

Introduction

As described in SAP Legal Change Notification app - [Changes in Labor Law - 2023](#)

The purpose of this KBA is to guide you with examples of workable solutions to adapt your SuccessFactors Employee Central with the latest labor reforms.

New Leave Types and Changes

1. **Caregiver leave: 15 days** per year are given to **Omani workers** to accompany a patient they are related to up to second degree.

Solution:

Create a Time type as Caregiver Leave. Create a Business Rule to check if the employee has applied only 15 days in the current year and assign this rule in the Take Rule of the Time type.

Time Type: Caregiver Leave (OMN_MED)

External Name *	Caregiver Leave ? ?
Workflow Configuration	SFCC_MGR(A)_HRADM (SFCC_MGR(A)_HRADM) ?
Unit *	Day(s) ?
Country/Region	Oman (OMN) [en] ?
Classification	Absence ?
Permitted Fractions For Unit Day	Only full day bookings allowed ?
Permitted Fractions For Unit Hour	No Selection ?
Leave of Absence Event Reason (Plan)	? ?
Leave of Absence Event Reason (Return To Work)	? ?
Duration Display According To	Calendar Days ?
Posting Priority	No Selection ?
Activate Cancellation Workflow	Yes ?
Admin Workflow Configuration	SFCC_MGR(A)_HRADM (SFCC_MGR(A)_HRADM) ?
Flexible Requesting Allowed	No ?
Counting Method	? ?
Absence Class *	Unspecified ?
Undetermined End Date Allowed	No ?
Requesting on Non-Working Days Allowed	No ?
Accrual Recalculation Relevance	No Selection ?
Collision Grouping	? ?
Balance Calculation Setting *	Consider bookings until calculation date ?
Absence Retention Group	? ?
Allow Absence Requesting Within Flextime Bandwidth	No ?
Absence Counting Configuration	? ?

Time Account Posting Rules

No data for Time Account Posting Rules available or you do not have the necessary permission.

Take Rules

Rule	External Code	Created By	Created On	(3) More
SFCC_OMN_TO_TakeRule_Medical (SFCC_OMN_TO_TakeRule_Medical) [en]	1			Details

An example of Business rule is given below:

If

- or
 - Take Rule Parameters.Processing Action is equal to **Edit**
 - Take Rule Parameters.Processing Action is equal to **Create**
- and
 - Year of Date() = Year of Date()
Date: Employee Time.Start Date Date: Employee Time.End Date
 - Get Absence In Days For Period Based On Calendar Days For Time Types() > 15
User: Employee Time.User
Start Date: Create Date()
Year: Year of Date()
Date: Employee Time.Start Date
Month: 1
Day: 1
End Date: Create Date()
Year: Year of Date()
Date: Employee Time.Start Date
Month: 12
Day: 31
(Optional) Employee Time: Employee Time
Time Types: Employee Time.Time Type

Then

Raise Message " SFCC_TO_OMN_15DAYSYEAR " with Error severity
You are allowed to take a maximum of 15 days per year for this leave type. If the leaves are crossing a

Create a custom field for Relationship, so that employees could apply leave only for the allowed Relatives care. Allowed relatives could be added with Picklist.

To Create the Picklist below are the steps to be followed:

- Go to **Admin Center -> Picklist Center** ->click on "+."
- Enter the picklist name and effective date information and click on "Save."

Create a New Picklist

Code: * RelationshipType

Name: RelationshipType

Status: Active

Effective Start Date: Oct 11, 2021

Display Order: Alphabetical

Parent Picklist:

Save Cancel

- Select “+” to enter the picklist values.

Admin Center / Picklist Center / Versions / RelationshipType
Effective Jan 1, 2021

Edit Deactivate

Name: RelationshipType
Code: RelationshipType
Parent Picklist: -
Display Order: Alphabetical

Status: Active
Effective Start Date: Jan 1, 2021

Picklist Values (2)

External Code	Label	Status	Parent Picklist Value
<input type="checkbox"/> Brother	Brother	Active	>
<input type="checkbox"/> Sister	Sister	Active	>

Search **+**

- Create the picklist values for the Picklist “RelationshipType” created and select “Save.”

