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Know Your *Rights*

OMAN

DOMESTIC WORKER REGULATIONS

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Know Your Rights





OMAN DOMESTIC WORKER REGULATIONS




NOTE: This document outlines some of domestic workers' rights as stipulated in Oman's laws and regulations on domestic work. You should contact the Ministry of Manpower (Dispute Settlement Department) or your embassy or consulate with any complaints or concerns. The Ministry of Manpower can be contacted at **80077000**.

If you are in trouble, you can contact the Human Rights Commission at 1970, or on WhatsApp at 722 21 966, or the Royal Oman Police trafficking hotline at 800 77 44.

These materials have been reviewed by Clyde&Co and are up to date as of September 2023.

ISSUE	YOUR RIGHTS
CONTRACT	<ul style="list-style-type: none">→ Your employer is required to provide you with a contract in both Arabic and English, that you must both sign.→ Your contract must outline details about your working conditions such as your wage, appropriate accommodation, medical care, holidays and other fundamental rights. <p> (ARTICLE 13 OF STANDARD EMPLOYMENT CONTRACT (2011) ARTICLES 4 & 5 OF MINISTERIAL DECREE NO. 189 OF 2004)</p>
PROBATION PERIOD	<ul style="list-style-type: none">→ You are entitled to a paid probationary period not more than 90 days. <p> (ARTICLE 6 OF MINISTERIAL DECREE NO.189 OF 2004)</p>
WAGES	<ul style="list-style-type: none">→ You are entitled to receive the wages you have been promised in your contract.→ You are entitled to receive your salary in cash or through a bank at the end of the month or on the agreed-on date every month. <p> (FORM 4, ARTICLE 5 (A) OF STANDARD EMPLOYMENT CONTRACT 2011)</p>

WORKING HOURS	<p>→ The law does not specify maximum working hours for domestic workers. In Oman, working hours in most sectors do not exceed 9 hours.</p>
REST & BREAKS	<p>→ You are entitled to one day of rest in a week.</p> <p>→ If, for any reason, your employer requests you to work on your rest day, they are obligated to provide you with an alternative day off or compensate you with a payment that is equal to or more than your daily salary.</p> <p> (ARTICLE 5 OF STANDARD EMPLOYMENT CONTRACT 2011)</p> <p>→ The law is silent on breaks during the day, but you should decide on breaks with your employer.</p>
SICK LEAVE & HEALTH CARE	<p>→ Your employer should provide you with appropriate medical care throughout the period of the contract.</p> <p> (ARTICLE 5 OF STANDARD EMPLOYMENT CONTRACT 2011)</p> <p>→ Sick leave is not specified in the law.</p>
ANNUAL LEAVE	<p>→ You are entitled to 30 days of paid leave every 2 years of continued service.</p> <p> (ARTICLE 5 OF STANDARD EMPLOYMENT CONTRACT 2011)</p>
TERMINATION OF EMPLOYMENT & CHANGING JOBS	<p>→ You have the right to terminate your employment contract if you can provide evidence of employer abuse or if your employer violates any of the fundamental legally recognised obligations or provisions stated in the employment contract.</p> <p> (FORM 4, ARTICLE 8 OF STANDARD EMPLOYMENT CONTRACT 2011)</p>

<p>TERMINATION OF EMPLOYMENT & CHANGING JOBS (CONT.)</p>	<p>→ Your employer has the right to terminate your employment contract by providing 30 days written notice or by compensating you for the notice period. However, if you violate any essential obligations or provisions of the contract, your employer can terminate the contract without notice or compensation.</p> <p> (FORM 4, ARTICLE 7 OF STANDARD EMPLOYMENT CONTRACT 2011)</p>
<p>END-OF-SERVICE BENEFITS</p>	<p>→ The law does not specify end-of-service benefits to domestic workers. However, if you have unused leave periods, you have the right to receive compensation or payment equivalent to those periods, which should be paid to you upon the termination of your service.</p>
<p>RECRUITMENT FEES</p>	<p>→ Employers and recruitment offices are prohibited from charging workers fees for any part of the recruitment process.</p> <p> (ARTICLE 23 OF MINISTERIAL DECISION NO. 1 OF 2011 ORGANIZING MANPOWER OF NON-OMANIS)</p>
<p>YOUR IDENTIFICATION DOCUMENTS</p>	<p>→ You have a right to keep your passport and any other ID or travel documents in your possession except when your employer needs them for purposes such as filing for a resident permit.</p> <p>→ It is illegal for your employer to confiscate your passport, ID or travel documents.</p> <p> (CIRCULAR NO. 2 OF 2006)</p>

