



الشركة الكويتية لنفط الخليج (ك.م.ك.)
KUWAIT GULF OIL COMPANY (K.S.C)

OIL ZONE

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A Partnership For Innovative Human Development



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Dear colleagues,

It gives me great pleasure to discuss with you an important event experienced by KGOC during the past period, namely, the launch of "Fab Lab" Program, which is implemented according to joint cooperation agreement between the Company and Sabah Al-Ahmad Centre for Giftedness and Creativity, to train and strengthen the skills of a group of employees working in researches and applied innovation, qualify them to complete and register patents, and obtain courses and training programs in the most prominent and prestigious global academic institutions.

"Fab Lab" Training Program is the first of its kind in Kuwait and the Middle East. It provides world-class scientific training with the latest technology and training equipment to encourage the national talents and ideas, create a trained generation that is able to transform ideas into projects and products, and spread the culture of technology manufacturing within the society.

Therefore, the Company was keen to provide this unique program for its employees, as a first stage, due to its impressive results around the world, and the concrete development it provides to the participants' skills. There is no doubt that the group, which was nominated for this training program, has a great responsibility to achieve a remarkable achievement for the State of Kuwait.

In this regard, it is certain that the Company's Executive Management will provide all necessary support to the program members to encourage them to excel and represent the State of Kuwait in external forums in an honorable way.

Finally, we wish "Fab Lab" members all the prosperity and success in a constructive scientific and cultural investment, and in the final competitions that will be held in Chile in July, because they represent not only KGOC, but also Kuwait State in this unique gathering.

Abdulnaser Y. Alfulaj

Chief Executive Officer

Signed an agreement with “Fab Lab” of Sabah Al-Ahmad Centre for Giftedness and Creativity

KGOC: Developing the employees’ abilities and skills to join global training and development programs



In the scope of its interest to train and develop its employees and reinforce them with knowledge and skills necessary to implement the Company’s strategic plans and serve the State of Kuwait, KGOC (CSR) signed a joint cooperation agreement with Sabah Al-Ahmad Centre for Giftedness and Creativity (One of the Kuwait Foundation for the Advancement of Sciences’ centers) to provide a unique training program, includes workshops about applied sciences “Fab Lab”, and train the Company’s engineers to carry out distinctive innovations and inventions in order to qualify them to get patents and training courses from the Massachusetts Institute of Technology (MIT) in Boston, USA.

The Agreement was signed by Dr. Omar Abdul Khaleq Al-Bannai, General Manager of the Center, and Mr. Ahmad Al-Awadhi, Manager of KGOC’s Commercial Affairs and Public Relations Group.

The Program’s Agreement

The Agreement provides that Sabah Al-Ahmad Centre for Giftedness and Creativity, as the owner of “Fab Lab-Kuwait”, will provide a training program for a group of employees of the administration, engineering, scientific and technical specializations nominated by the Company, and after passing the Program’s technical standards to qualify and train them, and improve their career skills.

The Program is the first of its kind in Kuwait and the Middle East, in which the trainee obtains highly accredited diploma in the numerical manufacturing, which requires technological and manual skills. It provides training on global scientific



and practical basis with the latest technology and training equipment to create a generation aware of the modern technology and trained to use it to transform his ideas into projects and products, and promote the culture of manufacturing in the Kuwaiti society.

Also, the Agreement provides that the Center will register the innovative projects, and obtaining patent certificates for the Program’s outputs from the global patent offices accredited according to the followed regulations and policies. The duration of the training program is 17 weeks, as the Center provides monthly reports to the Company, including the results of the work, and evaluation of the trainees.

CSR organized an illustrative meeting in the Com-

pany’s H.O to announce the Program and to identify the Agreement. It was attended by Mr. Ahmad Al-Awadhi, Manager of Commercial Affairs and Public Relations Group & Head of CSR, Mrs. Amal Al-Khalfan, Team Leader of Training & Career Development, in which Mr. Ahmad Al-Saleh, Technical Manager of “Fab Lab-Kuwait”, and Mr. Naser Al-Khaldi, the Founder of Fab Lab-Kuwait were hosted. Mr. Al-Saleh made a presentation about Fab Lab concept and how it develops the skills of the participants of different age and academic background. He explained that Fab Lab offers skills that qualify the participants to develop their ideas and visions in various fields to become patent holders.

The Program’s Members

The Company has nominated the following 12 colleagues to join the Program: Dalia Al-Hashash, PR Team, Naser Al-Abduljader and Jassem Adnan Bouresli, Commercial Affairs Team, Mohammad Esma’eel Al-Matori, Information Technology Team, Abdullal Saleh Al-Bawi, Services Team, Ahmad Sa’eed Al-Mutairi, Exploration and Fields Development Team, Ahmad Esma’eel Al-Anezi, Projects & Facilities Team, Yousef Naif Al-Mutairi, Financial Payments Team, Hussain Kamal, Budget & Cost Team, Eman Al-Mejren, Audit Affairs Team, Salim M. Al-Ameeri, Performance Management Team, Shuaib Al-Shuaib, HSSE Team

Joint Cooperation

About the training Program, KGOC CEO Mr. Abdulnaser Y. Alfulaij, said the CSR was keen on provision of this distinctive Program for the Company’s employees, particularly the engineers, as a first stage for its impressive results around the world, and the real development for its participants’ skills to qualify them to join training and development programs for their ideas in the most important and prestigious global academic institutions.



