

SULTANATE OF OMAN
DEVELOPMENT COUNCIL, TECHNICAL SECRETARIAT



SURVEY REPORT
OF THE
CIVIL SERVICE EMPLOYEES
AS ON
31ST DECEMBER, 1980

Directorate General of National Statistics

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Introduction

During the year 1981, an attempt was made by the Directorate General of National Statistics, in cooperation with Diwan of Personnel Affairs and various Government Ministries and Organizations to obtain the following detailed information for all the employees in Public Sector as on 31st December 1980. For obtaining these information the 'Personal File' of each employee was consulted :

Information obtained from 'Personal File' of the Employee:

1. Nationality
2. Sex
3. Date of Birth
4. Grade and Scale
5. Occupation
6. Educational level attained
7. Year of Appointment
8. Basic Pay and Allowances
9. Training Courses attended and Period of Training
10. Field of Previous Experience and Period of Experience

In all, 'Personal Files' of 34141 employees were made available and consulted for obtaining the above information. The data thus collected was scrutinized and coded in the Directorate General of National Statistics and analysed on computer. A list of tables in which the information thus collected has been analysed is given as Appendix I to this Report.

2. In connection with the publication of Statistical Year Book for the year 1980, the Diwan of Personnel Affairs had supplied to this Directorate the information regarding the number of civil service employees as on 31st December 1980 and this information was published in the Statistical Year Book of 1980. Table below shows the number of civil service employees as reported by the Diwan of Personnel Affairs and the number of civil servants whose personal files were made available for collection of detailed information. It may be seen that in some Ministries, files of all their employees were not made available; hence the difference in number. Thus, analysis of the data as given further in this report is based on only 34141 civil service employees.

Table 1 : Civil Service Employees by Ministrywise - Omanis and non-Omanis

(Number of Employees as on 31.12.1980)

Sl. No.	Ministry/Organization	Omanis		Non-Omanis		Total	
		(A)	(B)	(A)	(B)	(A)	(B)
1	Royal Diwan Affairs	270	225	78	40	348	265
2.	Commerce & Industry	196	193	82	82	278	275
3.	National Heritage and Culture	174	172	45	50	219	222
4	Awqaf & Islamic Affairs	703	652	34	31	737	683
5	Social Affairs & Labour	571	549	289	273	860	822
6	Information & Youth Affairs	844	687	197	174	1041	861
7	Interior	1549	1552	35	34	1584	1586
8	Electricity & Water	1258	1012	563	360	1821	1372
9	Justice	456	456	21	21	477	477
10	Health	2733	2738	1899	1893	4632	4631
11	Communication	1802	1785	715	720	2517	2505
12	Agriculture & Fisheries	1438	1352	436	386	1874	1738
13	Petroleum & Minerals	100	101	45	43	145	144
14	Foreign Affairs	347	323	23	14	370	337
15	Land Affairs & Municipalities	2581	2288	1031	1111	3612	3399
16	Education	3281	3397	6193	5847	9474	9244
17	Posts, Telegraph & Telephones	337	337	78	76	415	413
18	Minister of State & Wali of Dhofar	2033	1811	936	809	2969	2620
19	Public works	146	145	85	84	231	229
20	Diwan of Personnel Affairs	75	75	24	24	99	99
21	Development Council	60	60	24	23	84	83
22	Directorate General of Finance	237	189	83	70	320	259
23	Governor of Capital & Tender Board	153	149	26	25	179	174

(Number of Employees as on 31.12.1980)

Sl. No.	Ministry/Organization	Omanis		Non-Omanis		Total	
		(A)	(B)	(A)	(B)	(A)	(B)
24.	Deputy Prime Minister for Legal Affairs	19	20	10	10	29	30
25	Musandam Development Council	228	229	57	71	285	300
26	Environment Protection Council	13	13	4	4	17	17
27	Water Resources Council	11	13	11	9	22	22
28	National Association for Scouts & Guides	10	11	3	3	13	14
Total (1 - 28)		21625	20534	13027	12287	34652	32821
29	Diwan of Royal Protocol	1820	N.A.	2368	N.A.	4188	N.A.
30	General Telecommunication Organization	N.A.	862	N.A.	267	N.A.	1129
31	Central Bank of Oman	N.A.	164	N.A.	27	N.A.	191
Total (1 - 31)		23445	21560	15395	12581	38840	34141

(A) As reported by the Diwan of Personnel Affairs and published in the Statistical Year Book of 1980.

(B) Number of personal files of employees made available by the respective Ministries and Organizations.

N.A. = Not Available.

Nationality

3. Table 2 shows the classification of 34141 civil servants under nationalities. About 63.1% of the total employees are Omanis, 14.6% Egyptians, 11.9% Indians and the remaining under other nationalities.

Table 2 : Civil Service Employees by Nationalities

(As on 31st December 1980)

Sl. No.	Nationality	Number of employees			
		Male	Female	Total	
				Number	%
A	<u>Asians</u>	<u>4962</u>	<u>918</u>	<u>5880</u>	<u>17.2</u>
1	Indian	3345	727	4072	11.9
2	Pakistani	1194	87	1281	3.8
3	Bangladeshi	63	0	63	0.2
4	Sri Lankan	257	96	353	1.0
5	Philipino	101	6	107	0.3
6	Others	2	2	4	0.0
B	<u>Arabs</u>	<u>24782</u>	<u>3374</u>	<u>28156</u>	<u>82.5</u>
7	Omanis	20069	1491	21560	63.1
8	Jordanian	603	154	757	2.2
9	Egyptian	3422	1557	4979	14.6
10	Sudani	656	153	809	2.4
11	Others	32	19	51	0.1
C	<u>Africans</u>	<u>3</u>	<u>4</u>	<u>7</u>	<u>0.0</u>
D	<u>Eueopeons/Americans</u>	<u>77</u>	<u>21</u>	<u>98</u>	<u>0.3</u>
12	British	53	16	69	0.2
13	French	3	1	4	0.0
14	American	4	1	5	0.0
15	Others	17	3	20	0.1
Total		29824	4317	34141	100.0

Grades and Scales

4. Amount Omani 2 employees are in special grade, 269 in Group I, 7488 in Group II and 13637 in Group III. Break up of 164 Omani employees working in Central Bank under grades and scales is not available. Among non-Omanis 161 are in special grade, 299 in Group I, 9135 are in Group II and 2959 in Group III. Table 3 shows the classification of Omani and non-Omani civil servants by sex, grades and scales under various groups. Table 4 shows such classification under i) Asians, ii) Arabs, iii) Africans and iv) Europeans/Americans.

