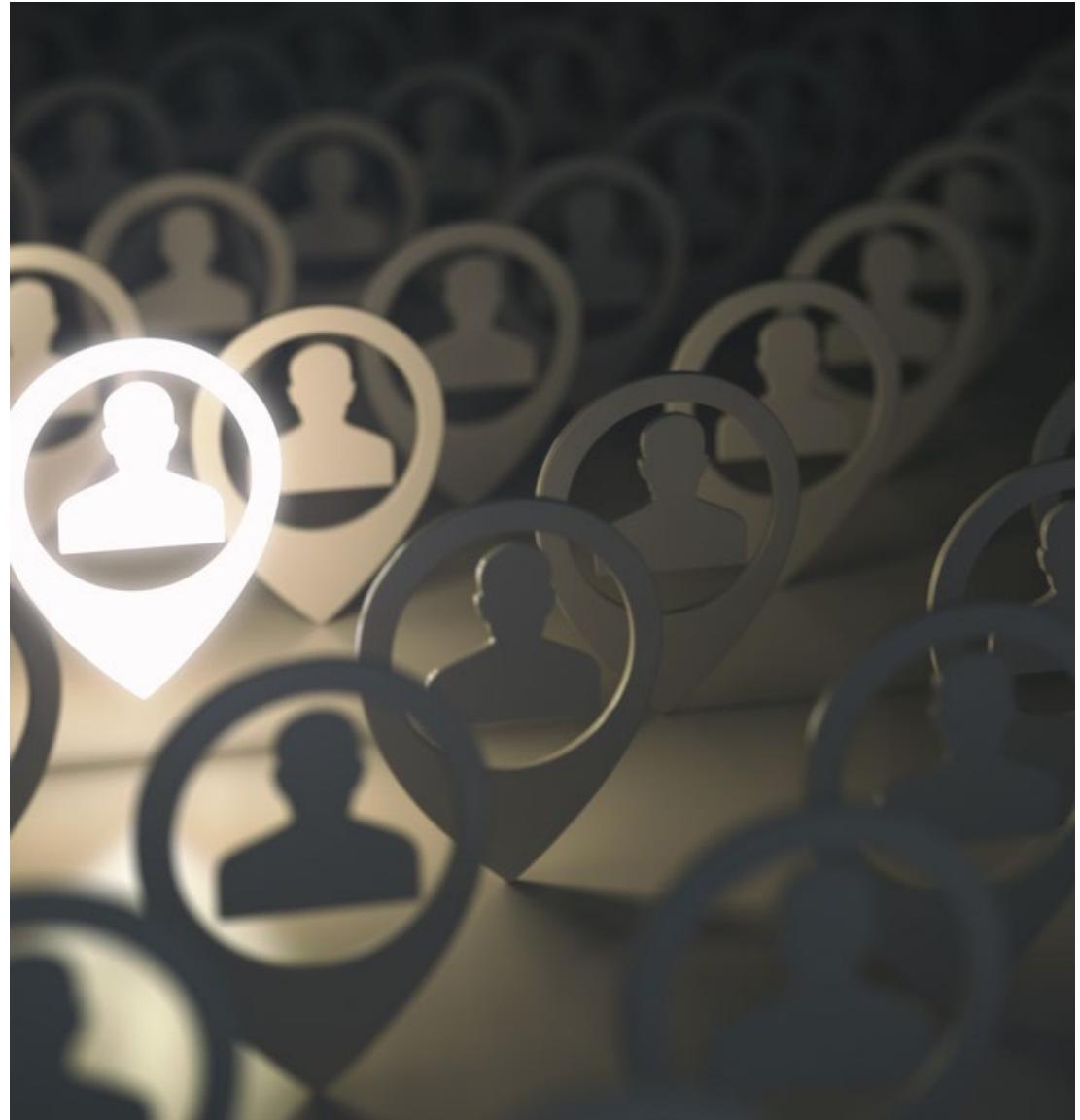
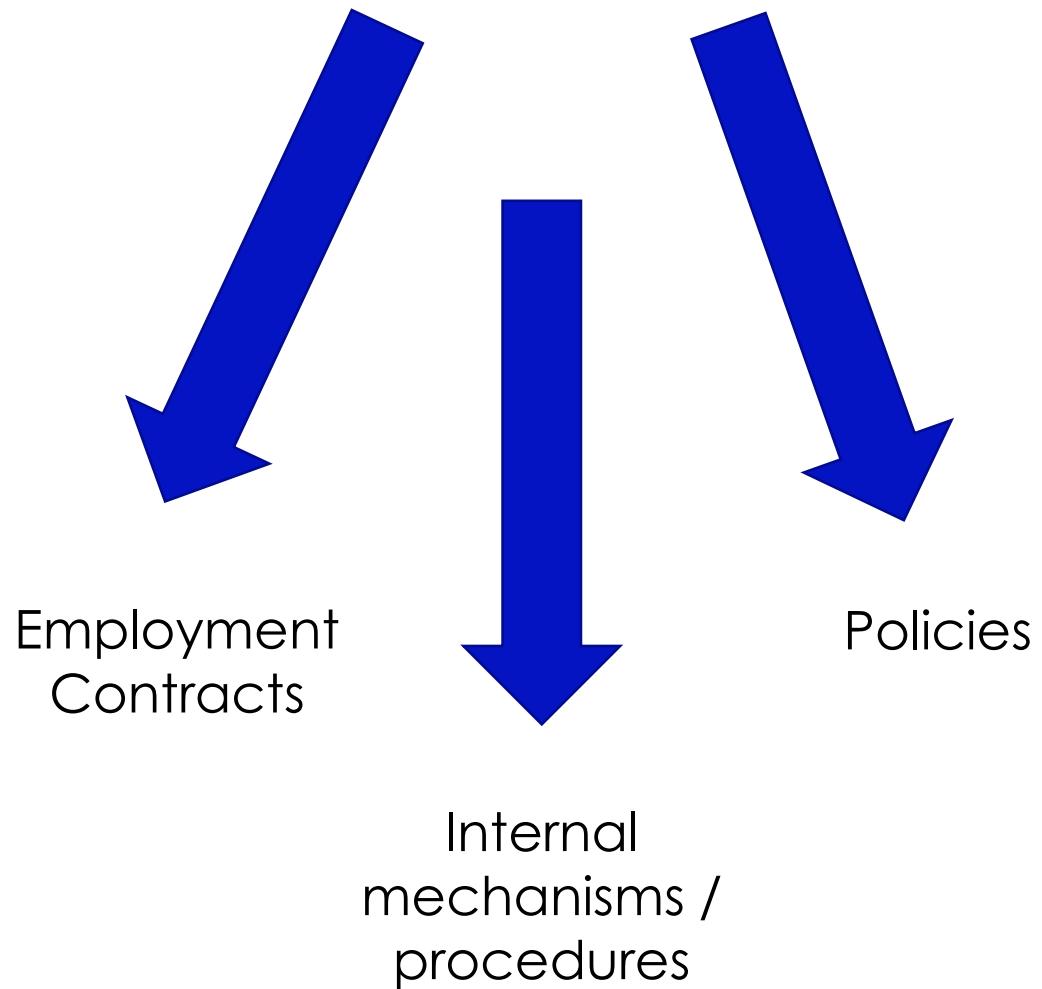
# Latest Updates

## 40 decisions / regulations due to be released

- ❖ Non-Omani Manpower Recruitment Offices
- ❖ Human Resources Supply Companies
- ❖ Working in the Oil & Gas Sector (and related fields)
- ❖ Temporary Work
- ❖ Practicing the Activity of Recruiting Non-Omani Workforce
- ❖ Establishment of a Special Committee (economic reasons)
- ❖ Work without Rest Periods (technical and operational reasons)



# What are the next steps





# Key Contact



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