

In 2019, Oman made a moderate advancement in efforts to eliminate the worst forms of child labor. The Ministry of Social Development issued regulations for determining whether a child is employed in a family business and for the medical examinations that a business must complete before employing a child. In addition, the National Committee for Combating Human Trafficking conducted two multi-day training programs on human trafficking for government officials and the Ministry of Manpower released a video in Arabic and English that clarified the rights and responsibilities of migrant workers. Although research is limited, there is evidence that children in Oman engage in child labor, including in fishing and selling items in kiosks. Government policies do not address all forms of child labor and the Ministry of Manpower is not represented on the National Committee on Implementing the United Nations Convention on the Rights of the Child. In addition, the government did not provide information on the amount of the labor inspectorate's funding, the number of inspectors, or training for inclusion in this report.



## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Although research is limited, there is evidence that children in Oman engage in child labor, including in fishing and selling items in kiosks. (1-3) The law limits children's work to a family business. (4) Table I provides key indicators on children's work and education in Oman. Data on some of these indicators are not available from the sources used in this report.

**Table I. Statistics on Children's Work and Education**

Children	Age	Percent
Working (% and population)	5 to 14	Unavailable
Attending School (%)	5 to 14	Unavailable
Combining Work and School (%)	7 to 14	Unavailable
Primary Completion Rate (%)		100.4

Source for primary completion rate: Data from 2018, published by UNESCO Institute for Statistics, 2020. (5)

Source for all other data: Data were unavailable from ILO's analysis, 2020. (6)

Based on a review of available information, Table 2 provides an overview of children's work by sector and activity.

**Table 2. Overview of Children's Work by Sector and Activity**

Sector/Industry	Activity
Agriculture	Farming, activities unknown (1,3)
	Fishing, activities unknown (1-3)
Services	Selling food items in kiosks, including fish† and grilled meat† (1)

† Determined by national law or regulation as hazardous and, as such, relevant to Article 3(d) of ILO C. 182.




Limited evidence suggests that children with disabilities may face barriers to accessing education because some school buses are not wheelchair accessible. In addition, the government has not allocated resources to enable relevant ministries and schools to provide equal educational services to intellectually disabled students.(9,10)

## MODERATE ADVANCEMENT

### II. LEGAL FRAMEWORK FOR CHILD LABOR

Oman has ratified all key international conventions concerning child labor (Table 3).

**Table 3. Ratification of International Conventions on Child Labor**

Convention	Ratification
 ILO C. 138, Minimum Age	✓
ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
UN CRC Optional Protocol on Armed Conflict	✓
UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

The government's laws and regulations are in line with relevant international standards (Table 4).

**Table 4. Laws and Regulations on Child Labor**

Standard	Meets International Standards	Age	Legislation
Minimum Age for Work	Yes	15	Article 75 of the Labor Law (12)
Minimum Age for Hazardous Work	Yes	18	Article 76 of the Labor Law; Article 45 of the Child Law (11,12)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes		Article 76 of the Labor Law; Ministry of Manpower Order 217/2016 (12,13)
Prohibition of Forced Labor	Yes		Articles 1–2 and 9 of the Law to Combat Human Trafficking; Article 3 bis of the Labor Law (12,14)
Prohibition of Child Trafficking	Yes		Articles 1–2 and 9 of the Law to Combat Human Trafficking (14)
Prohibition of Commercial Sexual Exploitation of Children	Yes		Articles 1–2 and 9 of the Law to Combat Human Trafficking; Articles 254–255 and 267–268 of the Penal Code (14,15)
Prohibition of Using Children in Illicit Activities	Yes		Articles 58 and 74 of the Child Law; Article 43 of the Law on Narcotic Drugs and Psychotropic Substances (11,16)
Minimum Age for Voluntary State Military Recruitment	Yes	16	Article 55 of the Child Law (11)
Prohibition of Compulsory Recruitment of Children by (State) Military	Yes*		Article 55 of the Child Law (11)
Prohibition of Military Recruitment by Non-state Armed Groups	Yes		Articles 1(f) and 55 of the Child Law (11)
Compulsory Education Age	Yes	16‡	Article 36 of the Child Law (11)
Free Public Education	Yes		Article 13 of the Basic Law; Article 36 of the Child Law (11,17)

\* No conscription (18)

‡ Age calculated based on available information (18)

As the minimum age for work is lower than the compulsory education age, children may be encouraged to leave school before the completion of compulsory education. (11,12,27)

### III. ENFORCEMENT OF LAWS ON CHILD LABOR

The government has established institutional mechanisms for the enforcement of laws and regulations on child labor (Table 5). However, gaps exist within the authority of the Ministry of Manpower that may hinder adequate enforcement of their child labor laws.

