

Oman

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Muscat). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Oman scores 38.8 out of 100**. The overall score for Oman is lower than the regional average observed across the Middle East & North Africa (49.6).

Oman - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women’s decisions to work, Oman gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Oman could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Oman is on the indicator related to constraints on freedom of movement (the WBL2020 Mobility Indicator). To improve on the Mobility Indicator, Oman may wish to consider allowing women to choose where to live in the same way as men, allowing a married woman to leave the home without her husband's permission, allowing women to apply for a passport in the same way as men, and allowing women to travel abroad in the same way as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 57
	Can a woman travel outside her home in the same way as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 54(2)
	Can a woman apply for a passport in the same way as a man?	No	Passport application procedures
	Can a woman travel outside the country in the same way as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 54(4)
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 8
	Is there legislation on sexual harassment in employment?	Yes	Royal Decree No. 35/2003 Issuing the Labor Law, Arts. 41(3) and 42
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Royal Decree No. 35/2003 Issuing the Labor Law, Arts. 41(3) and 42
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	Labor Law, Art. 81
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Law, Art. 82 Jobs deemed arduous: Labor Law, Art. 82 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 38
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Arts. 82, 94, 98 and 107
Parenthood	Does a woman have the same rights to remarry as a man?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 121
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Art. 83
	Does the government pay 100% of maternity leave benefits?	No	Labor Law, Art. 83
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Sultanate Decree No. 29 of 2013 on Civil Transactions, Art. 41
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Arts. 242, 243, 246 and 254
	Do female and male surviving spouses have equal rights to inherit assets?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Arts. 242- 245
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 37(4)
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	Royal Decree 32/97 Promulgating the Personal Status Law, Art. 37(4)
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Social Insurance Law, Art. 21-1 Men: Social Insurance Law, Art. 21-1
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Social Insurance Law, Art. 21-2 Men: Social Insurance Law, Art. 21-2
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Law, Art. 43 Men: Labor Law, Art. 43
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located