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Domestic workers below 21, above 60 forbidden from working

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With this issue..

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## Restructuring labor force for New Kuwait 2035

Staff Report

Faced in recent years by a growing youth population and unprecedented fiscal constraints, the government is increasingly growing aware that restructuring the national workforce is critical to growth and sustainability of the economy in the years ahead.

A new study finds that implementing effective labor reforms on their own can bring about significant fiscal savings and other benefits to the government, while also developing a labor force more adapted to the needs of a 21st-century marketplace in an increasingly competitive global arena.

The study, titled 'Increasing Private Sector Employment of Nationals in the GCC; Labour Policy Options to the Rescue', was compiled by Tri International Consulting Group (TICG) – a tri-party joint venture formed by



Kuwait Investment Authority, the first sovereign wealth fund in the world, Kuwait Fund for Arabic Economic Development, the first Arab international development institution and Oliver Wyman, a global management consulting firm.

The report, which provides in-depth insight into the labor market challenges affecting the GCC economies, highlighted the

need for suitable policy measures that achieve a more balanced labor market for nationals across the public and private sectors. Combining short-term palliative measures alongside broader long-term labor reforms will bring substantial fiscal benefits for Kuwait, as well as other GCC states, said the report.

Continued on Page 8

### Universal Education's Moment of Truth



Gordon Brown

Former Prime Minister and Chancellor of the Exchequer of the United Kingdom, is United Nations Special Envoy for Global Education and Chair of the International Commission on Financing Global Education Opportunity.

For nearly seven decades of a tumultuous century, the Universal Declaration of Human Rights has served as a beacon of

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hope worldwide. But some of its finely crafted provisions have come back to haunt us in the form of some shocking new statistics.

Article 26 of the declaration states explicitly that, 'every child has the right to free primary education'. Yet, 69 years after that pledge, a record number of around 70 million children are caught in the crossfire of humanitarian emergencies that are denying them basic rights and placing their futures in jeopardy.

Continued on Page 6



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## Bhutanese Ambassador hosts reception on National Day

**A**mbassador of Bhutan to Kuwait H.E. Tshering Gyaltshen Penjor held a reception on the eve of the 110th Anniversary of his country's National Day on Sunday, 17 December at the Crowne Plaza Hotel.

Minister of Social Affairs and Labor, and Minister of State for Economic Affairs Hind Sabeeh Barrak Al-Sabeeh was the chief guest along with the former Prime Minister of Kuwait His Highness Sheikh Nasser Al-Mohammed Al-Ahmed Al-Jaber Al-Sabah. In attendance at the gathering were members of the diplomatic corps, Kuwaiti officials, Bhutanese nationals, special invitees and media personnel.

In his speech on the occasion, Ambassador Penjor pointed out the development efforts made by his country to further progress and to provide benefits to its citizens. He affirmed, "Bhutan remains steadfast in its pursuit of sustainable development that has been built on four inter-related pillars of our development philosophy of Gross National Happiness.



"The first pillar of balanced socio-economic development has ensured that economic growth is clean, green and equitable, and that all citizens are provided free healthcare, and free education. Meanwhile, the second pillar of preservation of culture has ensured that we do not lose our traditional values and spiritual heritage that are dear to us even as we embrace globalization in an interdependent world.

"Our third pillar of conservation of our environment has ensured that

a minimum of 60 percent of Bhutan's total land will be maintained under forest cover. As a result, we have not only pledged to remain carbon neutral but are in fact a carbon negative country, with our forests sequestering three times more greenhouse gasses than what we emit."

"The fourth pillar of good governance has ensured that government is transparent, accountable and decentralized. Under the initiative of His Majesty the Fourth King, Bhutan became a Democratic

Constitutional Monarchy with the adoption of the Constitution in 2008. Since then, under the guidance of His Majesty the King Jigme Khesar Namgyel Wangchuck, we have progressed steadily and are committed to build a democracy that is exemplary," said the ambassador.

The Bhutanese Ambassador also highlighted the close ties shared between Kuwait and his country, and added, "Visits between our two countries at the highest political levels and the excellent cooperation in the

bilateral as well as multilateral arena is a testimony to the special bond of goodwill and friendship that has been nurtured by our leaders and our governments over the years."

Mentioning the various contributions that Kuwait has initiated in his country, he noted, "The generous support of the Kuwait Fund, which commenced its operations in Bhutan in 1983, laid the foundations for many of our industries that continue to serve our economy on a sustainable basis. We also remember with deep appreciation the timely support by Kuwait towards the rehabilitation efforts for damages caused by natural disasters that struck Bhutan in 2009."

He concluded by saying, "It is an honor and privilege to serve as Ambassador of Bhutan to Kuwait and I look forward with confidence to further strengthening the enduring bonds of goodwill and friendship between our two countries and expanding the horizon of our development cooperation."




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His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah receives Ambassador of Turkey



His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah receives Ambassador of Macedonia



His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah receives Ambassador of France

## H.H. the Amir receives newly appointed ambassadors

His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah received at Bayan Palace on Tuesday, 19 December, the credentials of the newly appointed ambassadors of Turkey, France, Fiji, Macedonia, Angola, and Ireland to the State of Kuwait.

Minister of Amiri Diwan Affairs Sheikh Ali Jarrah Al-Sabah, Deputy Prime Minister and Minister of Foreign Affairs Sheikh

Sabah Khaled Al-Hamad Al-Sabah, head of His Highness the Amir's office Fahad Al-Fahad, Amiri Diwan Advisor Mohammad Abulhassan, head of Amiri Protocols Sheikh Khaled Al-Abdullah Al-Sabah Al-Nasser Al-Sabah, Assistant Foreign Minister for Protocols' Affairs Ambassador Dhari Al-Ajran, and head of the Amiri Guard Authority Brigadier Fahad Al-Zayed attended the reception.



