



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

OIL ZONE

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2040

For A Brighter Future





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

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Dear colleagues,

I am always pleased with this regular communication with you to discuss the objectives of the work in the Company and the various challenges that may face us, to bring our views closer, and reinforce the one team spirit to achieve our common objectives for the interest of work.

As I always assure you that you are the main motive of any achievement or aim we strive to achieve, because the achievement of goals requires common effort and responsibility; through working hard and tireless striving from your side to achieve your tasks and find innovative ways to do so, and from our side we are committed to provide all our human fortune with the development and training on the latest technology, in general, and the petroleum industry, in particular.

In the same course, we are moving rapidly towards the implementation of the oil sector 2040 Strategy, which includes many qualitative moves specific for the local oil sector and the Company.

We all will be committed to implement this ambitious strategy optimally, and its varied plans and goals related to our sector, which are vital and influential in the local economy, to accomplish our duty towards our work, our country and future generations.

Hoping Allah to guide us for the good and welfare of our homeland Kuwait.

Abdulnaser Y. Alfulaij
Chief Executive Officer



KGOC Congratulates on the Saudi's National Day



KGOC Acting CEO Mr. Saeed M. Al-Shaheen congratulated HE Dr. Abdul Aziz bin Ibrahim Al-Fayez, the Ambassador of the Kingdom of Saudi Arabia to Kuwait on the 87th anniversary of the National Day of the Kingdom. He expressed his sincere wishes of security and stability, asking Allah Almighty to return the national celebrations to the Kingdom and Saudi people with good and further progress and prosperity under the wise leadership of the Custodian of the Two Holy Mosques, His Crown Prince, and the wise government.

KGOC Executive Management, repre-

sented by Acting CEO & DCEO of KJO Mr. Saeed M. Al-Shaheen, and DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, participated in the ceremony held by the Embassy of the Kingdom of Saudi Arabia to Kuwait State on this happy occasion.

During the ceremony, Mr. Al-Shaheen expressed his pleasure for participating the Saudi diplomatic mission to Kuwait its national celebration on the 87th anniversary of the unification of the Kingdom, extending his sincere congratulations to the Custodian of the Two Holy Mosques, His Crown Prince, and the Saudi people.

In a joint reception with KOC

KGOC's Executive Management receives Eid Al-Adha's Well-wishers



KGOC CEO Mr. Abdunaser Alfulaij, and KOC CEO Mr. Jamal Jaafar received Eid Al-Adha's well-wishers during a joint reception held in Ahmadi Guest House.

The reception was attended by the Executive Management of both companies, in addition to many employees of different grades. As well as, well-wishers from KPC and its subsidiaries were keen on attending and participating in this occasion.

For his part, Mr. Alfulaij expressed his pleasure to be with his colleagues from KOC during this occasion to receive the well-wishers. He also extended his sincere wishes to all, asking Allah Almighty to return this occasion to all and our homeland, Kuwait, with welfare and prosperity, under the wise leadership of HH the Amir and HH the Crown Prince, may Allah protect them.



To implement the CEO's Directives

Training & Career Development Team launches a new training program for engineering specializations

In the scope of implementing the Company's visions and plans aimed at developing the human element and raise the technical efficiency of the employees, especially those with technical and engineering specializations, and to diversify the ways and methods of qualitative training and development, the Training & Career Development Team in coordination with CGG Co., launched an intensive training program aimed at increasing the efficiency of its members of engineers specialized in Reservoirs, Petroleum, and Geology. This training program gathers, for the first time, an elite of engineers from the Company's Joint Operations areas, the Oil Ministry, and KUFPEC.

This program came according to the directives of the CEO Mr. Abdunaser Alfulajj to maximize the benefit from the national expertise of the mentioned specializations in the oil sector's various worksites, especially that CGG has a good experience in various fields related to the oil industry, especially those related to geological fields, ground reservoirs and management of the data resulted from survey operations.



In this regard and during an illustrative meeting on the program attended by the candidate engineers, Mrs. Amal Al-Khalfan, Team Leader of Training & Career Development, stressed the Company's keenness to achieve the maximum benefit of this unique training opportunity, especially that they were selected by their superiors after being subjected to many stages and criteria of selection by CGG. This will require the trainees' full commitment to the program schedule, and represent KGOC perfectly. She also confirmed that the Company's Management provided this program with full support, and wished them the best and prosperity.



In the scope of exchanging expertise and optimal practices

Training cooperation with KUFPEC's overseas offices

In the scope of cooperation among KPC and its subsidiaries regarding the implementation of the optimal practices, Training & Career Development Team, in cooperation with KUFPEC, organized and followed up a range of training tasks for some of KGOC's employees within a plan to exchange expertise and optimal practices.