He added that the workshop of applied sciences in Fab Lab is an objective for young people to enrich their ideas, reinforce their talents in research and applied innovation, and to spread the culture of technology manufacturing as a coronation for those efforts.

He pointed out that the Company and the Kuwait Foundation for the Advancement of Sciences, represented by Sabah Al-Ahmad Center, worked jointly for constructive scientific investment through employing youth talents and enhancing their ideas in development projects and creating a pioneer cultural and civilizational environment.

Sabah Al-Ahmad Centre

It is worth mentioning that Sabah Al-Ahmad Centre for Giftedness and Creativity is one of the Kuwait Foundation for the Advancement of Sciences’ centers, and it was established in May 2010 with a sublime initiative by HH the Amir and the Chairman of Kuwait Foundation for the Advancement of Sciences Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah, may Allah protect him. The Center discovers and cares for distinguished, talented and creative people of the State of Kuwait by providing the fit environment to turn their ideas into concrete creations.

The applied sciences workshop in Fab Lab is a place for achievement and exchange of ideas and expertise, and it is the first workshop to allow young people to use their time for their benefit. The Fab Lab’s idea began in industrial countries and at MIT University in 2005, and then it was spread globally.



Under the auspices of the CEO KGOC honors its retirees

Under the auspices and presence of KGOC CEO Mr. Abdulnaser Alfulaij, along with DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and DCEO of Planning and Services Mr. Saeed Al-Shaheen, in addition to a number of group managers and team leaders, the Company held a ceremony to honor a number of its retirees. It took place on Monday, 13th Feb. 2017, at Ahmadi Guest House.

The ceremony was like a fraternal meeting that gathered the Executive Management and the Company's retired employees, in which Mr. Alfulaij praised the efforts of the retirees during their service to achieve progress and raise the Company's position.

He said: "No one can deny your sincere efforts during your service, as the words of thanks and gratitude will not be equivalent to your generous and distinctive giving." He noted that the organization



of this event emerges from KGOC's core values, which believe that gratitude and thanking everyone who contributed to building the Company and raise its position is a duty and inevitable matter.

At the end of the ceremony, Mr. Alfulaij presented appreciation certificates and trophies to retirees.



Led by MD Human Resources KGOC Executive Management receives KPC's delegation

KGOC CEO Mr. Abdulnaser Alfulaij, DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and DCEO of Planning and Services Mr. Saeed Al-Shaheen, received a delegation from KPC led by Mr. Bader Al-Sharrad, MD Human Resources, Mrs. Ebtihaj Al-Fouzan, Manager, Center of Expertise, and Mrs. Eman Al-Abdulrazzaq, Manager, Human Resources and Development. It took place in the Company's HO.

The two sides reviewed the Career Succession Plan of KPC and its subsidiar-

ies, and the qualification Mechanism of the second-grade leaders to graduate in posts. Mrs. Al-Fouzan and Mrs. Al-Abdulrazzaq reviewed KPC's plans to qualify the human element, in general, and oil sector's leaders in different worksites, in particular.

It is worth mentioning that KGOC is working according to studied plans and visions regarding the development of its human element, and in line with KPC's plans, through a range of varied developmental and training programs and initiatives.



Included a variety of events and activities on the national days

KGOC holds a carnival in Mubarak Kiosk's yard



In the scope of its participating the national days' celebrations with the Kuwaiti people, KGOC held a carnival titled "Gulf Oil Carnival" in the yard of Mubarak Kiosk in Al-Mubarakiya. It was held on Friday, 24th February 2017.

The carnival, which was attended by a big number of people, included varied paragraphs like competitions for the public, games for children, a song by child Shahad Al-Amiri, and traditional paragraphs by the Popular Band, in addition to shows by Ku-

waiti Talents Band, and other varied paragraphs.

In this regard, Mr. Ahmad Al-Awadhi, Manager of Commercial Affairs and Public Relations Group, said that holding this carnival comes within the Company's responsibility towards all society's occasions, and its permanent striving to reinforce the values of social responsibility, patriotism, highlighting the civilized side of Kuwait State, and reinforcement of social work culture.

He added that the Company, through its social ac-



tivities, did not ignore to participate the celebrations of National Day and Liberation Day with the Kuwaiti people, in which it organized many events and activities that express the happiness and joy of the national days, such as the completion of developing and construction of a beautiful fountain in Sheikh Sabah Al-Ahmad Village, filming a national song, a video of greeting and a word of thanks, titled "Oh Our Father, You Are Our Example", to HH the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah- may Allah protect him. In addition to the launch of "Oh Our Homeland, We Love You" Competition for the photography art to choose the best photo of the aesthetic appearances of Kuwait State

and post it on the Company's official Instagram.

He noted that the event also included organizing a national cultural competition for the Company's employees via e-mail, as well as decorating the entrance of the Senior Management's building and some other buildings in the Company, and some public areas and places with the flags of Kuwait State.

He stressed that the Company gives great interest to social responsibility, and it is steadily moving towards achieving its future objectives and vision regarding the social responsibility. He noted that the Company's experience in this field enhanced community work's concept to build individuals and develop the community.



Within the monthly activities of Roots' Campaign HSSE Team presents a film about smoking

Under the auspices and presence of KGOC CEO Mr. Abdulnaser Alfulajj, and presence of DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and DCEO of Planning and Services Mr. Saeed Al-Shaheen, HSSE Team presented a documentary film titled "Quitting of Smoking", within the activities of Roots' Campaign for the month of January. It took place on Thursday, 26th Jan. 2017, at Al-Zour Auditorium.