His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah receives Ambassador of Fiji



His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah receives Ambassador of Angola

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## BSK's Annie is a winning success

The British School of Kuwait (BSK) has successfully completed a run of three highly entertaining performances of Annie, one of America's most beloved musicals. BSK played host to performances by the secondary pupils in a production directed by Miss Clíodhna McAleer with music direction by Miss Elizabeth Lomas.

Abandoned in an orphanage at birth, and cruelly mistreated by its owner, Miss Hannigan (Njood Alajmi), Annie (Aya Hussain) is rescued by lonely billionaire Oliver Warbucks (Antarip Kashyap). Leaving her best friend Molly (Salma El Koragaty) in the orphanage, Annie joins Warbucks and his personal secretary Grace



(Naomi Pereira) at his mansion. After befriending Annie, Warbucks offers \$50,000 in reward money to help locate Annie's real parents and this is an opportunity for Miss Hannigan's brother Rooster (Rafik Akhras) and his wife Lilly (Wasmiya Ashour) to

attempt to swindle Warbucks out of the reward money. Strong performances were in abundance, with students growing into their characters and bringing the play to life, ensuring that the audience was captivated and that Annie was an overwhelming success.

## ICSK student Mohammed Mishal wins 'Dr. APJ Abdul Kalam Pearl of Kuwait 2017' Award

Mohammed Mishal of Class XII of the Indian Community School Kuwait - Senior (ICSK), has won the most prodigious and most coveted 'Dr. APJ Abdul Kalam Pearl of Kuwait 2017' award.

Thanima in collaboration with Asianet hosted this prestigious competition, which is an arduous quest to find the academic celebrity in Kuwait. This contest was to find and honour the most outstanding student who can be a role-model to the +70,000 strong Indian School students in Kuwait.



Twenty-one students, one each from every Indian School in Kuwait were nominated as the 'Pearl of the School' for this fierce competition. Pearls of different Indian schools competed against each other to bag the most prestigious 'Dr. APJ Abdul Kalam Pearl of Kuwait 2017' title.

The Management, staff and students of ICSK Senior congratulate Mohammed

Mishal for his astounding achievement and wish this child prodigy success in all his future endeavors.



# Extra fees on expats to remain, says health minister

The extra health fees on expatriates will remain intact; however, the process will be re-evaluated to avoid any negative outcomes, said Minister of Health Sheikh Dr. Basel Al-Sabah last week.



healthcare in Kuwait. All previous ministerial decrees will be revised and re-evaluated in coordination with senior officials at the ministry, said Sheikh Dr. Basel Al-Sabah.

The top priority is to improve health services at the ministry, affirmed the minister who hoped that he would be able to accomplish this goal during his tenure.

Speaking to the press at the ministry, Sheikh Dr. Basel Al-Sabah said that the ministry will look into all possible ventures that will contribute positively to the development of

## Maison Chaudun gourmet chocolaterie opens in Kuwait



Maison Chaudun, a luxurious chocolate artisan brand from Paris, launched their first flagship store in Kuwait at the ground floor of The View Mall, Salmiya on 15 December. The gathering included honorable guests from the French and Kenyan Embassy in addition to special invitees and well-wishers.

During the event, Michel Chaudun's gourmet concoctions of delicately hand-crafted chocolates imported from Paris were showcased to every chocolate enthusiast in attendance. A choice selection of different varieties of chocolates was served with drinks while a grand harpist played live music.

Maison Chaudun in Kuwait will

be the first chocolate boutique to serve hot and cold beverages to its customers. Gourmet chocolates paired with freshly aromatic Arabica coffee beans imported from Kenya make a refreshing combination. Maison Chaudun has stocked the most delectable hot cocoa and other exclusive savory coffees, which burst with flavor and tantalize the palate. The brand Maison Chaudun, which was made successful by Michel Chaudun for more than 30 years, made its first foray into the Gulf region with the opening of the Kuwait-based outlet. It will be the 4th store to be opened worldwide after two stores were launched in Tokyo.

## Bangladesh Embassy celebrates the 46th anniversary of country's Victory Day



The Embassy of Bangladesh in Kuwait observed the 46th Anniversary of the glorious Victory of Bangladesh at the Chancery.

To mark this auspicious day, Ambassador of Bangladesh to Kuwait H.E. S M Abul Kalam hoisted the National Flag in the presence of Embassy officials, officials of the Bangladesh Military Contingent (BMC), officials of Biman Bangladesh Airlines, members of the community and media representatives.

Leaders and members of the Bangladesh community and various socio-cultural organizations participated in a discussion, where they presented various facts about

the significance of the day, and also touched upon the history of the struggle for the self-emancipation of the Bangladeshi people. In his concluding speech, the Bangladesh Ambassador Kalam paid deepest homage and rich tributes to the Father of the Nation Bangabandhu Sheikh Muibur Rahman, three million martyrs, two hundred thousand women, and all the freedom fighters for their extraordinary contributions and great sacrifices during the Liberation War in 1971.

He also mentioned in his speech that the expatriate community should work together with utmost sincerity and integrity to improve the image of the country.