In this regard, colleagues Meshari Al-Houli, Chief Geologist, and Meshel Al-Ghanim, Chief Engineer of Drilling and Wells Maintenance, were enrolled at KUFPEC's overseas offices in Norway and Indonesia, to benefit and exchange expertise with the staff of those offices.

Al-Houli and Al-Ghanim completed their training period successfully and they were honored by KGOC Senior Management, represented by the CEO Mr.



Abdunaser Alfulajj, who listened to their experience and the benefit they got. Also, the Executive Management praised their efforts during that period, and their good representation of the Company.

Ebtikar system



KGOC's Management is pleased to announce the start of **Ebtikar system** implementation, which includes the steps that the employee must follow to apply to innovative initiatives and ideas, and apply them to the reality of work to encourage employees and motivate them to develop and renew the work environment and innovation. In addition to the Company's desire to grant its employees the opportunity to present achievements in easy and simplified steps that will benefit both the employee and the work.

For more information, please call: 23854285,
or through email: SWA.80018@KGOC.com

KGOC 2040 Strategic Plan



Mr. Fahad M. AlAjmi
(Team Leader of Strategic Planning)

The world of oil & gas has experienced huge changes in the last three years. To respond to this, it was essential for KPC and its subsidiaries to put together a comprehensive, well thought-through 2040 Strategic Plan. Accordingly, KPC's issued the 2040 Strategic Directions in the month of November 2016. On the basis of the KPC 2040 Strategic Directions, KGOC Corporate Planning Group in association with the Asset Management Groups and Functional Areas developed the draft KGOC 2040 Strategic Plan. This plan was submitted to KPC on 15th August 2017 and currently undergoing review towards finalization.

This long-term plan illustrates how KGOC, as a part of Domestic Upstream, will contribute to the overall KPC Upstream sector ambition and deliver on its commitments to the wider State of Kuwait. In particular, it contains specific strategic

initiatives to achieve the 2040 Strategic Directions, including the definition of resource requirements, risks, critical success factors and the key performance indicators to measure the value of the implementation initiatives.

In order to develop the 2040 Strategic Plan, KGOC collaborated with A.T. Kearney, a global management consulting firm over a period of four months. A high level committee by the name 'KGOC 2040 Phase II Strategic Plan Development Committee' was instituted by KGOC CEO to assist in the development of KGOC 2040 Strategic Plan. This committee headed by DCEO(P&S) included Managers and Team Leaders and were tasked to provide overall direction, guidance, critical inputs and oversight.

This second phase i.e. Phase II of the strategic planning process included multiple key activities.

Firstly, the Domestic Upstream (KOC and KGOC) Mission and Vision were reviewed and updated to reflect KGOC's ambition and values.

Secondly, a situation analysis for KGOC was conducted that included both an external and internal analysis. The former external analysis assessed the industry environment and benchmarked the practices of top global players to identify potential medium and long-term opportunities and threats

to KGOC. The internal analysis served to identify the key strengths and weaknesses of the organization. As a result, key strategic priorities and success factors have been identified to ensure KGOC reaches its optimal potential in the years to come.

Thirdly, strategic initiatives have been developed to address the identified strategic priorities and reach the production targets over the next 22 years. These initiatives have been thoroughly developed with the contribution of the core business and support groups to evaluate the potential, capabilities, technology, resource requirements and organizational improvements necessary to ensure success.

In summary, the best of KGOC came together to formulate a detailed, robust and integrated 2040 Strategic Plan involving all functions and business teams. At this point in time, Corporate Planning team is designing the necessary governance mechanisms, project management and change management activities to prepare for the implementation phase (Phase III), that is due to begin in early the part of 2018.

Honoring the consulting team of 2040 Strategy

Corporate Planning Group honored the members of the external consulting team of the Company's 2040 Strategy. It took place in the Company's Head Office -Ahmadi.

The honoring was attended by the Group Manager Mr. Ahmad Al-Awadhi, and the team leaders in the Group Mr. Fahad AlAjmi, Dr. Fahad Al-Rasheedi, and Mr. Hesham Mubarak, in addition to a number of the Company's employees.

It is worth mentioning that the Oil Sector 2040 Strategic of KPC and its subsidiaries focuses on reinforcement of the oil sector status, and strives to implement giant development projects that will make a qualitative move in the local oil industry.



Through a working paper about the Company's capital planning solutions

A participation in the Society of Petroleum Engineering Conference

Team Leader of Operational Planning & Capital Budget Mr. Hesham Mubarak participated in the Society of Petroleum Engineering Conference, which was held under the title "Petroleum Economics – Optimization versus Growth in Uncertain Times" on 27th & 28th Sept. 2017, in Dubai.