**Table 5. Agencies Responsible for Child Labor Law Enforcement**

Organization/Agency	Role
Ministry of Manpower	Monitors and enforces child labor laws, conducts labor inspections, and shares information with the Royal Oman Police on labor and criminal law violations when penalties are pursued. (8)
Ministry of Social Development (MOSD)	Enforces the Child Law, including by receiving complaints and referring cases to the Royal Oman Police and the Office of the Public Prosecutor. (8)
Royal Oman Police	Monitors and enforces the Child Law, including its provisions related to child labor, and refers cases to the Office of the Public Prosecutor. (8)
Office of the Public Prosecutor	Prosecutes human trafficking and sexual exploitation cases in court with assistance from the Royal Oman Police. (8,19)
Child Protection Committee	Protects children from exploitation, receives complaints and reports of child labor, and investigates reported cases to determine whether children are engaged in prohibited activities or whether working has negative effects on their health or education. (8,20)

### Labor Law Enforcement

In 2019, labor law enforcement agencies in Oman took actions to combat child labor (Table 6). However, gaps exist within the authority of the Ministry of Manpower that may hinder adequate labor law enforcement, including penalty assessment authorization.

**Table 6. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2018	2019
Labor Inspectorate Funding	Unknown (21)	Unknown (3)
Number of Labor Inspectors	316 (21)	Unknown (3)
Inspectorate Authorized to Assess Penalties	No (22)	No (3)
Initial Training for New Labor Inspectors	Yes (21)	Unknown (3)
Training on New Laws Related to Child Labor	N/A	Unknown (3)
Refresher Courses Provided	Yes (21)	Unknown (3)
Number of Labor Inspections Conducted	Unknown (21)	5,629 (4)
Number Conducted at Worksite	Unknown (21)	Unknown (3)
Number of Child Labor Violations Found	0 (21)	0 (3)
Number of Child Labor Violations for Which Penalties Were Imposed	N/A	N/A
Number of Child Labor Penalties Imposed that Were Collected	N/A	N/A
Routine Inspections Conducted	Yes (21)	Yes (3)
Routine Inspections Targeted	Unknown (21)	Unknown (3)
Unannounced Inspections Permitted	Yes (21)	Yes (3)
Unannounced Inspections Conducted	Yes (21)	Yes (3)
Complaint Mechanism Exists	Yes (21)	Yes (3)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	No (21)	Yes (3)

The Ministry of Manpower conducts yearly inspections of all private institutions and re-inspections of workplaces found to be in violation of labor laws. The Ministry of Manpower also conducts labor inspections following a complaint. (23) The Ministry of Manpower did not report an exact number of labor inspectors in 2019, but officials indicated it exceeds the ILO's recommended number of inspectors for the size of Oman's workforce. (3)

In 2019, the Ministry of Social Development (MOSD) issued implementing regulations for the Child's Law defining which family members count in determining whether a child's employment is in a family business. The regulations also stipulate intervals and certification requirements for medical examinations of employed children. (3)

The Ministry of Manpower and the MOSD can coordinate with the Royal Oman Police to shelter child victims and refer violators for criminal investigation. An official stated that the Ministry of Manpower can refer a case of child labor to the MOSD if the child is under the minimum age for work. (3)

## MODERATE ADVANCEMENT

The government did not provide information for this report regarding the amount of the labor inspectorate's funding, the number of inspectors, or trainings provided. (4)

### Criminal Law Enforcement

In 2019, the government's criminal law enforcement agencies appeared to function adequately in addressing child labor (Table 7).