Table 3 : Civil Service Employees by Grades - Omanis & Non-Omanis

(As on 31st December 1980)

Grade and Group	Omanis			Non-Omanis			Total		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Special Group A	0	0	0	6	0	6	6	0	6
B	1	0	1	17	0	17	18	0	18
C	0	0	0	22	0	22	22	0	22
D	0	0	0	26	0	26	26	0	26
E	1	0	1	84	2	86	85	2	87
F	0	0	0	4	0	4	4	0	4
Total Special Group	2	0	2	159	2	161	161	2	163
Group I Grade 1	45	0	45	1	0	1	46	0	46
2	11	0	11	25	3	28	36	3	39
3	9	2	11	41	9	50	50	11	61
4	90	5	95	95	26	121	185	31	216
5	10	9	19	29	1	30	39	10	49
6	77	11	88	65	4	69	142	15	157
Total Group I	242	27	269	256	43	299	498	70	568

Table 3 contd.,

(As on 31st December 1980)

Grade and Group	Omanis			Non-Omanis			Total		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Group 2 Grade 1	388	65	453	184	45	229	572	110	682
2	574	91	665	1395	283	1678	1969	374	2343
3	706	98	804	1355	561	1916	2061	659	2720
4	679	102	781	1563	804	2367	2242	906	3148
5	830	53	883	397	237	634	1227	290	1517
6	1123	56	1179	526	601	1127	1649	657	2306
7	1453	69	1522	561	135	696	2014	204	2218
8	1137	64	1201	426	62	488	1563	126	1689
Total Group II	6890	598	7488	6407	2728	9135	13297	3326	16623
Group 3 Grade 1	797	63	860	183	1	184	980	64	1044
2	1837	269	2106	496	9	505	2333	278	2611
3	2479	8	2487	536	17	553	3015	25	3040
4	4258	62	4320	737	14	751	4995	76	5071
5	3431	433	3864	964	2	966	4395	435	4830
Total Group III	12802	835	13637	2916	43	2959	15718	878	16596
Central Bank	133	31	164	17	10	27	150	41	191
Grand Total	20069	1491	21560	9755	2826	12581	29824	4317	34141

TABLE 4 : CIVIL SERVICE EMPLOYEES CLASSIFIED BY GRADE AND NATIONALITY AS ON 31ST DECEMBER 1980

GRADE	ASIANS			ARABS			AFRICANS			EUROPEAN/AMERICAN			TOTALS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
SPL GROUP A	2	0	2	4	0	4	0	0	0	0	0	0	6	0	6
SPL GROUP B	0	0	0	5	0	5	0	0	0	13	0	13	18	0	18
SPL GROUP C	2	0	2	7	0	7	0	0	0	13	0	13	22	0	22
SPL GROUP D	2	0	2	12	0	12	0	0	0	12	0	12	26	0	26
SPL GROUP E	27	1	28	46	0	46	0	0	0	12	1	13	85	2	87
SPL GROUP F	0	0	0	0	0	0	0	0	0	4	0	4	4	0	4
TOTALS	33	1	34	74	0	74	0	0	0	54	1	55	161	2	163
1 GRDE GRP 1	1	0	1	45	0	45	0	0	0	0	0	0	46	0	46
2 GRDE GRP 1	7	2	9	27	1	28	0	0	0	2	0	2	36	3	39
3 GRDE GRP 1	25	9	34	23	2	25	0	0	0	2	0	2	50	11	61
4 GRDE GRP 1	40	24	64	141	7	148	0	0	0	4	0	4	185	31	216
5 GRDE GRP 1	10	0	10	28	9	37	0	0	0	1	1	2	39	10	49
6 GRDE GRP 1	24	2	26	115	11	126	0	0	0	3	2	5	142	15	157
TOTALS	107	37	144	379	30	409	0	0	0	12	3	15	498	70	568
1 GRDE GRP 2	98	30	128	474	78	552	0	0	0	0	2	2	572	110	682
2 GRDE GRP 2	158	26	184	1809	343	2152	0	1	1	2	4	6	1969	374	2343
3 GRDE GRP 2	142	29	171	1917	626	2543	0	1	1	2	3	5	2061	659	2720
4 GRDE GRP 2	142	48	190	2096	856	2952	1	1	2	3	1	4	2242	906	3148
5 GRDE GRP 2	195	162	357	1031	125	1156	0	0	0	1	3	4	1227	290	1517
6 GRDE GRP 2	378	489	867	1271	164	1435	0	1	1	0	3	3	1649	657	2306
7 GRDE GRP 2	453	52	505	1561	152	1713	0	0	0	0	0	0	2014	204	2218
8 GRDE GRP 2	398	30	428	1165	96	1261	0	0	0	0	0	0	1563	126	1689
TOTALS	1964	866	2830	11324	2440	13764	1	4	5	8	16	24	13297	3326	16623
1 GRDE GRP 3	181	1	182	799	63	862	0	0	0	0	0	0	980	64	1044
2 GRDE GRP 3	479	3	482	1854	274	2128	0	0	0	0	1	1	2333	278	2611
3 GRDE GRP 3	523	1	524	2491	24	2515	0	0	0	1	0	1	3015	25	3040
4 GRDE GRP 3	707	0	707	4287	76	4363	0	0	0	1	0	1	4995	76	5071
5 GRDE GRP 3	959	0	959	3435	435	3870	1	0	1	0	0	0	4395	435	4830
TOTALS	2849	5	2854	12866	872	13738	1	0	1	2	1	3	15718	878	16596
CENTRAL BANK	9	9	18	139	32	171	1	0	1	1	0	1	150	41	191
GRAND TOTALS	4962	918	5880	24782	3374	28156	3	4	7	77	21	98	29824	4317	34141

Year of Appointment

5. Classification of 34141 employees by the year of their appointment with the Government is given in Table 5 below. It may be seen therefrom that out of the total of 21560 Omani civil servants about 73% had been recruited during the years 1975 to 1980. While out of 12581 non-Omani employees about 92% had joined the Government service during this period. Maximum increase in the number of civil servants both Omanis and Non-Omanis took place during the last year 1980.

Table 5 : Civil Service Employees by year of appointment - Omanis and non-Omanis

Year of appointment	Omanis			Non-Omanis			Total			% of Total	
	Male	Fe-male	Both sexes	Male	Fe-male	Both sexes	Male	Fe-male	Both sexes	Omanis	Non-Omanis
Before 1970	527	18	545	41	2	43	568	20	588	2.53	0.34
During 1970	271	10	281	14	3	17	285	13	298	1.30	0.14
" 1971	812	53	865	44	20	64	856	73	929	4.01	0.51
" 1972	829	50	879	69	24	93	898	74	972	4.08	0.74
" 1973	975	93	1068	176	63	239	1151	156	1307	4.95	1.90
" 1974	1994	139	2133	369	139	508	2363	278	2641	9.89	4.04
" 1975	2484	161	2645	615	126	741	3099	287	3386	12.27	5.89
" 1976	2303	154	2457	1051	210	1261	3354	364	3718	11.40	10.02
" 1977	2173	142	2315	1273	337	1610	3446	479	3925	10.74	12.80
" 1978	1836	171	2007	1487	429	1916	3323	600	3923	9.31	15.23
" 1979	2141	159	2300	1951	532	2483	4092	691	4783	10.67	19.74
" 1980	3724	341	4065	2665	941	3606	6389	1282	7671	18.85	28.66
Total at the end of 1980	20069	1491	21560	9755	2826	12581	29824	4317	34141	100.0	100.0

Education Level Attained

6. Out of 21560 Omani civil employees, the literacy status of 3122 (14.48%) employees is not available. Out of the remaining 18438 Omani employees 10989 or 59.6% are illiterate and only 7449 or 40.40% literate. Among 7449 Omani literate employees 45.07% has attained Primary (any level), 28.86% Preparatory (any level), and 15.52% Secondary level. The remaining 10.55% had obtained a Diploma or a Degree. Among non-Omanis 83.79% are literate and 16.21% illiterate. Among literate non-Omanis 28.45% had attended school and attained any level under Primary, Preparatory or Secondary. The remaining 71.56 had obtained Diploma or a Degree. The classification Omanis and non-Omanis by broad educational level attained is given in Tables 5 and a detailed breakup is given in Table 6.