Being one of the major speakers in the conference, Mr. Mubarak participated with a working paper titled "Implementation of Customized Program Economic Evaluation & Capital Planning Solution at KGOC" during Session 5, which was des-

ignated for discussing how to manage capital and assets, and their relationship with the formulation of companies' strategies, in which many speakers from global companies participated in it.

It is worth mentioning that the conference was participated by petroleum engineers from 12 countries around the world, who represented 25 different companies and institutions.



Conducted by HSSE Team

An Illusory Evacuation Drill

In continuation of the efforts to implement the safety procedures in the Company's various buildings and facilities, HSSE Team conducted an illusory evacuation drill for employees in buildings 3 & 4 at the Company's HO.

The drill aims to test the readiness of the Company's employees in emergencies in line with the plans of developing the Company's security and safety system.

Such drills are implemented periodically to measure the response and reaction of employees towards emergencies, and assess them to improve security and safety's standards in all facilities of the Company.



Awareness lectures of HR Group

The Annual Leave Automation System

Proceeding from HR Group's keenness on permanent communication with the employees and providing them with its services and ways that facilitate this communication, Personnel Administration & Industrial Relations Team launched many awareness lectures about the Automation System to submit an annual leave through Oracle system instead of the paper form. It took place at Al-Zour Auditorium in the Company's HO.

Many employees attended the lectures to be familiarized with the way to apply for their contractual

annual leave through Oracle. Colleague Ali Al-Shamali, Chief Admin Officer, delivered the lectures in which he explained the steps of applying for the leave through access to the Oracle system by the employee's ID number, and the speed and accuracy in the obtaining leave procedures provided by the new system.

It is worth mentioning that the new Automation System was activated on 5th Sept. 2017 to end the deal with paper form for leave request in the Company.

Oil Sector's Unified Penalties Regulation

The Personnel Administration & Industrial Relations Team delivered two lectures about the Unified Penalties Regulation of KPC and its subsidiaries. The first one was held at Al-Zour Auditorium in the Company's HO, while the second one at Training Auditorium in WJO.

Colleague Yacoub Al-Taher, Senior Industrial Relations Officer, delivered the two lectures in which he explained the violations included in the regulation, the penalties prescribed for each of those violations, and gradation of penalties in case of repeating the same violation. Also, he clarified the team responsible for investigating each violation, and its characterization according to the regulation and its penalty. He clarified that the employee always has the right to complain against any penalty against him and prove by all means of proof, in a manner that does not conflict with his labor and legal rights guaranteed to him, that he did not commit the violation.



To review their support services for the oil industry KGOC receives a Chinese delegation

In the scope of enhancing the relationships with the global companies operating in the oil services field, a Chinese delegation from COSL, specialized in drilling services, and CNOOC, specialized in marine oil services, visited the Company's HO, on Tuesday, 19th Sept. 2017.

The delegation was received by Mr. Ahmad Al-Awadhi, Manager of Corporate Planning Group and a number of the Company's employees in HO & WJO, in addition to employees from KPC.

During the visit, the delegation members reviewed their various support services for the oil industry, in addition to the geographical scope of their business around the world, and the most important oil companies they cooperate with.



The Importance of Applying QMS



Ghazi Al-Shammari
Team Leader of Quality Assurance

According to the content of the standard specification, the quality is a range of characteristics of the product (activity, process, organization or person) that makes it meet the stated and expected needs, or is able to meet. As far as the product meets the needs and expectations, it can be described as a (good, high quality, or poor) product.

Other quality definitions include; appropriate for use or purpose, conform to requirements or specifications, and customer satisfaction level. It is necessary to link the concept of quality with the economic content along with making the product or commodity profitable for the organization or factory. Also, it is necessary to link quality with the needs of the community, in terms of health, safety and security, which affect the human and the environment.

Here we must make it clear that quality is a developmental process, and not revolutionary one, i.e. It is always going through multiple stages to improve and develop the efficiency of the performance and product. In order to achieve the required quality, there are requirements related to the quality of the product or processes must be existed in any organization. It is said that the quality requirements of any product mean the technical specifications required for it, and therefore, those specifications can't be achieved by accident, so it is necessary to establish Quality Management systems to meet these requirements.

