Introduction

As described in SAP Legal Change Notification app - Changes in Labor Law - 2023

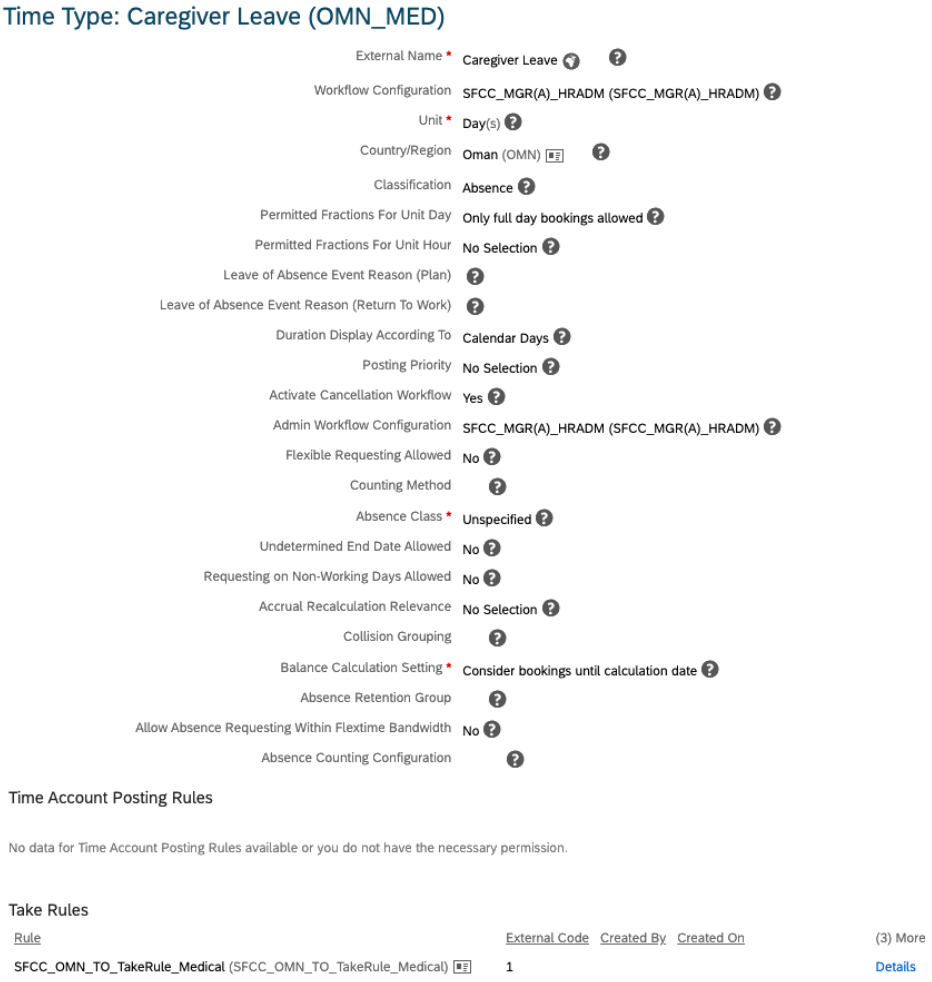
The purpose of this KBA is to guide you with examples of workable solutions to adapt your SuccessFactors Employee Central with the latest labor reforms.

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)
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	

