## OMAN (2019)

### The Elimination of Discrimination in Respect of Employment and Occupation

#### Reporting
- **Fulfillment of Government’s reporting obligations**: Yes.
- **Involvement of Employers’ and Workers’ organizations in the reporting process**: 2019 AR: The Oman Chamber of Commerce and Industry, and the General Federation of Oman Trade Unions were consulted.

#### Observations by the Social Partners
- **Employers’ organizations**: 2019 AR: Yes.
- **Workers’ organizations**: 2019 AR: Yes.

#### Efforts and Progress Made in Realizing the Principle and Right
- **Ratification**: 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).
- **2019 AR**: C.100 and C.111 are likely to be ratified.

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<thead>
<tr>
<th>Efforts and Progress Made in Realizing the Principle and Right</th>
<th>Details</th>
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<tr>
<td><strong>Recognition of the principle and right</strong>&lt;br&gt;Prospect(s), means of action, basic legal provisions</td>
<td>Constitution&lt;br&gt;Policy, legislation and/or regulations&lt;br&gt;Basic legal provisions&lt;br&gt;Grounds of discrimination&lt;br&gt;Judicial decisions&lt;br&gt;Special attention to particular situations&lt;br&gt;Information/Data collection and dissemination</td>
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#### Prevention-Monitoring, enforcement and sanctions mechanisms

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<th>Involvement of the social partners</th>
<th>2019 AR: All social partners are involved through the Social Dialogue Committee.</th>
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<td>Promotional activities</td>
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<td>Special initiatives- Progress</td>
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**CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT**

According to the social partners:
- Employers’ organizations
- Workers’ organizations

According to the Government:

2019 AR: The main difficulties are: a) the lack of information and data; and b) the lack of social dialogue on this principle.

**TECHNICAL COOPERATION**

Request: 2019 AR: The main technical cooperation need is strengthening data collection and capacity for statistical collection and analysis.

Offer:

**EXPERT-ADVISERS’ OBSERVATIONS/RECOMMENDATIONS**

**GOVERNING BODY OBSERVATIONS/RECOMMENDATIONS**

**INTERNATIONAL LABOUR CONFERENCE RESOLUTION**