Quality Management System is one of the management systems applied in any organization or company, in which the requirements of this system are determined by ISO 9001: 2008, as each company needs to show its ability to reinforce the practical efficiency. There are many advantages when applying ISO 9001 Quality Management System in any company, as follows:

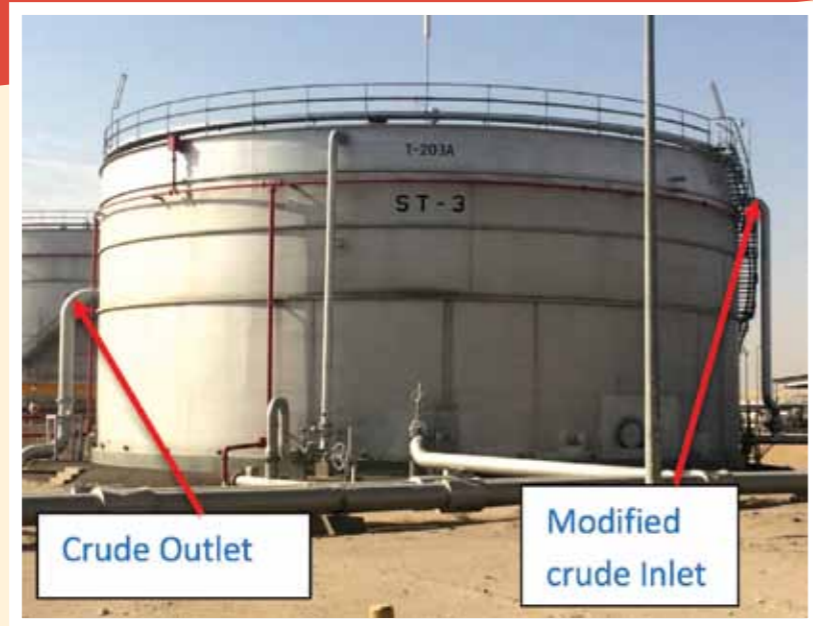
- Giving the customer the utmost importance.
- Identify the main mediator or link among operations, teams and employees for better control.
- Provision of harmonized and repeatable operations and outcomes.
- Continuous improvement of the company's operations.
- Building better relationships with the suppliers.
- Ensure transparency in business.
- Ensure taking actual and effective decisions.

Within the initiatives presented to “EBTIKAR” to develop work environment

EOCENE EXPORT CRUDE QUALITY IMPROVEMENT INITIATIVE, WJO’s MAIN GATHERING CENTER



Mr. Musaed Al-Mazyad
(Team Leader – MGC Team)



THE STATUS BEFORE IMPLEMENTING THE INITIATIVE:

At WJO the Eocene crude oil is produced at the different sub-centers, gathered and sent to the Main Gathering Center for processing/treatment where the impurities (BS&W, Salt & H₂S) are separated/washed/stripped to be reduced to an acceptable level in the Eocene export crude.

THE CHALLENGE:

To cope with the increasing production rate beyond the plant original design capacity (60,000 Bbls.) in 1999, the Eocene process plant was modified (desalting in a single stage instead of two stages and warm H₂S stripping instead of hot stripping). By this modification the extra capacity was accommodated on the expense of the crude export quality which become higher in terms of BSW%, Salt, and H₂S

content. This less quality has imposed an increased environmental/safety and corrosion risks at the plant and destination terminals.

THE INNOVATIVE IDEA (EBTIKAR):

In an effort to improve the export crude quality, Mr. Musaed Al-Mazyad – Team Leader (MGC Team) has proposed an innovative Idea (EBTIKAR) to help reduce the BSW%, Salt & H₂S content by providing an internal Flash Column inside the Stock Tank (T-203A) where the crude dissolved H₂S gases will flash at the top of the column and exit the tank to the flare system where these gases are safely burned. The crude with the contained BSW% & Salt will drop down the column directed to the very bottom of the tank where it will have chance to be separate/dropped out before the crude goes out for shipping from the outlet nozzle at the middle of tank shell. By this the better



quality for the export crude, less BSW% less salt and less H₂S content will be achieved.

IDEA IMPLEMENTATION:

Mr. Al-Mazyad, innovative idea found its way for implementation thru the Management of Change (MOC) system and Wafra JO Policies. The idea implementation and field construction were completed during the tank PM-5 in 2017.



IDEA APPLICATION BENEFITS:

- Eocene Export crude shipped to Non-operators terminal will be of a better quality.
- Better quality crude will result in a reduce corrosion rate in the plant shipping & receiving facilities.
- Less H₂S gases in the export crude will reduce the environmental & safety risks.
- With better Eocene crude quality reduced corrosion to the facilities is expected and economically saving on operating expenses will be achieved.
- Better Eocene export crude quality, will have positive impact on marketability and will result in higher returns to both Non-operators.

APPRECIATION:

The innovative idea and its implementation were reviewed and recognized by Wafra Joint Operations Management who selected this modification as best MOC initiated in 2016 and have celebrated and presented “Certificate of Appreciation” to Mr. Musaed Al-Mazyad and his innovative idea implementation Team Members for their sincere & dedicated efforts.