The film dealt with the smoking problems to the human health, and the harms of negative smoking as well, in which smoking is one of the biggest afflictions suffered by communities, and one of the major threats to human health.

The film was attended by a big number of the Company's employees, in which a gifts raffle was held and giveaways were submitted to the winners by the CEO.



6 SIGMA PROCESS

6 Sigma is the process or the exemplary practices that globally used in the scope of corporate development since 1986. It is a disciplined method to collect data and statistical analysis to identify the sources of mistakes and the ways to eliminate them to enable facilities or institutions to improve their major operations and structure largely through design and monitoring the daily works' activities. In addition to providing services of high efficiency and effectiveness, and achieve high levels of performance.

6 Sigma's concept has developed by Motorola Company, and spread rapidly on a global level, and then it was adopted by big companies all over the world.

At the level of the oil sector, the method and methodology of 6 Sigma were applied in most of the oil companies during the past years. Hence, KGOC's Senior Management was very keen to apply this system, in which the Management felt that this is the proper time to apply 6 Sigma, especially after the Company has completed the application of ISO 9001: 2008 concerning the definition and documentation of processes and procedures in the scope of work, and therefore the second step was to apply 6 Sigma to raise the efficiency of operations as much as possible, and to achieve one of the most important strategic objectives of the Company, which is "To achieve excellence in performance."

6 Sigma uses work mechanism or methodology to improve the existing operations called (DMAIC), which includes five stages to improve quality and service, like (Determination- Measurement- Analysis- Improvement- Control).

After applying these 5 stages on operations that have defect areas, the defect areas are measured through a statistical process, then the data is analyzed by using a variety of graphs in order to identify the defect areas and the reasons that led to such defect. Depending on the analysis process, the proper solutions to develop the process are proposed, in addition to establishing a control system after completing the develop-

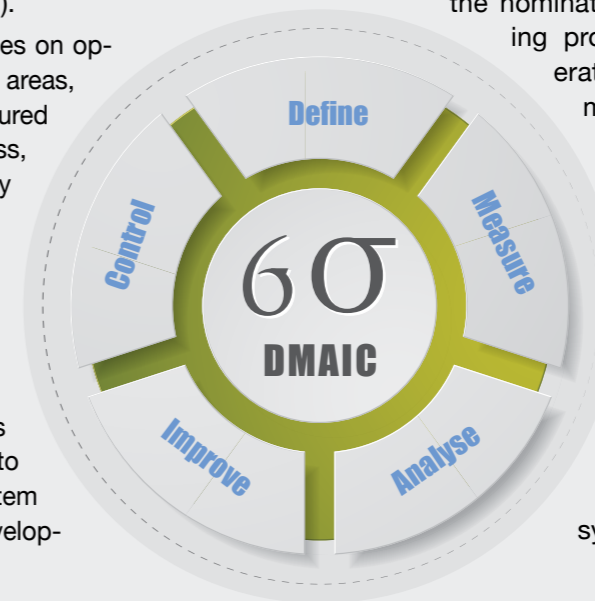


Salem Salman Homoud Al-Sabah

Senior Planner of Operational Planning & Capital Budget
Corporate Planning Group

ment process to ensure the stability of the developed process, and not to return to its previous levels later on. KGOC cooperated with Petrochemical Industries Company to qualify and train some of its employees on 6 Sigma Methodology, in which three employees were nominated by the Company to be trained to get the green belt of 6 Sigma System. Currently, the nominated employees are implementing projects on the Company's operations, and during the next few months they will complete these projects.

As a next step, KGOC's Senior Management strives to implement and inculcate the 6 Sigma culture in its employees through working under this concept widely, and nominating more of its employees to obtain the required certificates to be approved appliers of this system within the Company.



It allows the employees to register in Group Medical Insurance System easily

Risk Management and Insurance Team launches "KGOC" Application for smartphones



KGOC Risk Management and Insurance Team launched the first "KGOC" e-application that can be installed on smartphones (iPhone- Android), in which it allows the Company's employees (HO & WJO) to register in Group Medical Insurance System through their smartphones easily and as soon as possible.

The launch process was conducted by Mr. Mahmoud Abul, DCEO of Finance and Administration Affairs (On behalf of the CEO Mr. Abdulnaser Alfulaij), who praised the new application and the features it provides, confirming that it is an important step to benefit from the advanced electronic services and modern technology, appreciating the effort of teams that implemented the application.

The launch of this application comes within the Company's striving to meet the needs of its employees via new technology, and to make the registration in Health Insurance System easier

and faster than before. In addition to giving an opportunity for employees, especially those who are unable to come to work site for any reason, to benefit from the advanced electronic services, in light of the increasing use of smartphones.

The new application is considered the first attempt by the Company to use electronic applications via smartphones. It is worth mentioning that HR Group and IT Team have also contributed to the preparation of this application.



An illustrative lecture about the Scholarship & Study Leave System



In the scope of its efforts towards the awareness of its employees, the Company organized an illustrative lecture about the Scholarship & Study Leave System granted to oil sector employees through KPC. It took place on Monday, 23rd Jan. 2017, at Al-Zour Auditorium.

The lecture was delivered by Mr. Yaccob Yousef Al-Qais, KPC Scholarship & Study Leave Analyst, and Mr. Abdullah Al-Dousari, Unit Control, KGOC Training & Career Development Team.

