

Oman: Ministerial Decision No. 189 of 2004 Regarding the Rules and Work Conditions for Domestic Workers

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Abstract

In accordance with Art. 3 of this decision, permits for the recruitment of employees, their labor cards, their medical examinations, and transfer of their sponsorship shall be subject to the same terms as non-Omani workers provided it does not contravene the provisions of this decision.

With respect to employment contracts, they must be written in Arabic. If the contract is in a language other than Arabic, a copy must be appended in Arabic, signed by both parties, to have the same probative force. The contract must include all the rights and obligations of the two parties and the conditions of work (Art. 4).

Art. 5 lists the recruiter's obligations, which must be included in the employment contract.

Art. 6 relates to the right of the employee to have his travel costs covered by the recruiter in the case of repatriation or annual leave that is agreed upon in the work contract.

Art. 10 describes the procedure for dispute settlement.