A lecture titled "Safe and Defensive Driving" in WJO to security men. It was prepared and delivered by Engineer Tami Al-Ajmi, Team Leader of Security Team, and attended by many employees of KGOC and SAC.

How to Choose a Safe Seat in the Means of Transport?

Car

- **Safe seats:** in the back seat behind the driver and in the middle since this part of the car is least deformed in a front-to-front crash.
- **Dangerous seats:** next to the driver because in an accident they reflexively try to dodge, and the person sitting next to them will be in danger.



"Accident Incident and Condition Reporting" course for HSSE's employees in PTC over 4 days.



Minibus



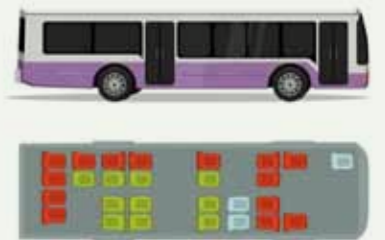
- **Safe seats:** located against the direction of travel since there are fewer chances of hitting your head on the back of the chair with sudden braking.
- **Dangerous seats:** next to the windows and doors as broken glass can cut you in an accident. As in a car, it's better to avoid seats next to the driver.

Honoring the colleague Fahad Al-Khaldi, Geologist in WJO, by HE the Minister of Education Dr. Mohammed Al-Fares, for getting excellence degree with honors in the Master's thesis on Geology and Geophysics from the University of Missouri for Science and Technology which he was sent for by KPC.



City bus

- **Safe seats:** rightmost seats in the middle of the cabin, located in the direction of travel, as they're farther than the rest from oncoming traffic.
- **Dangerous seats:** the first two rows of seats as foreign objects and fragments often get in through the huge windshield. The same applies to the places next to the windows and doors. The back row of seats is dangerous in case of a hit from behind.



The completion of "Defensive Driving" lectures organized by HSSE and approved by the Royal Society for the Prevention of Accidents (ROSPA)



Train



- **Safe seats:** closer to the middle of the carriage. It's better to choose the 5th or 6th carriage, one closer to the middle of the train, as in a collision the first and last carriages either deform or go off the rails.
- **Dangerous seats:** seats in the direction of travel as there are fewer chances you'll fall down with a sudden braking.

Plane

Experts still cannot agree in which part of the plane the safest seats are located. Yet most experts say **the back of the plane is less dangerous** than the first rows at the front.



Finally, the most important thing is to stay calm, remember the safety principles, and follow the rules of the road and behavior on public transport. In this case, the probability of getting into an accident will be reduced to a minimum.

All you need to know about

Multiple Sclerosis (MS)

We may know the name of this disease or heard that someone is infected with it, but many of us do not know what is the disease, its causes and symptoms, so in the following lines we will learn some of the key information about it.

Multiple Sclerosis (MS) is an immune disease that affects humans because the body's immune system destroys the membrane surrounding the nerves and protects it. This damage or corrosion of the membrane adversely affects the process of communication between the brain and the rest of the body. In the end, the nerves themselves may be damaged, which is an irreparable damage.

The symptoms of MS are different and varied, depending on the nerves involved and the severity of the infection. In difficult cases, MS patients lose the ability to walk or speak. Sometimes, it is difficult to diagnose the disease in its early stages, because the symptoms often appear and then disappear, and may disappear for several months, as it increases when the body temperature rises.

It has different and varied symptoms, related to the location of infected nerve fibers, as follows:

- **Fatigue & dizziness:** Feeling of Numbness or weakness in the limbs, in whole or in part, usually showing this weakness or paralysis in one side of the body, or in the lower part of it.
- **Double vision or misty:** Loss of sight, partially or totally, and sometimes accompanied by aches in the eye when moving.
- **Pains and itching in different parts of the body:** Feeling of an electric shock when the head moves certain movements.
- **Tremor, loss of coordination between organs or loss of balance during walking.**

Causes and risk factors for MS

MS is autoimmune disease, where the immune system attacks itself, which leads to

the destruction of myelin, a fatty substance that encapsulates and protects the nerve fibers in the brain and spine. The function of myelin is similar to that of the insulating coating in the wire. When the melanin layer is damaged, the message or information transmitted through the nerve may reach slower or may not reach at all.

So far, doctors and researchers do not know the exact cause of someone contracting MS, but a combination of genetic factors and childhood infections is known to help, these genetic factors are:

- **Age:** MS may appear at all ages, but it begins to appear and develop, in general, between the ages of 20 to 40 years.
- **Sex:** Women are more likely to develop MS than men.
- **Genetic factors:** The risk of developing MS is increased when family members have or have been infected with MS.
- **Infections:** Many viruses are known to be linked to MS. The most interesting subject, more recently, is the relationship between MS and EB-Epstein Barr, the virus that causes infectious mononucleosis. So far, it is not known how the virus emerges and develops in difficult cases of MS.

