



Labor Market Statistics

**Principles, Good Practice
and a possible approach**

Labor Market Statistics

Main Focus for Oman in the upcoming years

Oman's challenges to work on

**Financial
Situation**



**Private
Sector**



**Labor
Market**



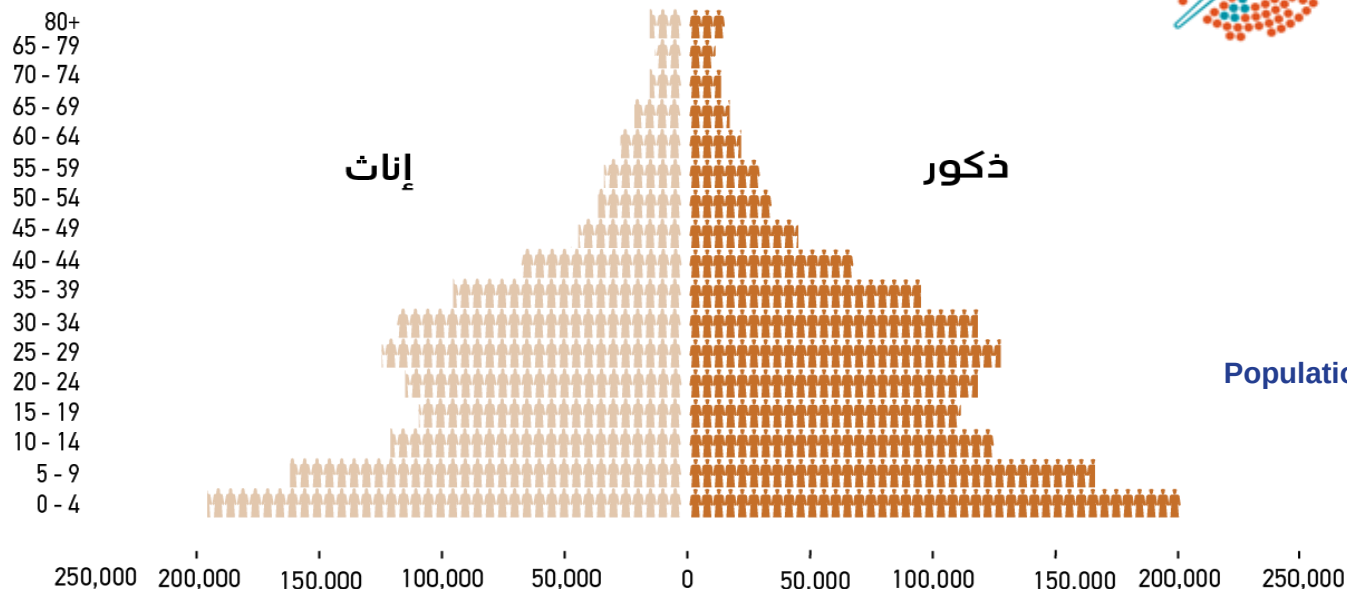
**Social
Sustainability**



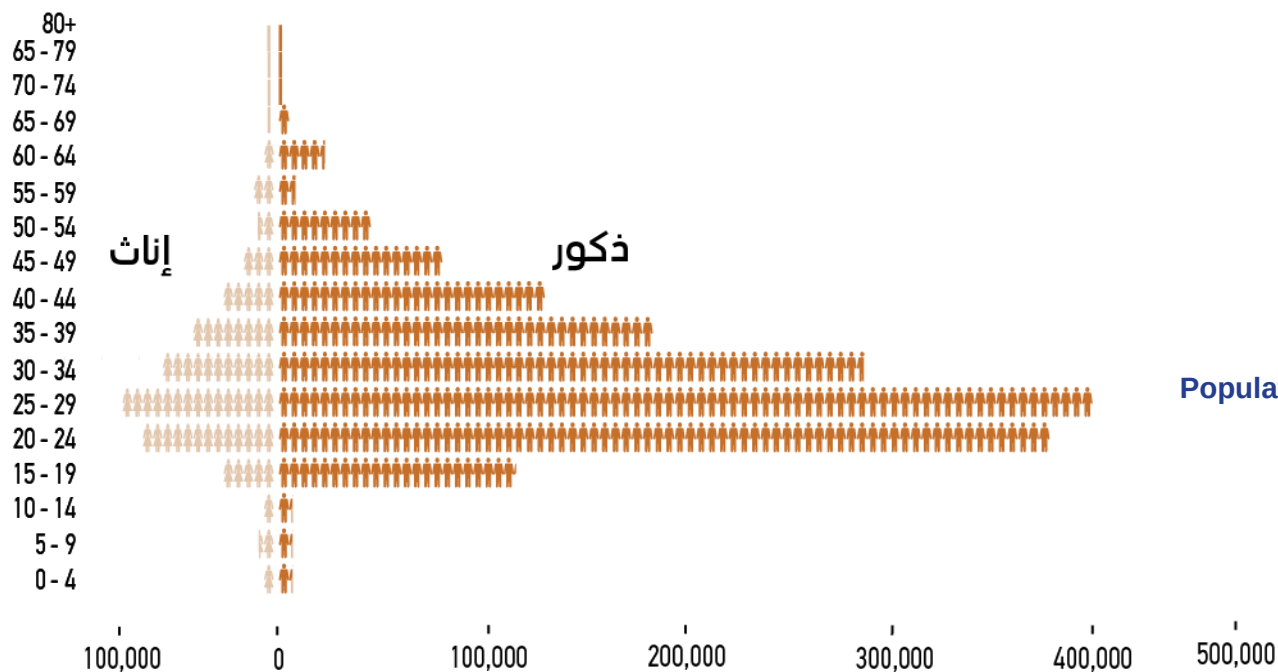


تعداد 2020

التعداد الإلكتروني للسكان والمساكن والمنشآت
Electronic Census of Population, Housing and Establishments



Population structure for Omani



Population structure for non-Omani

Labor Market Statistics

Oman's challenge based on the Vision :



تعداد 2020

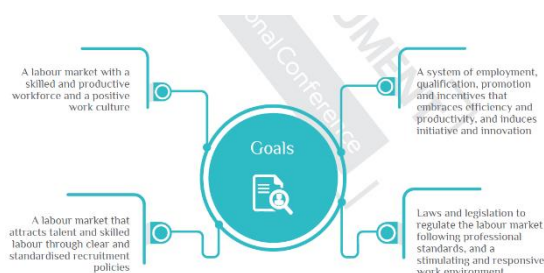
التعداد الإلكتروني للسكان والمساكن والمنشآت
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Priority Labor Market and Employment

Strategic Direction

A Dynamic Labor Market that Attracts Talent and is Responsive to Demographic, Economic, Knowledge and Technological Changes



	Baseline Values	2030 Target	2040 Target
Percentage of Skilled Labor of Total Labor in the Private Sector	Value: 57.9% (2017)	81%	83%
Labour Productivity	Value: -1.2% (2017)	1% - 2%	2% - 3%
Omanis employment share of total jobs created in the private sector	Value: 11.6% (2016)	40%	42%

Objective:

A dynamic Labor Market that attracts talent and is responsive to demographic, economic, knowledge and technological changes

Goals:

- Workforce and a positive work culture
- A labor market that attracts talent and skilled labor through clear and standardized recruitment policies
- A system of employment, qualification, promotion and incentives that embraces efficiency and productivity and induces initiative and innovation
- Laws and legislation to regulate the labor market following professional standards and a stimulating and responsive work environment

Performance Indicators:

