



► ILO Country Brief

June 2025

Care at work in Oman

Investing in care leave and services for a more gender equal world of work

Background and contents

The [Resolution concerning decent work and the care economy](#) (ILO 2024a) was adopted by the International Labour Conference during its 112th Session in June 2024 and is the first international tripartite agreement on this topic. To advance decent work in the care economy, the Resolution calls on governments, employers' and workers' organizations to design and implement integrated care policies and systems guided by the 5R Framework for Decent Care Work (recognition, reduction and redistribution of unpaid care and reward and representation of care workers) and grounded in international labour standards and social dialogue (Point 30.a). It also urges constituents to "ensure appropriate responses to the needs of all workers with care responsibilities by ensuring comprehensive maternity protection and care leave and protection policies, including paternity, parental leave and long-term care leave", "strengthen policies and measures facilitating work-life balance, paid work and care responsibilities", and "invest in and make available high-quality, affordable, adequate and accessible care services, including childcare, health care and long-term care for all workers" (Points 30.g, h and k). In addition, "ratification and implementation of the international labour standards relevant to the care economy are central to a rights-based approach to care" (Point 19).

To support these steps to advancing decent work in the care economy, this brief draws on the findings of the [ILO Care at Work report](#) (ILO 2022), which synthesizes the results of the ILO legal survey of 185 countries and reviews progress made around the world while assessing the persisting and significant legal gaps in care policies and services, as well as the [ILO Global Care Policy Portal](#) (ILO n.d.-a) and the Investment Simulator (ILO n.d.-b).

Drawing on these resources, this country brief:

- provides a review of the status and progress of legislation on care policies in Oman;
- highlights regulatory gaps that may limit access of working women, their partners and family to care benefits;
- presents the investment case for a transformative package of care policies.

Maternity leave is a universal human and labour right, and yet it remains unfulfilled

In 2023, Oman launched new social insurance maternity benefits, with ILO support, as part of comprehensive social protection reforms. The new scheme provides Omani and non-Omani mothers in full-time employment with 14 weeks of fully paid maternity leave, aligning with the three key provisions of the ILO Maternity Protection Convention, 2000

(No.183), and up to 98 days of unpaid, job-protected leave, which can be shared between the mother and father. To prevent negative impacts on women's pensions, the Social Protection Fund also covers the pension contributions during maternity leave.¹ This reform is funded collectively by all employers through a 1% wage contribution to the Social Protection Fund, replacing the previous system where costs fell solely on employers, and reducing the disincentive of hiring women. As such, this section of the brief explores the main provisions of ILO Convention No. 183, analyses the provisions across the Middle East and North Africa (MENA)², and spotlights on Oman's available national legislation.

The **ILO Maternity Protection Convention (No. 183) and related Recommendation (No. 191)** mandate a minimum maternity leave period of 14 weeks and recommend increasing it to at least 18 weeks to ensure adequate rest and recovery time for the mother. As of February 2025, Morocco is the only country in MENA that has ratified Convention No. 183, out of the 44 ratifications registered by the ILO. The **ILO Workers with Family Responsibilities Convention (No. 156)** provides guidance to enable persons with family responsibilities, who are engaged or wish to engage in employment, to fully enjoy equality of opportunity and treatment without being subject to discrimination, and without conflict between their employment and family responsibilities. It is ratified by 47 countries, including Yemen -- the only country in MENA to have ratified it. At the 2023 International Labour Conference, the Committee on the Application of Standards invited Member States to consider the possibility of ratifying these conventions and availing themselves of ILO technical assistance to assess potential obstacles to the ratification and effective implementation of the conventions, and ways to overcome them (ILO 2023a; 2023b).

Furthermore, the **ILO Social Protection Floors Convention (No. 102)** requires the provision of maternity benefits to protect women throughout their maternity period (pre-natal, birth, and post-natal), ensuring that the benefit both covers the medical care during the maternity period and the lost income while on maternity leave. It is ratified by 67 countries, and Part VIII (Maternity Benefit) has been accepted by Iraq, Libya and Morocco in MENA.

Currently, Oman is among the 5 countries in MENA aligned with the three key requirements of Convention No. 183 on maternity leave,³ because the duration of maternity leave is 14 weeks, paid at 100 per cent of previous earnings and through a social insurance scheme. The other four countries are Algeria, Islamic Republic of Iran, Libya, and Morocco. A closer look at the alignment with Convention No. 183 in MENA finds that:

- In MENA, the average **duration of maternity leave** is 17.2 weeks⁴ which represents an increase of five weeks in the last decade. Since 2011, four countries (Islamic Republic of Iran, Iraq, Kuwait and Oman) have met or exceeded the ILO 14-week standard. Currently, 11 countries do not meet the minimum 14 weeks of maternity leave, while three countries (Islamic Republic of Iran, Kuwait and Syrian Arab Republic) provide 18 weeks or more, in line with Recommendation No. 191. **Following the adoption of the Social Protection Law in 2023, Oman provides a maternity leave duration of 98 days (14 weeks), aligned with the minimum requirement stipulated by Convention No. 183.** This leave is also available to fostering mothers.⁵

¹ According to Article 130 of the Royal Decree 52/2023, "The branch of the insurance of maternity leave shall bear the total contributions of the insured male, the insured female, and the employer for the branch of insurance of the elderly, disability, and death throughout the period of leave, provided that the contribution of the insured male and the insured female are deducted from the maternity leave allowance in cases where the allowance is equal to 100% (one hundred percent) of the contribution wage."