- **Other diseases:** People are more likely to have MS if they have one of the following autoimmune diseases: Diseases that disrupt thyroid function, Type 1 diabetes Inflammatory bowel

MS Complications

In some cases, other diseases may develop in MS patients, such as: Hardness of muscle or muscle spasm (Myospasm), Paralysis, especially in the legs, Problems with the bladder sac and bowel, Mental problems, such as forgetfulness, difficulty concentrating or depression, and Epilepsy.

MS Diagnosis

There are no specific tests for the diagnosis of MS. Ultimately, the diagnosis depends on the denial of other diseases that may cause the same symptoms. The doctor can diagnose MS based on the results of the following tests:

- **Blood Test:** it can help to deny the presence of infection or other inflammations, that also cause the same symptoms of MS.
- **Lumbar Puncture:** In this test, the doctor or nurse will extract a small sample of cerebrospinal fluid located in the spinal canal (Spinal canal) in the spine and examine it in a lab. The results of this test may indicate a specific glaucoma or problem related to MS, such as abnormal levels of white blood cells or proteins. This process can also help to deny the presence

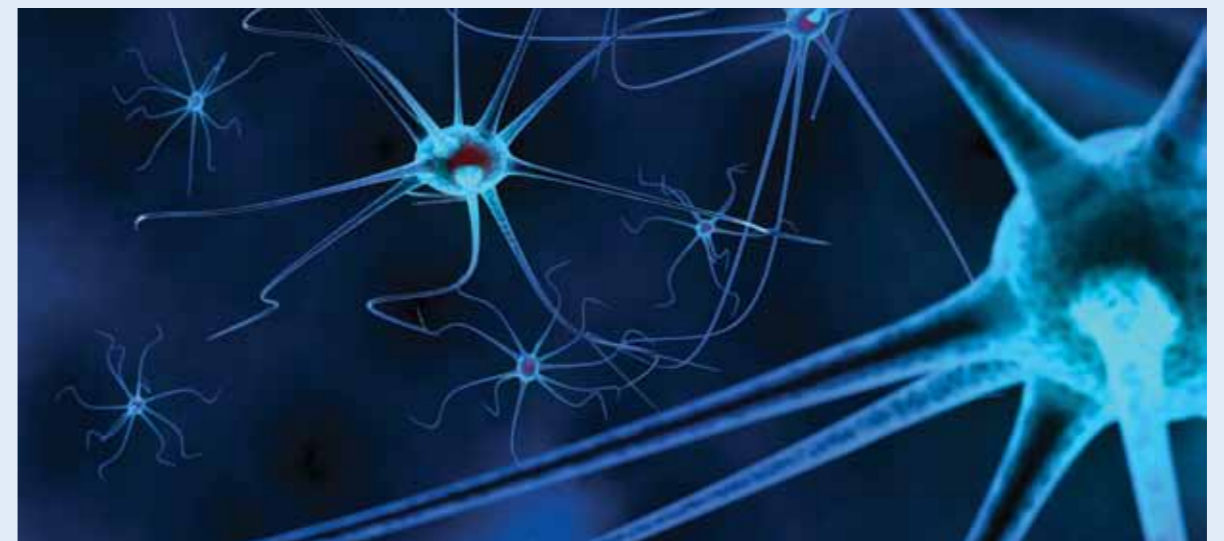
of viral diseases and other diseases that may cause neurological symptoms like the symptoms of MS.

- **Magnetic Resonance Imaging (MRI):** To form a detailed image of the internal organs, and detect damage to the brain and spine.
- **Neural Impulses:** In this test, the electrical signals sent by the brain are measured as a reaction to the stimuli. In this test, visual or electrical stimuli are used for the hands or feet.

MS Treatment

The treatment of MS is, in general, concentrated in the resistance of the autonomic immune response and control of the symptoms. In some patients, these symptoms are so mild and simple that no treatment is needed. There are a number of drugs commonly used to treat this disease are described by doctors. There are also other types of treatment, such as physiotherapy, or operating therapy, the patient is taught and trained in stretching and strengthening exercises. The patient is also instructed on how to use devices that can facilitate daily life.

Also, there is a treatment through Plasma-apheresis, which is somewhat a technique similar to dialysis, because it separates the blood cells from the plasma (which is the liquid part of the blood) automatically. Plasma Apheresis is used in cases of severe symptoms of MS, especially in people who are unresponsive and have no improvement.