## Georgian pianist wows at concert

On the occasion of the 25th anniversary of the establishment of diplomatic relations between Georgia and Kuwait, the Embassy of Georgia in cooperation with the Kuwait National Council for Culture, Arts and Literature (NCCAL) hosted a classical piano concert featuring outstanding Georgian Pianist and UNESCO Artist for Peace, Elisso Bolkvadze.

The event, held at the Abdulhussain Abdulredha Theatre on 13 December, witnessed a large gathering of diplomats, the NCCAL Secretary General Ali Al-Youha, NCCAL's Assistant Secretary-General for Cultural Affairs Dr. Bader Al-Duwaish aside from members of the local and expat community. This concert in Kuwait proved to be another manifestation of the strengthening cultural ties between Kuwait and Georgia.

The Ambassador of Georgia to Kuwait H.E. Roland Beridze delivered the welcome address to the gathering. Elisso Bolkvadze amazed the audience with her brilliant performance where she played masterpieces of some of the greatest classical composers: L.V. Beethoven - Sonate N17 "Tempest"; F. Chopin - Andante Spianato et Grande Polonaise brillante, op.22; F. Schubert - Impromptu, D 899, op.90, No. 2 and S. Prokofiev - Sonate pour piano No. 2, op.17, ré mineur.

In recognition of her awards from many international



piano world competitions, Elisso Bolkvadze was awarded 'The Medal of Georgian Government' - one of the most prestigious national honors. For her outstanding contribution to the development of culture and personal commitment to cultural exchanges between France and Georgia, Elisso Bolkvadze received the distinction of Chevalier des Arts et Lettres by French Republic in October 2015.

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# Domestic workers below 21, above 60 forbidden from working

Head of Domestic Sector at the General Residency Affairs Department Muhammad Al-Ajmi disclosed the total number of registered domestic workers in the country is currently 669,000, pointing to one domestic worker per two citizens.

He disclosed this at a symposium on 'The role of Kuwait in fighting human trafficking' and added the sector received 2,068 complaints of which 363 were filed by laborers, 1,642 by employers, and 81 by domestic offices.

He pointed out that the sector managed to resolve most of the complaints filed by all three categories, and recovered KD 461,910,000 from the domestic offices for employers, while



salaries worth KD 192,177,500 have since been paid to deserving domestic workers.

He noted issues that are difficult to resolve are normally referred to the relevant court, and 355 files are currently in the hand of the competent court.

He reiterated the directorate is keen on communicating with the embassies in order to solve problems in this regard. He explained a team from the directorate follows up the issues of domestic workers and communicates with them on

social media to ensure their rights are protected, and in case they call to report crimes or violations, the issue is investigated carefully before legal action is taken against the employer or domestic office.

Al-Ajmi stressed that Kuwait is among the first countries to confront human trafficking by enforcing relevant laws, including law no. 91/2013 that stipulates tough penalties against those involved in such crimes.

He reiterated domestic workers come to Kuwait on contracts that guarantee their right to receive salaries amid suitable working hours and paid overtime etc. He indicated Kuwaiti laws prohibit hiring domestic workers, who are below 21 years old or above 60 years old.



## Pakistan School organizes fun fair

Pakistan School Mangaf held a fun fair with the support of the school management, principle and staff at its premises on 22 December. The family entertainment event witnessed the attendance of a large gathering of Pakistani prominent personalities, Pakistani School Principals alongside Community Heads as well as many families.



## Universal Education's Moment of Truth

Continued from Page 1

Of these, more than 31 million girls and boys are displaced from their homes, and 11 million have been forced to flee their countries. Compared to other children, young people displaced by conflict and crisis are half as likely to attend school. Not surprisingly, they are also the most likely victims of child labor, child marriage, and child trafficking — an unholy trinity that should weigh more heavily on the world's conscience than it does. Of the 70 million children in peril, two in five have personally experienced violence or abuse. And although many of these children will likely never enter a classroom, school is precisely where they want, and need, to be.

The total number of children ensnared in emergencies — a figure that has grown by five million in just a few short years, and today outnumbers the population of France — will only worsen in 2018 if we fail to act decisively.

Global humanitarian response plans for the coming year, coordinated under the leadership of Mark Lowcock and the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), will now place greater emphasis on displaced children's educational needs, with particular support for girls at risk of being forced into marriage. But, despite the courageous efforts of aid agencies, conditions may still deteriorate before they improve. In Bangladesh, for example, more than 300,000 child refugees have been forced out of their homes, as a consequence of sectarian violence in neighboring Myanmar. And while most refugees there have received food assistance, health care, and emergency shelter, only one in ten, or around 30,000 children, are currently attending school, because only 5 percent of the humanitarian aid needed to educate Myanmar's refugee children has been met.

While it is a remarkable achievement that one million Syrian children are now enrolled in formal or non-formal education programs in the region, including many in schools running on double shifts, one million more refugee children from that conflict are still awaiting their opportunity. Another 1.7 million children are out of school within Syria itself.

There can be no excuses for our failure to provide an education to children in the 19 global crisis zones that have suffered emergencies for five years or more, especially in the Democratic Republic of the Congo (DRC), Sudan, and Somalia — where crises have persisted for over 20 years. In the DRC, for example, even after all this time we reach only 8 percent of the 760,000 children. Only \$230 per year per person is available for basic needs such as water, food, and shelter, and less than \$10 per child goes toward education.

This year must be education's moment — a window of opportunity opened by a new consensus that education is critical to achieving the UN Sustainable Development Goals, including reducing maternal and infant mortality rates, spurring job creation, improving quality of life, and opening our minds to issues of gender equality. But, most important, this is education's moment because the world's young people are demanding it.

