

## ROYAL DECREE 53/2023 PROMULGATING THE LABOUR LAW

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We, Haitham bin Tariq, the Sultan of Oman

after perusal of [the Basic Statute of the State](https://decree.om/2021/rd20210009/) < <https://decree.om/2021/rd20210009/> > ,

[the Law on Arbitration in Civil and Commercial Disputes promulgated by Royal Decree 47/97](https://decree.om/1997/rd19970047/) < <https://decree.om/1997/rd19970047/> > ,

[the Labour Law promulgated by Royal Decree 35/2003](https://decree.om/2003/rd20030035/) < <https://decree.om/2003/rd20030035/> > ,

[Royal Decree 89/2020 Establishing the Ministry of Labour, Determining its Competences, and Adopting its Organisational Structure](https://decree.om/2020/rd20200089/) < <https://decree.om/2020/rd20200089/> > ,

and [the Social Protection Law promulgated by Royal Decree 52/2023](https://decree.om/2023/rd20230052/) < <https://decree.om/2023/rd20230052/> > ,

and after presentation to Majlis Oman,

and in pursuance of public interest,

**have decreed as follows**

### **Article I**

The provisions of the attached Labour Law shall apply.

### **Article II**

The Minister of Labour shall issue the necessary regulations and decisions for implementing the provisions of the attached law, and until they are issued, the regulations and decisions in force continue to operate to the degree that they do not contradict with its provisions.

### **Article III**

Those addressed by the provisions of the attached law shall rectify their status in accordance with its provisions within 6 (six) months from the date of its entry into force.

### **Article IV**

The aforementioned Labour Law is hereby repealed, as well as all that is contrary to the attached law, or in conflict with its provisions.

### **Article V**

This decree shall be published in the Official Gazette, and comes into force on the day following the date of its publication.

**Issued on: 7 Muharram 1445**

**Corresponding to: 25 July 2023**

**Haitham bin Tariq  
Sultan of Oman**

# The Labour And The Royal

**JA Banks**



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