The employee's right in Patents and to practice activities other than job

Sara Al-Ayoub - Industrial Relations Officer

First: The Employee's Right in Patents:

The Kuwaiti Labor Law did not regulate this right and it did not mention it in the Labor Law's provisions, knowing that the comparative laws had concerned with the position of the inventions reached by the employee through work. The distinction between different inventions and the right of the employee is through the way of reaching them.

There are inventions reached by the employee away from job by using his personal tools and equipment (His home lab for example) without depending on job equipment in any manner. In this case, there is no debate about the right of the employee in these inventions, even if he reached to them through the experience he gained from his job, but he possesses the patent fully. There are inventions reached by the employee during the performance of his work incidentally in an unexpected way and without any agree-

ment between him and the employer, in this case the employee also possesses the patents fully and has the right to exploit them, even if the inventions were made through his job and by the use of its facilities and tools.

The third and final case includes the cases in which the employer determines his right in what was invented in his facility, or stipulates this in the contracts he concludes with his employees. This means that the possibility of invention is expected, so there is no question of the employer's right to exploit it and compensate the employee. It includes facilities used in inventions, such as scientific labs, which are allocated for scientific research and invention. In all cases, it is necessary to recognize the employee's right in fair compensation suits his invention, as regulated by the patent laws in each country. The right of compensation includes the incidental inventions mentioned above. It is noted that the text of article 27 of the Protection of Property Law No. 64 of 1999 deals only with a situation where a person works

for another person (natural or moral) and reaches a certain invention, this invention is attributed to the employee, unless otherwise agreed in the contract. The Kuwaiti legislator should make provisions in the Labor Law itself covering all possible matters, particularly regarding the inventions that are accidentally invented in the workplace and using its tools, and this is according to what we consider is for the employee.

Second: The Employee's Right to Practice Activities Other Than Job:

It is prohibited for an employee to combine several works with different employers, but this does not prevent him from practicing another activity, whether sport, union or occupational activity, if this happens after working hours and without affecting the employee's performance, health and fitness.

The tendency to determine a kind of flexibility in work, that has prevailed in the indus-

trialized Western countries, encourages the employee to perform several acts simultaneously, in coordination with each other as a procedure to fight unemployment. There is no dispute over the right of the employee, in Kuwait, to perform several acts unless he is associated with the original employer with a work that takes all his time and effort, so the combination of several works reduces his ability to perform the work.

Finally, we indicate that Kuwaiti Law prohibits the combination of public government work and private job to ensure that the government employee is free (Articles 25 & 26 of Decree-Law No. 15 of 1976 regarding the civil service) unless the employee obtains a special license for that.

Reference:

Kuwait Comparative Labor Law

Author:

Professor Dr. Gamal Fakhir Al-Nakkas

Kuwait's Rulers

The Third Ruler
The Late Sheikh

Jaber bin Abdullah Al-Sabah

“Jaber Al-Aish”

(1813-1859)

The Amir Sheikh Jaber was a decent, patient man, and an example of generosity. He was called “Jaber Al-Aish” for his great charity with poor and needy people.

The most famous events in his reign were:

- Assisting the Ottoman Empire to lift the siege of Basra by the Iraqi tribes.
- Refusing to raise the British flag in Kuwait due to his strong relationship with the Ottoman State.



Failaka Island

It was called “Icarus” by Alexander the Great, seeing a good omen in the Greek island of Icarus in the Aegean Sea. It was said that “Failaka” word is derived from the nature of the island’s land and its clay soil, as it was pronounced “Falyacha”, which means the clay soil fits for agriculture, but due to the difficulty of pronunciation, it was changed by time into “Failacha” and was on the tongues of people.

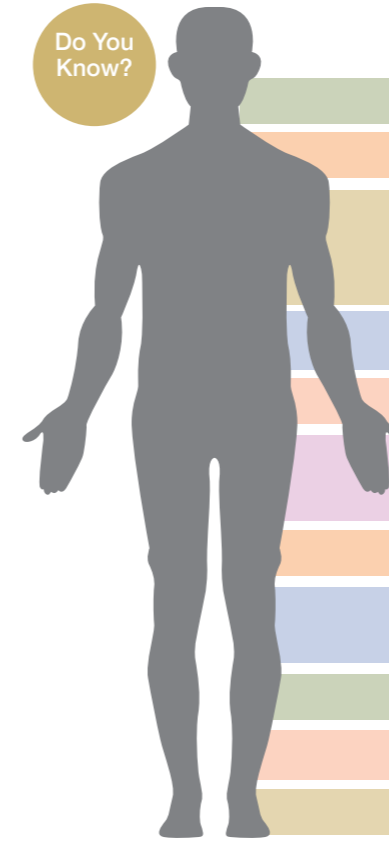
In the era of Alexander and several centuries beyond, the island was a forest with many water *Aflaj* (= Water gorges) spread in its land, so it is thought that its name was derived of those *Aflaj* and was called “Failacha”.