When a girl holds a book up to an insurgent's gun in Pakistan, when teenage mothers exiled from South Sudan in neighboring Uganda make education for their children their top priority, and when lights seen from space might include clusters of children huddled by candlelight trying to read and study, we know that education's moment has come. Education provides hope — hope that a child can plan and prepare for a future defined by opportunity, not by child labor, marriage, or a life on the streets.

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# GTD summons motorists over traffic violations

The General Traffic Department (GTD) has begun summoning motorists who have committed major traffic offenses, fulfilling the decision by the Ministry of Interior to impound vehicles, temporarily confiscate licenses and punish expatriates with a block on all their driver-related transactions if they break traffic rules.

The summoning of the motorists with major traffic offenses is aimed at impounding their vehicles in accordance with the traffic Law No.

207 which allows the department to impound vehicles belonging major traffic offenders for a period of two months.

The source explained in his statement that the General Traffic Department has appointed 14 officers to call motorists with major indirect traffic offenses such as speeding, crossing red traffic signals and reckless driving and demand they surrender their vehicles for a two-month confiscation as per the traffic law.

He affirmed that those who fail to surrender



their vehicles will find a 'lock' on all their transactions in the traffic department.

The source said, "Impounding of vehicles on grounds of the earlier mentioned traffic offenses is aimed at curbing traffic accidents and ensuring traffic discipline on the roads as well as deterring reckless drivers who exceed the speed limits". He revealed about one of the traffic offenders who drove his vehicle at a speed of 300 km/h, which is a very serious traffic violation.

## Badr Al Samaa wins 'Oman's Most Trusted Brand' award in Hospital category



**B**adr Al Samaa, the leading private hospital group in Oman, has been voted by the general public as 'Oman's Most Trusted Brand' in the Hospitals and Polyclinics category for 2017 for the second time.

The award was received by directors Abdul Latheef, P A Mohammed and V T Vinod at a function held under H.H. Sayyid Tarik bin Shabib bin Taimur and H.E. Dr. Ali bin Masoud bin Al Sunaidi, Minister of Commerce and Industry.



## LuLu Hypermarket rewards winners of 'Live For Free' promotion

**L**uLu Hypermarket, the largest and most popular retail chain in the region, organized a prize distribution ceremony on Thursday, 21 December at its Al Rai outlet. During the ceremony, gift vouchers were handed over to winners of the recent 'Live For Free' promotion. The event was held in the presence of top LuLu management, special guests and a large crowd of well-wishers.

During the 11-day 'Live For Free' promotional

campaign, which was held from 29 November to 9 December at all LuLu outlets, raffle coupons were handed out to shoppers for every purchase of KD 5 worth of goods.

Following a raffle draw for 25 winners, the first prize winner was awarded the bumper prize of KD600 worth gift vouchers, while 24 other winners each received gift vouchers worth KD200 each.

## SIMS showcases the best athletes at sporting event



**S**almiya Indian Model School (SIMS) hosted its second Annual Sports Meet on 15 December, a day filled with fervour and excitement.

The chief guest for the day was Shri. Raj Gopal Singh - Charge d' Affairs, Embassy of

Mishra, Ahmed Dashti - PRO, SIMS ; Mohammed Haseeb Ur Rab - Chief Project Engineer, Paradigm Pioneer Group; SIMS Director - Dr. Anis Ahmed; Principal - Mrs. Elizabeth Joseph; Vice Principal -Anita Sadanand; Senior Coordinator -

Gym Beats by the tiny tots of Kindergarten, the Pom-Pom drill by Class 1, Zumba by Class 2, the Mass Drill by Class 3, the Bamboo Drill by Class 4 and the Saree drill by Classes 5 to 8, left the spectators mesmerized with colourful costumes, foot-tapping music and intense formations. The displays made way for the highly awaited athletic events where competitiveness among the students was evident. There were even fun races conducted for the parents and staff.

The Sapphire House was adjudged Best Marching Contingent and, in second place was the Topaz House followed by the Emerald House in third place. The event was a resounding success - a day filled with sportsmanship, enthusiasm and memories to cherish.



India in Kuwait; while the guest of Honour was Aijaz Sarfaraz - CEO, Sahara Air Conditioning. Other guests who graced the occasion included - Major Satish

Mirza Javed and parents.

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## Exhibition showcases best of Uzbekistan culture

The Embassy of Uzbekistan in association with the National Council for Culture, Arts and Letters (NCCAL) launched the three-day Uzbekistan cultural exhibition at the Ahmed Al Adwani Art Gallery in Abdullah Al-Salem on Sunday, 17 December. The event was inaugurated by Uzbekistan's Minister of Culture and Sports in the presence of NCCAL Secretary General Ali Al-Youha, the Ambassador of Uzbekistan to Kuwait H.E. Dr. Bakhromjon Alov, diplomats, Kuwaiti officials and special invitees.

columnist and academician, Dr. Haila Al Mekaimi pointed out the since the advent of Islam in the 7th-century, cities in Uzbekistan were the centers of scholarship in religious and natural sciences. The country was also the birthplace of several prominent religious scholars who played a significant role in development of hadiths and Quranic sciences. "Uzbekistan and surrounding regions helped the development of scientific and religious sciences in an environment of intercultural tolerance," she added.

The exhibition showcased the vivid imagination of Uzbekistan artists through textiles, handicrafts and other accessories. On display were a variety of traditional and contemporary artworks such as miniature paintings, wall-hangings, special ornamental boxes and decorative plates adorned with motifs and décor.

