**OMAN UPR 37 St 3 MOL Mr Al Mulahi – 21 January 2021 – suggested translation**

**"In the name of Allah,**[**the Most Gracious**](https://en.m.wikipedia.org/wiki/Rahman_(Islamic_term))**,**[**the Most Merciful**](https://en.m.wikipedia.org/wiki/Rahim)**."**

**Your Excellency the President,**

**Distinguished delegates,**

**After complements,**

**I have the pleasure to speak in front of you on behalf of the government of the Sultanate of Oman represented by the Ministry of Labour.**

**The Sultanate of Oman has made a remarkable achievements in the fields of labor market development in continuous cooperation with the national organizations of employers, workers and international labor organization seeking development, stability and to create decent work environment and sustainable for everyone.**

**The development that labor market is witnessing included several aspects, an increase in job opportunities and progress in laws and regulations to keep pace with international labor standards. Sultanate of Oman is always striving to achieve equality and prevent forced labor and child labor. It is also keen to develop trade union rights and collective bargaining and to strengthen the regulatory system for a safe work environment that fulfills all the requirements of decent work.**

**One of the most important developments that the government of the Sultanate of Oman is working on is the issuance of a new labor law and a regulation for domestic workers. The labor law will include provisions of a greater protection framework for everyone in general, and prohibiting the retention of official documents of workers by employers. The new law will also enhance social dialogue, resolve labor disputes and develop contracting mechanisms in line with international labor standards. As for the regulation of domestic workers, it will have a positive role in promoting and organizing work in this sector, as the regulation will deal with working hours, vacations and other benefits. In order to strengthen the social protection system, the Sultanate is working on a project to compel health insurance for all workers without any exception.**

**The Royal Oman Police also issued a decision on amending some provisions of the executive regulations of the Foreigners' Residence Law, as the decision permits the free transfer of a worker to another employer upon the expiration, cancelation or termination of the work contract, without prior permission.**

**Moreover, the Ministry of Labor issued a ministerial decision aimed at correcting the work status of the expatriate workforce those who violated the labor law, exempting them from the penalties imposed on them, and facilitating their departure from the Sultanate. More than 60,000 workers have benefited from these facilities so far.**

**Distinguished delegates,**

**The Ministry of Labor has an integrated system for controlling the labor market and monitoring cases of violations of workers' rights through labor inspection, and mechanisms for receiving complaints through phone calls or electronic website . In order to achieve the principle of transparent social dialogue and suggest solutions, the dispute between the worker and the employer is settled in a joint session. In case any of the two parties is not satisfied, the case is referred to the court for final adjudication.**

**In 2019, (24592) complaints were monitored, about (60%) of them were settled by the Ministry of Labor, while the Ministry received in the same year (26) collective labor complaints, of which (22) cases were settled.**

**Statistics indicate that the difference in the increase in individual complaints between 2015 and 2019 amounted to (52%), showing increased awareness of workers of their rights and the means to access available complaints mechanisms.**

**As for trade union organizations, the number of trade unions in the Sultanate is constantly increasing, reaching by the end of 2019 (271) unions distributed according to different economic activities.**

**Statistics also indicate that the share of women in 2019 amounted to (36%) of the total jobs created in the private sector, with a net increase of (32%) compared to 2015.**

**The Sultanate of Oman represented by its tripartite constituents is still committed to the Implementation of the National Decent Work Country Program with the International Labor Organization since 2011 up to date, seeking the development of the labor market.**

**We affirm the Sultanate of Oman's continued commitment to study and apply international labor standards in line with the national requirement.**

**At the end,**

**I would like to thank you all for your kind consideration, which undoubtedly reflects the International community's keenness to preserve workers' rights. From this honorable rostrum, we affirm the Sultanate of Oman commitment to develop the labor market for a prosperous, bright and fair future for all workers on its land.**