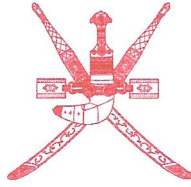


*Mission Permanente du Sultanat d'Oman
aupres des Nations Unies
et des Organisations Internationales
Geneve*



الوفد الدائم لسلطنة عمان
 لدى الأمم المتحدة والمنظمات الدولية
 جنيف

The Permanent Mission of the Sultanate of Oman to the United Nations Office and Other International Organizations in Geneva presents its compliments to the Office of the United Nations High Commissioner for Human Rights and with reference to the Note Verbale ref. no. RRDD/HRESIS/CM/JS/CC/is dated 7 July 2016 regarding the request for relevant information for the UN High Commissioner for Human Rights' report pursuant to paragraph 25 of the Human Rights Council's resolution A/HRC/RES/30/15 entitled "Right to Work" adopted by the HRC on 23 March 2016, has the honour to attach herewith the feedback from the concerned authorities in the Sultanate of Oman.

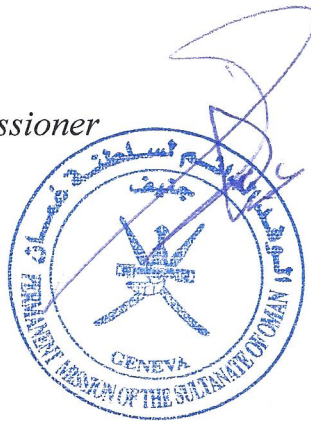
The Permanent Mission of the Sultanate of Oman avails itself of this opportunity to renew to the Office of the United Nations High Commissioner for Human Rights the assurances of its highest consideration.

Office of the United Nations High Commissioner

for Human Rights

United Nations Office at Geneva

CH-1211 GENEVE 10



الرقم: 3300/1001/1350/2016 التاريخ 3 -- ذو الحجة -- 1437 2016/09/05 الصفحة 1



Right to Work

Labour rights are respected and protected in Oman, where they are reinforced by a range of fundamental rights which ensure that they can be effectively exercised. The most important of those rights is the Oman labour law which is the main legislative instrument guaranteeing the protection of workers and employers rights and freedoms in all areas of work. Oman has ratified four ILO fundamental conventions, and international labour standards has been always under the consideration when law amendment is required.

Moreover, Oman has been making a significant efforts to comply with the minimum standards for the elimination of human trafficking and the following are some of the procedures on this matter:

- 1- Ratification on C29 Forced Labour Convention, 1930. by Royal Decree No. 75/1997.
- 2- Ratification on C 105 Abolition of Forced Labour Convention, 1957. by Royal Decree No. 65/2005.
- 1- Article (12) of the State constitution issued by Royal Decree No. 101/96 (The State shall enact laws that protect workers and employers and regulate the relationship between them, and may not impose any compulsory work on one, but under the law and to perform a public service and for a fair wage.
- 2- Royal Decree No. 126/2008, dated November 23, 2008 regarding, combating human trafficking defined human trafficking as follows: (Is guilty of the crime of human trafficking each person who intentionally and for the purpose of exploitation by using someone, moving or harboring or receiving through coercion, threats, deception, by taking advantage of position, influence, exploit a position of vulnerability, the use of an authority on that person or by any means other illegal either the direct or indirect, and is guilty of the crime of human trafficking who used youngster, transferred, harboring or receiving).
- 3- Article (3) repeated in the Labor Law stipulates the following: (prohibits the employer to impose any form of forced or compulsory labor).

The Ministry of Manpower

The Ministry of Manpower regulates the labour market with the participation of tripartite consistent (Government, employers and workers), the goal is to make the private sector a primary source of employment opportunities.



The Ministry has recently issued laws and regulations to develop the labour market in a manner consistent with national requirements and international labour standards.

Laws regulating the labour market

- Under Royal Decree No. 61/2013, which made certain amendments to the Social Insurance Act, pensions were increased by 5 per cent. The Decree also regulated the proportional contributions of private sector workers to the Public Authority for Social Insurance and increased their pension entitlements after their retirement.
- Ministerial Decree No. 656/2011 concerning the circumstances, occupations and occasions in which women may be employed on night shift and the conditions for such employment;
- Ministerial Decree No. 111/2013 under which plans were formulated and a supervisory committee set up to establish and monitor an electronic interface between the Ministry of Manpower and the Central Bank as part of an integrated system for wage payments to private sector workers;
- Ministerial Decree No. 570/2013 regulating the formation, operation and registration of trade unions and of the General Federation of Oman Trade Unions, the statute and powers of which are specified therein;
- Ministerial Decree No. 72/2014 of 31 March 2014, concerning the restructuring of a social dialogue committee comprising representatives of the three parties involved in the production process (Government, employers and workers).

Protection of workers

Oman shows great concern for the well-being of all workforce without exception or discrimination and regulations have been indorsed to protect the rights of both workers and employers. The Ministry of Manpower's Directorate General of Labour Welfare monitors working conditions, settles labour disputes and raises awareness concerning relevant laws and regulations.

Inspection

Private sector workplaces are subject to the Labour Code and monitored through labour inspectors. The labour inspections monitor the implementation of occupational health and safety regulations by private sector employers. Settlement of labour disputes In principle, labour disputes are resolved by due process of law. Exceptionally, amicable settlements may be sought by the Ministry of Manpower in the presence of employers and workers. Awareness-raising on labour issues and the work of trade unions. The Ministry organizes awareness-raising programmes for workers and employers alike on labour legislation and regulations. In 2014,



number of registered trade unions have reached to 211, representing a 15 per cent increase as comparing to the year of 2014.

