

Oman: Part-time work permits and Omanisation

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In brief

Oman has recently introduced new legislation enabling Omani national school students and retirees to take on part-time roles. Importantly, private sector companies employing such students and retirees can include them as part of their overall Omanisation percentage requirements; a measure which is intended to increasingly motivate and incentivise the private sector to avail more of the skills and experience of the Omani national - as opposed to expat - population.

In detail

The Sultanate of Oman, much like its neighbouring GCC countries, has adopted several measures of late to reduce the overall private sector dependency on the expat population and increase the inclusion of Omani nationals, largely through a range of nationalisation-specific policies, programs and practices. In keeping with this theme, the Ministry of Manpower has recently amended the existing part-time work permit framework to include “students” and “retirees”.

The takeaway

This change serves to underscore the increased attempts by the Omani government to cater to the needs of the local Omani population, and to minimise, through various proactive measures and initiatives, the high unemployment rate that exists amongst, in particular, fresh graduates. Redressing this imbalance and the existing private sector dependency on the expat population remains a key agenda item for the Omani government. For the private sector, the inclusion of students and retirees as part of their overall Omanisation percentage requirements serves as a key incentivisation tool as well as the ability to utilise, without increased financial pressure, a broader segment of the local Omani population.

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