Mr. Al-Qais explained the Scholarship & Study Leave System for oil sector employees of the



Financial Year 2016/2017, pointing out that the aim of the system is to encourage employees to obtain higher qualifications, and improve their educational and scientific levels. He noted that there is a range of 15 conditions must be met by the employee to be able to apply for Scholarship, or Master Study Grant.

For his part, Mr. Al-Dousari reviewed the KGOC's scholarships announcement for the current year, indicating that the Company announced two scholarships to get master in Chemical Engineering and Geology.



A new electronic system to follow up the Senior Management's decisions

The Management Support Group, headed by Mr. Falah Al- Anezi, organized an illustrative meeting about the new electronic system for following up the decisions and directions of the Senior Management. All managers and team leaders were invited to this meeting which was held on Wednesday, 11th Jan. 2017, at Al-Zour Auditorium.



The new electronic system, which was implemented in cooperation with IT Team, was explained, as well as its features that will help in organizing the procedures of following up the decisions and instructions issued by the Senior Management, and quick access to the latest developments about them.

Proceeding from its social responsibility

KGOC supports "Omniya" Recycling Project

As a supporter of "Omniya" Project idea for recycling plastic bottles, which aims at spreading the culture of wastes sorting and reuse them in order to preserve the environmental resources, KGOC participated in the project by putting boxes in the Company's various buildings to collect plastic wastes in order to recycle and benefit from them as a raw material to produce new plastic products.

The Project includes 3 stages; the first one is working on spreading the idea among the society's different institutions and encouraging them to participate to reinforce the culture of wastes sorting from the source, the second is distributing boxes to collect plastic wastes within the institutions that support the Project's idea, and the third is recycling the wastes to produce raw materials for plastic industry.

It is worth mentioning that "Omniya" is a local environmental initiative launched by a group of ambitious young Kuwaitis to raise environmental awareness and contribute locally to confront the factors of climate change and reduce its effects.



IT Team organizes a lecture about G2G System

IT Team organized an illustrative lecture about electronic government messaging "G2G" in order to familiarize the Company's employees with the new system. It took place on Sunday, 19th March 2017.

The lecture was delivered by Technology Analyst Mrs. Latifa Al-Nasralla, and Senior Engineer Networks & Communications Eng. Ahmad Safar.

Mrs. Latifa Al-Nasralla said that "G2G System is one of the most important applications of the e-government in the State of Kuwait regarding the exchange of government correspondences, and it is in line with the regional and global digital and technological development". She added that this system contributes to accelerate the work cycle and exchange correspondences accurately, quickly and confidentially in order to ensure the safety and security of all data and information. As well as, G2G System connects all ministries, government agencies and institutions together, reduces the costs of transferring correspondences among them, and decreases the costs of correspondents.

Eng. Safar said that KGOC showed great interest in the implementation of the project, and it has strived to complete the process of preparation, coordination



and training in a short time, in which the actual operation began in December 2016. IT Team was able to overcome all difficulties by carrying out innovative solutions that linked the Company to the network of Central Agency for Information Technology (CAIT) through "KWAN" network, and in cooperation with KPC, which helped KGOC to be the first company to use this network to save time and cost, and then it presented this solution to many of the associates. The launch of this project was according to the regulations and instructions issued by CAIT in line with the decision of the Ministers Council, which included the need to use the electronic government messaging by all government agencies and State's institutions and bodies.



An illustrative lecture about "Emtaz" Project

The team of "Emtaz" Project, which was recently launched by KPC, visited the Company's HO to deliver an illustrative lecture about the Project and the features it provides to the oil sector's employees. It took place on Wednesday, 11th Jan. 2017, in Al-Zour Auditorium.

The team included the Manager of Relations Department in KPC Mr. Jamal Al-Sanoosi, Mr. Dhari Al-Mousa, Mr. Meshal Al-Shammari from KOC, Ms. Abeer Al-Issa, Mr. Hamad Al-Sa'ab from KPC, Ms. Nashmiya Al-Sabah from KNPC, and Mrs. Dalia Al-Hashash from KGOC.

During the lecture, which was attended by KGOC CEO Mr. Abdunaser Alfulaj, and a big number of the Company's employees,

Mr. Al-Sanoosi presented a simplified idea about the Project and its beginning, praising the support provided by KPC's Senior Management, and the good cooperation among the members of the Project's team.

He clarified that the Project offers exclusive benefits for the oil sector's employees as a large power that attracts the largest global and local brands. He noted that the project also purposes to generate a kind of distinction for the oil sector's employees, and achieves the meanings of career engagement.

For his part, Mr. Alfulaj praised the Project's idea and the efforts of its team, stressing that the Project achieves the corporate values of the oil sector, and the principles of career engagement.

Ghazi Al-Shammari: KGOC develops a system for quality management provides a structure meets ISO 9001 Standard



The application of the International Quality Management System “QMS” (ISO 9001), issued by the International Organization for Standardization (An organization consists of representatives from various international standards organizations that develops international standards), is the proof and sufficient assurance that the company or the corporation has an integrated internal management system.

The getting of ISO 9001 Certification requires the company to develop its internal administration system to comply with the international standards, whether by the help of specialized advisors from outside the company, or through the company’s staff.

KGOC has developed its own QMS to provide a structure meets ISO 9001 Standard, in which its efforts have been crowned in getting “ISO 9001: 2008” Certification in 2015. The Company has achieved a number of goals and benefits from having QMS, such as reinforcement the internal communication, continuous Improvement of the operations, assuring the business’ transparency and making realistic and practical decisions.

