

OMAN



History:

Oman, officially known as the Sultanate of Oman, has a rich history spanning thousands of years. The earliest signs of human habitation in the area trace back to the Stone Age. Oman experienced a period of prosperity starting from the 7th century BC, due to its strategic location on maritime trade routes. Over the centuries, the country was influenced by numerous empires, including the Persians, the Portuguese, and the Ottomans. The modern Sultanate of Oman, as we know it today, formed in the 18th century.

Geography:

Geographically, Oman is situated at the southeastern tip of the Arabian Peninsula, bordered by the United Arab Emirates to the northwest, Saudi Arabia to the west, and Yemen to the southwest. The country also has significant sea access with a coastline nearly 3,165 kilometers long, bordering the Arabian Sea, the Gulf of Oman, and the Oman Sea. The country's interior is dominated by a desert plateau and high mountains, while the coast is characterized by fertile plains.

Economy:

Oman's economy is heavily dependent on oil and gas, which account for about 85% of its export revenue and 72% of government revenue. However, the government has launched numerous initiatives to diversify the economy by developing sectors such as tourism, agriculture, fishing, and mineral industry. The country has undertaken a series of infrastructure projects to enhance economic attractiveness and tourism, including the development of modern ports and airports.

Business Opportunities:

Due to the efforts in diversifying the economy, a number of business opportunities are emerging in Oman, particularly in non-oil sectors. The country has established free zones and special economic zones to attract foreign investments with customs and tax advantages. Sectors such as tourism, agriculture, fishing, renewable energy, and logistics are particularly promising. However, as with any overseas enterprise, it's important to understand the local business culture, laws, and regulations before investing or establishing a business.

Summary of Labor Law:

The labor law in Oman provides a comprehensive framework for the rights and protections of workers in the country. Here is a summary of the key aspects of labor law in Oman:

- **Working Hours:** Typically, the working week in Oman is 45 hours, not exceeding nine hours a day for adults. During Ramadan, the working day is reduced to six hours for Muslim workers.
- **Overtime:** Overtime is paid at a rate of 25% above the normal hourly wage. If the work is performed between 9:00 PM and 4:00 AM, the overtime rate increases to 50%.
- **Leave and Holidays:** Employees are entitled to 30 days of annual leave. They are also entitled to paid leave for public holidays declared in Oman. Sick leave in a year should not exceed ten weeks.
- **End of Service Benefits:** Employees who have completed more than one year of continuous service are entitled to end-of-service gratuity, which is calculated based on the length of service and the final basic salary.
- **Minimum Working Age:** The minimum working age in Oman is 15 years. Certain restrictions apply to the employment of juveniles (those under 18 years).
- **Maternity Leave:** Female employees are entitled to 50 days maternity leave, which includes the period before and after delivery.
- **Termination of Employment:** Both the employer and the employee can terminate the employment contract, but legal requirements for notice and severance pay need to be followed.

As this is a summary, do not hesitate to contact us at contact@genta-international.com for specific advice on labor law in Oman.