Table 5 : Civil Service Employees by Educational level Attained

(As on 31st December 1980)

Sl. No.	Educational Level Attained	Number of employees			Percent of total		
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis	Total
A	<u>Illiterate</u>	<u>10989</u>	<u>1873</u>	<u>12862</u>	<u>59.60</u>	<u>16.21</u>	<u>42.89</u>
B	<u>Literate</u>	<u>7449</u>	<u>9680</u>	<u>17129</u>	<u>40.40</u>	<u>83.79</u>	<u>57.11</u>
	Primary any level	3357	172	3529	45.07	1.78	20.60
	Preparatory any level	2150	229	2379	28.86	2.37	13.89
	Secondary any level	1156	2352	3508	15.52	24.30	20.48
	Diploma	275	3931	4206	3.69	40.61	24.55
	Under-graduate	92	66	158	1.24	0.68	0.92
	Graduate	392	2712	3104	5.26	28.02	18.12
	Post-graduate	27	218	245	0.36	2.25	1.43
Total A + B		18438	11553	29991	100.00	100.00	100.00
C	<u>Not classified</u>	3122	1028	4150	14.48	8.17	12.16
Grand Total A + B + C		21560	12581	34141			

TABLE 6 : CIVIL SERVANTS CLASSIFIED BY EDUCATION LEVELS, OMANIS, NON-OMANIS AND SEX FOR THE YEAR 1980

CD	EDUCATION	OMANIS			NON-OMANIS			TOTALS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
000	ILLITERATE	10480	509	10989	1862	11	1873	12342	520	12862
	<u>GROUP TOTALS</u>	<u>10480</u>	<u>509</u>	<u>10989</u>	<u>1862</u>	<u>11</u>	<u>1873</u>	<u>12342</u>	<u>520</u>	<u>12862</u>
101	I ELEMENTARY	15	0	15	0	0	0	15	0	15
102	II ELEMENTARY	122	1	123	1	0	1	123	1	124
103	III ELEMENTARY	116	1	117	3	0	3	119	1	120
104	IV ELEMENTARY	262	5	267	10	0	10	272	5	277
105	V ELEMENTARY	497	10	507	20	0	20	517	10	527
106	VI ELEMENTARY	1101	62	1163	71	6	77	1172	68	1240
108	LITERACY PROGRAM	236	6	242	57	1	58	293	7	300
126	RELGN & QURANIC	897	26	923	3	0	3	900	26	926
	<u>GROUP TOTALS</u>	<u>3246</u>	<u>111</u>	<u>3357</u>	<u>165</u>	<u>7</u>	<u>172</u>	<u>3411</u>	<u>118</u>	<u>3529</u>
201	I PREPARATORY	555	23	578	20	0	20	575	23	598
202	II PREPARATORY	741	63	804	53	4	57	794	67	861
203	III PREPARATORY	612	71	683	88	47	135	700	118	818
234	COMMERCIAL PROGRAM	34	0	34	1	0	1	35	0	35
250	RAHMA NURSING INSTIT	2	0	2	1	0	1	3	0	3
252	CRFT & INDUSTRY PROG.	43	0	43	4	0	4	47	0	47
289	OTHER PREP. LEVEL	6	0	6	3	8	11	9	8	17
	<u>GROUP TOTALS</u>	<u>1993</u>	<u>157</u>	<u>2150</u>	<u>170</u>	<u>59</u>	<u>229</u>	<u>2163</u>	<u>216</u>	<u>2379</u>
301	I SECONDARY-GEN.PROG.	151	20	171	73	5	78	224	25	249
302	II SECONDARY-GEN.PROG.	209	19	228	63	7	70	272	26	298
303	III SECONDARY LEVEL	533	164	697	1018	817	1835	1551	981	2532
334	SECONDARY COMM. PROG.	23	7	30	133	90	223	156	97	253
352	SECONDARY INDUST.PROG.	21	1	22	100	1	101	121	2	123
362	SECONDARY AGRIL.PROGRAM	3	0	3	20	0	20	23	0	23
389	OTHER NOT SPECIFIED	5	0	5	9	16	25	14	16	30
	<u>GROUP TOTALS</u>	<u>945</u>	<u>211</u>	<u>1156</u>	<u>1416</u>	<u>936</u>	<u>2352</u>	<u>2361</u>	<u>1147</u>	<u>3508</u>
414	TCNR TRN DIPLOMA	123	52	175	2263	1070	3333	2386	1122	3508
418	FINE & APPLD ARTS DIPL.	3	1	4	12	2	14	15	3	18
434	COMM & BUSINESS DIPL.	20	9	29	89	24	113	109	33	142
446	COMPUTER DIPLOMA	0	1	1	1	0	1	1	1	2
450	NURSING DIPLOMA	10	2	12	71	68	139	81	70	151
452	CRAFT & IND DIPLOMA	6	3	9	13	1	14	19	4	23
454	ENGINEERING DIPLOMA	24	1	25	235	2	237	259	3	262
462	AGR. FSHR. DIPLOMA	0	0	0	25	0	25	25	0	25
478	SERVICE DIPLOMA	0	0	0	1	0	1	1	0	1
484	COMMUN. DIPLOMA	0	0	0	1	0	1	1	0	1
489	OTHER DIPLOMA	17	3	20	32	21	53	49	24	73
	<u>GROUP TOTALS</u>	<u>203</u>	<u>72</u>	<u>275</u>	<u>2743</u>	<u>1188</u>	<u>3931</u>	<u>2946</u>	<u>1260</u>	<u>4206</u>

TABLE 6 CONTD.

CD	EDUCATION	OMANIS			NON-OMANIS			TOTALS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
501	1 YEAR DEGREE	27	4	31	17	5	22	44	9	53
502	2 YEAR DEGREE	30	9	39	23	1	24	53	10	63
503	3 YEAR DEGREE	16	3	19	19	1	20	35	4	39
504	4 YEAR DEGREE	3	0	3	0	0	0	3	0	3
	<u>GROUP TOTALS</u>	<u>76</u>	<u>16</u>	<u>92</u>	<u>59</u>	<u>7</u>	<u>66</u>	<u>135</u>	<u>23</u>	<u>158</u>
614	TCR TRN DEGREE	2	5	7	131	96	227	133	101	234
618	ARTS DEGREE	3	1	4	40	8	48	43	9	52
622	HUMANITY DEGREE	27	30	57	501	150	651	528	180	708
626	RELGN. DEGREE	20	0	20	80	3	83	100	3	103
630	SCIENCE DEGREE	55	16	71	134	41	175	189	57	246
634	BSNS ADM DEGREE	44	12	56	246	36	282	290	48	338
638	LAW DEGREE	22	2	24	69	5	74	91	7	98
642	SCIENCE DEGREE	15	6	21	278	82	360	293	88	381
646	MATH STAT DEGREE	3	2	5	91	22	113	94	24	118
650	MEDICAL DEGREE	33	11	44	188	75	263	221	86	307
654	ENG DEGREE	36	2	38	224	10	234	260	12	272
662	AGRI DEGREE	12	0	12	49	11	60	61	11	72
684	COMMUN DEGREE	2	3	5	10	2	12	12	5	17
689	OTHER DEGREE	23	5	28	102	28	130	125	33	158
	<u>GROUP TOTALS</u>	<u>297</u>	<u>95</u>	<u>392</u>	<u>2143</u>	<u>569</u>	<u>2712</u>	<u>2440</u>	<u>664</u>	<u>3104</u>
714	PROGRAM EDUCATION & T	2	3	5	18	4	22	20	7	27
718	FINE & APP ARTS	0	0	0	1	0	1	1	0	1
722	HUMANITY PROG.	0	3	3	48	11	59	48	14	62
726	RELGN & THRLGY	0	0	0	7	0	7	7	0	7
730	SOC.& BEHVR SC	4	2	6	19	2	21	23	4	27
734	BUSINESS ADMN	2	0	2	13	1	14	15	1	16
738	LAW	3	0	3	4	1	5	7	1	8
742	NATURAL SC	3	0	3	16	7	23	19	7	26
746	MATHS/COMPTR	0	0	0	7	1	8	7	1	8
750	MED.SCIENCE	0	0	0	17	7	24	17	7	24
754	ENG.PROGRAM	3	0	3	20	0	20	23	0	23
762	AGRICULTURAL	2	0	2	3	0	3	5	0	5
784	MASS COM & DOC	0	0	0	1	0	1	1	0	1
789	OTHER NOT SPECIFIED	0	0	0	9	1	10	9	1	10
	<u>GROUP TOTALS</u>	<u>19</u>	<u>8</u>	<u>27</u>	<u>183</u>	<u>35</u>	<u>218</u>	<u>202</u>	<u>43</u>	<u>245</u>
989	NOT STATED	2810	312	3122	1014	14	1028	3824	326	4150
	<u>GRAND TOTALS</u>	<u>20069</u>	<u>1491</u>	<u>21560</u>	<u>9755</u>	<u>2826</u>	<u>12581</u>	<u>29824</u>	<u>4317</u>	<u>34141</u>