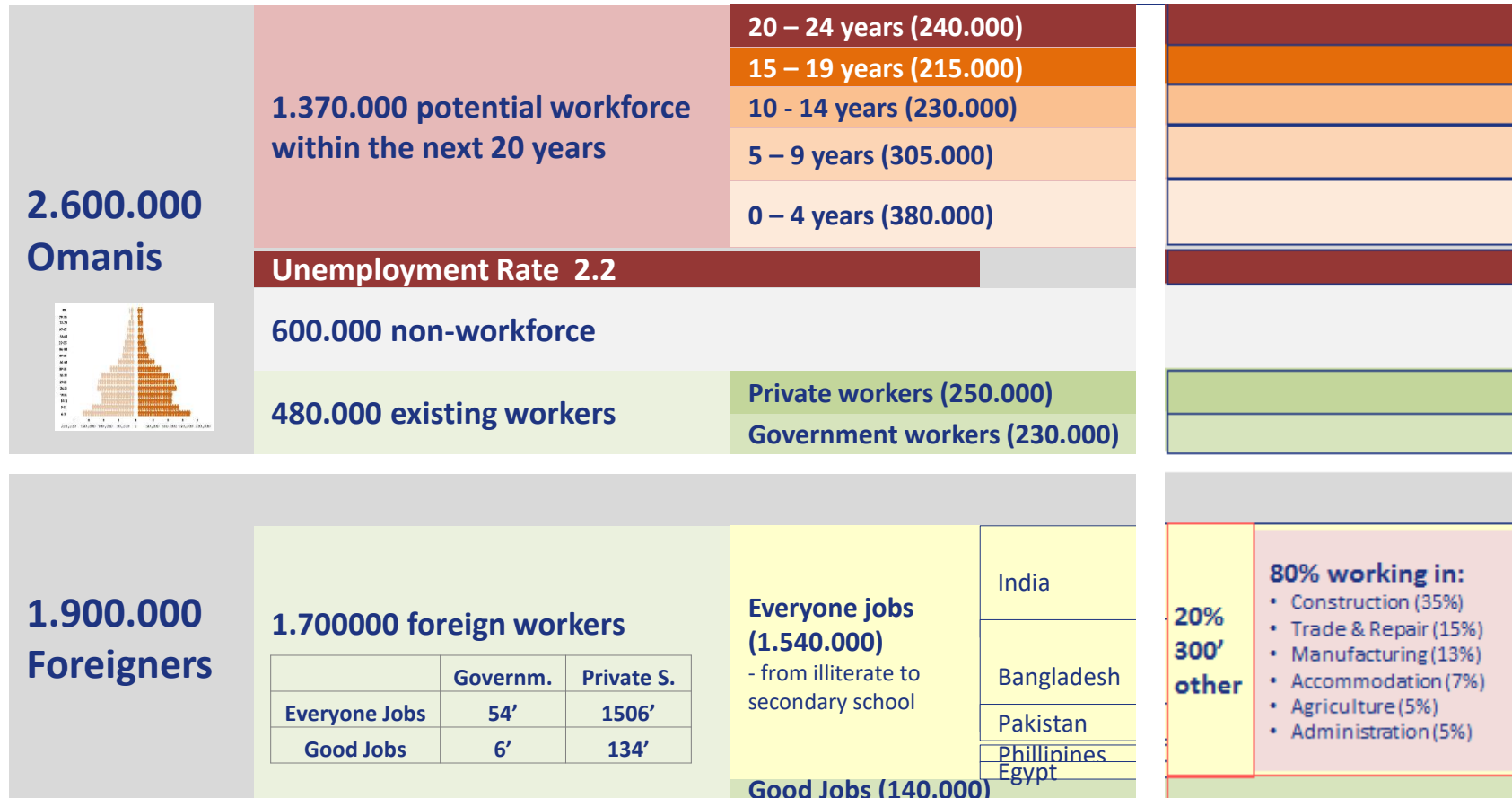
Percentage of skilled Labor of total labor in the private sector 81% in 2030 / 83% in 2040

