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## Introducing sickness cash benefits in Oman



- Until the recent implementation of the new unified social security scheme, sickness benefits were provided directly by employer. This system of social security coverage is called “employer’s liability”.
- The Sickness leave is not standardized in all sectors.
- There might be a discrimination in the labor market against those who require it
- The new law covers all local & foreign workers from public, private, security & military sectors in a new unified social insurance scheme for Sickness leave.

# Social Protection Law

- The Social Protection Law replaced the existing systems & policing govern the Sickness leave with new
- The law shifts the cost of sickness leave for employers from the wages & salaries paid during the leave to a contribution paid for every employee.
- The Social protection Fund receive the contribution & Insure all employees in the country to cover the salaries during the sickness leave & any contribution to Social insurance.

The insured worker is entitled to a sick leave of no more than 26 weeks, as described below:

- The first week of sickness to remain as employers' direct liability;
- 100 percent of salary for weeks 2-3;
- 75 percent of salary for weeks 4-5;
- 50 percent of salary for weeks 6-10; and
- 35 percent of salary thereafter