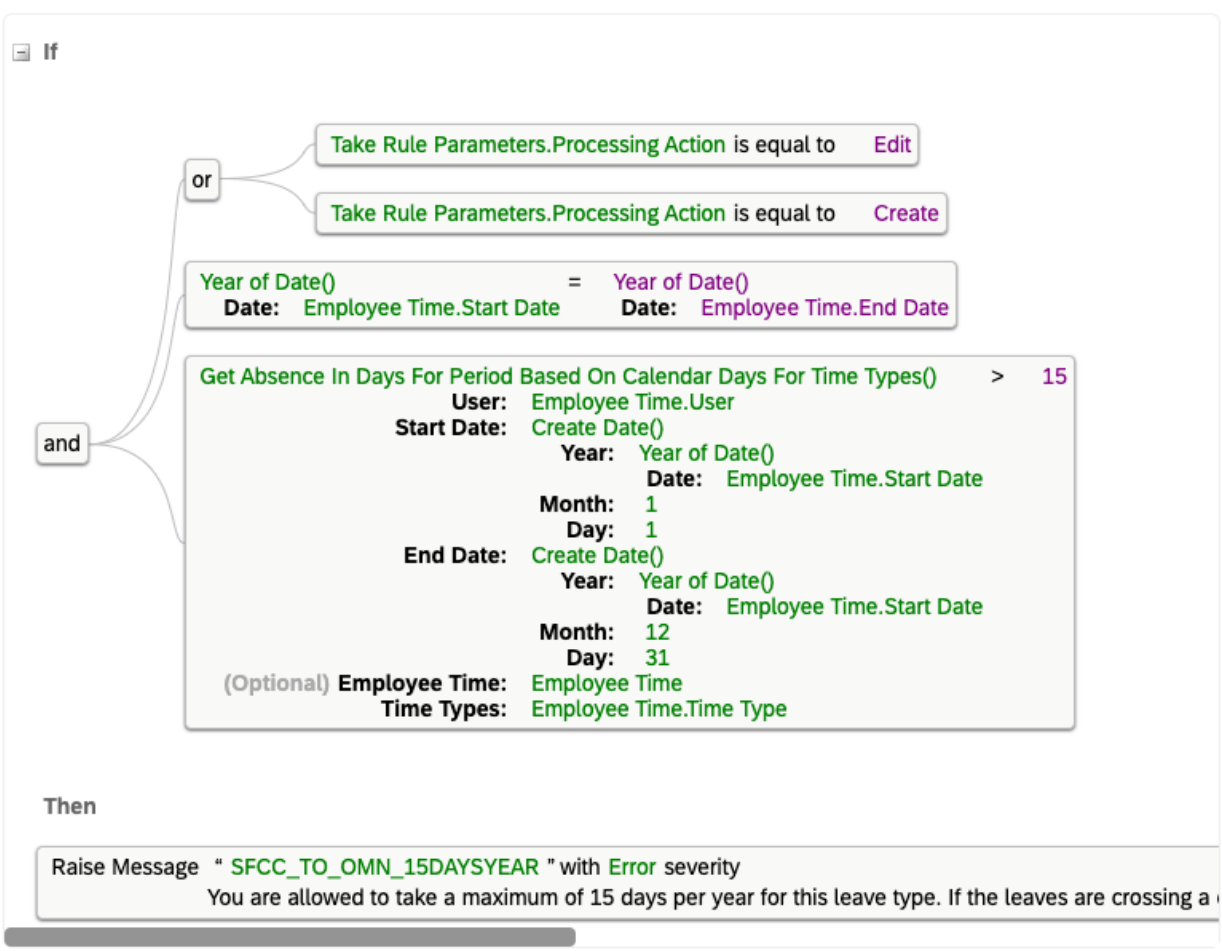
Time Account Posting Rules

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)	1			Details

An example of Business rule is given below:

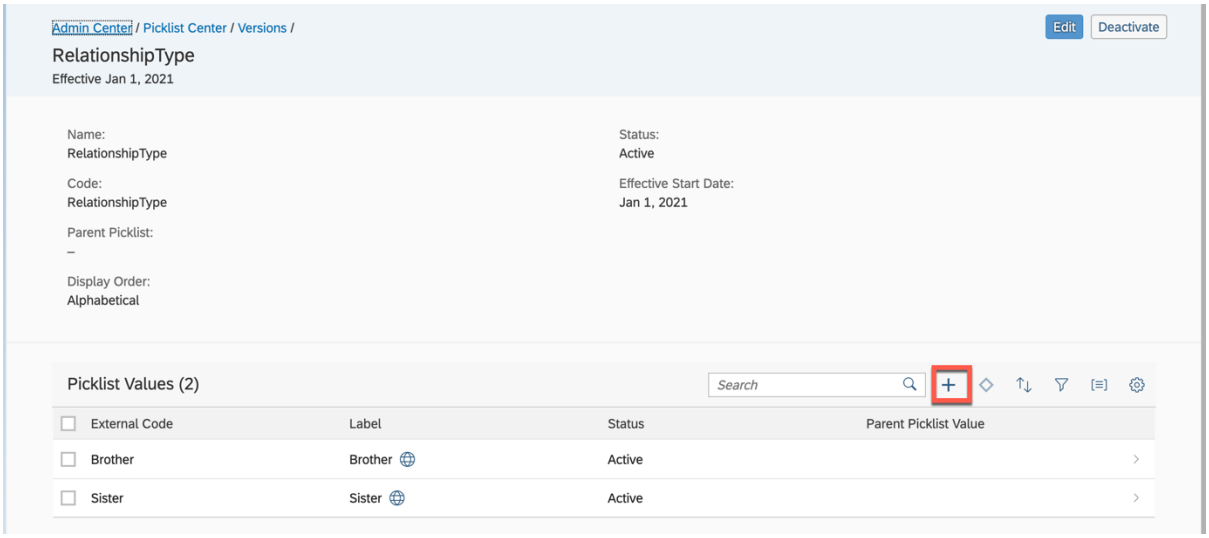


Create a custom field for Relationship, so that employees could apply leave only for the allowed Relatives care. Allowed relatives could be added with Picklist.