² According to ILO grouping and available data, MENA countries in this brief include the following: Algeria, Bahrain, Egypt, Iran (Islamic Republic of), Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Occupied Palestinian Territory, Qatar, Saudi Arabia, Sudan, Syrian Arab Republic, Tunisia, United Arab Emirates and Yemen.

³ The main requirements of maternity leave legislation set out in the ILO Convention No. 183 are: (i) leave should be not less than 14 weeks; (ii) cash benefits should be not less than two-thirds of previous earnings; and (iii) maternity leave cash benefits should preferably be provided through compulsory social insurance or public funds.

⁴ This brief considers the amendments to [The Social Security Scheme Law of the Kingdom of Saudi Arabia](#), which, in 2024, increased maternity leave from 10 weeks to 12 weeks, and changed the maternity benefits funding scheme from employer liability to social protection (Article 42). This legislation will come into effect 180 days after publication in the Official Gazette.

⁵ According to Article 132 of Royal Decree 52/2023. This leave is provided as long as the age of the child does not exceed 3 months at the time of the application.

- ILO standards require the **amount of cash benefits** during maternity leave to be at least two-thirds (67 per cent) of the woman's previous earnings and recommend increasing it to 100 per cent, when possible. In the MENA region, 16 countries (including Algeria, Egypt, Lebanon, Qatar and Yemen) offer fully paid maternity leave. **Oman is among the 16 countries with maternity leave cash benefits that cover 100 per cent of previous earnings.** Two countries (Islamic Republic of Iran and Tunisia) offer maternity leave cash benefits between two-thirds and 99 per cent. Only Kuwait provides a maternity cash benefit equivalent to less than two-thirds of previous earnings, as the benefits do not cover the entire period of maternity leave.
- ILO standards require that employers should not be individually liable for the direct cost of maternity leave and these cash benefits shall be provided through **compulsory social insurance** or public funds or non-contributory social assistance to women who do not qualify for benefits out of social insurance. In MENA, maternity leave cash benefits are funded by the employer in 10 countries, paid through social insurance in eight countries (Algeria, Egypt, Islamic Republic of Iran, Jordan, Morocco, **Oman**, Saudi Arabia and Tunisia) and paid through mixed schemes in Libya. **Since 2011**, Egypt moved away from a mixed scheme to social insurance, **Oman and Saudi Arabia moved from an employer liability scheme to social insurance scheme**, and Libya moved from an employer liability scheme to a mixed scheme.

Moreover, gaps remain for Oman to fully align to ILO Convention No. 183 on other dimensions. The fundamental right to paid and job-protected maternity leave should be guaranteed to all women, especially mothers from vulnerable groups and in the informal economy. **In Oman in 2022, 26.4 per cent of mothers with newborns were effectively covered by maternity cash benefits** (ILO, n.d.-d). Out of all employed women, 84.1 per cent of them are legally entitled to maternity benefits. It is expected that more women in Oman will access maternity cash benefits with the new scheme launched as part of the new Social Protection Law, which guarantees full paid maternity leave of 98 days for both national and migrant workers. In Oman, maternity leave cash benefits are not available for self-employed workers and domestic workers (box 1).

Furthermore, employment protection and non-discrimination is essential to make the right to maternity leave a reality. The law in Oman guarantees protection from dismissal for women during the pregnancy and leave period. However, the legislation does not guarantee the mother's right to return to the same position when returning to work after maternity leave and there are no prohibitions against pregnancy tests in employment.

These gaps would need to be addressed to fully align with Convention No. 183, which would ensure the right to care and be cared for and help achieve gender equality at work.

► Box 1. Maternity protection for domestic workers

Despite their essential role in caring for others, domestic workers—like many in the informal economy—often lack effective access to the rights, benefits, and institutions that provide care. According to ILO estimates, only 45.6 per cent of female domestic workers worldwide had a legal right to maternity leave in 2020. This is largely due to their exclusion from labour and social security laws.

In Oman, domestic workers are specifically excluded from the labour law. Instead, they are governed by Ministerial Regulation No. 189 of 2004 concerning the rules and conditions on the employment of domestic workers. However, this regulation does not address maternity leave or maternity-related job protection, effectively denying domestic workers the right to maternity protection. In light of the principle of leave no one behind and to ensure that all women and children benefit from paid maternity leave and protections, it is crucial to implement programs that increase access to social protection, including income security and maternity and child health care, and include informal economy workers and migrant domestic workers under labour laws with the same rights as other workers.