Labor Productivity - 1-2% in 2030 / 2-3% in 2040

Omanis employment share of total jobs created in the private sector 40% in 2030 / 42% in 2040

Labor Market Statistics

Oman's challenge based on the actual
labor market situation



Restructuring the Labor market is one of Oman's current main challenges



Labor Market Statistics

Actual labor market statistics



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Labor market statistics (today)

Labor market involvement of

Omani Workers

Expatriates

Unemployment

**Omanis Working In The
Private Sector Insured**

Expatriates Workers

**Unemployment rate by
Governorates and Sex**

**Omanis Working by
Economic Activities &
Occupational Groups**

**Expatriates Workers In
Private & Family
Sectors**

**Unemployment rate by
Age Group and Sex**

**Omanis registered in
public sector pension
funds**

**Unemployment rate by
Education Status**

Key-Topic

National need on a regular and comprehensive labor market statistic



Actual Statistics

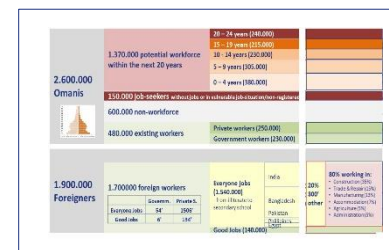
Labor market statistics (today)		
Labor market involvement of		
Omani Workers	Expatriates	Unemployment
Omanis Working In The Private Sector Insured	Expatriates Workers	Unemployment rate by Governors and Sex
Omanis Working by Economic Activities & Occupational Groups	Expatriates Workers In Private & Family Sectors	Unemployment rate by Age Group and Sex
Omanis registered in public sector pension funds		Unemployment rate by Education Status

**Transform
to answer
stakeholder
requirements**

Vision 2040



Upcoming challenges



- **Omani Workers**
(Registered jobs – Sectors = Job-types)
- **Expatriates**
(In total - Private sector)
- **Unemployment**
(Region – Age = Sex = Education)

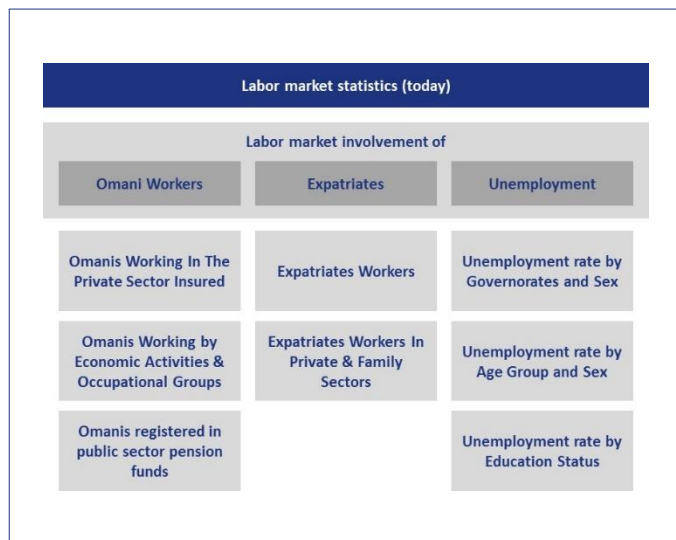
- **Structural insight on employment**
- **Financial Impact**
- **Sector policy**
- **Qualification Index**

- Demographic, economic, knowledge and technological changes
- Work culture
- Talents and skilled labor
- Labor policies
- System of employment
- Work environment