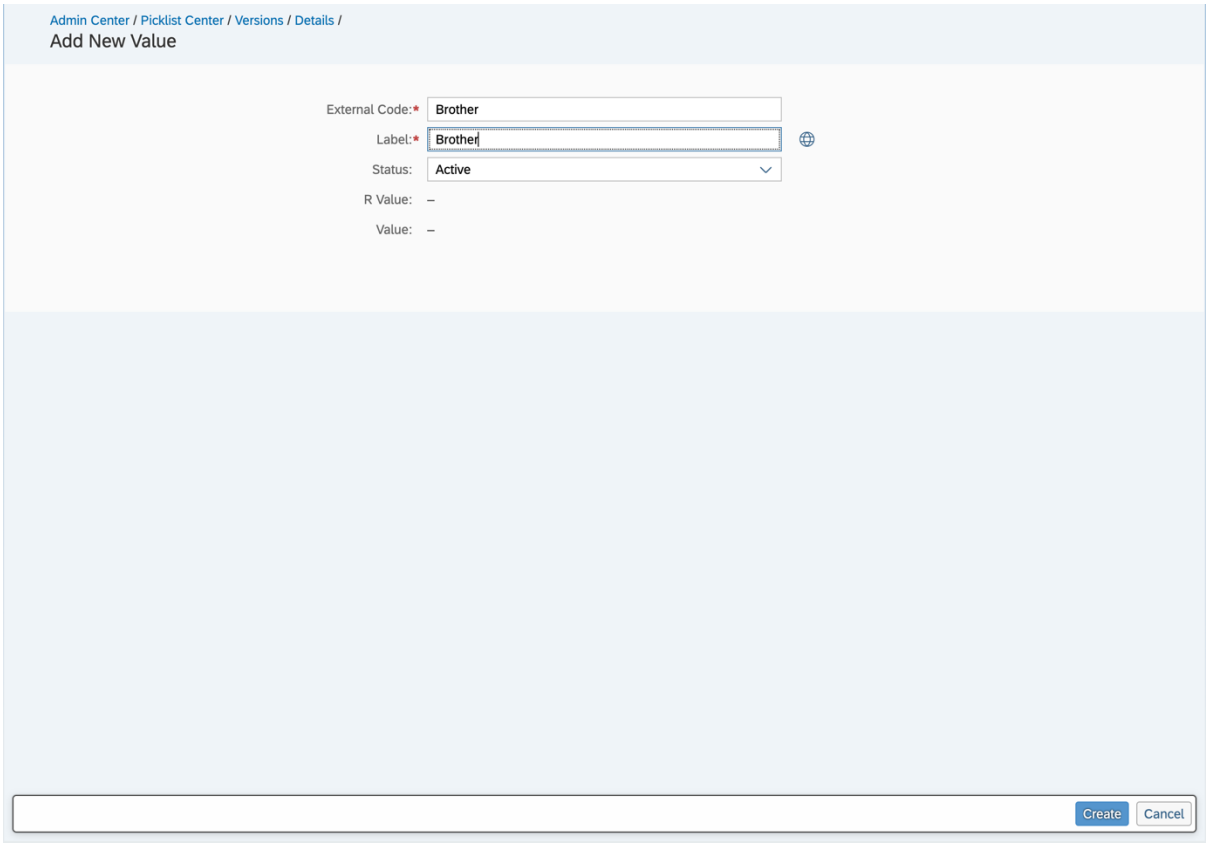
To Create the Picklist below are the steps to be followed:

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

- Select “+” to enter the picklist values.

