

Oman

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and North Africa (53.2). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

Oman - Scores for Women, Business and the Law 2023



Relative Strengths

Oman does not attain a perfect score on any of the WBL2023 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's work after having children (the WBL2023 Parenthood indicator). To improve on the Parenthood indicator, Oman may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Oman are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/oman/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Personal Status Law, Art. 57
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law, Art. 54(2)
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Law, Art. 10; Passport Application Procedures
	Can a woman travel outside the country in the same way as a man?	No	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?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	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> 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 a woman work at night in the same way as a man?	No	Labor Law, Art. 81; Royal Decree No. 656/2011, Arts. 1-2
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Law, Art. 82
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is the law free of legal provisions that require 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	Personal Status Law, Art. 38
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law, Arts. 82, 94, 98 and 107
	Does a woman have the same rights to remarry as a man?	No	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 paid leave available to fathers?	No	No applicable provisions could be located
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	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	Decree on Civil Transactions, Art. 41
Assets	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Decree on Civil Transactions, Art. 41
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law, Arts. 241-256
	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law, Arts. 243-245
Pension	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law, Art. 37(4)
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	No	Social Insurance Law, Art. 21-1
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Social Insurance Law, Art. 21-2
	Is the mandatory retirement age for men and women the same?	Yes	Labor Law, Art. 43
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located