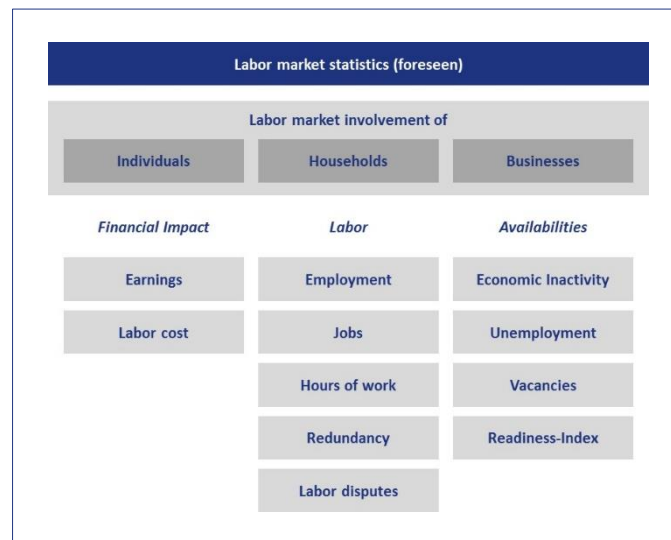
- Good / everyone jobs
- Sector policy
- Omanisation
- Payments
- Financial support
- Unregistered jobs
- Inactive Omanis
- Job-seekers

The change into the provision of relevant statistics is based on linking the database with the upcoming e-Census and the further creation of administrative data during the organizational set-up of the Omani Employment Centre.

Today



Foreseen



Labor Market Statistics

Importance to keep the social freedom



Labor market statistics (foreseen)

Labor market involvement of

Individuals

Households

Businesses

Financial Impact

Earnings

Labor cost

Labor

Employment

Jobs

Hours of work

Redundancy

Labor disputes

Availabilities

Economic Inactivity

Unemployment

Vacancies

Readiness-Index

Labor Market Statistics

How does it work



Integration of additional data-sources

Population Data

Labor Data will be reflected by a comprehensive socio-economic review.

The comprehensive view will impact upcoming related reforms as providing an insight to individuals to compare their own situation.

Labor Status

Each Omani and resident will be described by its labor status within the economy.

The labor status will impact financial and residential issues and is to be managed by the National Employment Centre.

Education Data

Potential Labor Force will be described by its existing qualification and experience.

The education data will impact the national support on merging job-availabilities with job-seekers as the individual training roadmap.

Financial Support Data

Financial Support Data will be described by the spread and amount of provided support.

The financial support will impact the review of income as the financial support from the National Employment Centre.

Law and Court Data

Laws and legal proceedings will be described .by status and key issues.

The law and court data will impact the speed of legal adjustments and the focus of monitoring legal issues within the labor market.

Sector Data

Sector Data will be described by key figures on business and public entities.

The sector data will impact the qualification needs and recruitment possibilities for job-seekers as the setting of residential issues..



Labor Market Statistics

Key Performance Indicators to describe



Key Performance Indicators

Typical employee	Typical manager	Typical Jobseeker
Age / Education / Experience / Nationality / Income	Age / Education / Experience / Nationality / Income	Age / Education / Experience / Nationality / Expectation
Employment	Registered Jobs	Unemployment
Number / Percentage / Omani / Expatriate	Number / Percentage / Years / expected pension	Number / Percentage / Omani / Expatriate
Skilled Labor	Productivity	Omani workers
Number / Percentage / Omani / Expatriate	Value / growth / Sectors	Sectors / job-types / time in job / experience / age / education
Earnings	Labor Cost	Financial Support
Individual / Household / Jobseeker / Omani / Expatriate	Skilled / Non-Skilled / Manager / Omani / Expatriate	Individual / Household / Average- time
Legal Freedom	Vacancies	Value for money
Pending updates / legal disputes / main issues	Number / job-types / sectors / requirements / payment	Price per working hour unskilled / skilled / manager
Readiness to work	Readiness for future	Readiness of sectors
Competitiveness in relation to expatriates	Qualification and redundancy in relation to sector needs	Existing jobs in relation to expected jobs by 2040



Labor Market Statistics

Key Performance Indicators to describe



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Typical employee	Typical manager	Typical Jobseeker
Age / Education / Experience / Nationality / Income	Age / Education / Experience / Nationality / Income	Age / Education / Experience / Nationality / Expectation