The oldest Arabic text in which the word “Failaka” was written with long “A”, was the manuscript of “*Mawtta*” Book by Imam Malik, which



was written by one of the island’s scientists in the 17th century AD, specifically in 1682.

Many historians and scientists, who visited the island, said that it was the center of Dalmon civilization, which included Bahrain and the eastern coast of the Arabian Peninsula.



Facts you do not know about your body:

- The average human will shed 40 pounds of skin in their life.
- Your stomach acid is even strong enough to dissolve razor blades
- the only reason the acid in your stomach doesn't eat right through your body is because the stomach cells are renewed faster than they are destroyed.
- Your brain uses up about 20% of all your body's oxygen and calories.
- every single person on Earth has a unique smell.
- During your lifetime, you will produce enough saliva to fill two swimming pools.
- Babies can only see black and white when they are born.
- Your cornea is the only part of your body without a blood supply. It gets its oxygen directly from the air.
- 80% of your brain is water.
- The average lifespan of a human hair is 3-7 years.
- Your teeth start growing 6 months before you are born.

Scientists invent an electric skin records the body

A group of Japanese scientists has developed an extensible electronic sensor, Anti-allergic, can be worn on the skin continuously for a week without discomfort, as it is light and thin to the degree that the users do not feel that they are wearing it.

It is like tattoo or electric skin, of golden color and expandable, used to monitor dynamic signals and capable of identifying touch, temperature and pressure. It is designed by scientists in the form of a network of lightweight and thin nanometers that can record data through human skin.

Wearable electronics that monitor heart rate and other vital health signals have made progress in recent years, with the next generation of tools that use lightweight and highly flexible materials hanged directly to the skin for subtler accurate measurements. However, skin tests have shown that there are expandable substances such as plastics and other substances prevent sweat and airflow around the skin, causing irritation and inflammation, which eventually can lead to permanent physiological effects.

Professor Takao Someya of Graduate School of Engineering, University of Tokyo, whose researches



have previously developed said, “We have learned that devices that can be worn for a week or more for continuous monitoring are essential for practical use in medical and sports applications on the skin, and measures oxygen in the blood”.

In the current research, the group developed an electrode created from Nano networks containing water soluble polymer, polyvinyl alcohol, and a golden layer - materials considered to be biologically safe and compatible with the body, in which twenty participants wore the new sensor on their skin for a week without problems or itching or discomfort.

Bahrain: Completion of oil pipeline to Saudi Arabia in 2018

Bahraini Oil Minister Sheikh Mohammed bin Khalifa Al-Khalifa said that a new oil pipeline with a capacity of 350,000 barrels per day (bpd) will be completed to Saudi Arabia next year to serve the planned expansion of the capacity of a Bahraini refinery while a gas pipeline is being studied.

Sheikh Mohammed said that Bahrain is in the final stages of negotiations with a company that offered an offer that would have the priority to expand its only oil refinery in which the contract is expected to be awarded before the end of the year. Bahrain is also building its first Liquefied Natural Gas (LNG) plant, which will allow it to import LNG for the local use. Sheikh Mohammed said that Saudi Aramco was likely to use the plant as part of a wider plan to link the Gulf countries with gas pipeline.

France plans to end oil and gas production by 2040

France plans to pass legislation this year to phase out all oil and gas exploration and production on its mainland and overseas territories by 2040, becoming the first country to do so, according to a draft bill has been already presented.

France wants to make its carbon neutral by 2050 and plans to curb greenhouse gas emissions by leaving fossil fuels, blamed for contributing to global warming, in the ground.

Under the draft, France will no longer issue exploration permits. The extension of current concessions will be gradually limited until they are phased out by 2040 - when France plans to end the sale of gasoline and diesel vehicles.

The decision is, however, largely symbolic because France produces only about 6 million barrels of oil and gas a year, representing about 1 % of its consumption, so it will continue to import and refine oil to meet the rest of its needs. The law could affect companies such as France's Total, which although it has discontinued oil exploration in mainland France, has permits to explore in overseas territories.

Aramco plans to buy and sell non-Saudi oil

Aramco CEO Ibrahim Al Buainain said the company plans to expand its business through the sale and purchase of non-Saudi oil.

Bloomberg news agency reported that Al-Buainain said that the company is working to bring together the Department of Crude Oil Marketing and the Department of Refined Products Trade under one management.

He added that the new expanded administration would trade in crude oil that is not returned to the company, which will help Aramco to provide more efficient refineries and generate more profits.

He said the company would open an office in Singapore to trade in local products and oil, as well as its intention to expand its office in London to better serve the North European market.

