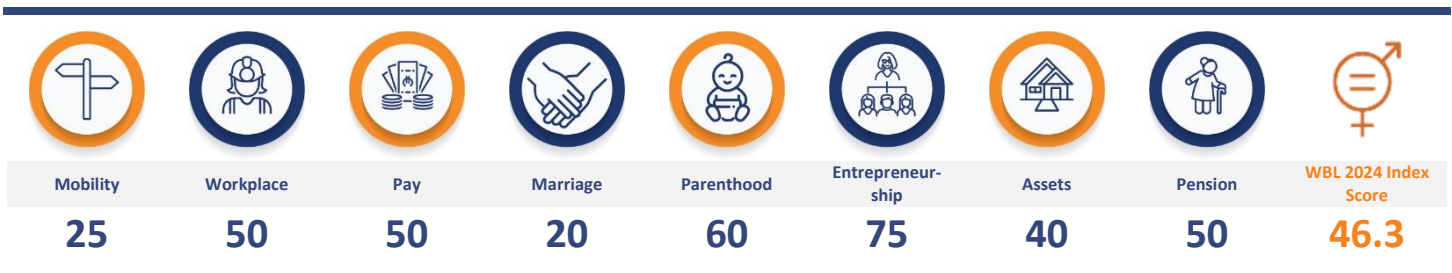


# Oman

*Women, Business and the Law 2024* (WBL2024) 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 46.3 out of 100.0**. The overall score for Oman is lower than the regional average observed across the Middle East and North Africa (54.7). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

## Oman - Scores for Women, Business and the Law 2024



## Relative Strengths

Oman does not attain a perfect score on any of the WBL2024 indicators. There is room for improvement across all eight indicators.

## Areas for Improvement

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 constraints related to marriage (the WBL2024 Marriage indicator). To improve on the Marriage indicator, Oman may wish to consider allowing women to be head of household in the same way as men, enacting legislation protecting women from domestic violence, allowing women to obtain a divorce in the same way as men, and giving women the same rights to remarry as men.

## Recent Reforms

During the past year (October 2nd, 2022 to October 1st, 2023), Oman removed restrictions on a woman's employment in jobs deemed dangerous. Oman increased paid maternity leave from 50 days to 98 days, introduced seven days of paid paternity leave, and prohibited the dismissal of pregnant workers.



Further data details for Oman are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/oman/2024>



|                  | 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, Art. 41(3)   |
|                  | Are there criminal penalties or civil remedies for sexual harassment in employment?    | No     | <i>Criminal:</i> No applicable provisions could be located<br><i>Civil:</i> No applicable provisions could be located |
| 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     | Royal Decree No. 656/2011, Arts. 1-2  |
|                  | Can a woman work in a job deemed dangerous in the same way as a man?                   | Yes    | No restrictions could be located  |
| 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?                               | Yes    | Labor Law, Art. 84(10)  |
|                  | Does the government pay 100% of maternity leave benefits?                              | No     | Labor Law, Art. 84  |
| Entrepreneurship | Is paid leave available to fathers?  | Yes    | Labor Law, Art. 84  |
|                  | Is there paid parental leave?  | No     | No applicable provisions could be located   |
|                  | Is dismissal of pregnant workers prohibited?   | Yes    | Labor Law, Art. 12  |
|                  | Does the law prohibit discrimination in access to credit based on gender?              | No     | No applicable provisions could be located   |
| Assets           | Can a woman sign a contract in the same way as a man?                                  | Yes    | Decree on Civil Transactions, Art. 41   |
|                  | 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  |
| Pension          | Do female and male surviving spouses have equal rights to inherit assets?              | No     | Personal Status Law, Arts. 243-245  |
|                  | 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   |