An Arabic calligraphy workshop was another highlight of the event.

As part of the program, other fascinating activities that took place were the symposium on 'Pluralism and Tolerance: Uzbekistan as a Model' organized at the Kuwait University with special invitees included the Vice president of Tashkent Islamic University Dr. Ibrahim Osmanov, Advisor to the Department of Muslims of Uzbekistan Abdulhamid Tursunov, and Assistant Dean of the Faculty of Arts- Kuwait University Dr. Abdulhadi Al Ajmi, as well as the Head of Department Dr. Sheikha Al Jassim.



In his speech on the occasion Ambassador Alov pointed out that this is the first-ever 'Uzbek Week' in Kuwait and added, "It is with great satisfaction that we launch this initiative this year when Kuwait is the capital of the Islamic culture, and thanks to the vision of His Highness the Amir, great importance is being given to the development of cultural relations." He noted that the event aims to bring Uzbek culture to Kuwait and thereby help enhance the excellent relations between Uzbekistan and Kuwait.

For her part, popular newspaper



### Uzbekistan music and dance on display during cultural days

The three-day Uzbekistan Cultural Days event that was held from 17 - 19 December included several programs designed to offer people in Kuwait with an introduction to the amazing culture, art and history of Uzbekistan.

A highlight of the Uzbekistan Cultural Days was an Uzbek musical concert held on 18 and 19 December at the Abdulhussain Abdulredha Theatre in Salmiya. The concert featured performances by talented artists, singers and musicians from various artistic collectives of Uzbekistan. The women adorned in



flamboyant costumes danced to traditional songs sung melodiously by singers backed by musicians on traditional Uzbek instruments. Through several vibrant and

colorful performances of dance and music the Uzbek artists were able to brilliantly demonstrate and exquisitely convey the art and cultural traditions of Uzbekistan.



# Restructuring labor force for New Kuwait 2035

Continued from Page 1

The study suggests several measures that governments can pursue, including increasing attractiveness of private sector to young nationals; enhancing employability of youth in the GCC; and promoting key skills that a young national labor force will need to have in order to improve their competitiveness in the marketplace.

The report found that in Kuwait, around 23,000 nationals enter the labor force every year. Historically, over 80 percent of them have chosen to enter the public sector, favoring the job security it provides, as well as other benefits, including higher salaries from entry-level, lower working hours, less demanding job environment and several other perks.

To reduce the pressure exerted on government finances by a large public sector workforce, there needs to be a concerted effort to transition Kuwaiti nationals towards the private sector. According to the report, this transition into the private sector will not only reduce the burden of public wage bill to the budget, but also provide the government with more leeway to reform its economy towards greater sector diversification.

"Labor market reform is now a key pillar in Kuwait's Economic and Financial Sustainability Plan, and we see ample opportunities for Kuwaiti nationals to shift into the private sector through short-term initiatives by the government," said the report's co-author Jeff Youssef, General Manager at TICG and Partner, Oliver Wyman Middle East.

"Sustaining high levels of human capital productivity and a flexible and dynamic labor market, which can adapt to technological change, is fundamental for global economic integration among Kuwaiti nationals. This requires an extensive and far-reaching reform plan across the labor market, the economy, and the education system," added Mr. Youssef.

Authorities in Kuwait are aware of the importance of introducing needed labor reforms and of its integrality to Kuwait's development strategy, New Kuwait 2035. The strategy, which was launched in January 2017, acknowledges that the country's already bloated public sector cannot continue to absorb the annual influx of young nationals, and that the private sector will be critical to providing suitable employment and a rewarding career to youth in the long run.

Currently, around 85 percent of Kuwaitis

in the labor force are employed in the public sector with only 15 percent joining the private sector. Latest data from the Public Authority for Civil Information (PACI) show that at the end of 2016, out of a total workforce of 445,480 in the public sector, 317,169 (71%) were Kuwaitis and 128,311 (29%) were expatriates. Meanwhile, in the private sector, Kuwaitis accounted for only 57,956 (4%) of total employees while the number of expatriate employees stood at 1,421,263 (96%).

This severely lopsided nature of employment among nationals in the public and private sector is increasingly becoming unsustainable. In its recent report, the International Monetary Fund (IMF) noted that less than 25 percent of Kuwaitis entering the workforce in the future will be able to find government jobs.

Reiterating this view, the World Bank, which is collaborating with the Ministry of Education in Kuwait to enhance the country's educational sector, has urged authorities to increase the pace of improving school curricula and teaching modalities, so as to ensure Kuwaiti youth remain competitive in a fast-paced global economy.

The government has in recent years been

encouraging the private sector to increase job opportunities for national manpower, and has also been providing training opportunities for young Kuwaitis to gain requisite skills needed to make them employable by private firms. State funding is also being used to create an ecosystem that supports entrepreneurship and facilitates the growth and development of startups. In 2013, the government established the National Fund for Small and Medium Enterprise Development (NFSMED) with a capital of KD2 billion to finance up to 80 percent of capital requirements of enterprise projects submitted by Kuwaiti nationals, subject to a maximum of KD500,000 per project. In a further bid to encourage entrepreneurship among youth, the Manpower and Government Restructuring Program also agreed in October 2016 to pay salaries equivalent to similar public sector posts to all Kuwaiti entrepreneurs setting up small and medium enterprises through the NFSMED.

While it is hoped that measures adopted by the government will encourage a young cadre of nationals to start their own business, even more important to the success of New Kuwait 2035 will be reshaping attitudes among young Kuwaitis to employment in the private sector.