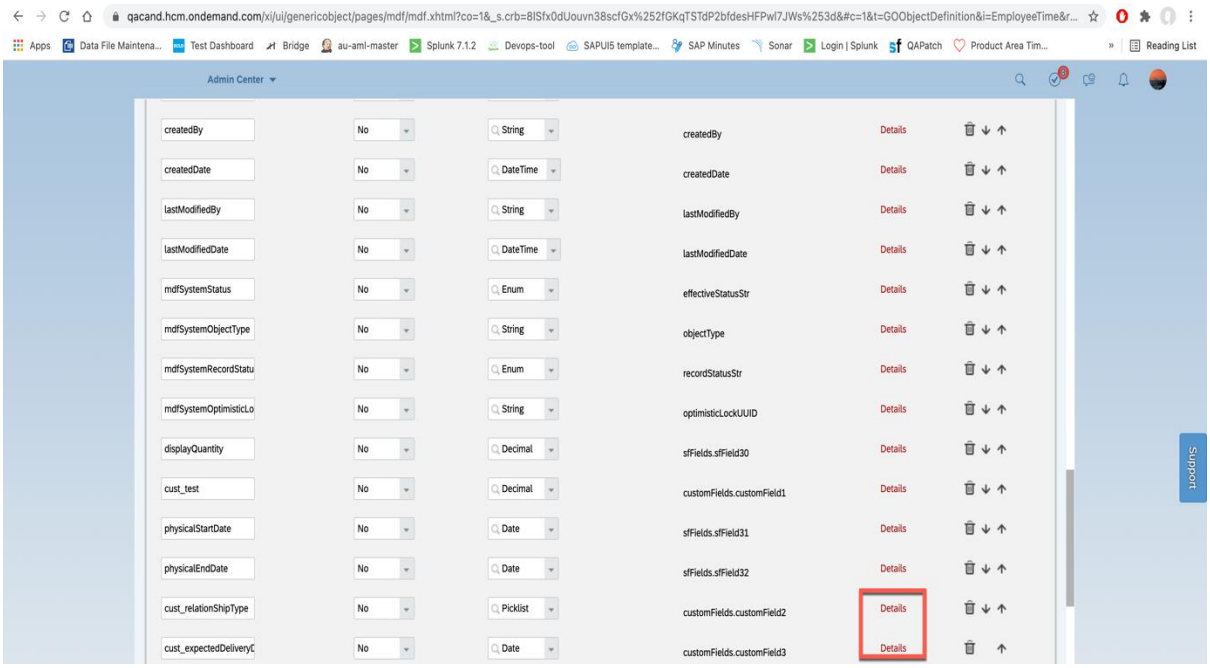


- Create the picklist values for the Picklist “RelationshipType” created and select “Save.”

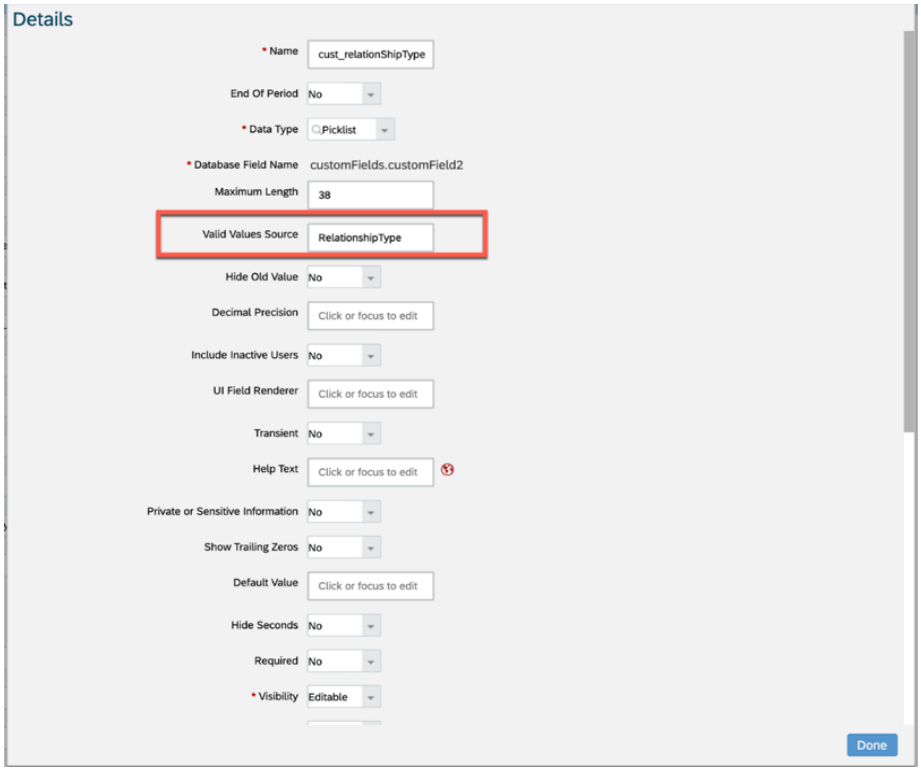


Creating a new custom field “Relation Type” in Time-Off request:

