



Oman No. 1 (2025)

Agreement

between the Government of the United Kingdom of Great Britain and Northern
Ireland and the Government of the Sultanate of Oman concerning the Employment
Authorization of Spouses of Official Employees

London, 7 October 2025

[The Agreement is not in force]

*Presented to Parliament
by the Secretary of State for Foreign, Commonwealth and Development Affairs
by Command of His Majesty
November 2025*



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ISBN 978-1-5286-6074-7

E03487499 11/25

Printed on paper containing 40% recycled fibre content minimum

Printed in the UK by HH Global on behalf of the Controller of His Majesty's Stationery Office

**AGREEMENT BETWEEN THE GOVERNMENT OF THE UNITED
KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND AND THE
GOVERNMENT OF THE SULTANATE OF OMAN CONCERNING THE
EMPLOYMENT AUTHORIZATION OF SPOUSES OF OFFICIAL
EMPLOYEES**

Stemming from the distinguished relations between the United Kingdom of Great Britain and Northern Ireland and the Sultanate of Oman, and the desire of both countries to promote and develop cooperation between them, on the basis of reciprocal benefit, and in light of the discussions held between the British and Omani sides concerning the Employment Authorization of Spouses of Official Employees of the two governments for employment in the receiving state, the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the Sultanate of Oman, hereinafter referred to individually as “Party” or collectively as “Parties”, have agreed to the following:

ARTICLE 1

For purposes of this Agreement, the following terms have the meaning assigned to each of them:

1. **“Spouse”** means a male or female individual of at least eighteen (18) years of age whose accreditation is accepted by the receiving state as a member of the immediate family forming part of the household of a member of a diplomatic mission, including a mission to an international organization, or of a consular post of the sending state. This term does not include a member of the immediate family of an individual who is permanently resident in the receiving state within the meaning of the Vienna Convention on Diplomatic Relations (1961) or the Vienna Convention on Consular Relations (1963).
2. **“Official Employees”** means diplomatic agents, consular officers, and members of administrative and technical staffs assigned to diplomatic missions, consular offices, and missions to international organizations.
3. **“Employment Authorization”** means the authorization to undertake any work with or without remuneration, performed in a commercial or professional capacity, regardless of whether the Spouse is self-employed or works for an employer. This term also includes unpaid internships and vocational training in the fields of applied sciences. This term does not include employment in the government of either Party.

ARTICLE 2

1. The Government of the Sultanate of Oman shall grant Employment Authorization to Spouses of Official Employees of the Government of the United Kingdom of Great Britain and Northern Ireland assigned to official duty at the Embassy of the United Kingdom of Great Britain and Northern Ireland in Muscat in accordance with the provisions of this Agreement.

2. The Government of the United Kingdom of Great Britain and Northern Ireland shall grant Employment Authorization to Spouses of Official Employees of the Government of the Sultanate of Oman assigned to official duty in the territory of the United Kingdom of Great Britain and Northern Ireland in accordance with the provisions of this Agreement.

ARTICLE 3

1. Employment Authorization requests must be sent on behalf of the Spouses of Official Employees by the Embassy of the sending state to the Ministry of Foreign Affairs of the receiving state.

2. The grant of Employment Authorization to any Spouse of any Official Employee shall not release the Spouse from any requirement or criteria imposed on any employment by virtue of the laws and regulations of the other Party. In the case of the professions requiring special qualifications, it shall be necessary for the Spouse of the Official Employee to comply with the relevant requirement in accordance with the laws and regulations of the other Party.

ARTICLE 4

1. The Parties confirm that neither the Vienna Convention on Diplomatic Relations 1961, nor the Vienna Convention on Consular Relations 1963 or any other applicable international instrument provide Spouses of Official Employees with either civil or administrative immunity in an action relating to any professional or commercial activity, including employment authorized pursuant to this Agreement.

2. Spouses of Official Employees retain all other privileges and immunities to which they are entitled under applicable treaties, including criminal immunity under the Vienna Convention on Diplomatic Relations 1961 and the Vienna Convention on Consular Relations 1963. However, the sending state will give serious consideration to waiving the immunity of the spouse of an Official Employee concerned from the criminal jurisdiction of the receiving state should the need arise.

ARTICLE 5

1. The Parties shall not require Spouses of Official Employees, as a condition to obtain Employment Authorizations, to exit the receiving state or obtain any visa other than a diplomatic visa.
2. Employment Authorizations shall be granted to Spouses of Official Employees without requiring evidence of an offer of employment in the receiving state.
3. The provisions of this Agreement shall not be constructed as requiring employers to recognize foreign academic degrees, licenses, or other foreign credentials.
4. The Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the Sultanate of Oman recognize the importance of prompt processing of requests within a reciprocal timeframe.

ARTICLE 6

Spouses of the Official Employees shall be subject to the fiscal and social security regimes of the receiving state for all matters connected with their employment in that state to the extent consistent with international agreements and national legislation of the receiving state.

ARTICLE 7

This Agreement does not prejudice obligations arising out of other bilateral agreements concluded between the Parties.

ARTICLE 8

The Parties shall resolve any disputes that may arise in relation to this Agreement by way of negotiations between the Parties through diplomatic channels.

ARTICLE 9

The Parties may amend this Agreement through written agreement. Any such amendment shall enter into force in accordance with the provisions of Article (10) of this Agreement.

ARTICLE 10

This Agreement shall enter into force on the first day of the month following the date of the latter note in an exchange of notes between the Parties in which they indicate that they have completed their internal procedures for entry into force.

ARTICLE 11

Either Party may terminate this Agreement at any time by notifying the other Party in writing of its intention to terminate this Agreement. Such termination shall take effect ninety (90) days following the date of the written notification of termination. In the event that this Agreement is terminated, Spouses of Official Employees who have been granted Employment Authorizations may continue to work under those Employment Authorizations, in accordance with their terms, until their expiration.

IN WITNESS WHEREOF, the undersigned, duly authorised by their respective Governments, have signed this Agreement.

Done at London on this Seventh day of October 2025 in two (2) originals, English and Arabic languages, both texts being equally authentic.

**For the Government of the United
Kingdom of Great Britain and
Northern Ireland:**

**For the Government of the Sultanate
of Oman:**

HAMISH FALCONER

KHALIFA AL HARTHY

E03487499
978-1-5286-6074-7