Admin Center / Picklist Center / Versions / Details / Add New Value

External Code: *

Label: *

Status:

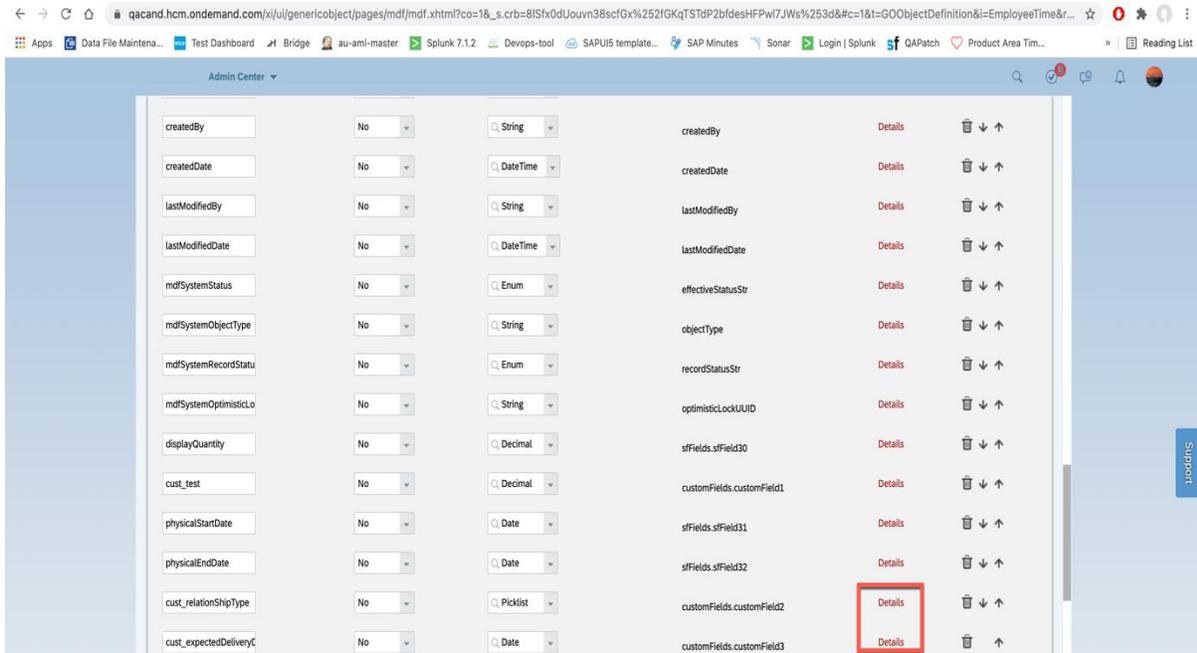
R Value: -

Value: -

Create Cancel

Creating a new custom field "Relation Type" in Time-Off request:

1. Go to **Admin Center**-> **Configure Object Definition** -> **EmployeeTime**.
2. Click on **Take Action** -> **Make Corrections**.
3. Add a field `cust_relationShipType`, select the datatype "picklist" and click on details.



In "Valid Values Source" enter the name of the Picklist created.

The screenshot shows the 'Details' configuration page for the custom field 'cust_relationShipType'. The 'Valid Values Source' field is highlighted with a red box and contains the value 'RelationshipType'.

