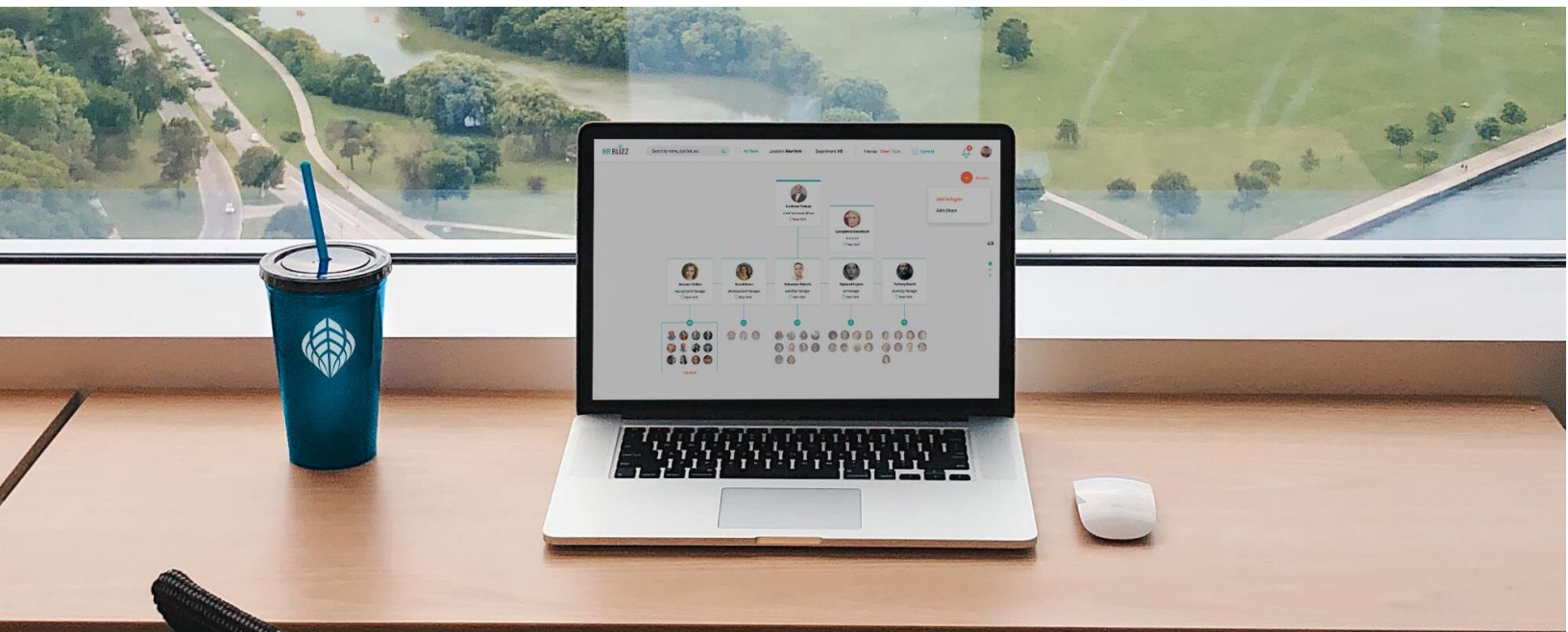




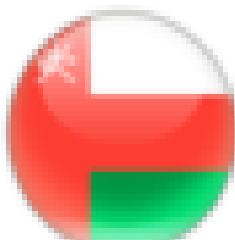
Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Oman Announces New Labor Law



OMAN



8 August 2023



MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization, and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



MERCANS

Mercans at a Glance

160+

Countries

20

Years of Success

1K+

Specialists

22k+

Customers Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

95k+

Largest Single Country
Payroll

25M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





Oman – New Labor Law

Effective from 25 July 2023, the Omani government through Royal Decree No. 53/2023 issued the New Labor Law which replaces the Old Labor law issued through Royal Decree No. 35/2003.

Please find the previous and new law comparison in the below table:

| Article (New Law) | Old Labor Law (35/2003) | New Labor Law (53/2023) |
|-------------------|---|--|
| 61 | Gratuity, 15 days basic for first 3 years. 1 basic each, for subsequent years | Gratuity, 1 basic for each year |
| 70 | Work hours, 9 hours daily, 45 hours weekly, 30 minutes break | Work hours, 8 hours daily, 1 hour break. 40 hours weekly |
| 76 | Nil | The nursing mother is given 1 hour at the time of her choice, fully paid per day, to take care of her child (applicable up to 1 year from end of maternity leave) |
| 78 | Nil | Annual leave balance carry-forward, no more than 30 days. |
| 80 | Nil | Provision for special leave without pay |
| 81 | <ul style="list-style-type: none"> - Postponement of the worker's annual leave by one year - The worker shall take leave at least once every 2 years, for at least 2 weeks. - The worker is entitled to the basic wage for his annual leave balance, if any, at end of service | <ul style="list-style-type: none"> - Postponement of the worker's annual leave by maximum 6 months - The worker must take leave at least once every 2 years, for at least 30 days. - The worker is entitled to the full wage for his annual leave balance, if any, at end of service |
| 82 | <ul style="list-style-type: none"> 1-14 Days 100% pay 15-28 Days 75% pay 29-42 Days 50% pay 43-70 Days 25% pay 71+ Days 0% pay | <ul style="list-style-type: none"> Sick leave for 182 days From 1-21 Days 100% pay From 22-35 Days 75% pay From 36-70 Days 50% pay From 71-182 Days 35% pay |



MERCANS

| | | |
|----|--|--|
| 83 | Nil | A female worker may be granted, upon her request, leave without pay for up to a year to take care of her child. |
| 84 | <ul style="list-style-type: none">- Nil- 3 days in case of death of son, daughter, mother, father, wife, grandfather, grandmother, brother or sister. 2 days in case of the death of an uncle, or an aunt. - Nil - Nil - 50 days maternity leave; total 3 time during service with an employer | <ul style="list-style-type: none">- 7 Days of paternity leave- 10 days for the death of the wife or one of the sons or daughters. 3 days in the event of the death of the father, mother, grandfather, grandmother, brother, or sister. 2 days in event of the death of an uncle, aunt, uncle or aunt.- 14 days for a non-Muslim woman for husband' death- 15 days throughout the year for the Omani worker to accompany a patient, with whom he is related by marital relationship or relationship up to second degree.- 98 days maternity leave; total number of times it can be availed not specified. |
| NA | Six days emergency leave per year | No specific mention regarding emergency leave |

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



MERCANS

They already trust Mercans

accenture



AIRBUS



ATKearney



BLACKROCK

BOMBARDIER

CLARIANT



Electrolux

ERICSSON

Johnson & Johnson

KRATOS

KÄRCHER



Mclaren
AUTOMOTIVE

ManTech
International Corporation

NOKIA



3M



MERCANS

What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



Simplifying Employment
Tasks Worldwide

+1 877 MERCANS (637 2267) | Toll-Free

Europe: +44 20 328 777 62

North America: +1 646 798 5541

Middle East: +971 43 999 260

info@mercans.com | mercans.com

© 2023 Mercans LLC