Wage Protection System

An electronic wage protection system has been set up to verify whether employers are paying their workers on the day their wages fall due. Implementation of the first phase of the new system began in June 2014.

Women empowerment

A great deal of attention has been paid to empower women for fully participating in social and economic life and playing a powerful role in the development of Oman and to achieve that in the labour market, the ministry of Manpower has been playing a pioneer role to promote women's employment. One of the key features of Oman's labor law granted to women working in the private sector is that it did not differentiate in its Legislative language between men and women. However, it took into account the social condition of women by making a special chapter related to women.

Labour law and legislations for women

In the labour law article 80, mentioned that the women have an equal right in laws articles with no discrimination and in addition to that a whole chapter in the labour law been dedicated to women.

The following articles are related to women and exist to protect women's rights, as well as create a framework of equality and fairness in the private sector workplace:

• CHAPTER TWO: Employment of Women

◦ Article (80):

Without prejudice to the provisions set out in this Chapter, all provisions regulating the employment of workers shall be applicable to women workers without discrimination between them in the same work.

◦ Article (81):

Females shall not be required to work between nine p.m. and six a.m. save in cases, works, and occasions specified by a decision by the Minister.

◦ Article (82):

Women shall not be required to perform works which are harmful to the health or hard works or such other works as may be specified by a decision of the Minister.

◦ Article (83):

A female employee shall have the right to a special fifty-day maternity leave covering the periods before and after delivery with full salary for not more than three times during her service with the employer.



◦ Article (84):

The employer shall not dismiss a woman worker for her absence due to illness confirmed by a medical certificate which is attributable to the pregnancy or delivery and that she cannot resume her work, provided that the total period of such absence shall not exceed six months.

◦ Article (85):

An employer who employs one or more women workers shall keep in the workplace a copy of the regulations of employment of women.

◦ Article (86):

Subject to the above provisions, the regulations of employment of women, the circumstances and conditions of their work and businesses, occupations and industries which they may join, shall be specified by a decision of the Minister.

Employment of women in the private sector

Women specific laws and regulations address equal employing, pay and protecting the special needs. A coordinated effort between the government, employers and workers has contributed to a sustained increase in women's participation in the private sector organizations. According to the annual report of Ministry of Manpower, Omani women workers reached (23.9%) of Omani labor force of the private sector in 2015.

Table (1): Omani female job seekers (2013-2014-2015)

Year	Total of Omani female searching for job
2013	96,409
2014	94,255
2015	17,999

Table (2): Development of the Female labour force participation rate (2005-2015)

Year	Total of Omani workers	Female workers	Women's Labour force participation rate (%)
2005	98537	17652	17.9
2010	207009	41335	20
2015	221694	52878	23.9

Source: (Manpower2010, 2015)

Table (3) Development of Omani female employed in private sector (2011-2015)

Year	Total of Omani employed	Female employed	Female rate (%)	Growth Rate (%)
2011	62762	12827	20.4%	

10.9 %



2012	56443	11999	21.3%
2013	57980	12752	22%
2014	71035	18194	25.6%
2015	73438	19421	26.4%

Women in Technical Education and Vocational Training

Ministry of Manpower supervises seven Colleges of Technology distributed among the Sultanate's various governorates and in addition to that 6 vocational centers and 2 fisheries institutes. The statistics below shows women participation in technical education and vocational centers and in shows an increase every year.

Chart (1): Female Students in colleges of Technology (2011-2015)

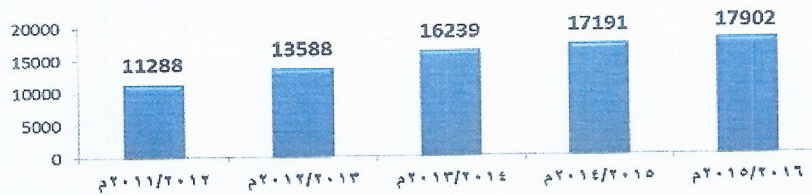
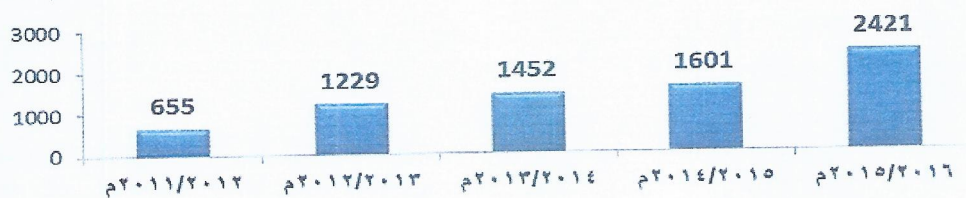


Chart (2): Trainees (Female) enrolled in vocational training centers Institutes (2011-2015)



Persons with disabilities:

The Ministries Manpower and the Ministry of Social Development is working to insure finding job opportunities for people with disabilities, In the public and private sector institutions. Article (17) of the sultanate labour law says that: The employer who employs fifty workers or more shall appoint persons who are of special needs nominated by the relevant directorate who are occupationally qualified in jobs which are suitable to their conditions, within such limits as may be determined by a decision of the Minister. Such persons of special needs who are employed pursuant to the preceding paragraph shall enjoy all the rights prescribed for other workers.