To be more familiarized with KGOC’s QMS and getting of “ISO 9001: 2008” Certification, Oil Zone had the following interview with Eng. Ghazi Al-Shammari, Team Leader of Quality Assurance:

First of all, can you give us an idea about KGOC’s QMS?

KGOC has developed its own QMS to provide a structure meets ISO 9001 Standard and achieves the satisfaction of its customers. The System is managed by the Management’s representatives appointed for each directorate (Manager of Management Support Group, Manager of Financial Services Group, Manager of Commercial Affairs and Public Relations Group, and Manager of Assets Management Group “Wafra”), in addition to Quality Assurance Team.

All necessary requirements that qualify KGOC to get this accreditation have been carried out, and then KGOC (HO) has obtained QMS “ISO 9001: 2008” in June 2015.

Improving the operations and assuring the business’ transparency are the most important benefits achieved by KGOC’s Quality Management System

ISO 9001 states the QMS Requirements for any company, in which each company needs to show its ability to enhance the practical efficiency.

What are the benefits of having ISO 9001 in the Company?

Many benefits have been achieved in the Company such as:

- Giving the customers’ satisfaction the maximal priority.
- Determining the median or the main link among operations, teams and employees to obtain better monitoring.
- Provision of harmonized and repeatable operations and outcomes.
- Enhancing the internal communication.
- Improving the Company’s operations continuously.
- Ensure capability and efficiency in operations.

Great efforts by the Senior Management, Management Support Group, and Quality Assurance Team to qualify the Company to get “ISO 9001”

KGOC’s efforts in quality management systems have been crowned in getting “ISO 9001: 2008” Certification in 2015

Maintaining the ISO 9001 standards that have been achieved on the ground is currently the KGOC’s top priority

KGOC aims to improve some requirements to apply 6 Sigma systems in the Head Office.



- Building better relationships with suppliers.
- Ensure taking real and actual decisions.
- Ensuring the availability of the adequate resources.
- Ensuring business transparency.

What is meant by an operation -based QMS?

The operation is any set of activities that correlate or interact with each other. The operation -based QMS uses a procedural approach to manage and monitor how the quality policy is implemented to achieve its goals. Also, it is a network of linked and connected operations.

What does KGOC’s QMS consist of?

It consists of the following:

- Quality System in the Company.
- Quality Guidebook in the Company.
- Teams’ procedures, instructions and work chart.

QMS includes the so-called (PDCA), what does this term stand for?

PDCA is a system to manage quality through a planned cycle, and it is an administration way consists of four repetitive steps used in business for continuous monitoring and improving operations and products. These steps are:

Plan: It means identifying and analyzing the problem.

Do: It means development and implementation.

Check: It means evaluating the outcomes.

Act: It means implementing the solutions.

What were the Company’s efforts to obtain ISO 9001?

The Company’s Senior Management along with Management Support Group and Quality Assurance Team made great efforts to qualify the Company to get “ISO 9001”, in which the Senior Management’s directions, in this regard, were a great

drive for all to work on achieving the requirements and conditions of obtaining ISO 9001.

There were a number of requirements that must be achieved, and stages that must be passed in order to qualify the Company for ISO certificate. These stages include the documentary preparation stage, and the confirmation of quality of the documentary and administration systems stage. In order to achieve the requirements and conditions of obtaining ISO certification, KGOC contracted with a specialized consultancy company to ensure that all quality system standards and ISO requirements are met.

The achievement of the requirements and conditions of obtaining ISO certification may take up to three years in many companies, but in KGOC the achievement of these requirements were met in a short time.

What are the Company’s plans and efforts to repeat getting such certificate?

The Company has developed a plan; the first part of it is to maintain the requirements and standards of “ISO 9001”, which were achieved on the ground, on which the Company has obtained this certificate, and the second part aims to improve some of the requirements to carry out 6 Sigma systems in the Head Office, this would improve and develop the existing ISO system.

6 Sigma is a disciplined method to collect data and statistical analysis to identify the sources of mistakes and the ways to eliminate them to enable facilities or institutions to improve their major operations and structure largely through design and monitoring the daily works’ activities, provide services of high efficiency and effectiveness, and achieve high levels of performance.

Earth Day

Earth Day or World Earth Day aims to spread awareness and interest in the natural environment of the planet. It is celebrated by more than 180 countries worldwide, in which some countries call it Earth Week and celebrate it for a week.

It is the time when millions of people in different countries are renewing their commitment to preserve the planet and making the environment healthier and more suitable for their lives. This day carries a very important message that every person living above the earth has to feel his/her responsibility towards earth and maintain it as much as possible. Also, that the peoples of the world have to think about the environment and to take the local procedures necessary to preserve the planet, as every person on Earth has the responsibility of preserving the environment and its limited resources for the coming generations.

The Earth Day is designation was given to two annual events in the spring (March 21 and April 22) to raise awareness of environ-

mental issues and to motivate people to take self-initiatives to preserve their environment, which is represented by the Earth in which they practice all their daily activities. The first Earth Day is on 21st March, and it is celebrated by most countries, while the second Earth Day is on 22nd April, in which it is celebrated by USA and some countries. Although both events have a month-long interval, their beginnings were in 1970, both of them got universal acceptance, popularity and great support from all the peoples of the world.

The celebration of Earth Day was chosen to be the day of Spring Equinox, where the day is equal to night throughout the world, when the sun is vertical on the equator directly.

In February 1971, UN Secretary-General U Thant (The 3rd Secretary-General of UN from 1961 to 1971) signed a declaration confirming that UN would celebrate Earth Day annually on the day of the Spring Equinox, and thus this date became the day of the global celebration of the Earth.