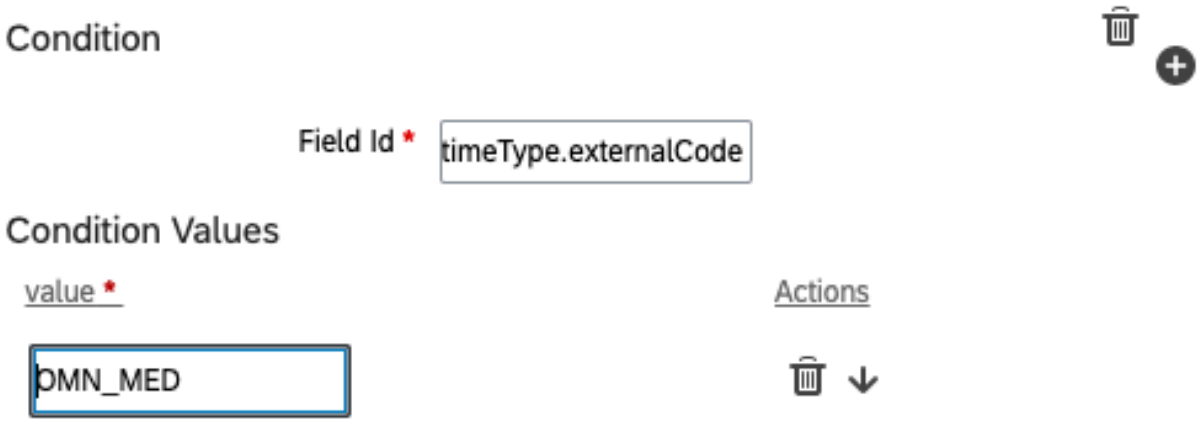
1. Go to **Admin Center**-> **Configure Object Definition** -> **EmployeeTime.**
2. Click on **Take Action** -> **Make Corrections**.
3. Add a field cust_relationShipType , select the datatype “picklist” and click on details.



In “Valid Values Source” enter the name of the Picklist created.



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.



