

MIGRANT-RIGHTS.ORG

# Know Your *Rights*

OMAN

LABOUR LAW

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# Know Your Rights





## OMAN LABOUR LAW





**NOTE:** This document sets out some but not all the rights of workers as outlined in Oman laws and regulations. You should contact the Ministry of Manpower (Dispute Settlement Department) or your embassy or consulate with any questions, complaints and concerns in relation to your rights. The Ministry of Manpower can be contacted at **80077000**.





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





ISSUE	YOUR RIGHTS
<b>CONTRACT</b>	<ul style="list-style-type: none"><li>→ You have to enter into a contract with an employer to work in Oman.  <b>(ARTICLE 28 OF ROYAL DECREE NO. 53/2023)</b></li><li>→ Your employer must provide you with a copy of your contract in Arabic. You may also request for your contract to be provided in a language you can understand.  <b>(ARTICLE 33 OF ROYAL DECREE NO. 53/2023)</b></li></ul>
<b>PROBATION PERIOD</b>	<ul style="list-style-type: none"><li>→ If you receive your wage on a monthly basis, your probation period cannot exceed three months.</li><li>→ If you receive your wage weekly or fortnightly, the probation period cannot exceed two months.</li><li>→ You can only be placed on a probation period once with the same employer.</li><li>→ Either you or your employer can terminate the contract during the probation period with 7 days' notice.  <b>(ARTICLE 37 OF ROYAL DECREE NO. 53/2033)</b></li></ul>

<p><b>UNIONS</b></p>	<p>→ You are allowed to join established unions and associations provided that you do not take leadership functions.</p> <p>→ You cannot establish your own union or association.</p> <p> (ARTICLES 12 AND 42 OF MINISTERIAL DECISION NO. 500/2018)</p> <p> (ARTICLE 108 OF ROYAL DECREE NO. 53/2023)</p>
<p><b>WAGES</b> <i>Including Overtime &amp; Deductions</i></p>	<p>→ You are entitled to the wages specified in your employment contract.</p> <ul style="list-style-type: none"> <li>» <b>25%</b> of your basic wage if you work overtime during the day</li> <li>» <b>50%</b> of basic wage if you work overtime at night</li> <li>» <b>100%</b> of your basic wage if you work during your rest day or official holiday, in cash, OR a day of rest for each working day if you worked during an official day.</li> </ul> <p> (ARTICLE 71 OF ROYAL DECREE NO. 53/2023)</p> <p>→ You are entitled to receive your salary within three days from the due payment date.</p> <p> (ARTICLE 90 OF ROYAL DECREE NO. 53/2023)</p> <p>→ You must receive your salary in your bank account or other financial institution through the Wage Protection System.</p> <p> (ARTICLE 87 OF ROYAL DECREE NO. 53/2023 AND ARTICLE 1 OF MINISTERIAL DECISION NO. 299 OF 2023)</p> <p>→ Deductions from your wage are sometimes legal, such as loan repayment and rectifying damage to the equipment caused by gross negligence or intentional negligence.</p>

<p><b>WAGES (continued)</b> <i>Including Overtime &amp; Deductions</i></p>	<ul style="list-style-type: none"> <li>→ You have the right to appeal within one month of the knowledge of the deduction.  (ARTICLE 68 OF ROYAL DECREE NO. 53/2023)</li> <li>→ Your employer is not allowed to charge interest on loans.  (ARTICLE 95 OF ROYAL DECREE NO. 53/2023)</li> </ul>
<p><b>WORKING HOURS</b> <i>Including Overtime</i></p>	<ul style="list-style-type: none"> <li>→ Your maximum working hours are 8 hours per day and 40 hours per week. Continuous work hours shall not exceed 6 hours.</li> <li>→ The maximum working hours during Ramadan are reduced for Muslim workers to 6 hours per day and 30 hours per week.  (ARTICLE 70 OF ROYAL DECREE NO. 53/2023)</li> <li>→ Your employer can require you to work extra hours without your consent, provided it is for no more than 4 additional hours per day and 15 days per year. In such instances, you must receive additional overtime pay: <ul style="list-style-type: none"> <li>» <b>50%</b> of your basic wage if you work overtime during the day</li> <li>» <b>75%</b> of basic wage if you work overtime at night</li> <li>» <b>200%</b> of your basic wage if you work during your rest day or official holiday, in cash, <b>or</b> 2 day of rest for each working day if you worked during an official holiday.</li> </ul> </li> </ul> <p> (ARTICLE 72 OF ROYAL DECREE NO. 53/2023)</p>