Occupation

7. Civil Service Employees have been classified under International Standard Classification of Occupation (ISCO) upto 3-digit level and Table 7 below shows the distribution of Omani and non-Omani employees under major occupation groups. Among Omanis, the majority (31.96%) are in the major occupational group No.5 relating to 'Service Workers', following by 27.34% in No.3 - Clerical and Related Workers' (which includes Farashes as well), 21.05% are in Nos. 7/8/9 - Production and Related Workers, Transport Equipment Operators and Labourers and 14.49% are No. 0/1 - Professional; Technical and Related Workers. Among non-Omanis 61.48% of the total non-Omani employees are 'Professional; Technical and Related Workers', 13.23% are 'Service Workers', 12.43% are 'Production and Related Workers, Transport Equipment Operators and Labourers' and 11.06 'Clerical and Related Workers.

Table 7 : Civil Service Employees by Major Occupational Group - Omanis and non-Omanis

(As on 31.12.1980)

ISCO Code	Occupational Group	Omanis		Non-Omanis		Total	
		Number	%	Number	%	Number	%
0	Professional, Technical	1431	6.64	2029	16.13	3460	10.13
1	and related workers	1693	7.85	5706	45.35	7399	21.67
2	Administrative and Managerial workers	800	3.71	74	0.60	874	2.56
3	Clerical and related workers	5895	27.34	1391	11.06	7286	21.34
4	Sales workers	9	0.04	4	0.03	13	0.04
5	Service workers	6891	31.96	1664	13.23	8555	25.06
6	Agricultural, Animal Husbandry workers and Fishermen	302	1.40	148	1.18	450	1.32
7	Production and Related workers,	817	3.79	175	1.39	992	2.91
8	Transport Equipment Operators and	923	4.28	632	5.02	1555	4.55
9	Skilled & Semi-skilled Labourers	2799	12.98	758	6.02	3557	10.42
Total		21560	100.00	12581	100.00	34141	100.00

8. Further detailed classification of Omani and non-Omani civil employees is given in Table 8. It may be seen from this table that out of the total of 34141 civil service employees about 17.4% are teachers; 10.1% clerical supervisors or Government Executive officials; 10.9% Protective Service workers (including watchmen), 12.8% miscellaneous service workkrs; 6.9% Drivers; 5.6% Farashes and mail distribution clerks; 5.4% Professional Nurses; 2.8% Production Supervisors and others relating to remaining occupational categories.

9. Among the total number of 21560 Omani civil service employees, about 17.0% are Protective Service workers (including watchmen); 13.8% miscellaneous service workers; 13.4% clerical supervisors or Government Executive officials; 9.0% Drivers; 8.4% Farashes and mail distribution clerks; 3.6% Production supervisors; 3.6% Teachers; 2.3% workers in Religion and remaining relate to the occupational categories.

10. Among non-Omani civil service employees which total upto 12581, about 41.8% are Teachers; 10.9% miscellaneous service workers; 6.4% are Professional Nurses, 4.3% are clerical supervisors or Government Executive officials; 3.3% are Drivers; 2.0% are Medical Doctors and another 2% Engineers and Architects. Remaining belong to other occupational categories.

Table 8 : Civil Service Employees by Occupation - Omanis & non-Omanis

(As on 31st December 1980)

ISCO No	Occupation	Number of employees			Percent of total		
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis	Total
01	Physical Scientists & related Technicians	44	80	124	0.2	0.6	0.4
02	Architects, Engineers	40	248	288	0.2	2.0	0.8
03	Surveyors, Draghtsmen & Engineering Technicians	70	193	263	0.3	1.5	0.8
04	Aircraft & ships officers	15	3	18	0.1	0.0	0.1
05	Life Science Technicians	21	94	115	0.1	0.7	0.3
061	Medical Doctors	29	257	286	0.1	2.0	0.8
063	Dentists	4	8	12	0.0	0.0	0.0
065	Veterinarian	12	18	30	0.1	0.1	0.1

Table 8 contd...

(As on 31st December 1980)

ISCO No	Occupation	Number of employees			Percent of total		
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis	Total
062 067 068	Medical Assistants and Pharmacists	19	56	75	0.1	0.4	0.3
071	Professional Nurses	1039	809	1848	4.8	6.4	5.4
073- 079	Other Medical & Health workers	111	231	342	0.5	1.8	1.0
08 09	Statisticians, Economists	27	32	59	0.1	0.3	0.2
	<u>Total - 0</u>	<u>1431</u>	<u>2029</u>	<u>3460</u>	<u>6.6</u>	<u>16.1</u>	<u>10.1</u>
11	Accountants	124	227	351	0.6	1.8	1.0
12	Jurist	1	0	1	0.0	0.0	0.0
13	Teachers	698	5254	5952	3.2	41.8	17.4
14	Workers in Religion	500	19	519	2.3	0.2	1.5
15	Author, Journalists	71	22	93	0.3	0.2	0.3
16	Photographers, etc.,	33	14	47	0.2	0.1	0.1
17	Composors & Performing Artists	102	25	127	0.5	0.2	0.4
18	Professional & Technical workers n.e.c.	164	145	309	0.8	1.2	0.9
	<u>Total - 1</u>	<u>1693</u>	<u>5706</u>	<u>7399</u>	<u>7.9</u>	<u>45.4</u>	<u>21.7</u>
20	Government Administrators and Legislative officials	81	16	97	0.4	0.1	0.3
21	Managers	719	58	777	3.3	0.5	2.3
	<u>Total - 2</u>	<u>800</u>	<u>74</u>	<u>874</u>	<u>3.7</u>	<u>0.6</u>	<u>2.6</u>
30	Clerical Supervisors	547	88	635	2.5	0.7	1.9
31	Government Executive officials	2351	457	2808	10.9	3.6	8.2
32	Stenographers, Typists etc.,	335	437	772	1.6	3.5	2.3
33/34	Book keepers, Cashiers	144	87	231	0.7	0.7	0.7

Table 8 contd...