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

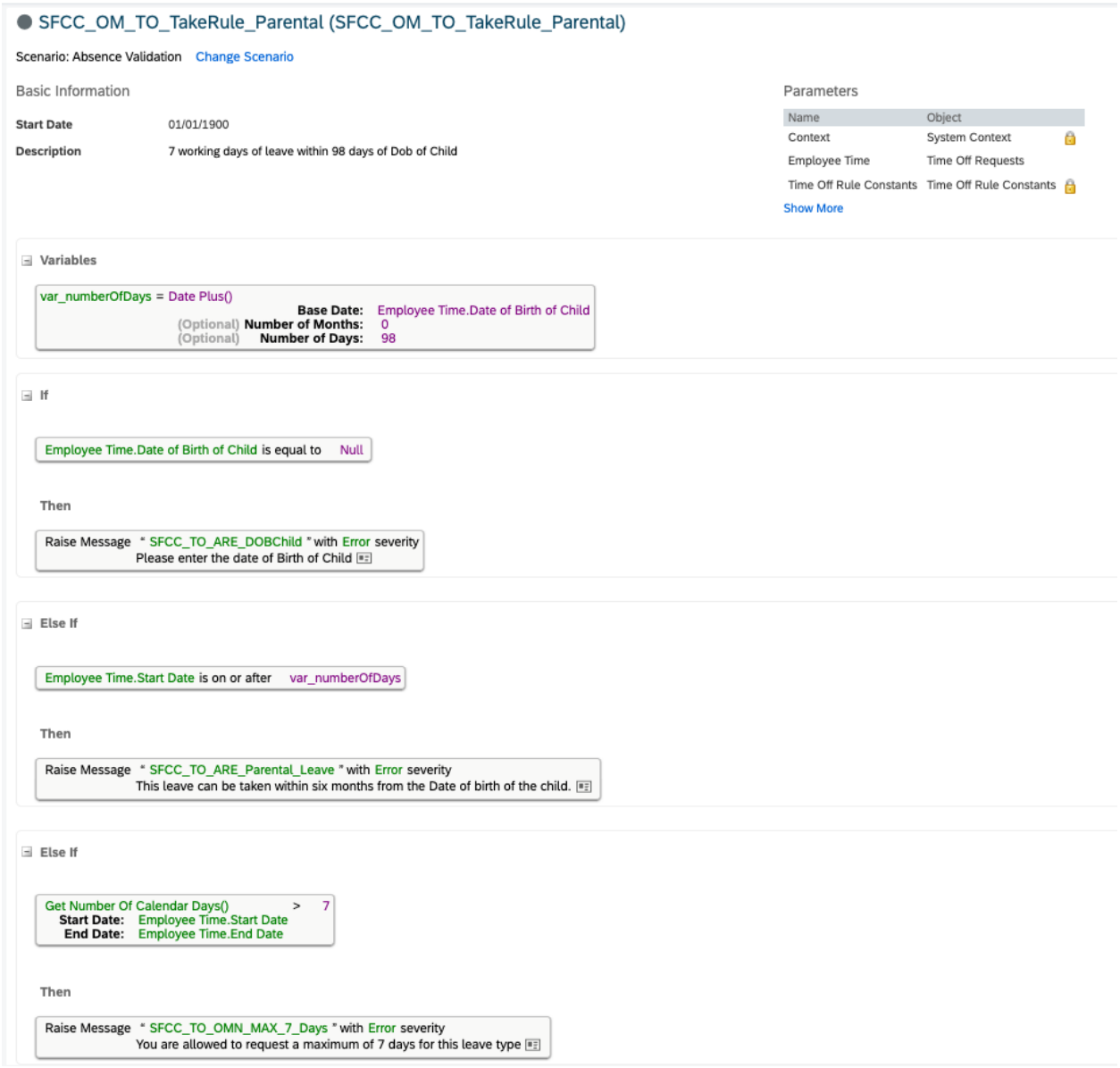
Field Id *	timeType.externalCode

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:

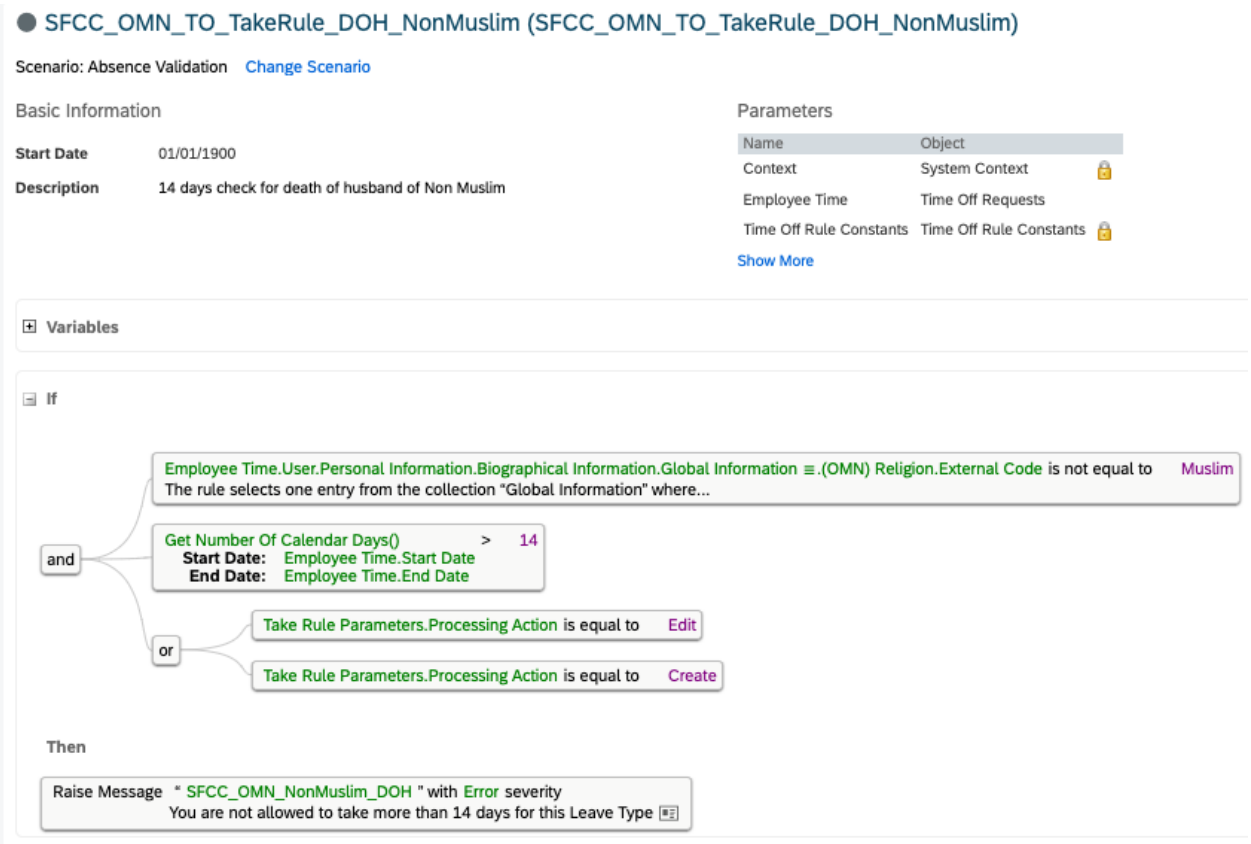


3. **Bereavement leave:** taken by a **non-Muslim female for 14 days** in the event of the death of her husband.