<p><b>REST &amp; BREAKS</b></p>	<ul style="list-style-type: none"> <li>→ You are entitled to a 1 hour of rest period during working hours and 2 consecutive days of rest weekly.   (ARTICLE 70 AND 77 OF ROYAL DECREE NO. 53/2023)</li> <li>→ If you work on your weekly rest day, you may either receive double the salary of such day or an additional rest day.   (ARTICLE 71 OF ROYAL DECREE NO. 53/2023)</li> </ul>
<p><b>SICK LEAVE &amp; HEALTH INSURANCE</b></p>	<ul style="list-style-type: none"> <li>→ You are entitled to paid sick leave not exceeding 182 days in one year.</li> <li>→ You should provide evidence of being sick by one of the government health centres or a clinic recognised by the employer.</li> <li>→ The percentage that you will get of your gross salary is as follows: <ul style="list-style-type: none"> <li>» 100% for the first 21 days</li> <li>» 75% from 22nd and 35th day</li> <li>» 50% from 36th to 70th day</li> <li>» 35% from the 71st to 182nd day</li> </ul>  (ARTICLE 82 OF ROYAL DECREE NO. 53/2023) </li> <li>→ A mandatory health insurance system called 'Dhamani' has been established for private sector employees.</li> <li>→ Your employer must provide you with medical coverage.   (RESOLUTION NO. 34 OF 2019 AND DECISION NO. 78 OF 2019)</li> </ul>

<p><b>ANNUAL LEAVE &amp; SPECIAL LEAVES</b></p>	<ul style="list-style-type: none"> <li>→ You are entitled to 30 days of paid annual leave if you completed 6 months of service. You are allowed to carry up to 30 days of leave into the next year.   <b>(ARTICLE 78 OF ROYAL DECREE NO. 53/2023)</b></li> <li>→ If you leave work before you use all of your annual leave, you are entitled to receive your wages for the remaining annual leave.   <b>(ARTICLE 81 OF ROYAL DECREE NO. 53/2023)</b></li> <li>→ You are entitled to 98 days of paid maternity leave, to cover the pre-delivery and post-delivery periods, and 7 days of paternity leave, provided that the child is born alive and that the child's age doesn't exceed 98 days.</li> <li>→ You are entitled to 3 days of paid marriage leave.</li> <li>→ You are entitled to 3 days of bereavement leave for immediate family and 2 days in the event of the death of an uncle or aunt. Proof of death is required.   <b>(ARTICLE 84 OF ROYAL DECREE NO. 53/2023)</b></li> </ul>
<p><b>TERMINATION OF EMPLOYMENT &amp; CHANGING JOBS</b></p>	<ul style="list-style-type: none"> <li>→ If your contract is unlimited, you may terminate it by giving a 30-day written notice if you are employed on a monthly basis or a 15-day you are not paid of monthly basis, unless a longer period is agreed upon in the contract.   <b>(ARTICLE 38 OF ROYAL DECREE NO. 53/2023)</b></li> </ul>

<p><b>TERMINATION OF EMPLOYMENT &amp; CHANGING JOBS</b> (continued)</p>	<p>→ To change your employer, you should provide evidence that:</p> <ul style="list-style-type: none"> <li>» Your employment contract ended, rescinded or terminated;</li> <li>» The approval of the competent government authority for the contract with the second employer, and;</li> <li>» The proof that the new employer has a licence to employ you.</li> </ul> <p> (ARTICLE 24 OF THE MINISTERIAL DECISION NO. 157 OF 2020)</p>
<p><b>END OF SERVICE BENEFITS</b></p>	<p>→ You are entitled to a full month's wage for each year of service, with your last basic wage taken as the basis for calculating the remuneration.</p> <p> (ARTICLE 61 OF ROYAL DECREE NO. 53 OF 2023)</p>
<p><b>RECRUITMENT FEES</b></p>	<p>→ Your employer cannot deduct your salary to compensate for employment or visa-related costs.</p> <p>→ It is illegal for the employer or recruitment agency to charge recruitment fees.</p> <p> (ARTICLE 31 OF ROYAL DECREE NO. 53/2023 &amp; ARTICLE 23 OF MINISTERIAL DECISION NO. 1 OF 2011)</p>
<p><b>YOUR IDENTIFICATION DOCUMENTS</b></p>	<p>→ Your employer cannot keep your passport or private documents without your written permission.</p> <p> (ARTICLE 6 OF ROYAL DECREE NO. 53 OF 2023)</p>