Sources: ILO. 2024. [From global care crisis to quality care at home: The case for including domestic workers in care policies and ensuring their rights at work](#); ILO. 2021. Making decent work a reality for domestic workers: Progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189); [Ministerial Order No. 189 of 2004 concerning the rules and conditions on the employment of domestic workers.](#) (قرار وزاري رقم 189 لسنة 2004 بشأن قواعد وشروط العمل الخاصة بالمستخدمين بالمنزل)

Paternal leave is key to enabling men's care rights and responsibilities

In 8 out of 18 countries in MENA, fathers have the right to paternity leave, including Algeria, Morocco, **Oman** and Tunisia. Since 2011, five countries in the region (Bahrain, Islamic Republic of Iran, Jordan, Saudi Arabia and **Oman**) have either introduced or increased the duration of paternity leave. On average, the duration of paternity leave among the eight countries with paternity leave is around seven days compared to less than three days in 2011. **In Oman, all employed Omani and non-Omani⁶ fathers of newborns are entitled to seven days of job-protected paternity leave at full pay, to be taken within 98 days of the child's birth.** Before the Royal Decree No. 52/2023 promulgating the Social Protection Law, there was no paid paternity leave.

The ILO Resolution concerning the second recurrent discussion on social protection (social security) (ILO 2021) calls for Member States to foster income security during maternity, paternity and parental leave as part of gender-responsive social protection systems. Paternity leave is fully paid in all eight countries with paternity leave provisions in the region. Employers are the main source of financing of paternity leave in five countries, while in only three countries (Morocco, **Oman** and Tunisia) this right is financed by social insurance funds. This leave is also available to fostering fathers.

All fathers, without discrimination, should have a right to paternity leave. Plus, employment protection and non-discrimination connected with paternity leave could improve paternity leave take-up rates. In MENA, this entitlement is largely not available to many categories of working fathers, especially self-employed. Greater availability of a universal right to longer, well-paid and compulsory paternity leave funded through social protection with adequate job protection and non-discrimination measures will prompt an increase in paternity leave take-up rates, thereby recognizing men's care rights and responsibilities, promoting an equal sharing of family responsibilities between mothers and fathers, and offering children the best start in life.

Parental leave and other special care leave can also help balance the work and family responsibilities of mothers and fathers over their life course

ILO standards⁷ call for a period of parental leave – determined by national laws – to be available to either parent after maternity leave without their having to relinquish employment and with their employment rights being protected. Statutory parental leave is available in seven countries in MENA (Bahrain, Egypt, Jordan, Morocco, **Oman**, Syrian Arab Republic and United Arab Emirates). The average duration of parental leave among these countries is 76 weeks (paid and unpaid). In the last decade, three countries in the region – Bahrain, Oman and United Arab Emirates – increased or introduced parental leave. **Oman provides an unpaid parental leave available to both parents of 98 days after the expiration of maternity leave⁸, without paying contributions. At the same time, the Labour Code in Oman provides an unpaid parental leave entitlement of 1 year (365 days), which is only available to mothers (Article 83, Royal Decree 53/2023 Promulgating the Labour Law).** The lack of paid leave may contribute to low take-up rates at the same time that it reinforces gender stereotypes, at the same time that parental leave that can be transferred or used by both parents does not necessarily encourage the equal share of caring responsibilities.

When comparing the provisions of paid leave, fathers are entitled to 7 days of paid paternity leave compared to the 14 weeks of paid maternity leave for mothers after childbirth, which translates into a «gender leave gap» in Oman of 13 weeks. This gap could be increased if considering the unpaid parental leave of 98 days available for both parents in addition to 1 year available only for the mother. This gap can reinforce societal gender norms that childcare is the responsibility of the mother, whereas the care role of the father is considered supplementary.⁹

⁶ According to the [Gulf Labour Markets and Migration Programme](#), in 2023, 48 per cent of employed women and 72.3 per cent of employed men in Oman were expatriates.

⁷ The Workers with Family Responsibilities Recommendation, 1981 (No. 165), para 22; and Maternity Protection Recommendation, 2000 (No. 191), para 10.

⁸ According to the Royal Decree 52/2023, parents can share this leave, and do not have to pay contributions to the Social Protection Fund.

⁹ In 2022, the labour force participation rate in Oman was 70.6 per cent (86.5 for men and 39.9 per cent for women).

With ageing societies, paid care, and particularly long-term care leave can play a key role in supporting new and increasing care needs. In MENA, two countries (the Islamic Republic of Iran and Oman) provide paid care leave. **In Oman, this leave is available to workers for 15 days per year, to accompany their spouse or kinship (up to the second degree). It is paid with gross wage and through social insurance.** In the Islamic Republic of Iran, the employer is fully responsible for paying long-term care leave cash benefits. As such, **Oman is the only country in the region with a social protection scheme for long term care leave**, a good practice in the region and worldwide.