Stress Management



How Do We Learn to Manage Our Stress?



Learn about your "Low Zone."

Stress has a way of becoming chronic as the worries of everyday living weigh us down. Everyone needs pleasure, productivity and creativity in their lives and chronic stress robs us of these.

To Stress or not too Stress..! You Decide...



- 1 I'm creatively and cheerfully engaged in life.
- 2 I'm relaxed and expect to stay this way.
- 3-5 I can handle stresses and think of positive solutions to my challenges.
- 6-7 I'm moderately irritable, anxious or overwhelmed, and stresses feel burdensome.
- 8 My problems seem unsolvable. Many things are irritating or upsetting me.
- 9 Help! I'm about to lose it!
- 10 I have chart-topping negative emotions.

Learn to Live in the Low Zone:

Once you've passed the mid-zone mark into the high-stress zone, it's time to take a stress-management moment. Maybe that means that you call a friend & take a short 4 minute walk outdoors. Whatever works best for you, take the time to bring your stress level back closer to the "low zone." Notice what happens to your body and mind when you take these breaks.

The Benefits of Low-Zone Living:

You'll feel more creative, more alive, and more able to enjoy small moments of happiness.

So let's learn to enjoy the gifts of life and put aside the stresses whenever we can.

Conflict of Laws

Fatima Al-Obeid - Industrial Relations Officer

The State of Kuwait is one of the countries that concerned with organizing the legal relations of foreign elements, and establishing the proper rules in several laws, the most important is the Law No. 5 of 1961, which regulates the legal relations of foreign elements.

First and before going into the details, we would like to show what is meant by Conflict of Laws; it is the matter of identifying the applicable law without Jurisdiction and without Implementing Foreign Provisions, i.e. it is studying the rules governing foreign element relations by identifying the jurisdiction of national courts and identifying the law applicable to them.

What are the conditions of conflict of laws' emergence?

First: Legal relations should be relations of foreign element

The national legal relations are not the subject of the conflict meant here, since the current meant conflict is the one which is among the laws of countries and not the conflict that happens among the internal laws of a single state, even if the internal conflict is a spatial conflict among the laws of regional units within a single state. The regional laws are those applied only within the country that issued these laws and within its borders. If a law is described as a regional law, it shall be applied by the judge of the country that issued it, and can not be applied in other countries.

Personal law is the law that applies to persons, in which these laws were issued to be applied to them wherever they are, i.e. such laws ex-

tend to be applied beyond the territory of the country which issued them.

Second: The national legislator should accept to apply a foreign law

Legislative tolerance, i.e. when there are breaks in most laws, leads to emergence of laws conflict, i.e. the possibility of applying foreign law by the judge. If there is no such tolerance, it means that the judge can apply his law only, and this leads us to the regionalism above mentioned. The look to regionalism of laws must be a relative look that enables the national judge to apply foreign law. These laws often mean to protect individual interests and when these interests are achieved in a foreign law, the national legislator may order to apply it to achieve justice.

Third: The difference of laws' content

In this context, we would like to indicate that the conflicting laws content should be different, i.e. if the content of the civil law texts, for example,

are the same as those of the civil law in the other country, the applying any of these laws or texts on the case will lead to the same result. Therefore, the difference in the rules of law and how to deal with legal issues is mandatory, which ultimately will lead to the need to apply a law instead of the judge's law or the country's law to achieve the individuals' different interests.

Since KGOC is managing the oil business in the Divided Zone, and therefore it deals with Aramco (KJO) located in the regional scope of Saudi Arabia, which raises the matter of laws conflict under the presence of Kuwaiti employees working in the Divided Zone (KJO), so, which law is applied to these employees? Is the Kuwaiti law as they are Kuwaiti citizens and follow KGOC, according to the principle of personal law? Or the Saudi law, due to the workplace, according to the principle of the regional law? Here we have a so-called regionalism of laws, do we take into consideration regionalism or personalism of laws?

Conclusion:

The Kuwaiti judiciary has ruled this matter in the judgment No. (1/2009) labor, dated 29th July 2009, issued by the Arbitration Committee on Collective Labor Disputes which confirming on application of the provisions of the Labor Law for the Private Sector No. 6 of 2010 to the Kuwaiti employees of KGOC working in KJO.

References:

- Kuwaiti Private International Law Conflict of Laws, Jurisdiction, Implementing Foreign Provisions, Dr. Ahmed Da'an Al-Samadan
- judgment No. (1/2009) labor, dated 29th July 2009

Conqueror of leaders
and top stars

Foods protect you from “Alzheimer’s”

Alzheimer’s is a type of dementia that causes problems in memory, thinking and behavior, and its symptoms usually develop slowly and get worse over time.

Studies refer that Alzheimer’s disease has started to increase in the world dramatically, explaining that there are many causes for Alzheimer’s, including genetic causes, diabetes and high blood pressure. One way to prevent it is to maintain a healthy and balanced lifestyle.

According to a study published on “Fox News”, there are some positive foods and habits that can protect the individual from Alzheimer’s disease, so people should take care of these foods and habits. These foods and habits are:

Practicing Exercises:

Practicing exercises constantly keeps the mind in good condition, keeps the brain size, and helps greatly in preventing memory loss and Alzheimer’s, especially in old age, as at this age, the size of the brain begins to shrink and may cause memory problems.

If regular exercise in middle age improves the condition of brain, memory and thinking, this will be a reason for regular exercise for all age categories to maintain public health.

