



Ministry of Manpower - Sultanate of Oman
Wage Protection System

Wage protection system is a joint program between Ministry of Manpower and Central Bank of Oman in order to follow private sector enterprises to ensure their commitment to transfer the wages of their employees to their accounts to one of the local banks adopted, at the time and amount agreed upon in the contract of employment according to the provisions of the labor law, so that the ministry will know automatically about any delay in the delivery of wages to enable them to take the necessary measures to ensure worker have received their wages, and to prevent the occurrence of any labor disputes and strikes or stop work due to late receipt of wages.

Wages protection system aims to protect wages, to create an accurate data base pertaining to the wages of the manpower in the private sector, and control processes for the payment of wages by monitoring the movement of exchange in the bank accounts of employees through the Central Bank. The program comes in application of Article 53 of the Labor law, which imposes on the employer to deposit the worker's wages to one of the local banks.

Determining the goals of the program and the expected results on the three production parties

First, at the level of government:

Providing a comprehensive database, accurate and reliable information on wages in the private sector which contributes to the development of statistical studies and appropriate economic planning.

Direct identification of cases of delayed payment of wages and take an action before worsening the problem, which could reach in often to labor strikes or work stoppage.

Protect employee's rights prescribed by law to provide them with safe work environment



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Strengthen the stability of the national workforce in the private sector enterprises and reduce labor disputes relating to wages

Enhance the reputation of the Sultanate in the international organizations and countries sending expatriate workforce by maintaining the rights of workers

Second, the level of employers:

The program will contribute to make wages a priority for employers.

Protect employers and ensure the rights to prove the allegations of employees for not receiving their wages.

Maintain stability in the relationship between the employers and their employees.

Increase productivity and reduce disputes relating to wages.

Facilitate the payment of wages securely, and paying Social Insurance.

Third, at the level of the workers:

To ensure that employees receive their wages on time and amount they agreed upon, which in turn will create stability in the work environment.

Ensure that national workforce has been registered in the social insurance and the payment of their contributions.

Benefiting of banking services and the receipt of wages and keep it safely.