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).

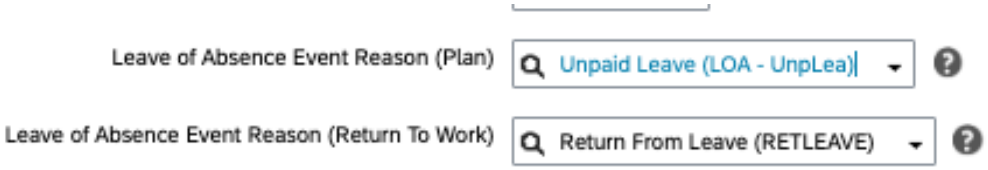
Example of Business Rule:



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.

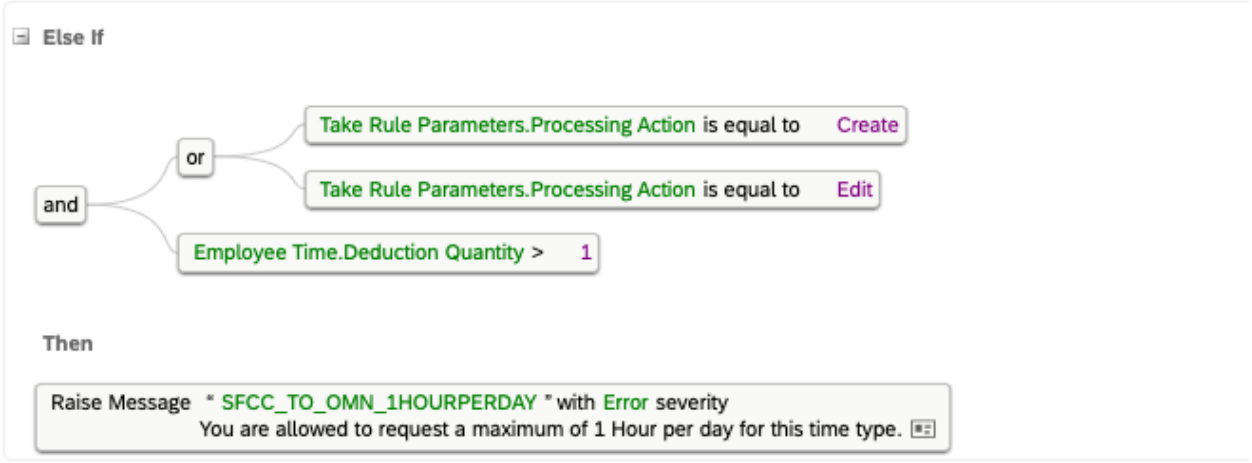


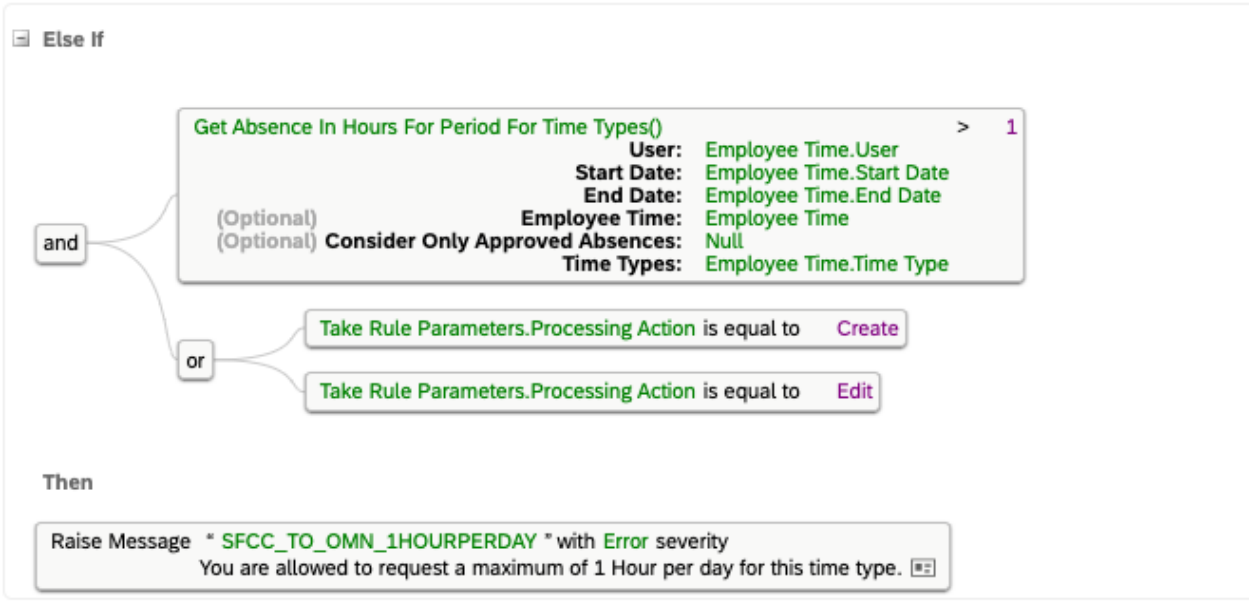
5. **Special Unpaid leave:** An indefinite period of unpaid leave, provided that the employee bears the cost of all contributions to the social protection fund during the leave period.
6. **Nursing break: 1 hour per day** for a nursing worker from the end of maternity leave for a **period of 1 year**.