Following A Balanced Healthy Diet:

Balanced healthy food, is the food that contains all the nutrients necessary to ensure the body health, but not in high quantities.

Maintaining a healthy balanced diet achieves the consumption of all the nutrients needed by the body of different types of food, which is very important to maintain health. Body cells and tissues, and all body’s organs need proper nutrition to function properly. A healthy and balanced diet protects from chronic diseases, such as diabetes, high blood pressure, and thus protects from Alzheimer’s disease.

Eating Fish Periodically:

A recent scientific study by British researchers confirmed that eating fish periodically increases the Intelligence Quotient of humans, and the regular eating fish provides vitality and activity because fish contains omega-3 fats, which reinforce the flow of blood in the brain tracts, help to improve mental abilities, and reduce the risk of mental and intellectual illnesses such as Alzheimer’s and intellectual dementia, which affect a large number of elderly people around the world.

Beans:

According to a study published this year in “Neurology” periodical, eating beans helps in reducing the shrink of brain cells, so doctors advise to increase the consumption of beans to prevent and fight Alzheimer’s disease.

Coffee:

Researches refer that coffee contains many powerful antioxidants, which may reduce the inflammation which is associated with many chronic diseases, including Alzheimer’s dis-

Alzheimer’s disease is a type of dementia that causes problems in memory, thinking and behavior, and its symptoms develop slowly

Exercises keeps the mind in good condition, keeps the brain size, and helps in preventing memory loss and forgetting

Following a healthy and balanced diet protects from chronic diseases, that may lead to Alzheimer’s

foods rich with vitamin E, including sunflower seeds, are associated with the reduction of Alzheimer’s risk

ease. According to studies published in “Alzheimer’s Disease” Magazine, researchers found that people over the age of 65 who drink 3 cups of coffee per day experienced a delay in the appearance of Alzheimer’s symptoms for two years, compared with those who do not drink coffee.

Dark Chocolate:

In a study made in 2015 and published in “Neurology” Magazine, it was found that eating dark chocolate helps to reduce the appearance of biological signs of Alzheimer’s disease.

Peanuts:

In a study published in “International Neurochemistry” Magazine, it was found that nuts contain a food ingredient called “Resveratrol” helps in reducing the formation of “Beta Amyloid”, which causes Alzheimer’s disease.

Sunflower seeds:

Many studies refer that foods rich with vitamin E, including sunflower seeds, are associated with the reduction of Alzheimer’s risk. The researchers say that antioxidants can help to neutralize free roots and fight oxidation stress, both of which are associated with Alzheimer’s disease.

Green Tea:

A study made in May 2015, and published in “Alzheimer’s Disease” Magazine, stated that green tea improves cognitive abilities of the person.

Eating Low-fat Dairy Products:

Recent studies have found that eating low-fat dairy products helps to protect from Alzheimer’s, so it is preferable to avoid eating high-fat foods, such as butter, full fat dairy, and animal fats existed in fast food.



Daily Mail: Eating too much sugars increases the chances of getting Alzheimer’s

A diet rich in sugars can increase the risk of Alzheimer’s disease, according to a recent scientific study.

According to Daily Mail Newspaper, researchers at the University of “Bath and King’s” in London have found a link between diabetes and brain disease.

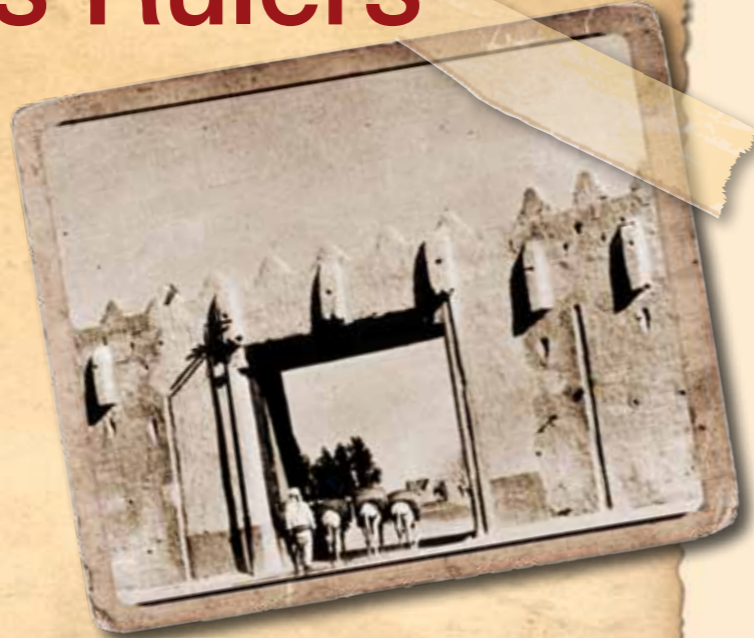
The findings in this study are the first tangible evidence of the relationship between elevated blood sugar levels and their harmful effects on cognitive function in the brain.

The findings are an important turning point in confirming the relationship between high blood sugar levels and neurological diseases.

Kuwait's Rulers

The First Ruler:
The Late the Amir Sabah I
(1718-1762)

The Late the Amir Sheikh Sabah I was chosen by the Kuwaitis to solve problems, resolve disputes, consider the country's matters, and other things, because he was known for his wisdom and sapience. Others say that "He was chosen because his father- may Allah have mercy on him, was the leader when they were in Najd before their coming". The information about his ruling is little and inaccurate.



