MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MINISTRY OF MANPOWER IN THE GOVERNMENT OF THE SULTANATE OF OMAN
AND
THE MINISTRY OF LABOR - INVALIDS AND SOCIAL AFFAIRS IN THE GOVERNMENT OF THE SOCIALIST REPUBLIC OF VIETNAM
IN THE FIELD OF MANPOWER

The Ministry of Manpower in the Government of the Sultanate of Oman and the Ministry of Labor - Invalids and Social Affairs in the Government of the Socialist Republic of Vietnam hereinafter referred to as the parties, bearing in mind the existing friendly relations between the two countries and their peoples desiring to enhance the existing friendly relations between them through developing cooperation in the field of manpower based on the principles of mutual benefits, recognizing the benefits to be derived by both countries from close cooperation in the field of manpower and pursuant to the current laws and regulations in the respective countries,

Have agreed as follows:

Article One
In the application of this Memorandum the term "manpower" means all the expatriate employees employed in the Sultanate of Oman for a certain period of time, after which the employees shall leave the Sultanate to Vietnam.

Article Two
The Ministry of Manpower in the Sultanate of Oman and the Ministry Labor and Social Affairs in Vietnam shall implement the provisions of this Memorandum of Understanding.
Article Three

The two parties shall take measures to facilitate the recruitment of the Vietnam manpower in the Sultanate of Oman and shall exchange visits between the officials in charge of manpower in the two countries for consultation in the area of job creation and generation of employment opportunities.

Article Four

Every demand for employees shall state the required specifications and qualifications for the jobs and types of the jobs needed. It shall also include the duration of the contract, the conditions of employment, including the salary agreed on, the end of service benefits, medical facilities, leave entitlement, to and fro passage and other facilities such as transportation and accommodation.

Article Five

The manpower shall be employed in accordance with the provisions of the employment contract and shall be given protection under the Labor Law and regulations in force in the Sultanate of Oman.

Article Six

In case of dispute between the employer and the employee, a complaint shall be presented to the competent directorate in the Ministry of Manpower to endeavor to reach an amicable settlement. If no amicable settlement is reached, any one of the parties shall have the right to resort to the courts in accordance with the Labor Law and regulations in force in the Sultanate of Oman.

Article Seven

The terms and conditions of employment of the employees in the Sultanate of Oman shall be defined by an individual employment contract between the employee and the employer, authenticated by the Ministry of Manpower, provided that it shall specify the rights and obligations of the two parties in accordance with the laws and regulations in force in the Sultanate of Oman. The employer shall not have the right to amend the provisions of this contract, except with the agreement of the employee.
Article Eight
The employment contract shall terminate with the expiry of its duration. It shall be automatically renewed unless one of the parties notifies the other of his intention to terminate it thirty days before the expiry of its duration.

Article Nine
The employment contract shall be confirmed by writing and valid for a renewable period of two years upon the consent of the Ministry of Manpower in the Sultanate of Oman, and it shall be issued in Arabic of two copies, one copy for each party. If the contract is written in an language other than Arabic, at least one copy in Arabic shall annexed thereto and approved by the two parties to the contract, which shall be equally authentic.

Article Ten
The manpower shall have the right to remit their savings to their country of origin or elsewhere in accordance with the financial laws and regulations in the Sultanate of Oman.

Article Eleven
The Memorandum of Understanding shall come into force from the date it is signed and shall be effective for a period of three years. It shall be automatically renewed for other similar periods unless it is terminated by a written notice by one of the parties three months before its expiry.

This Memorandum is executed in two Arabic and English versions each of which shall be equally authentic and in the event of difference the English version shall prevail.

This Memorandum is signed at Muscat on Sunday 9/12/2007.

For The Ministry of Manpower
Sultanate of Oman:

Undersecretary for Labor
Ministry of Manpower

For The Ministry of Labor - Invalids and Social Affairs, Socialist Republic of Vietnam

Vice Minister of Labor, Invalids and Social Affairs