(As on 31st December 1980)

ISCO No	Occupation	Number of employees			Percent of total		
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis	Total
35	Transport & Communication Supervisors	88	5	93	0.4	0.0	0.3
36	Transport Conductors	2	0	2	0.0	0.0	0.1
37	Farashes & Messengers/ Mail Distribution Clerks	1813	91	1904	8.4	0.7	5.6
38	Telephone & Telegraph Operators	257	45	302	1.2	0.4	0.9
39	Other clerical workers	358	181	539	1.7	1.4	1.6
	<u>Total - 3</u>	<u>5895</u>	<u>1391</u>	<u>7286</u>	<u>27.3</u>	<u>11.1</u>	<u>21.3</u>
40	Managers - Trade	1	0	1	0.0	0.0	0.0
42	Buyers	3	2	5	0.0	0.0	0.0
43	Commercial Travellers	2	0	2	0.0	0.0	0.0
45	Salesmen	3	2	5	0.0	0.0	0.0
	<u>Total - 4</u>	<u>9</u>	<u>4</u>	<u>13</u>	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>
52	House keeping & related workers	7	6	13	0.0	0.0	0.0
53	Cooks, Waiters etc.,	180	80	260	0.8	0.6	0.8
55	Cleaners etc.,	48	159	207	0.2	1.3	0.6
56	Launderers	7	4	11	0.0	0.0	0.0
57	Hairdressers	3	1	4	0.0	0.0	0.0
58	Protective Service workers (including watchmen)	3667	38	3705	17.0	0.3	10.9
59	Other Service workers	2979	1376	4355	13.8	10.9	12.8
	<u>Total - 5</u>	<u>6891</u>	<u>1664</u>	<u>8555</u>	<u>32.0</u>	<u>13.2</u>	<u>25.1</u>
60	Farm Managers	2	1	3	0.0	0.0	0.0
62	Agriculture & Animal Husbandry workers	290	147	437	1.3	1.2	1.3
64	Fishermen	10	0	10	0.0	0.0	0.0
	<u>Total - 6</u>	<u>302</u>	<u>148</u>	<u>450</u>	<u>1.4</u>	<u>1.2</u>	<u>1.3</u>

Table 8 contd...

(As on 31st December 1980)

ISCO No	Occupation	Number of employees			Percent of total		
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis	Total
70	Production Supervisors	772	135	907	3.6	1.1	2.7
71	Well-Driller	8	26	34	0.0	0.0	0.0
73	Wood Preparation workers	1	0	1	0.0	0.0	0.0
74	Chemical Processors	1	0	1	0.0	0.0	0.0
75	Weavers, Spinners	3	1	4	0.0	0.0	0.0
79	Tailors, Upholsters	32	13	45	0.1	0.0	0.1
	<u>Total - 7</u>	<u>817</u>	<u>175</u>	<u>992</u>	<u>3.8</u>	<u>1.4</u>	<u>2.9</u>
81	Cabinet Makers	1	0	1	0.0	0.0	0.0
83	Blacksmiths etc.,	2	13	15	0.0	0.0	0.0
84	Machinery Fitters etc.,	355	268	623	1.6	2.1	1.8
85	Electrical Fitters etc.,	388	266	654	1.8	2.1	1.9
86	Broadcasting etc., Operators	21	1	22	0.1	0.0	0.1
87	Plumbers, Welders etc.,	148	83	231	0.7	0.7	0.7
89	Glass Formers etc.,	8	1	9	0.0	0.0	0.0
	<u>Total - 8</u>	<u>923</u>	<u>632</u>	<u>1555</u>	<u>4.3</u>	<u>5.0</u>	<u>4.6</u>
90	Tyre Makers	17	15	32	0.1	0.1	0.1
92	Printers & related workers	8	0	8	0.0	0.0	0.0
93	Painters	91	41	132	0.4	0.3	0.4
951	Masons, Bricklayers	67	29	96	0.3	0.2	0.3
955							
954	Carpenters	108	79	187	0.5	0.6	0.5
96	Power-generating machine Operators	197	66	263	0.9	0.5	0.8
97	Material Handling & rela- ted Equipment Operator	281	108	389	1.3	0.9	1.1
985	Drivers	1930	414	2344	9.0	3.3	6.9
98	Other Transport Equipment Operators	73	1	74	0.3	0.0	0.2
999	Labourers	27	5	32	0.1	0.0	0.1
	<u>Total - 9</u>	<u>2799</u>	<u>758</u>	<u>3557</u>	<u>13.0</u>	<u>6.0</u>	<u>10.4</u>
	Grand Total	21560	12581	34141	100.0	100.0	100.0

Age-groups

11. Classification of 34141 Omani and non-Omani civil service employees by age-groups and sex is shown in Table 9 below. Among Omanis, about 21.2% of the total Omani employees are less than 25 years old, about 72.3% are in the age-group 25-54 years and the remaining 6.6% are 55 years of age or more. Among non-Omanis only 5% of the total non-Omani employees are less than 25 years of age, 92.6% are in the age-group 25-54 years and the remaining 2.3% are 55 years of age or more.

Distribution of Omani and non-Omani civil service employees by age-groups, groups of grade and sex is given in Table 10.

Table 9 : Civil Service Employees by age-groups - Omanis and non-Omanis

(As on 31st December 1980)

Age-group in years	Omanis			Non-Omanis			Total		
	Male	Fe- male	Both sexes	Male	Fe- male	Both sexes	Male	Fe- male	Both sexes
Less than 21	1130	80	1210 (5.6)	23	2	25 (0.2)	1153	82	1235 (3.6)
21 - 24	3040	301	3341 (15.5)	426	173	599 (4.8)	3466	474	3940 (11.5)
25 - 29	3120	281	3401 (15.8)	1629	559	2188 (17.4)	4749	840	5589 (16.4)
30 - 34	3481	247	3728 (17.3)	2437	844	3281 (26.1)	5918	1091	7009 (20.5)
35 - 39	2794	192	2986 (13.8)	2196	623	2819 (22.4)	4990	815	5805 (17.0)
40 - 44	2492	179	2671 (12.4)	1755	440	2195 (17.4)	4247	619	4866 (14.3)
45 - 49	1560	92	1652 (7.7)	713	135	848 (6.7)	2273	227	2500 (7.3)
50 - 54	1105	44	1149 (5.3)	301	32	333 (2.6)	1406	76	1482 (4.3)
55 - 59	498	23	521 (2.4)	125	4	129 (1.0)	623	27	650 (1.4)
60 - 64	413	14	427 (2.0)	40	3	43 (0.3)	453	17	470 (1.9)
65 +	436	38	474 (2.2)	110	11	121 (1.0)	546	49	595 (1.7)
Total	20069	1491	21560 (100.0)	9755	2826	12581 (100.0)	29824	4317	34141 (100.0)

Note : Figures in parenthesis are percentages to the total.

