

Oman: Ministerial Decision No. 103/2015 Exempting Small Establishments from Omanisation Percentages and Determining the Professions and Activities in which Non-Omani Workforce May be Granted Permits to Work for Small and Medium Establishments

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| Abstract | |

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Art. 1 determines the condition under which a small establishment, which has been established after the issue date of this decision, may be exempted from the Omanisation percentage for two years:

1. The employer must own the establishment.
2. The employer must manage the establishment.
3. The employer must be registered with the General Authority for Workforce Records as an employer.
4. The employer must be registered with the General Authority for SME Development.
5. The employer must be insured with the General Authority for Social Insurance.

For small establishments which were established prior to the issue date of this decision and meet the condition stipulated in Article 1, the Omanisation percentage may be implemented gradually in accordance with the following schedule (Art. 2):

1. First year of this decision's implantation, 25% of required Omanisation percentage shall be met.
2. Second year, 50%.
3. Third year, 75%.
4. Fourth year, 100%.

Non-Omani workers may be granted permits to work for small and medium sized establishments that meet the conditions listed in article 1 (Art. 3).

Non-Omani workers may be permitted to work for small establishments in the construction sector, which meet the conditions listed in article 1. This is limited to 5 workers.