In 2024, Oman established a universal disability benefit scheme as part of its new Social Protection Law (Royal Decree No. 52/2023). This scheme guarantees a minimum income of 130 Omani rials (approximately US\$340) per month for all persons with disabilities, including children. The benefit amount is reviewed regularly based on studies of its adequacy. Eligibility for the benefit is independent of employment status, enabling persons with disabilities to participate in the labour market while addressing their disability-related costs. This ensures that persons with disabilities can meet their basic needs, access necessary services, and achieve greater inclusion in society (ILO 2024c). Additionally, the scheme supports workers with family responsibilities by helping cover the costs of adequate and accessible services. When the disability benefit can also cover the cost of paid, trained care workers, it also helps redistribute care responsibilities from families.

Emergency leave is a special leave of short duration for urgent family reasons. Eleven countries in MENA provide paid emergency leave, including Egypt, Kuwait, **Oman** and Yemen. The new social protection legislation adopted in Oman provides for emergency leave in the event of death. Workers are entitled to two days of leave for the death of a paternal or maternal uncle or aunt, and three days for the death of a father, mother, grandfather, grandmother, brother, or sister. In the case of the death of a wife, son, or daughter, the leave period is ten days. For Muslim female workers, the legislation provides 130 days of leave following the death of a husband, and 14 days of leave for non-Muslim female workers (Article 84, Royal Decree 53/2023 Promulgating the Social Protection Law). All countries that provide emergency leave rely on employer liability to fund it.

The workplace is an important entry point to promote safety and health and save lives

All workers should have the right to a safe and healthy working environment, including pregnant or nursing women. ILO standards mandate that provisions relating to the protection of persons working under dangerous or unhealthy conditions should be aimed at protecting the health and safety of both men and women at work, while taking into account gender differences in regard to specific health risks.^{10,11} Moreover, time off for prenatal examinations and adequate maternal healthcare, as called for by ILO standards on maternity protection and social security, can save lives by tackling preventable maternal mortality and morbidity.

In MENA, all countries, except Egypt and United Arab Emirates, provide pregnant or breastfeeding workers protective measures that prohibit performing dangerous or unhealthy work in their laws. However, the legislation is only aligned with ILO standards in Algeria, where pregnant or breastfeeding workers cannot be obliged to perform dangerous or unhealthy work. Blanket prohibitions forbidding all women from working under certain conditions classed as dangerous or unhealthy are in place in 12 countries, including Bahrain, Jordan **and Oman. Additionally, all women in Oman are prohibited from performing night work.** Instead of blanket prohibitions, which put women at risk of discrimination in employment and, as such, are against both Convention No. 183 and ILO Discrimination (Employment and Occupation)

¹⁰ ILO. 2012. Giving Globalization a Human Face: General survey on the fundamental conventions concerning rights at work in the light of the ILO Declaration on Social Justice for a Fair Globalization, 2008, ILC.

¹¹ Convention No. 183 (Art. 3) sets out the right of pregnant or nursing women not to be obliged to perform work that is prejudicial to their health or that of their unborn or newborn child. Recommendation No. 191 (Para. 6(3)) promotes the assessment of workplace risks related to safety and health, especially where conditions involve arduous manual work; exposure to hazardous biological, chemical or physical agents; situations requiring special equilibrium; or situations requiring standing or sitting for prolonged periods, particularly in extreme temperatures or close to vibration. In addition, in a significant number of countries the legislation still forbids all women from working under certain conditions considered as dangerous or unhealthy. The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) considers these blanket bans on dangerous work (as well as on night work and overtime) to be: a) based on stereotypes regarding women's professional abilities and role in society; b) contrary to the principle of equality of opportunity and treatment in employment and occupation; and c) contributing to gender-based discrimination at work.

Convention, 1958 (No. 111), international labour standards call for legislation to take into account the needs and preferences of individual workers.

Furthermore, **Oman**, like all other countries in the MENA region, **does not provide a statutory right to paid time off for prenatal medical examinations.**¹²

Breastfeeding-friendly workplaces provide time, income security and space to enable positive nutrition and health outcomes

All women should have the right to paid working time for breastfeeding, as called for by ILO Convention No. 183. Additionally, workplace nursing facilities are a key ingredient of breastfeeding-friendly workplaces. In MENA, nursing mothers in 16 countries have an entitlement to paid nursing breaks, including Iraq, Lebanon, Morocco and Yemen. **In Oman, women can take up to one paid hour off for nursing breaks per day to breastfeed their babies for one year (12 months) after giving birth. Workplace nursing facilities are required in establishments with more than 25 women workers.**

Childcare services are vital to child development, women's employment and job creation

Child benefits can play a critical role in improving children's development and well-being, helping them attain their full potential and supporting family livelihoods and care needs, while also reducing the prevalence of child labour (ILO 2024d; ILO and UNICEF 2022). In 2023, Oman introduced a child benefit as part of its major reform of the social security system, for children under 18 years old. Now, a flat rate monthly benefit of 10 Omani rials (US\$26) is paid for each child (ILO 2024c).