**Table 7. Criminal Law Enforcement Efforts Related to Child Labor**

Overview of Criminal Law Enforcement	2018	2019
Initial Training for New Criminal Investigators	Yes (21)	Yes (3)
Training on New Laws Related to the Worst Forms of Child Labor	N/A	N/A
Refresher Courses Provided	Yes (24)	Unknown (3)
Number of Investigations	0 (21)	0 (3)
Number of Violations Found	0 (21)	0 (3)
Number of Prosecutions Initiated	0 (21)	0 (3)
Number of Convictions	0 (21)	0 (3)
Imposed Penalties for Violations Related to The Worst Forms of Child Labor	N/A	N/A
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (21)	Yes (3)

In 2019, the government held a 2-day seminar and a separate 2-day workshop on combating human trafficking for government officials. (3)

## IV. COORDINATION OF GOVERNMENT EFFORTS ON CHILD LABOR

The government has established mechanisms to coordinate its efforts to address child labor (Table 8). However, gaps exist that hinder the effective coordination of efforts to address child labor, including the omission of the Ministry of Manpower from the National Committee on Implementing the UN CRC.

**Table 8. Key Mechanisms to Coordinate Government Efforts on Child Labor**

Coordinating Body	Role & Description
National Committee on Implementing the UN CRC	Led by the MOSD, oversees the implementation of the UN CRC, including its provisions related to child labor and its worst forms. There are subcommittees in all 11 governorates. (8) Other members include three other state agencies. The Ministry of Manpower is not represented. (8) In 2019, the Minister of Social Development met with the UNICEF Regional Director and delegation to discuss cooperation with UNICEF on implementation of the UN CRC. (25)
National Committee for Combating Human Trafficking	Oversees the National Plan for Combating Human Trafficking. Includes the Royal Oman Police and 10 other state agencies. (8) In 2019, held a seminar and a separate workshop on combating human trafficking. (3)

## V. GOVERNMENT POLICIES ON CHILD LABOR

The government has established policies related to child labor (Table 9). However, policy gaps exist that hinder efforts to address child labor, including covering all worst forms of child labor.

**Table 9. Key Policies Related to Child Labor**

Policy	Description
National Plan for Combating Human Trafficking (2018–2020)†	Aims to raise awareness among migrant workers on their rights and responsibilities and to raise awareness on countering human trafficking through leaflets, posters, websites, and social media. Establishes a human trafficking task force, including representatives from the Ministry of Manpower, the Royal Oman Police, the MOSD, and other agencies, to follow up on cases of human trafficking. (26) Establishes specialized human trafficking units in the Court of Appeals in Muscat and in the above-mentioned ministries. Regulates domestic work and allows for inspection of homes upon receipt of complaints from domestic workers. Provides annual training to government agencies and private companies on countering human trafficking. (26) In March 2019, the Ministry of Manpower released a video in Arabic and English that clarified the rights and responsibilities of migrant workers. (24)

Although the Government of Oman has adopted the National Plan for Combating Human Trafficking, it does not have a comprehensive policy to address all forms of child labor, including in farming and fishing.

## VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2019, the government funded and participated in programs that include the goal of eliminating or preventing child labor, which cover the main sectors where child labor has been identified in the country (Table 10).

**Table 10. Key Social Programs to Address Child Labor**

Program	Description
Social Security Cash Transfer Program†	Provides assistance to children in low-income families, including educational services. (20) Active in 2019. (25)

† Program is funded by the Government of Oman

## VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor in Oman (Table 11).

**Table 11. Suggested Government Actions to Eliminate Child Labor**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Raise the minimum age for work to the age up to which education is compulsory.	2019
Enforcement	Collect and publish data on labor inspectorate funding, the number of inspections conducted at worksites, and whether targeted inspections were conducted.	2013 – 2019
	Ensure that labor inspectors receive training on new regulations pertaining to child labor laws.	2019
	Ensure that refresher courses are provided for criminal investigators.	2019
	Authorize the inspectorate to assess penalties.	2017 – 2019
Coordination	Ensure that the National Committee on Implementing the UN CRC is able to carry out its intended mandate, and that the Ministry of Manpower participates in the Committee.	2016 – 2019
Government Policies	Develop a national policy to address all forms of child labor.	2013 – 2019
Social Programs	Collect and publish data on the extent and nature of child labor to inform policies and programs.	2017 – 2019
	Ensure that all children have equal access to education, including children with disabilities.	2011 – 2019

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