

Oman: Ministerial Decision No. 102/2015 Regulating Part-time Work

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Abstract

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An employer may hire a part-time worker in accordance with the following conditions (Art. 2):

1. Work hours may not exceed five hours a day.
2. Pay rate should be at least 3 Omani Riyals per hour.
3. Worker must be an Omani citizen.
4. Part-time worker may be already employed, seeking employment, or a student, and workers between the ages of 16 and 18 may only work between the hours of six am and six pm.
5. The percentage of part-time workers may not exceed 10% of the allocated Omanization percentage.

The employer shall insure part-time workers through a licensed insurance company against work injuries (Art. 3).

The work contract for part-time work shall determine the following (Art. 4):

1. Work hours
2. Work days
3. Hourly pay rate, and payment method.

A part-time worker shall be paid on a weekly basis, or may be paid biweekly or once a month if his written approval is obtained (Art. 5).

The employer or worker may terminate the work contract by giving a written notice seven days prior to the termination date (Art. 6).

This decision repeals Ministerial Decision No. 520 of 2013 (Art. 7).