A continuum of care leave policies and care services is essential to guarantee the best early start for children and income security for families, enabling women to maintain employment participation and helping to prevent them from falling into poverty. ECCE services offer many benefits by promoting child development, creating jobs, reducing parents' unpaid care work and promoting women's employment and income over the life course. Still, **there is no presence of statutory early childhood educational development (ECED) programmes for children aged zero to two years in MENA countries.**

Legal provisions on pre-primary education services for children between three years and the start of primary education are more available in MENA. In 2021, there were only four countries in the MENA region – Egypt, Kuwait, Lebanon and United Arab Emirates – that had a statutory pre-primary education service system for children between the age of three years and the start of primary education. Pre-primary education services are universal and free in two of these countries, namely Kuwait and Lebanon (UNESCO 2006a, UNESCO 2006b). **In Oman, there is no national pre-primary education system.** SDG Target 4.2 aims to ensure that all girls and boys have access to quality early childhood development, care and pre-primary education by 2030, so that they are ready for primary education. In addition, delaying children's entrance to pre-primary education services could be detrimental for children's capacity to develop cognitive, social and emotional skills, but also for parents' capacity to juggle work and family responsibilities.

Due to the lack of a statutory national ECCE service system and very short childcare-related leave for parents, the resulting "childcare policy gap"¹³ in MENA is 5.6 years. Over this extensive period, care needs are solely covered by unpaid care work or family paid care solutions, such as domestic workers. **In Oman, the childcare policy gap is 5.7 years, because the starting age of universal and free education is 6 years, while households have access to paid childcare-related leave for a little over 3 months (as mothers are entitled to 14 weeks of paid maternity leave and fathers to 1.4 weeks of paid paternity leave).**

¹² Exceptions can be issued by the decision of the Minister of Labour (Article 75, Royal Decree 53/2023).

¹³ The childcare policy gap is the difference (in months or years) between the starting age of universal and free ECCE or primary education and the duration of paid childcare-related leave (maternity, paternity and parental leave) available to households.

Long-term care services are essential to ensure the right to healthy ageing in dignity

The demand for long-term care services for older persons and persons with disabilities who need care and support has been rising steeply due to increased life expectancy. In addition, the COVID-19 pandemic has disproportionately impacted people who rely on long-term care and those who provide it (both paid and unpaid care work), predominantly women. ILO international labour standards on social security and the ILC resolution (2024a) call for the overall and primary responsibility for care service provision to lie with the State. Funding mechanisms for long-term care services should ensure the principles of universality, adequacy, solidarity and non-discrimination, among others.

In MENA, five countries (Algeria, Bahrain, Jordan, Occupied Palestinian Territory and Saudi Arabia) have a public long-term care system for older persons in their national legislation, although in most cases the provision may be considered sporadic or of limited availability. **Oman does not have a statutory long-term care system for older persons. Instead, the law in Oman obliges family members to care for older relatives.**

The way forward is investing in transformative care policy packages

Oman's new Royal Decree No. 52/2023, promulgating the Social Protection Law, represents a significant advancement in the rights and protections of workers with family responsibilities and care recipients. This milestone is a crucial step toward promoting decent work within the care economy, enhancing social inclusion, and fostering gender equality. Notably, Oman has become the first country in the region to introduce paid paternity leave, and has aligned with the three core provisions of ILO Convention No. 183.

However, care policy gaps persist, underscoring the need for further action. As emphasized in the Resolution concerning decent work and the care economy, the design and implementation of integrated and coherent care policies and systems for decent work and gender equality should be grounded in international labour standards and social dialogue. The 5R Framework for Decent Care Work—recognition, reduction, and redistribution of unpaid care work, along with the reward and representation of care workers—provides valuable guidance in addressing these gaps.

To drive progress in advancing decent work in the care economy and address this important policy gaps, Oman can take bold action by **ratifying key care-related international labour standards: ILO Maternity Protection Convention, 2000 (No. 183), ILO Workers with Family Responsibilities Convention, 1981 (No. 156) and ILO Social Security (Minimum Standards) Convention (No. 102).**

There is a strong investment case for progressively achieving universal access to such transformative and nationally designed care policy packages in Oman. **The ILO estimates that investing in universal childcare and long-term care services in Oman could generate more than 235,000 jobs by 2030, corresponding to around 82,000 direct jobs in childcare, around 111,000 direct jobs in long-term care, and almost 42,000 indirect jobs in non-care sectors.**

Closing these large policy gaps in Oman would require a progressive and sustainable annual investment of 6.6 per cent of GDP before taxes (close to US\$7 billion) by 2030, which translates into a potential annual incremental investment of 0.8 per cent of GDP to reach the annual investment requirement by 2030. Tax revenue from increased earnings and employment would rise as well, reducing the funding requirement for all policies to a net 6.5 per cent of GDP (after taxes) by 2030.

These transformative investments would result in important economic and social benefits. Of the total net employment creation in 2030, **79 per cent of new jobs will go to women and 88 per cent will be formal employment.** Additionally, the investment in a universal and comprehensive care policy package could reduce the gender gap in employment rates by 13.2 percentage points. This would **increase women's employment rate from 35.2 per cent in 2019 to 52 per cent** by 2030. As to earnings, investing in care could **reduce the gender gap in monthly wages** by 0.5 percentage points by 2030, **from 11.1 per cent in 2019 to 10.6 per cent in 2030.**

The return on investment in Oman will be positive. Every dollar spent in a care package that extends adequately paid childcare-related leave as well as early childhood care and education services would result in US\$2.56 of GDP increase.