Age			
	All	Omani	Expatriates
Age	35 yrs.	32 yrs.	36 yrs.
Education	Secondary School	Diploma	Secondary School
Work-Experience	9 yrs.	7 yrs.	11 yrs.
Nationality	India	-	India
Income	OMR 300	OMR 500	OMR 250

Age						
	All		Omani		Expatriates	
	in total	in %	in total	in %	in total	in %
< 25	114000	5%	29000	5%	85000	5%
25 – 29	429000	19%	174000	30%	255000	15%
30 – 39	866400	38%	220400	38%	646000	38%
40 – 49	626000	27%	116000	20%	510000	30%
50 – 59	199000	9%	29000	5%	170000	10%
60 –	45600	2%	11600	2%	34000	2%
Total	2280000	100%	580000	100%	1700000	100%

Education
Work-Experience
Nationality
Income

Labor Market Statistics

Key Performance Indicators to describe

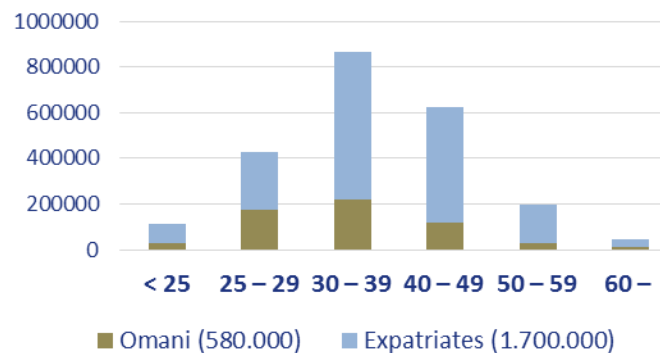


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Age of Labor Force



Age
Education
Work-Experience
Nationality
Income

Labor Market Statistics

Key Performance Indicators based on a



Status Data (registered and managed by ROP)

Using the anonymized e-Census procedure to
create individual data-sets

Availability of Data for job-seekers at National
Employment Centre (updating job-seeker
Status)

Individual Data-Sets by labor status

Status	Age	Education	Work-Experience
Nationality	Income-class	Skill-Level	Job-type
Employer	Sector	Working hours	Time in position
Registered job	Pension right	Financial Support	Household

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Labor Market Statistics

Key Performance Indicators to describe



Registered Workers

Status	Age	Education	Work-Experience
Nationality	Income-class	Skill-Level	Job-type
Employer	Sector	Working hours	Time in position
Registered job	Pension right	Financial Support	Household

Expatriates

Status	Age	Education	Work-Experience
Nationality	Income-class	Skill-Level	Job-type
Employer	Sector	Working hours	Time in position
Registered job	Pension right	Financial Support	Household

Unregistered workers

Status	Age	Education	Work-Experience
Nationality	Income-class	Skill-Level	Job-type
Employer	Sector	Working hours	Time in position
Registered job	Pension right	Financial Support	Household

Economic inactive Omanis

Status	Age	Education	Work-Experience
Nationality	Income-class	Skill-Level	Job-type
Employer	Sector	Working hours	Time in position
Registered job	Pension right	Financial Support	Household

Easy to collect

To be developed

To be estimated



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Readiness to work

Competitiveness in relation to expatriates

Comparing education, experience and income level

Readiness for future

Qualification and redundancy in relation to sector needs

2040 plan to be defined, redundancy to be estimated

Readiness of sectors

Existing jobs in relation to expected jobs by 2040

2040 plan to be defined

Productivity

Value / growth / Sectors

Vacancies

Number / job-types / sectors / requirements / payment

Legal Freedom

Pending updates / legal disputes / main issues

Based on produced output by sectors
(National Accounts) in relation to employed workforce

To be created by the National Employment Centre (e.g. regulations for **electronic job-market**)

M. o. Justice to provide a **monthly status report** on legal labor disputes and legislative updates.

Thank you