Name	cust_relationShipType
End Of Period	No
Data Type	Picklist
Database Field Name	customFields.customField2
Maximum Length	38
Valid Values Source	RelationshipType
Hide Old Value	No
Decimal Precision	Click or focus to edit
Include Inactive Users	No
UI Field Renderer	Click or focus to edit
Transient	No
Help Text	Click or focus to edit
Private or Sensitive Information	No
Show Trailing Zeros	No
Default Value	Click or focus to edit
Hide Seconds	No
Required	No
Visibility	Editable

This field shall be available only for absence type “Caregiver leave”; hence we need to configure the condition.

Enter the Field Id as “timeType.externalCode” under the Condition section and Condition Values will be the external code of Caregiver leave.

Condition



Field Id *

Condition Values

value *

Actions



2. **Paternity leave: 7 days**, provided that the child is born alive, and the father takes this leave within 98 days (about 3 months) of the child's birth.

Solution:

1. Create a Time Type as Paternity Leave.
2. Create a custom field to enter Child’s Birth Date, follow the steps provided in the above case to create a custom field and assign it to specific Time Type.

Details

Name	cust_dateofBirth
Database Field Name	customFields.customField14
Maximum Length	10
Data Type	Date
Valid Values Source	
Hide Old Value	No
Decimal Precision	
Include Inactive Users	No
UI Field Renderer	
Transient	No
Help Text	
Mask Value on UI	No
Show Trailing Zeros	No
Default Value	
Hide Seconds	No
End Of Period	No
Required	No
Visibility	Editable
Status	Active
Label	Date of Birth of Child 
Cascade	None
Inactivated By	No Selection

Rules

[External Code](#)

Field Criteria

[Source Field Name](#) [Destination Field Name](#) [Default Destination Value](#) [Status](#)

Condition

Field Id * timeType.externalCode

Condition Values

[value](#)

ARE_PARENTAL

3. Create a Business rule to check if 7 days are applied and are before 98 days of the Birth of Child and assign the same as Take rule to the Time Type.

Example of Business Rule:

SFCC_OM_TO_TakeRule_Parental (SFCC_OM_TO_TakeRule_Parental)

Scenario: Absence Validation [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Description 7 working days of leave within 98 days of Dob of Child

Parameters

Name	Object
Context	System Context
Employee Time	Time Off Requests
Time Off Rule Constants	Time Off Rule Constants

[Show More](#)

Variables

```
var_numberOfDays = Date Plus()
                    (Optional) Base Date: Employee Time.Date of Birth of Child
                    (Optional) Number of Months: 0
                    (Optional) Number of Days: 98
```

If

Employee Time.Date of Birth of Child is equal to Null

Then

Raise Message " SFCC_TO_ARE_DOBChild " with Error severity
Please enter the date of Birth of Child

Else If

Employee Time.Start Date is on or after var_numberOfDays

Then

Raise Message " SFCC_TO_ARE_Parental_Leave " with Error severity
This leave can be taken within six months from the Date of birth of the child.

Else If

```
Get Number Of Calendar Days() > 7
Start Date: Employee Time.Start Date
End Date: Employee Time.End Date
```

Then

Raise Message " SFCC_TO_OMN_MAX_7_Days " with Error severity
You are allowed to request a maximum of 7 days for this leave type

3. **Bereavement leave:** taken by a **non-Muslim female for 14 days** in the event of the death of her husband.

Solution:

1. Create a Time Type for Bereavement Leave.
2. Create a Business rule, to validate if the employee is a non-Muslim female and the leave duration applied is 14 days (about 2 weeks).

Example of Business Rule:

● SFCC_OMN_TO_TakeRule_DOH_NonMuslim (SFCC_OMN_TO_TakeRule_DOH_NonMuslim)

Scenario: Absence Validation [Change Scenario](#)

Basic Information

Start Date 01/01/1900
Description 14 days check for death of husband of Non Muslim