TABLE 10 : CIVIL SERVICE EMPLOYEES CLASSIFIED BY AGE GROUP AND GROUP OF GRADES AS ON 31ST DECEMBER 1980

AGE GROUP	PRIVATE CONTRACTS				GROUP I				GROUP II				GROUP III				TOTALS				NOT STATED
	OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI		
	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	MALE	FEML	
LESS THAN 20	0	0	0	0	0	0	0	480	52	7	2	26	16	0	1127	78	23	2	5		
20 - 24 YEAR	0	0	1	0	1	0	1498	211	168	117	168	79	306	5	3013	290	425	173	39		
25 - 29 YEAR	0	0	5	0	18	2	1441	176	537	793	537	93	822	18	3082	271	1625	555	56		
30 - 34 YEAR	1	0	12	0	60	14	1318	76	1652	816	816	2076	735	12	3455	243	2435	839	37		
35 - 39 YEAR	0	0	28	0	60	6	824	32	1620	598	598	1889	465	3	2773	190	2193	622	27		
40 - 44 YEAR	1	0	39	1	38	2	602	24	1396	427	427	1841	267	4	2482	177	1752	440	15		
45 - 49 YEAR	0	0	34	1	22	0	292	14	494	132	132	1241	140	0	1555	92	711	135	7		
50 - 54 YEAR	0	0	18	0	18	2	194	3	189	32	32	893	65	0	1105	44	299	32	2		
55 - 59 YEAR	0	0	11	0	7	1	101	3	83	3	3	388	20	1	496	23	125	4	2		
60 - 64 YEAR	0	0	7	0	6	0	70	1	22	2	2	336	9	0	412	14	40	3	1		
MORE THAN 65	0	0	4	0	7	0	50	4	13	2	2	165	4	0	222	9	22	2	-		
NOT STATED	0	0	0	0	5	0	20	2	21	9	9	189	67	0	214	29	88	9	-		
TOTALS	2	0	159	2	242	27	6890	598	6407	2728	2728	12802	835	43	19936	1460	9738	2816	191		

Basic Pay

12. Distribution of 34141 Omani and non-Omani civil service employees by basic pay groups per month and sex is shown in Table 11. Out of a total of 34141 employees about 36.3% are drawing a basic salary of R.O. 90 or less per month and about 42.1% are in the pay group R.O. 91-200, 19.6% are in the pay-group R.O. 201-400 and 2.1% are getting R.O. 401 or more.

13. Among Omanis, out of a total of 21560 civil service employees, about 47.3% are getting a basic salary of R.O. 90 or less, 40.0% between R.O. 91-200, 11.4% are in the pay group 201-400 and the remaining 1.3% are drawing more than R.O. 400.

14. Among non-Omanis only 17.4 are drawing a basic salary upto R.O. 90, about 45.8% are in pay-group R.O. 91-200, 33.5% are between R.O. 201-400 and 3.3% are getting more than R.O. 400 per month.

Table 11 : Civil Service Employees by Basic Pay Groups - Omanis and non-Omanis

(As on 31st December 1980)

Basic Pay in Rial Omani	Omani employees			Non-Omani employees			Total employees		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Upto 90	9689	505	10194 (47.3)	2175	10	2185 (17.4)	11864	515	12379 (36.3)
91 - 120	3608	328	3936 (18.3)	956	59	1015 (8.1)	4564	387	4951 (14.5)
121 - 160	2965	156	3121 (14.5)	1033	510	1543 (12.3)	3998	666	4664 (13.7)
161 - 200	1407	146	1553 (7.2)	1965	1234	3199 (25.4)	3372	1380	4752 (13.9)
201 - 250	998	155	1153 (5.3)	1517	635	2152 (17.1)	2515	790	3305 (9.7)
251 - 300	572	92	664 (3.1)	1415	277	1692 (13.4)	1987	369	2356 (6.9)
301 - 400	569	87	656 (3.0)	317	64	381 (3.0)	886	151	1037 (3.0)
401 - 500	154	18	172 (0.8)	147	21	168 (1.3)	301	39	340 (1.0)
501 - 600	33	3	36 (0.2)	72	14	86 (0.7)	105	17	122 (0.4)
601 - 700	7	1	8 (0.0)	58	2	60 (0.5)	65	3	68 (0.2)
701 - 1000	6	0	6 (0.0)	54	0	54 (0.4)	60	0	60 (0.2)
More than 1000	61	0	61 (0.3)	46	0	46 (0.4)	107	0	107 (0.3)
Total	20069	1491	21560 (100.0)	9755	2826	12581 (100.0)	29824	4317	34141 (100.0)

Note : Figures in parenthesis are percentages to the total.

Total Salary

15. In addition to the basic pay, civil service employees are eligible for certain allowances per month which include, housing or accommodation allowance, Electricity and Water allowance and fixed overtime allowance (to certain category of employee). Civil service employees in specified higher grades also get transport allowance and telephone allowance if these services are not provided by the Government. Omani employees, as a rule get residential accommodation allowance and generally no housing facilities are provided by the Government. Non-Omani employees are provided with furnished/semi-furnished residential accommodation according to the terms of their contract. Those non-Omani employees who are not provided with such facility by the Government get, instead of that; accommodation allowance. Information has also been obtained about the allowances received by each employee per month and in Table 12 below, all civil service employees are classified under total pay groups per month (basic pay plus allowances as received by them every month).

16. Out of a total of 34141 civil service employees, slightly less than 1/3rd (32.8%) are drawing a total salary per month upto R.O. 120 only. Another 42.2% are in group R.O. 121-250, 19.7% are getting between R.O.251-500 and 5.4% are getting more than R.O. 500/-.

17. Among Omanis about 41.4% are getting a total monthly salary upto R.O. 120 only. Another 42.3% are getting between R.O. 121-250, 10.7% between R.O. 251-500 and 5.4% more than R.O. 500 per month.

18. Among non-Omanis only 17.4% are getting a total salary upto R.O. 120 per month, 41.9% between R.O. 121-250, 35.2% in the group R.O. 251-500 and 5.5% are getting more than R.O. 500 per month as total salary.

Table 12 : Civil Service Employees by Total Salary Groups -
(Basic Pay plus Allowances Omanis and non-Omanis

(As on 31st December 1980)

Total Salary Group in R.O.	Omani employees			Non-Omani employees			Total employees		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Upto 90	928	110	1038 (4.8)	1163	6	1169 (9.3)	2091	116	2207 (6.5)
91 - 120	7581	388	7969 (37.0)	1013	10	1023 (8.1)	8594	398	8992 (26.3)
121 - 160	4559	349	4908 (22.8)	988	96	1084 (8.6)	5547	445	5992 (17.6)
161 - 200	2626	116	2742 (12.7)	886	396	1282 (10.2)	3512	512	4024 (11.8)
201 - 250	1365	93	1458 (6.8)	1821	1087	2908 (23.1)	3186	1180	4366 (12.8)
251 - 300	824	97	921 (4.3)	1506	716	2222 (17.7)	2330	813	3143 (9.2)
301 - 400	303	57	360 (1.7)	1167	306	1473 (11.7)	1470	363	1833 (5.4)
401 - 500	876	127	1003 (4.7)	612	119	731 (5.8)	1488	246	1734 (5.1)
501 - 600	302	60	362 (1.7)	101	17	118 (0.9)	403	77	480 (1.4)
601 - 700	260	47	307 (1.4)	144	30	174 (1.4)	404	77	481 (1.4)
701 - 1000	299	45	344 (1.6)	221	39	260 (2.1)	520	84	604 (1.8)
More than 1000	146	2	148 (0.7)	133	4	137 (1.1)	279	6	285 (0.8)
Total	20069	1491	21560 (100.0)	9755	2826	12581 (100.0)	29824	4317	34141 (100.0)

Basic Pay and Occupation

19. Average basic pay has been calculated for civil service employees having same occupation or occupational group and is presented in Table 13. The number of employees on which averages are calculated are also given along with basic average pay.