► Legal indicators on Care Policies in Oman

Maternity leave											
Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention 183	Alignment with main provisions of C183	Maternity leave cash benefits coverage for self-employed workers	Maternity leave availability for adoptive parents	Maternity leave length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
14 weeks	Yes, in the case of the mother's death	100	Social insurance	-	Yes	No	Available for foster parents	Pregnancy, leave, and additional period	Employer not required to prove	Not guaranteed	No prohibition
Paternity leave											
Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Legal coverage of paternity leave for self-employed workers	Paternity leave availability for adoptive parents	Paternity leave length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position				
7 days	100	Social insurance/contributions from the employers	No coverage	Available for foster parents	No explicit protection	Employer not required to prove	No data				
Parental leave											
Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Legal coverage of parental leave for self-employed workers	Parental leave availability for adoptive parents	Parental leave length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position				
365 days, only available to mothers	0	n/a	No	No	No explicit protection	Employer not required to prove	Not guaranteed				
Long-term care leave						Emergency leave					
Presence of long-term care leave	Source of funding of long-term care leave cash benefits	Legal coverage of long-term care leave for self-employed workers	Presence of emergency leave in weeks	Source of funding of emergency leave cash benefits	Legal coverage of emergency leave for self-employed workers						
Yes, paid	Social protection	No data	Yes, paid	Employer liability	No coverage						
Health and nursing											
Night work protection	Time off for prenatal medical examinations	Provisions on dangerous or unhealthy work	Alternatives to dangerous or unhealthy work								
No obligation (all women)	Not provided	No obligation (all women)	No alternatives								
Breastfeeding											
Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Months during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities							
Paid	One hour per day	60 minutes	12 months	Establishments with more than 25 women workers							
Childcare service system (children aged 0-2 years)						Pre-primary education system (children aged 3 years and above)					
Presence of a national childcare service system	Government support	Starting age	Guaranteed hours	Presence of national pre-primary education system	Government support	Starting age	Guaranteed hours				
No	-	-	-	No	-	-	-				
Long-term care											
Presence of long-term care service system	Family obligations to care for relatives in law	Statutory provision of in-home personal care services	Statutory provision of community day centre services	Statutory provision of residential care services	Source of funding of long-term care services	Government support for long-term care services					
No	Yes	-	-	-	-	-					
Childcare policy gap											
Starting age of free ECCE or primary education (months)	Starting age of free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)	Childcare policy gap - full rate equivalent (months)	Childcare policy gap - full rate equivalent (years)				
72.0	6.0	3.5	0.3	68.5	5.7	68.5	5.7				

Sources: ILO 2022 and ILO, n.d.-a.

► ILO Care policy investment simulator

► Box 1. The ILO Care Policy Investment Simulator

The ILO Care Policy Investment Simulator is the largest online care policy modelling tool developed to simulate the investment requirements and benefits present in filling national gaps in care services and childcare-related leave. Created to advance the ILO transformative agenda for gender equality and non-discrimination, the Simulator allows users to build tailor-made care policy investment packages for four care policies:

1. childcare-related paid leave;
2. breastfeeding breaks;
3. ECEC services; and
4. long-term care services.

Results of the simulations include:

- the investment requirements of the simulated policy packages;
- the job generation impact;
- the reduction in gender employment gaps;
- the reduction in gender wage gaps; and
- the return on investment (ROI) of closing the childcare policy gap, that is, the cost-to-benefit ratio of investing in two care policies: childcare-related paid leave policies and ECEC services.

The Simulator estimates the additional investment requirement needed for free, universal and publicly or collectively funded care policies and services (public, private or not for-profit). It does so by calculating the investment requirements for the entire population within a particular age range or corresponding requirements, and then subtracts the current public investment, if available. An important feature of the Simulator is that the existing provision of care leave and services only considers payments made by social insurance or public funds. Any other funding schemes are counted as not having a universal policy, and therefore 0.

The Simulator is used as follows:

- **Step 1:** Register for free access to the Simulator.
- **Step 2:** Choose a country and the projection year (2030 or 2035).
- **Step 3:** Define the policy inputs for the four care policy areas, either by keeping the default parameters or changing them according to a list of predetermined options.
- **Step 4:** The Simulator calculates the results automatically, drawing directly on more than 180 embedded statistical indicators. The user can create and compare multiple scenarios for the same or different countries and export the results.