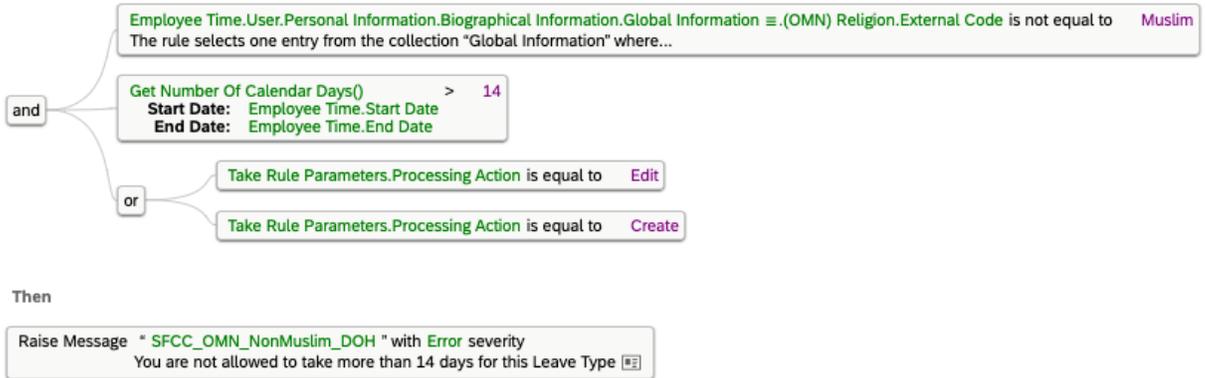
Parameters

Name	Object
Context	System Context
Employee Time	Time Off Requests
Time Off Rule Constants	Time Off Rule Constants

[Show More](#)

Variables

If



4. **Childcare leave: Unpaid leave** for a female worker for **up to 1 year**; provided that the employee bears all contributions to the Social Protection Fund.

Solution

Create a new Time Type and assign a take rule to check if a female employee has applied for leave and is up to 1 Year. This could also be made as Leave of Absence, so that the Absence is shown as Inactive in Job Information.

Leave of Absence Event Reason (Plan) ?

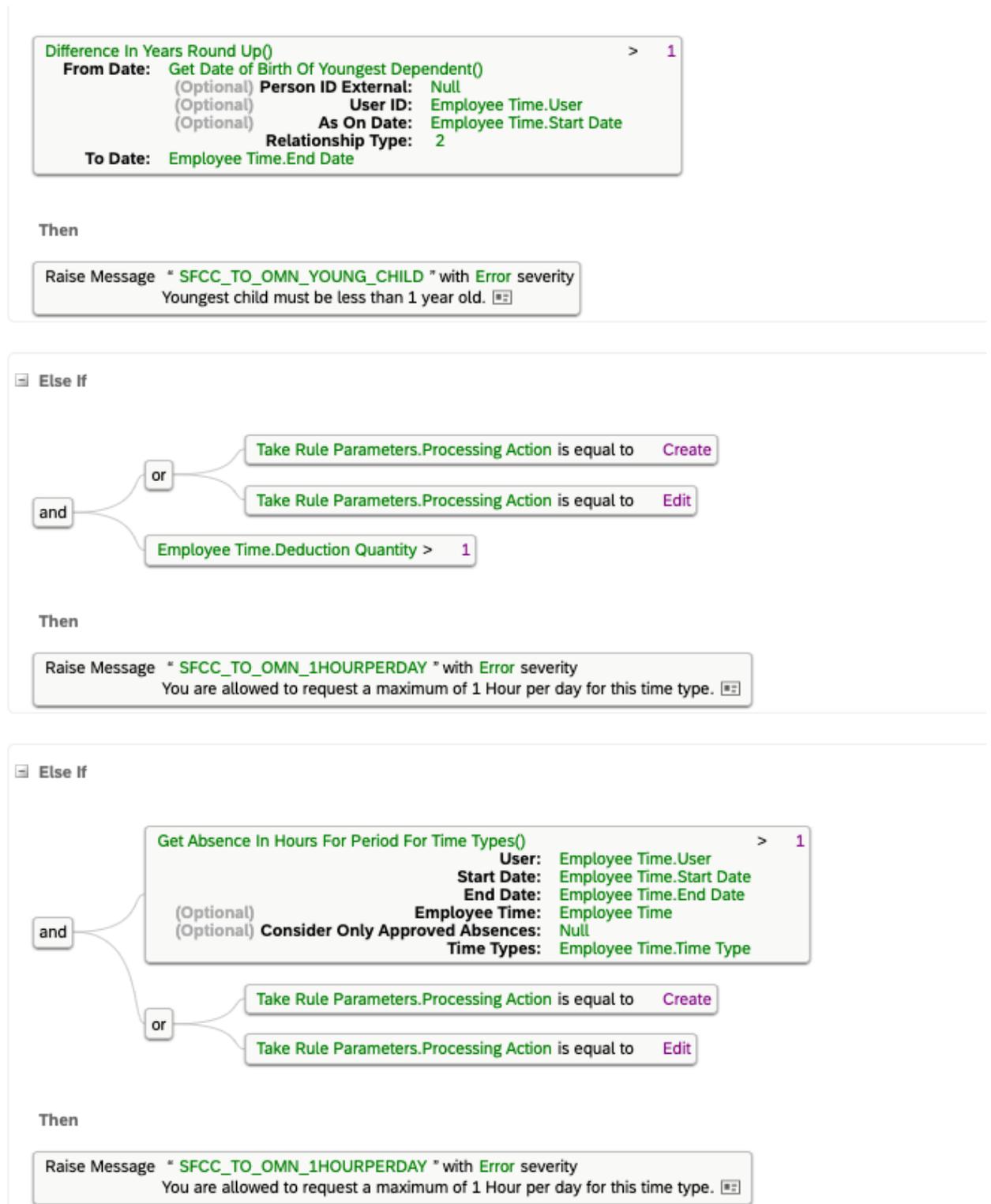
Leave of Absence Event Reason (Return To Work) ?