Table 13 : Civil Service Employees by Average basic pay by Occupation

(As on 31st December 1980)

ISCO Code	Occupation	Average basic salary (R.O.)	Number of employees on which average is based
01	Physical Scientists and Related Technicians	239	124
02	Architects and Engineers	426	288
03	Civil Engineering Technicians	245	261
04	Aircraft and Ships' Officers	197	18
05	Life Scientists and Related Technicians	158	115
06	Medical Doctors, Dentists, Veterinarian and Pharmacists etc.,	366	403
07	Professional Nurses & other Medical Workers	140	2190
08/09	Statisticians, Mathematicians, Systems Analysts, Economists and Related Technicians	389	59
11	Accountants	241	350
12	Jurists	327	1
13	Teachers	224	5951
14	Workers in Religion	96	519
15	Authors, Journalists and Related Writers	229	93
16	Sculptors, Painters, Photographers and Related Creative Artists	264	47
17	Composers and Performing Artists	244	127
18	Athletes, Sportsmen and Related Workers	311	777
20	Legislative Officials & Government Administrators	872	77
21	Managers	365	777
30	Clerical Supervisors	246	633
31	Government Executive Officials	147	2807
32	Stenographers, Typists & Card & Tape Punching Machine Operators	157	771
33/34	Book keepers, Cashiers & Computing Machine Operators	171	231
35	Transport and Communications supervisors	152	93

Table 13 : contd./

(As on 31st December 1980)

ISCO Code	Occupation	Average basic salary (R.O.)	Number of employees on which average is based
36	Transport Conductors	130	2
37	Mail Distribution Clerks	64	1904
38	Telephone and Telegraph Operators	145	302
39	Clerical & Related Workers not elsewhere classified	148	536
40	Managers (Wholesale and Retail Trade)	399	1
42	Sales Supervisors and Buyers	286	2
43	Technical Salesmen, Commercial Travellers and Manufacturers' Agent	148	2
45	Salesmen, Shop Assistants and Related Workers	103	5
52	House keeping and Related Service Supervisors	192	13
53	Cooks, Waiters, Bartenders and Related Workers	82	260
55	Building Caretakers, Charworkers, Cleaners and Related Workers	80	207
56	Launderers, Dry-Cleaners and Pressers	67	11
57	Hairdressers, Barbers, Beauticians & Related workers	169	4
58	Protective Service Workers	78	3705
59	Service Workers not elsewhere classified	70	4351
60	Farm Managers and Supervisors	245	3
62	Agricultural and Animal Husbandry Workers	86	436
64	Fishermen, Hunters and Related Workers	157	10
70	Production Supervisors and General Foremen	128	907
71	Miners, Quarrymen, Well Drillers and Related Workers	113	34
73	Wood Preparation Workers and Paper Makers	84	1
74	Chemical Processers and Related Workers	92	1
75	Spinners, Weavers, Knitters, Dyers & Related Workers	101	4
79	Tailors, Dressmakers, Sewers, Upholsterers and Related Workers	107	45

Table 13 : contd./

(As on 31st December 1980)

ISCO Code	Occupation	Average basic salary (R.O.)	Number of employees on which average is based
81	Cabinetmakers and Related Wood Workers	95	1
83	Blacksmiths, Toolmakers & Machine-Tool Operators	149	15
84	Machinery Fitters, Machine Assemblers & Precision Instrument Makers (except Electrical)	128	623
85	Electrical Fitters and Related Electrical and Electronics Workers	147	654
86	Broadcasting Station and Sound Equipment Operators and Cinema Projectionists	170	22
87	Plumbers, Welders, Sheet Metal and Structural Metal Preparers and Erectors	115	231
89	Glass Formers, Potters and Related Workers	102	9
90	Rubber and Plastics Product Makers	98	32
92	Printers and Related Workers	125	8
93	Painters	114	132
95	Masons, Carpenters, Bricklayers	112	283
96	Stationary Engine and Related Equipment Operators	103	263
97	Material Handling and Related Equipment Operators	109	389
98	Drivers and Transport Equipment Operators	92	2418
99	Labourers not elsewhere classified	79	32

Field and Period of Training :

20. Information has been obtained as to whether the civil service employer had any regular training and if so in which subject or field and for what period of time. Table 14 below shows the classification of Omani and non-Omani employees by subject in which they had training. Out of a total of 34141 employees as many as 28617 has had no regular training in any subject. 517 employees had training in 2 subjects and 61 employees in 3 subjects. Distribution of 6163 employees (2891 Omanis and 3272 non-Omanis) by subject of training is shown below:

21. Among Omani employees, which had training, 30.1% are trained in 'Public & Business Administration', 18.0% in 'Languages', 14.8% in 'Education & Teacher Training' 7.9% in 'Medical Sciences', 6.5% in 'Communication', 4.8% 'Mass Communication & Documentation', 4.3% 'Engineering' and the remaining had training in other subjects.

22. Among non-Omanis, majority i.e. 38.5% are trained in 'Medical Services', 25.5% in 'Education & Teacher Training', 9.7% in 'Public & Business Administration', 4.5% in 'Engineering', 4.3% in 'Statistics and Mathematics', 3.4% each in 'Communication and Languages' and the remaining had training in other subjects.

Period of Training :

23. Out of 6163 civil service employees who had any regular training, the information relating to the period of their training is not available for the number as high as 2153 (or 34.9% of the total). The classification of remaining 4010 employees who had training is shown by period of training in Table 15. Further classification by period of training and subject of training is given in Table 17.

Table 14 : Civil Service Employees by Field of Training - Omanis and non-Omanis

(As on 31st December 1980)

Sl. No.	Subject of Training	Number of employees* having training			% to total	
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis
1	Education and Teaching	429	835	1264	14.8	25.5
2	Fine and Applied Arts	11	29	40	0.3	0.9
3	Humanities	4	2	6	0.1	0.1
4	Religion and Theology	33	1	34	1.1	0.0
5	Social and Behaviour Sciences	46	42	88	1.6	1.3
6	Public & Business Administration	870	317	1187	30.1	9.7
7	Law	7	15	22	0.2	0.5
8	Natural Sciences	13	40	53	0.4	1.2
9	Computer Sciences	7	16	23	0.2	0.5
10	Crafts & Industries	42	58	100	1.5	1.8
11	Engineering	125	147	272	4.3	4.5
12	Medical Services	229	1244	1473	7.9	38.0
13	Agriculture	84	26	110	2.9	0.8
14	Mass Communication & Documentation	138	81	219	4.8	2.5
15	Statistics and Mathematics	34	140	174	1.2	4.3
16	Communication	188	112	300	6.5	3.4
17	Services	44	12	56	1.5	0.4
18	Languages	519	111	630	18.0	3.4
19	Others	68	44	112	2.4	1.3
Total		2891*	3272*	6163*	100.0	100.0

Summary : Number of employees having training in one subject only = 4946
 " " " 2 subjects = 517
 " " " 3 subjects = 61
 " " " no training in any subject = 28617
TOTAL = 34141

* If an employee has training in more than 1 subject, he/she has been counted any many subjects in which had training.

Table 15 : Civil Service Employees by Period of Training

(As on 31st December 1980)

Period of Training	Number of employees* having training			% to total	
	Omanis	Non- Omanis	Total	Omanis	Non- Omanis
Less than 30 days	404	95	499	16.6	6.0
30 - 89 days	577	73	650	23.7	4.6
90 - 179 days	436	68	504	17.9	4.3
180 - 365 days	377	123	500	15.5	7.8
More than 1 year	645	1212	1857	26.4	77.1
<u>Total</u>	<u>2439</u>	<u>1571</u>	<u>4010</u>	<u>100.0</u>	<u>100.0</u>
<u>Period not stated</u>	<u>452</u>	<u>1701</u>	<u>2153</u>		
<u>Grand Total</u>	<u>2891*</u>	<u>3272*</u>	<u>6163*</u>		

Note : Please see foot-notes in Table 14.

