

GMS Flash Alert

Employment Law

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Oman – Ministry of Labour Increases Restrictions on Professions Allowed for Expatriates in Oman

In September 2024, Oman’s Ministry of Labour issued Ministerial Decree No. 501/2024¹ which amends the earlier Ministerial Decree No. 235/2022² to include additional restrictions on professions that may be filled by expatriates.

Decree No. 501/2024 came into force from 2 September 2024, and further phases will follow. The Decree is part of the government’s ongoing strategy to enhance local employment opportunities in line with the country’s “Omanisation³” goals. Various professions including marketing specialists, systems analysts, mechanical technicians – among others – are impacted by the Decree.

WHY THIS MATTERS

Employers may wish to consider the possible implications of the restrictions to certain professions for their current and future workforce. Employers need to be aware of the roles which are reserved for Omani nationals under law so that they can (re)structure their recruitment strategies accordingly and comply with the new legislation.

More Details

Under the Decree, in addition to the pre-existing list of restricted professions, the following professions will be restricted for expatriates:

- From 2 September 2024, the majority of the restricted professions came into force and they include marketing specialists, quality control officers, mechanical and electrical technicians, sales representatives, and commercial brokers.
- Effective 1 January 2025: systems analysts/generals, information systems network specialists, marine controllers, ship traffic controllers, and computer maintenance technicians.

- Effective 1 January 2026: computer programmers, electronic computer engineers, and computer operators.
- Effective 1 January 2027: web designers and operations analysts.

KPMG INSIGHTS

Employers and employees who are concerned about the restricted occupations and wish to consult on appropriate next steps should consider contacting their usual employment law or immigration counsel or a member of the global-mobility services team at KPMG in Oman (see the Contacts section).

KPMG will monitor developments and endeavour to keep readers informed as developments occur.

FOOTNOTES:

1 Ministry of Labour: Ministerial Decision 501/2024 Amending Some Provisions of Ministerial Decision 235/2022 Governing the Practice of Some Professions – Decree. To access (member log-in required), click [here](#). *Please note that by clicking on this link, you are leaving the KPMG website for an external site (non-governmental, non-KPMG), that KPMG is not affiliated with nor does KPMG endorse its content. The use of the external site and its content may be subject to the terms of use and/or privacy policies of its owner or operator.*

2 Ministry of Labour: Ministerial Decision 235/2022 Governing the Practice of Some Professions – Decree. To access (member log-in required), click [here](#). *Please note that by clicking on this link, you are leaving the KPMG website for an external site (non-governmental, non-KPMG), that KPMG is not affiliated with nor does KPMG endorse its content. The use of the external site and its content may be subject to the terms of use and/or privacy policies of its owner or operator.*

3 ‘Omanisation’ is a national program policy by the Omani government. The aim is to create more jobs for locals and help ensure a percentage of the country’s workforce are Omani workers.

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Contact us

For additional information or assistance, please contact your local GMS or People Services professional* or one of the following professionals with the KPMG International member firm in Oman:



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** Please note the KPMG International member firm in the United States does not provide immigration or labour law services. However, KPMG Law LLP in Canada can assist clients with U.S. immigration matters.*

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