

Employee dissatisfaction in Oman stems from inadequate working conditions, insufficient compensation, and limited avenues for redress. The 2023 labor law, while new, fails to sufficiently protect migrant and domestic workers, leaving them vulnerable. Low wages (OMR 325 minimum, OMR 820 average) struggle to meet the cost of living, and long working hours exceeding the legal 45-hour maximum are common. Job satisfaction is further eroded by limited promotion opportunities, poor work relationships, and the lack of protection against discrimination and harassment, all contributing to high turnover. Essentially, weak labor protections and inadequate compensation, coupled with a climate of fear, fuel widespread dissatisfaction.