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.

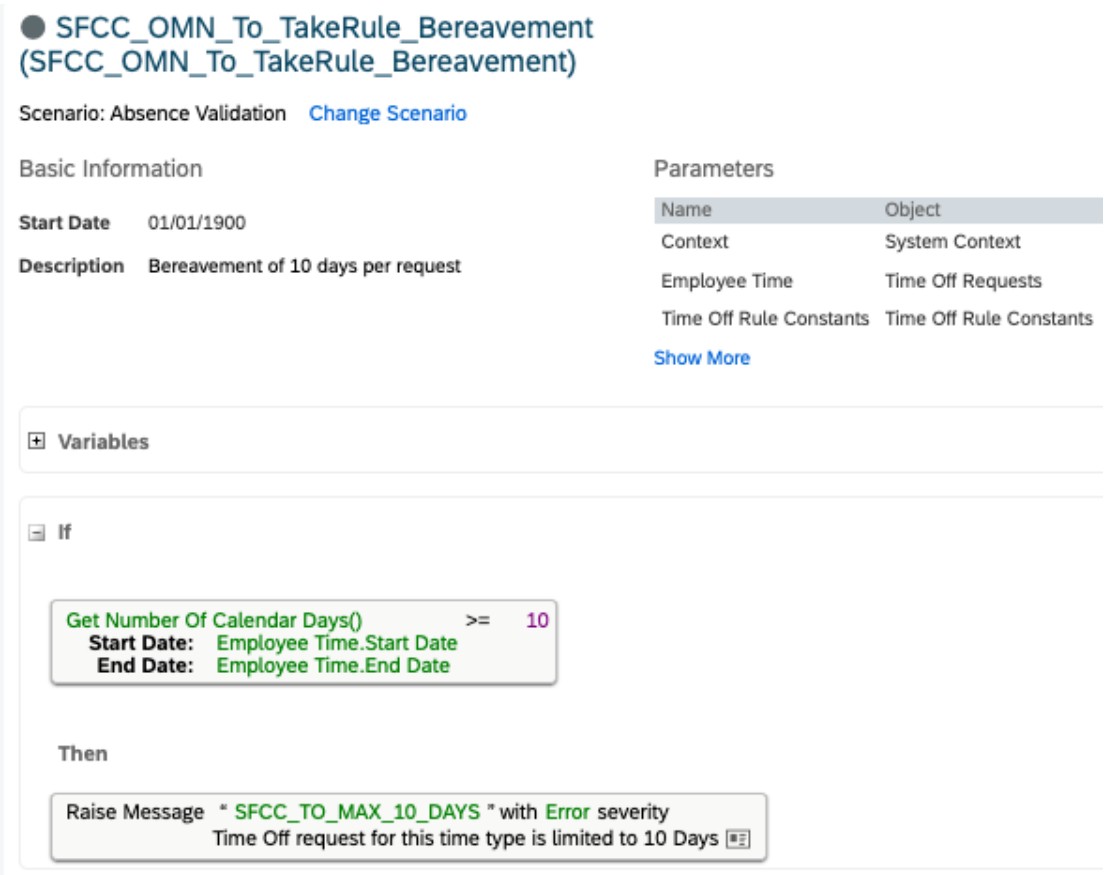
8. **Sick leave:** total annual sick leave has increased from 10 weeks or 70 days to **182 days** and employees shall be entitled to:

    - 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