To visit, scan:



ilo.org/globalcare

Policy parameters

Projection year - ILO scenario	2019	2030
Childcare-related paid leave (maternity, paternity and parental leave)		
<i>Formal employees</i>		
Paid weeks maternity leave (100% average wage equivalent)	0.0	14.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.4
Paid weeks parental leave mother (at rate)	0.0	14.0
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	14.0
Rate of parental leave payment (father - % average wage)	0%	67%
<i>Formal self-employed</i>		
Paid weeks maternity leave (100% average wage equivalent)	0.0	14.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.4
Paid weeks parental leave mother (at rate)	0.0	14.0
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	14.0
Rate of parental leave payment (father - % average wage)	0%	67%
<i>Informally employed</i>		
Paid weeks maternity leave (% minimum wage equivalent)	0.0	14.0
Paid weeks paternity leave (% minimum wage equivalent)	0.0	0.6
Paid weeks parental leave mother (% minimum wage equivalent)	0.0	0.0
Paid weeks parental leave father (% minimum wage equivalent)	0%	0.0
Rate of (any) leave payment (% minimum wage)	0.0	100%
Breastfeeding breaks		
Minutes per day (100% average wage) - formal	0	60
Minutes per day (% minimum wage equivalent) - informal	0	60
Rate of payment (% minimum wage) - informal	0%	100%
Early childhood care and education (ECCE)		
% children in ECED	0%	60%
% children in pre-primary	52%	100%
Hours per week per child in ECED	n/a	40
Hours per week per child in pre-primary	n/a	40
Child/staff ratio (ECED)	0.0	4.0
Child/staff ratio (pre-primary)	20.3	8.0
Pay level of early childhood educators (% primary teachers' wage)	n/a	100%
Pay level of early childhood assistant educators (% minimum wage)	n/a	120%
Share of early childhood educators in ECED	n/a	67%
Share of early childhood educators in pre-primary	n/a	92%
Other staff (in % of children)	n/a	4%
Long-term care (LTC)		
Recipient-to-carer ratio 15-64y	n/a	2.50
Recipient-to-carer ratio 65y+	n/a	2.50
Share of personal care workers (% of LTC workers)	n/a	100%
Pay level of personal care workers (% nurses' wage)	n/a	75%
Pay level of other LTC workers (% minimum wage)	n/a	120%

Results

Projection year	2019	2030
Key results		
Required gross additional annual investment - All care policies (% GDP)	-	6.64%
Net total employment generated - ECCE and LTC (without induced effects)	-	235,642
% point change in gender employment gap (without induced effects)	-	-13.2
% point change in gender gap in monthly wages (without induced effects)	-	-0.5
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	2.56
Total - all care policies		
Investment requirements		
Baseline public spending ECCE and LTC (% GDP)	0.10%	0.07%
Baseline public spending health and primary and secondary education (% GDP)	6.87%	6.87%
Gross additional annual investment (NCUm)	-	2,725
Gross additional annual investment (US\$m)	-	7,088
Gross additional annual investment (% GDP)	-	6.64%
Annual incremental investment to projected year (% GDP)	-	0.83%
% Gross investment recouped in tax revenue	-	2%
Net additional annual investment (% GDP)	-	6.51%
Net additional annual investment (with induced effects) (% GDP)	-	6.43%
Return on Investment (ROI)		
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	2.56
Job generation		
Net total employment generated (without induced effects)	-	235,642
% direct	-	82%
% women	-	79%
% formal (all)	-	88%
% formal (women)	-	98%
Net total employment generated (with induced effects)	-	369,123
% direct	-	52%
% women	-	56%
% formal (all)	-	69%
% formal (women)	-	92%
Net direct employment generated (all formal)	-	193,630
% women	-	93%
Net indirect employment generated	-	42,012
% women	-	16%
% formal (all)	-	35%
% formal (women)	-	35%
Gender equality in employment and wages		
Employment rate (all) (without induced effects)	68.9%	75.0%
Employment rate (women) (without induced effects)	35.2%	50.3%
Employment rate (men) (without induced effects)	84.4%	86.3%
Employment rate (all) (with induced effects)	68.9%	78.4%
Employment rate (women) (with induced effects)	35.2%	52.0%
Employment rate (men) (with induced effects)	84.4%	90.5%
Maternal employment rate (25-54y)	45.1%	45.1%
Gender gap in monthly wages (without induced effects)	11.1%	10.6%
Gender gap in monthly wages (with induced effects)	11.1%	10.6%

Childcare-related paid leave (maternity, paternity and parental leave)

Investment requirements	Gross additional annual investment - all employed (NCUm)	-	472
	Gross additional annual investment - all employed (US\$m)	-	1,229
	Gross additional annual investment - all employed (% GDP)	-	1.151%
	Maternity leave - all employed	-	0.522%
	Paternity leave - all employed	-	0.074%
	Parental leave (mothers) - all employed	-	0.190%
	Parental leave (fathers) - all employed	-	0.365%
	Gross additional annual investment - informally employed (% GDP)	-	0.257%
	Maternity leave - informally employed	-	0.237%
	Paternity leave - informally employed	-	0.019%
	Parental leave (mothers) - informally employed	-	0.000%
	Parental leave (fathers) - informally employed	-	0.000%
	Annual incremental investment to projected year (% GDP)	-	0.144%
	Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-
Job generation	Net induced employment generated	-	24,534
	% women	-	16%
	% formal	-	35%