Field of Previous Experience

24. Information was collected regarding the type of experience the civil service employee had, if any, at the time of joining his/her present appointment. It was observed that out of a total of 34141 employees as many as 21736 employees (or 63.7%) has had no previous experience (or if they had any, it was not mentioned in their Personal Files). Some of the employees had experience in more than one field or subject. Table 17 shows the classification of those civil servants who had experience in any field.

25. Out of total of 3801 Omani employees who reported of having previous experience 31.1% had experience in 'Public & Business Administration', 26.0% in 'Miscellaneous Service', 9.0% in 'Crafts & Industries', 7.3% in 'Communication', 6.9% in 'Education & Teaching', 4.5% in 'Medical Services', 3.8% in Engineering and remaining in other subjects.

26. Among non-Omanis, 55.0% had previous experience in 'Education and Training', 15.4% in 'Medical Services', 10.8% in 'Public and Business Administration', 5% in Engineering and the remaining in other fields.

Table 16 : Civil Service Employees by Field of Previous Experience - Omanis & non-Omanis

(As on 31st December 1980)

Sl. No.	Subject of Training	Number of employees* having training			% to total	
		Omanis	Non-Omanis	Total	Omanis	Non-Omanis
1	Education and Teaching	264	4921	5185	6.9	55.0
2	Fine and Applied Arts	5	22	27	0.1	0.2
3	Humanities	3	3	6	0.1	0.0
4	Religion and Theology	50	9	59	1.3	0.1
5	Social and Behaviour Sciences	19	37	56	0.5	0.4
6	Public & Business Administration	1183	970	2153	31.1	10.8
7	Law	12	30	42	0.3	0.3
8	Natural Sciences	11	35	46	0.3	0.4
9	Computer Sciences	8	10	18	0.2	0.1
10	Crafts & Industries	341	260	601	9.0	2.9
11	Engineering	145	450	595	3.8	5.0
12	Medical Services	170	1373	1543	4.5	15.4
13	Agriculture	31	85	116	0.8	1.0
14	Mass Communication & Documentation	94	99	193	2.5	1.1
15	Statistics and Mathematics	14	33	47	0.4	0.4
16	Communication	278	240	518	7.3	2.7
17	Services	989	179	1168	26.0	2.0
18	Languages	12	15	27	0.3	0.2
19	Others	172	177	349	4.5	2.0
Total number of employees		3801*	8948*	12749*	100.0	100.0

Summary :

Number of employees having previous experience in one subject only	=	12081
" " " 2 subjects	=	304
" " " 3 subjects	=	20
" " no training in any subject	=	21736
	<u>TOTAL</u>	<u>= 34141</u>

* If an employee has in more than one type of experience, he has been counted any many times as he has type of experience.

TABLE 16 : CIVIL SERVICE EMPLOYEES CLASSIFIED BY TYPE OF TRAINING AND PERIOD AS ON 31ST DECEMBER 1980

TRAINING TYPE	LESS THAN 30 DAYS				30 - 89 DAYS				90 - 179 DAYS				180 - 365 DAYS			
	OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDU & TEACHERS	38	7	6	1	17	2	4	4	9	1	9	1	13	4	4	2
FINE & APP ART	1	0	0	0	6	0	0	0	0	0	0	0	1	0	0	0
HUM COURSE	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
RELGN & THELGY	29	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
SOC & BEH SC	7	0	1	0	4	0	1	0	4	0	4	0	12	2	4	0
PUB & B-ADMN	169	9	17	4	212	10	21	3	159	9	17	6	84	5	17	6
LAW	1	0	1	0	1	0	0	0	1	0	0	0	1	0	3	0
NATURAL SC	4	1	4	0	2	0	1	0	2	0	1	0	2	0	1	0
COMPUTER	0	1	9	0	0	1	1	0	0	0	1	1	1	0	1	0
CRAFTS & INDST	7	0	7	0	3	0	2	0	2	0	3	0	5	1	1	0
ENGINEERING	19	0	16	0	42	0	6	0	19	0	7	0	12	0	14	0
MED. SCIENCE	5	3	4	4	9	0	3	2	35	1	5	0	22	3	30	8
AGRICULTURAL	7	0	1	0	37	0	6	1	5	0	2	0	6	0	3	0
MASS COM & DOC	17	0	1	0	20	2	1	1	44	2	2	0	24	1	2	0
STAT/MATHS	14	2	1	0	9	1	0	0	1	0	1	0	2	0	3	0
COMM & TELCOM	16	1	14	0	79	0	9	0	18	0	7	1	27	0	16	0
SERVICES	5	1	1	0	9	0	1	1	2	1	1	0	10	7	1	0
LANGUAGES	27	5	3	0	77	17	2	0	87	12	2	0	120	6	3	2
OTHERS	7	0	0	0	12	1	3	0	20	1	0	0	5	1	2	0
TOTAL	373	31	86	9	543	34	61	12	409	27	59	9	347	30	105	18

TABLE 16 CONTD.

TRAINING TYPE	MORE THAN 1 YEAR				TOTALS				NOT STATED				GRAND TOTALS			
	OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI		OMANI		NON-OMANI	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDU & TEACHERS	208	49	33	4	285	63	56	12	60	21	531	236	345	84	587	248
FINE & APP ART	0	0	1	0	8	0	1	0	2	1	22	6	10	1	23	6
HUM COURSE	0	0	1	0	4	0	1	0	0	0	1	0	4	0	2	0
RELGN & THELGY	0	0	0	0	30	1	0	0	2	0	1	0	32	1	1	0
SOC & BEH SC	3	0	4	0	30	2	11	0	11	3	27	4	41	5	38	4
PUB & B.ADMN	59	7	32	6	683	40	104	25	134	13	146	42	817	53	250	67
LAW	1	0	3	0	5	0	7	0	2	0	7	1	7	0	14	1
NATURAL SC	0	0	1	0	10	1	8	0	2	2	26	6	12	1	34	6
COMPUTER	1	2	1	1	2	4	13	2	1	0	0	1	3	4	13	3
CRAFTS & INDST	19	0	22	0	36	1	35	0	5	0	22	1	41	1	57	1
ENGINEERING	19	2	52	0	111	2	95	0	12	0	52	0	123	2	147	0
MED.SCIENCE	84	42	192	744	155	49	234	758	20	5	190	62	175	54	424	820
AGRICULTURAL	15	0	6	0	70	0	18	1	14	0	7	0	84	0	25	1
MASS COM & DOC	9	0	3	0	114	5	9	1	17	2	59	12	131	7	68	13
STAT/MATHS	2	0	1	0	28	3	6	0	3	0	97	37	31	3	103	37
COMM & TELCOM	38	0	57	0	178	1	103	1	9	0	7	1	187	1	110	2
SERVICES	3	0	6	0	29	9	10	1	4	2	1	0	33	11	11	1
LANGUAGES	69	4	6	1	380	44	16	3	77	18	67	25	457	62	83	28
OTHERS	9	0	35	0	53	3	40	0	12	0	4	0	65	3	44	0
TOTAL	539	106	456	756	2211	228	767	804	387	65	1267	434	2598	293	2034	1238