5. **Special Unpaid leave:** An indefinite period of unpaid leave, provided that the employee bears the cost of all contributions to the social protection fund during the leave period.
6. **Nursing break: 1 hour per day** for a nursing worker from the end of maternity leave for a **period of 1 year**.

Solution

Create a Time Type for Nursing Break and assign a take rule to validate that the child is less than a year and this leave can be applied for 1 hour per day.

Example of Business Rule:



7. **Maternity leave:** has increased from 50 days to **98 days** to cover the period before and after childbirth. It can be taken 14 days before the delivery date.

Solution

Please follow similar steps as that of Paternity Leave with a check for greater than 98 days.

8. **Sick leave:** total annual sick leave has increased from 10 weeks or 70 days to **182 days** and employees shall be entitled to:

- The first 21 days, full pay (100%).
- From day 22-35, at 75% pay.
- From day 36-70, at 50% pay.
- From day 71-182 at 35% pay.

Solution

This can be configured using Time Account Type. The Payment segments need to be handled in Payroll system.

9. **Bereavement leave:** in the event of the death of a wife or child; extended from 3 to **10 days**.

Solution

Create a new Time type and assign a custom field with allowed Relations. Like Caregiver leave. Assign take rule to check if the leave applied is up to 10 days, an Example Business Rule

● SFCC_OMN_To_TakeRule_Bereavement (SFCC_OMN_To_TakeRule_Bereavement)

Scenario: Absence Validation [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Description Bereavement of 10 days per request

Parameters

Name	Object
Context	System Context
Employee Time	Time Off Requests
Time Off Rule Constants	Time Off Rule Constants

[Show More](#)

+ Variables

☐ If

Get Number Of Calendar Days() >= 10
Start Date: Employee Time.Start Date
End Date: Employee Time.End Date

Then

Raise Message " SFCC_TO_MAX_10_DAYS " with Error severity
Time Off request for this time type is limited to 10 Days [X]