Breastfeeding breaks

Investment requirements	Gross additional annual investment (NCUm)	-	50
	Gross additional annual investment (US\$m)	-	129
	Gross additional annual investment (% GDP)	-	0.121%
	Annual incremental investment to projected year (% GDP)	-	0.015%

Projection year		2019	2030
Early childhood care and education (ECCE)			
Investment requirements	Baseline spending ECCE (% GDP)	0.10%	0.07%
	Baseline spending primary and secondary education (% GDP)	3.35%	
	Gross additional annual investment (NCUm)	-	997
	Gross additional annual investment (US\$m)	-	2,592
	Gross additional annual investment (% GDP)	-	2.43%
	Annual incremental investment to projected year (% GDP)	-	0.30%
	Net additional annual investment (% GDP)	-	2.37%
	Net additional annual investment (with induced effects) (% GDP)	-	2.33%
Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	2.56
Job generation	Net total employment generated (without induced effects)	-	94,828
	% direct	-	87%
	% women	-	89%
	% formal (all)	-	91%
	% formal (women)	-	98%
	Net total employment generated (with induced effects)	-	140,181
	% direct	-	59%
	% women	-	65%
	% formal (all)	-	73%
	% formal (women)	-	93%
	Net direct employment generated (all formal)	-	82,125
	% women	-	100%
	Net indirect employment generated	-	12,703
	% women	-	16%
	% formal (all)	-	35%
	% formal (women)	-	35%
Gender equality in employment and wages	Employment rate (all) (without induced effects)	68.9%	71.3%
	Employment rate (women) (without induced effects)	35.2%	42.0%
	Employment rate (men) (without induced effects)	84.4%	84.8%
	Employment rate (all) (with induced effects)	68.9%	72.5%
	Employment rate (women) (with induced effects)	35.2%	42.6%
	Employment rate (men) (with induced effects)	84.4%	86.2%

Projection year		2019	2030	
Long-term care (LTC)				
Investment requirements	Baseline spending LTC (%GDP)	0.00%	0.00%	
	Baseline spending health (%GDP)	3.52%		
	Gross additional annual investment (NCUm)	-	1,207	
	Gross additional annual investment (US\$m)	-	3,138	
	Gross additional annual investment (% GDP)	-	2.94%	
	Annual incremental investment to projected year (% GDP)	-	0.37%	
	Net additional annual investment (% GDP)	-	2.87%	
	Net additional annual investment (with induced effects) (% GDP)	-	2.83%	
	Job generation	Net total employment generated (without induced effects)	-	140,814
		% direct	-	79%
% women		-	73%	
% formal (all)		-	86%	
% formal (women)		-	97%	
Net total employment generated (with induced effects)		-	204,409	
% direct		-	55%	
% women		-	55%	
% formal (all)		-	70%	
% formal (women)		-	91%	
Net direct employment generated (all formal)		-	111,505	
% women		-	88%	
Net indirect employment generated		-	29,309	
% women		-	16%	
% formal (all)		-	35%	
% formal (women)		-	35%	
Gender equality in employment and wages		Employment rate (all) (without induced effects)	68.9%	72.5%
		Employment rate (women) (without induced effects)	35.2%	43.5%
	Employment rate (men) (without induced effects)	84.4%	85.8%	
	Employment rate (all) (with induced effects)	68.9%	74.2%	
	Employment rate (women) (with induced effects)	35.2%	44.3%	
	Employment rate (men) (with induced effects)	84.4%	87.9%	

Source: ILO n.d.-a; n.d.-b.

Sources: ILO. 2021. [Resolution concerning the second recurrent discussion on social protection \(social security\)](#), ILC.109/Resolution III. ILO. 2022. [Care at work: Investing in care leave and services for a more gender equal world of work](#). ILO. 2023a. [Achieving gender equality at work](#), General Survey. ILO. 2023b. [Draft outcome of the discussion by the Committee on the Application of Standards of the General Survey: Achieving gender equality at work](#). ILO. 2024a. [Resolution concerning decent work and care in the economy](#). ILO. 2024b. [ILO Care policy investment simulator: Technical note - version 2.0](#). ILO. 2024c. [World Social Protection Report 2024-26: Universal social protection for climate action and a just transition](#). ILO. 2024d. [Decent work and the care economy](#). ILO. n.d.-a. ILO Global Care Policy Portal, available at: <https://www.ilo.org/globalcare/>. ILO. n.d.-b. ILO Care Policy Investment Simulator. ILO. n.d.-c. ILOSTAT database. Available at: <https://ilostat.ilo.org>. ILO. n.d.-d. [World Social Protection Data Dashboards](#). ILO and UNICEF, The Role of Social Protection in the Elimination of Child Labour: Evidence Review and Policy Implications, 2022. De Henau, Jerome. 2022. [“Costs and Benefits of Investing in Transformative Care Policy Packages: A Macrosimulation Study in 82 Countries”](#), ILO Working Paper Series. UNESCO. 2006a. Kuwait: early childhood care and education (ECCE) programmes. UNESCO. 2006b. Lebanon: early childhood care and education (ECCE) programmes.



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