# Corporate governance to help build MSME resilience

The micro, small and medium enterprises (MSME) community, which employs more than 17 million people in the GCC region, plays a crucial role in building the regional economy. The sector is projected to grow in the region by 156 percent over the next five years, representing a value of more than US\$920 billion. With an increasing number of entrepreneurs taking the plunge and launching new ventures, the MSME sector certainly appears poised to continue its upward trend.

However, various industry reports have shown that only 30 percent of these enterprises are equipped to transition to the next stage of their growth, with the majority of such enterprises facing challenges to remaining resilient in the long-run.

From absence of cash and funding, to difficulties in attracting and retaining talent, MSMEs face challenges that more often than not limit their capabilities and thwart their efforts in building capacity.

While these issues do not have



a one-size-fits-all solution, one common thread that appears to be integral to the success of all MSMEs is implementing strong corporate governance practices. Corporate governance serves as a vital tool in helping companies improve their readiness, resilience and reliability and also plays an important role when MSME's want to expand geographical footprint, raise capital, and attract and retain talent.

Today, corporate governance is viewed as an essential building block of reputable companies and stable economies. It is considered crucial to achieving new benchmarks of competitive advantage and long-term profitability, which eventually leads

to resilience and credibility. In Kuwait, the concept of corporate governance gained momentum following the global financial crisis of 2008 and the resulting economic downturn. Major steps were taken to reform, integrate and codify governance practices across Kuwaiti businesses. Unfortunately, the same cannot be said about the MSME community, mainly due to its management structure and financial constraints that frequently prevent the implementation of a robust governance matrix.

However, MSMEs need to apply good governance practices not only to boost their reputation and agility, but more importantly, to secure trust and access to capital that can ensure



Carla Koffel, executive director of the Pearl Initiative

the continuity of the business.

With securing capital and private equity emerging as top concerns for many MSMEs in the region, good corporate practices empower these enterprises with the much-needed legitimacy and reputation to step up their chances of securing funds.

While governance is not a one-step process, the sooner MSMEs begin

to adopt good corporate practices, the faster they can hope to reap its benefits. There may be no easy fix for the challenges facing MSMEs, but adopting good corporate practices are a way to directly drive positive change that can boost an organisation's competitiveness and make it more attractive to investors, lenders and the right talent.

## Ethiopian Voted 2017 Middle East and Africa Airline of the Year



Ethiopian Airlines Group, the largest airline group in Africa, is pleased to announce that it has been recognized as Middle East and Africa Airline of the Year 2017 by Airline Economics, the largest aviation finance and leasing print publication in the world, at a Gala Dinner held in Dubai on 3 October.

Winners in the Middle East & Africa Aviation 100 Awards Category have been chosen among the airlines in the Middle East and Africa through customer

survey conducted by Airline Economics Magazine. Ethiopian outperformed major airlines in the Middle East and Africa to win this prestigious award.

Group CEO Ethiopian Airlines, Tewolde GebreMariam, remarked; "It is a tremendous honour to be recognized as Airline of the Year and to stand out from among the major Middle East and African carriers thru a vote of the readers of one of the most renowned aviation magazines, Airline Economics."

## Recruitment of Vietnamese labor to Kuwait discussed at seminar

The Embassy of the Socialist Republic of Viet Nam in association with the Kuwaiti Chamber of Commerce and Industry (KCCI) held a seminar on the topic 'Manpower Cooperation between Vietnam and Kuwait in Construction Sector and Beyond' on 20 December at Al-Boom hall, KCCI.

The seminar was also an opportunity for representatives from Kuwait-based companies and contractors in the construction sector to meet with a delegation from state and privately owned manpower companies visiting from Viet Nam.

The aim of the meeting was to explore possibilities for the visiting manpower companies to present Vietnamese workers, who are highly-qualified and skilled, to meet the demands for skilled foreign workers in Kuwait for its ongoing and future projects.



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EXCLUSIVE to THE TIMES KUWAIT

# Meaty Side of Climate Change



**Shefali Sharma**

Director of Agricultural Commodities and Globalization at the Institute for Agriculture and Trade Policy

Last year, three of the world's largest meat companies — JBS, Cargill, and Tyson Foods — emitted more greenhouse gases than France, and nearly as much as some big oil companies. And yet, while energy giants like Exxon and Shell have drawn fire for their role in fueling climate change, the corporate meat and dairy industries have largely avoided scrutiny. If we are to avert environmental disaster, this double standard must change.

To bring attention to this issue, the Institute for Agriculture and Trade Policy, GRAIN, and Germany's Heinrich Böll Foundation recently teamed up to study the 'supersized climate footprint' of the global livestock trade. What we found was shocking. In 2016, the world's 20 largest meat and dairy companies emitted more greenhouse gases than Germany. If these companies were a country, they would be the world's seventh-largest emitter.

Obviously, mitigating climate change will require tackling emissions from the meat and dairy industries. The question is how.

Around the world, meat and dairy companies have become politically powerful entities. The recent corruption-related arrests of two JBS executives, the brothers Joesley and Wesley Batista, pulled back the curtain on corruption in the industry. JBS is the largest meat processor in the world, earning nearly \$20 billion more in 2016 than its closest rival, Tyson Foods. But JBS achieved its position with assistance from the Brazilian Development Bank, and apparently, by bribing more than 1,800 politicians. It is no wonder, then, that greenhouse-gas emissions are low on the company's list of priorities. In 2016, JBS, Tyson and Cargill emitted 484 million tons of climate-changing gases, 46 million tons more than BP, the British energy giant.