Jahra

Sheikh Salem Al-Mubarak, the 9th ruler of Kuwait, named Jahra at first with "Jewel", due to its beauty and richness in natural resources, as it was famous for its palm trees. When they dug a wells, the water Injhar "burst" out of it. After that, it was called Jahra, because the flat hill is called by this name.

At the beginning, Jahra was a small village, and then it was turned into a big city when the famous Red Palace was built for Sheikh Mubarak Al-Sabah, which witnessed the outbreak of Jahra Battle in 1920 during the era of Sheikh Salem Al- Mubarak. After the battle, a wall of a rectangular shape, has been constructed around the city, included towers to monitor enemies, each tower is called "Alghola", and it has "Mazagheel" (i.e. small openings along the wall of for guns muzzles).



A computer system capable of understanding patterns and predicting the future



A number of researchers at the Massachusetts Institute of Technology in the United States have prepared a set of computer systems that relate to each other in order to understand body language patterns and thus guess how people interact. Researchers at the College of Artificial Intelligence and Computer Science made the "Neural Retia" monitors about 600 hours of serials and programs.

The researchers then put videos of these systems in order to watch them and asked them to expect people to interact with the scenes of hugging, kissing and shaking hands. Subsequently, these arithmetic systems predicted the real behavior of more than 43% of cases.

Carl Fonderick, PhD student in computer science and artificial intelligence said "Our quest has led us to the conclusion that watching videos helps computers gain enough knowledge to predict expectations about what will happen".

Fonderick sees that it is time to get out of these repeated geometrical risks and disasters, in which this new system will be able to understand patterns, and it may tell us what is coming such as the changes of exchange rate and the tragic disasters we are seeing each year.

Intelligent computer systems are usually known of including many capacities for analysis, planning, problem solving, drawing conclusions, and mental simulations, as well as the ability to gather and coordinate ideas, language acquisition, quick learning and understanding others' feelings.

(Reference: Middle East Newspaper)

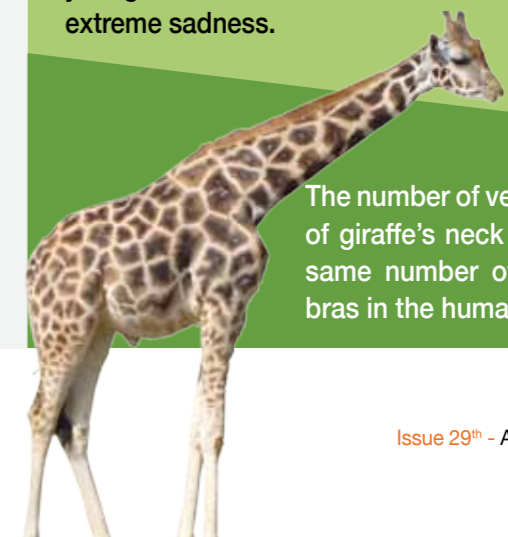
About 71 % of the Earth's surface is water-covered, including the water of seas, oceans, rivers, springs and other sources water, but only 2.8% of the water is drinkable.

The nose and ear are the only human body's organs that do not stop growing all lifelong.



The elephants express their grief by crying, so they are like humans in expressing their reactions by tears.

It is apparent that elephants cry when they are sad or at losing one of their young ones, as these tears are accompanied by behavior similar to human behavior, where they keep the bones of their young ones after their death because of the extreme sadness.



The number of vertebrae of giraffe's neck are the same number of vertebrae in the human neck.

\$ 30 trillion the volume of investments in the global oil and gas sector by 2050

Eng. Ameen Al-Naser, Head of Saudi Aramco, expected the volume of investments in the global oil and gas sector to exceed \$ 30 trillion by 2050, revealing, at the same time, the challenges that face the construction industry, which affect the industrial sector.

He pointed out that there are challenges of top priority in the global oil and gas sector must be faced, like the problem of efficiency and productivity, which is relatively low, the problem of projects that face lag and exceed the budget, and projects that override the set schedules of implementation.

According to ARAMCO, a current study showed that only 30% of global oil and gas projects are implemented within the approved budgets, 15% of projects are implemented within the approved time plan, which leads to negative risks and effects on the economic feasibility of those projects.

BP: 2.5 trillion barrels are recoverable

A study conducted by BP confirmed that there are 2.5 trillion barrels of oil are recoverable, which would mean that the rise of oil again to exceed the \$ 100 is impossible until 2050.

The study mentioned that the oversupply will restrain any future rise of prices, affirming that oil prices that between \$100- 110 a barrel may not be repeated.

Based on BP's study, MarketWatch site, concerned with global economic affairs, confirmed that it is improbable for the oil prices to return to the previous high price.

According to the study, the problem is that the recoverable reserve faces the problem of surplus, and therefore the investment in extracting it will be delayed.

Energy Agency: Oil demand will exceed 100 million barrels per day by 2019

Global Energy Agency expected that world oil demand will exceed 100 MBPD by 2019, noting that the demand for "OPEC" oil will reach 35.8 MBPD by 2022.

It confirmed that the global oil supplies may find difficulty to keep up with demand after 2020 with the emergence of the effect of two years of lack of investments in increase of production, where the surplus capacity could fall to its lowest level in 14 years, which may push prices up.

The agency pointed out in its report "Expectations and Analysis of the Oil Market 2017" that investors are, in general, not betting on crude oil prices to rise sharply soon, but the deflation of global spending in 2015 and 2016, and the growing demand mean that the world may face a supply problem if new projects do not get green light soon.

