

**OMAN (2019)**

*THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION*

<b>REPORTING</b>	<b>Fulfillment of Government's reporting obligations</b>	Yes.		
	<b>Involvement of Employers' and Workers' organizations in the reporting process</b>	<b>2019 AR:</b> The Oman Chamber of Commerce and Industry, and the General Federation of Oman Trade Unions were consulted.		
<b>OBSERVATIONS BY THE SOCIAL PARTNERS</b>	<b>Employers' organizations</b>	<b>2019 AR:</b> Yes.		
	<b>Workers' organizations</b>	<b>2019 AR:</b> Yes.		
<b>EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT</b>	<b>Ratification</b>	Oman has ratified neither the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (C.111), nor the Equal Remuneration Convention, 1951 (No. 100) (C.100).		
		<b>2019 AR:</b> C.100 and C.111 are likely to be ratified.		
	<b>Recognition of the principle and right (prospect(s), means of action, basic legal provisions)</b>	<b>Constitution</b>		
		<b>Policy, legislation and/or regulations</b>		
		<b>Basic legal provisions</b>	<b>2019 AR:</b> The labour law covers all workers with no specification to any group and gives more privileges to women and children's.	
		<b>Grounds of discrimination</b>		
		<b>Judicial decisions</b>		
	<b>Exercise of the principle and right</b>	<b>Special attention to particular situations</b>		
		<b>Information/Data collection and dissemination</b>		
<b>Prevention-Monitoring, enforcement and sanctions mechanisms</b>				

	<b>Involvement of the social partners</b>	2019 AR: All social partners are involved through the Social Dialogue Committee.	
	<b>Promotional activities</b>		
	<b>Special initiatives-Progress</b>		
<b>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</b>	<b>According to the social partners</b>	<b>Employers' organizations</b>	
		<b>Workers' organizations</b>	
	<b>According to the Government</b>	2019 AR: The main difficulties are: a) the lack of information and data; and b) the lack of social dialogue on this principle.	
<b>TECHNICAL COOPERATION</b>	<b>Request</b>	2019 AR: The main technical cooperation need is strengthening data collection and capacity for statistical collection and analysis.	
	<b>Offer</b>		
<b>EXPERT-ADVISERS' OBSERVATIONS/ RECOMMENDATIONS</b>			
<b>GOVERNING BODY OBSERVATIONS/ RECOMMENDATIONS</b>			
<b>INTERNATIONAL LABOUR CONFERENCE RESOLUTION</b>			