Meat and dairy industry insiders push hard for pro-production policies, often at the expense of environmental and public health. From seeking to block reductions in nitrous oxide and methane emissions, to circumventing obligations to reduce air, water, and soil pollution, they have managed to increase profits while dumping pollution costs on the public.

One consequence, among many, is that



livestock production now accounts for nearly 15 percent of global greenhouse-gas emissions. That is a bigger share than the world's entire transportation sector. Moreover, much of the growth in meat and dairy production in the coming decades is expected to come from the industrial model. If this growth conforms to the pace projected by the UN Food and Agriculture Organization, our ability to keep temperatures from rising to apocalyptic levels will be severely undermined.

At the United Nations Climate Change Conference (COP23) in Bonn, Germany, last month, several UN agencies were directed, for the first time ever, to cooperate on issues related to agriculture, including livestock management. This move is welcome for many reasons, but especially because it will begin to expose the conflicts of interest that are endemic in the global agribusiness trade.

To skirt climate responsibility, the meat and dairy industries have long argued that expanding production is necessary for food security. Corporate firms, they insist, can produce meat or milk more efficiently than a pastoralist in the Horn of Africa or a small-scale producer in India.

Unfortunately, current climate policies do not refute this narrative, and some even encourage increased production and intensification. Rather

than setting targets for the reduction of total industry-related emissions, many current policies create incentives for firms to squeeze more milk from each dairy cow and bring beef cattle to slaughter faster. This necessitates equating animals to machinery that can be tweaked to produce more with less through

addressing the issue by financing programs that support mega-dairies, rather than small, sustainable operators. Such 'solutions' have only worsened the industry's already-poor record on worker and animal welfare, and exacerbated adverse environmental and health-related effects.

Solutions do exist. For starters, governments could redirect public money from factory farming and large-scale agribusiness to smaller, ecologically focused family farms. Governments could also use procurement policies to help build markets for local products and encourage cleaner, more vibrant farm economies.

Many cities around the world are already basing their energy choices on a desire to tackle climate change. Similar criteria could shape municipalities' food policies, too. For example, higher investment in farm-to-hospital and farm-to-school programs would ensure healthier diets for residents, strengthen local economies, and reduce the climate impact of the meat and dairy industries.

Dairy and meat giants have operated with climate impunity for far too long. If we are to halt global temperature spikes and avert an ecological crisis, consumers and governments must do more to create, support, and strengthen environmentally conscious producers. That would be good for our health, and for the health

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*In 2016, the world's 20 largest meat and dairy companies emitted more greenhouse gases than Germany. If these companies were a country, they would be the world's seventh-largest emitter.*

”

technological fixes, and ignoring all of this model's other negative effects.

California's experience is instructive. Pursuing one of the world's first efforts to regulate agricultural methane, the state government has set ambitious targets to reduce emissions in cattle processing. But California is currently

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EXCLUSIVE to THE TIMES KUWAIT

# Looking through Big Tobacco's smokescreen



**Tedros Adhanom Ghebreyesus and Tabaré Ramón Vázquez**

Tedros Adhanom Ghebreyesus, a former minister of foreign affairs of Ethiopia, is Director-General of the World Health Organization. Tabaré Ramón Vázquez is President of Uruguay.

**W**e all know how bad tobacco is, that it kills millions of people every year, and that it harms many more. We also know that tobacco companies have consistently lied about how much damage their products cause.

But now, even Big Tobacco has been forced to state the facts publicly. After losing a string of appeals following a 2006 US federal court ruling, four companies have been forced to reveal the truth behind years of deceptive marketing, by publishing advertisements containing "corrective statements" in US newspapers and on television. These public statements acknowledge that the companies — Philip Morris USA, RJ Reynolds Tobacco, Lorillard, and Altria — knew the damage their products cause but kept selling them anyway. And it is not just courts that are taking action against the tobacco industry. The recent decision by French bank BNP Paribas to stop financing and investing in tobacco companies, including producers, wholesalers, and traders, is just the latest sign that public health is finally being put ahead of commercial interests.

Still, we must not be lulled into believing that

these overdue confessions reflect an industry undergoing altruistic catharsis. They resulted from the combined pressure of the US justice system, tobacco-control advocates, and the sheer weight of evidence against the industry's misleading marketing of 'light' and 'mild' tobacco products. They should be regarded as a warning: The industry could not be trusted in the past, and it should not be trusted to do the right thing in the future.

Even today, the same tobacco companies are marketing new products that they claim are less harmful — like 'heat-not-burn' devices, which vaporize tobacco to produce a nicotine-containing aerosol — and funding front groups purporting to work for a smoke-free world. The world has witnessed similar tactics elsewhere, from Uruguay to Australia, where tobacco companies launch costly legal challenges against legitimate regulation of its deadly products. Despite such losses, it will no doubt continue looking for new ways to oppose tobacco restrictions.

To be sure, the court-ordered airing of "corrective statements" in American media does represent a victory for truth. It brings closure to an important US Justice Department lawsuit, filed in 1999 under the Racketeer Influenced and Corrupt Organizations Act, and then left partly unresolved, until October 2017, during a decade of appeals and legal wrangling following the 2006 decision. The statements detail the deadly health effects of smoking and second-hand smoke, including the fact that "low-tar and 'light' cigarettes are no less harmful than regular ones"; that smoking and nicotine are "highly addictive"; and that cigarettes are "intentionally" manipulated to "maximize the ingestion of nicotine."

