

Oman: Royal Decree No. 35/2003 Issuing the Labour Law

Title	Oman: Royal Decree No. 35/2003 Issuing the Labour Law
Date of adoption	26 April 2003
Entry into force	In effect
Text versions	<p>English Source: – Sultanate of Oman Ministry of Manpower, accessed: 15 October 2014, http://www.manpower.gov.om/portal/en/pdf/toc_en.pdf</p>

Abstract

Keywords: Oman, Laws & Regulations, National & Foreign Labour, Omanization, Sponsorship

In accordance with Art. 2 of this law, its provisions shall not be applicable to domestic servants working inside or outside houses such as drivers, maids, and cooks.

Art. 11 establishes the legal basis for setting Omanization quotas in different sectors through a Ministerial decision and requires the employer to ensure the equality of all workers when the nature and conditions of their work are similar. Chapter II (Articles 18 – 20) contains provisions regarding the regulation of foreigners' work.

Art. 18 lists the conditions that must be met by an employer before he is permitted to hire a non-Omani worker.

Art. 18 Bis lists the prohibitions imposed on an employer including not allowing a non-Omani worker authorized to work for him, seek employment with another employer or employ a worker who is residing illegally in the Sultanate.

Art. 20 relates to licenses that must be obtained by recruitment agencies before they are allowed to practice the activity of providing foreign workers. This provision further prohibits both the employer and the licensed foreign workers provider from charging the worker any sums of money in exchange for offering him employment.

In accordance with Art. 56, the employer is required to repatriate a non-Omani worker to his country upon termination of the work relationship with him unless the sponsorship of such worker is transferred to another employer. If the employer declines to do so, the relevant directorate shall repatriate the worker at the expense of the Government and revert to the employer for recovery of the amount paid.