Even cigarette manufacturers admit that their products contribute to 1,200 US deaths each day. Around the world, tobacco use kills more



than seven million people annually. Enough is enough; at this critical moment, we must not let the momentum slip. Governments and health organizations like ours are at war with the tobacco industry, and we will continue fighting until we beat Big Tobacco.

If national leaders, health ministers, and finance chiefs ever wondered how far they should go to regulate tobacco products, Big Tobacco's admissions, together with investors' second thoughts, have provided an answer: as far as necessary. Governments face a moral and legal imperative to use the strongest possible measures to protect their citizens from tobacco.

One way forward would be for more

governments to implement commitments enshrined in the World Health Organization's Framework Convention on Tobacco Control. The WHO FCTC provides guidelines on topics such as tobacco taxation, public awareness and education, and package warnings. These measures have helped save millions of lives in the last decade, not to mention hundreds of billions of dollars in health costs.

But more can be done, which is why we are calling on governments around the world to strengthen implementation of the WHO FCTC by accelerating action on the 'MPOWER' tobacco control policies — measures intended to strengthen country-level implementation of the WHO FCTC. Together, these frameworks represent the strongest defense countries have against the tobacco industry.

Moreover, governments should endorse the Protocol to Eliminate the Illicit Trade in Tobacco Products, which aims to prevent illicit trade, such as smuggling. While 33 countries and the European Union have signed the protocol, it needs the support of seven more governments before it can enter into force. And, finally, looking ahead to the UN's High-level Meeting on Non-communicable Diseases in 2018, government leaders must be prepared to demonstrate their commitment to protecting people from heart and lung disease, cancer, and diabetes, by supporting stronger tobacco controls.

With its recent admissions, Big Tobacco has been forced to reveal its true nature. However reluctantly, these companies have called on all of us to reject their products. We think it is time to take them up on the offer.

## KICKING BIG TOBACCO'S BUTT



**I**n September 1999, the US Justice Department filed a lawsuit against Big Tobacco under the Racketeer Influenced and Corrupt Organizations Act.

The defendants in the federal lawsuit were: Philip Morris USA Inc. and its parent company, Altria Group Inc.; R.J. Reynolds Tobacco Co.; Brown & Williamson Tobacco Co.; British American Tobacco Ltd.; Lorillard Tobacco Co.; Liggett Group Inc.; Counsel for Tobacco Research-USA.; and the now-defunct Tobacco Institute.

- On 17 August 2006, US District Court Judge Gladys Kessler ruled that the tobacco industry conspired for decades to deceive the public about the dangers of smoking and must make corrective statements on national media.
- Tobacco companies appealed the ruling.
- In May 2015, a US Court of Appeals rules against 'Big Tobacco' and upholds most of Judge Kessler's order on implementing corrective statements.
- On 5 October 2017, Judge Paul Friedman signs consent order containing implementation details for making the corrective statements through court-ordered television and newspaper advertisements.

- Delivering her landmark judgment, Judge Kessler wrote, "Defendants have marketed and sold their lethal produce with zeal, with deception, with a single-minded focus on their financial success, and without regard for the human tragedy or social costs that success exacted."
- Among the statements that the cigarette manufacturers were compelled to make starting on 26 November 2017 were:
- More people die every year from smoking than from murder, AIDS, suicide, drugs, car crashes, and alcohol, combined.
- Smoking also causes reduced fertility, low birth weight in newborns, and cancer of the cervix.
- Smoking is highly addictive. Nicotine is the addictive drug in tobacco.
- Altria, R.J. Reynolds Tobacco, Lorillard, and Philip Morris USA intentionally designed cigarettes to make them more addictive.
- When you smoke, the nicotine actually changes the brain — that's why quitting is so hard.
- All cigarettes cause cancer, lung disease, heart attacks, and premature death — lights, low tar, ultra lights, and naturals. There is no safe cigarette.
- Secondhand smoke causes lung cancer and coronary heart disease in adults who do not smoke.
- Children exposed to secondhand smoke are at an increased risk for sudden infant death syndrome (SIDS), acute respiratory infections, ear problems, severe asthma, and reduced lung function.
- There is no safe level of exposure to secondhand smoke.

However, these statements are only being published in the United States. In Southeast Asia and other parts of the world, the tobacco industry is aggressively and shamelessly fighting tobacco control efforts and prohibitions against marketing to children.

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# Climate policy failing on the ground



## ANC in South Africa elects new leader

**A**frican National Congress (ANC), South Africa's governing party since the end of apartheid, faced what was perhaps the most pivotal few days in its recent history when it met to choose a successor to Jacob Zuma as party leader.

In a tightly fought contest the ANC delegates finally elected deputy president Cyril Ramaphosa as its new leader. The former trade unionist and top businessman will replace embattled President Jacob Zuma as party leader. The ANC's electoral dominance means the party leader is likely to become South Africa's next president when President Zuma ends in 2019.

Ramaphosa polled 2440 votes as against 2261 received by his biggest rival, Nkosazana Dlamini-Zuma, a former African Union commission chairperson and ex-wife

of the outgoing president. But Zuma's presidency, tainted by corruption and scandal, has badly tarnished the 105-year-old ANC's image both at home and abroad and could lead to a split in the party once led by Nelson Mandela. Investors were also watching the election closely. The rand currency rose to a nine-month high of 12.5200 earlier, as the market priced in a Ramaphosa victory. Government bonds also closed firmer before announcement that Mr. Ramaphosa had won the race.

Economic growth in Africa's traditional powerhouse has been lethargic over the last six years and the jobless rate stands near record levels. Political instability, including the questions over who will replace Zuma, has been cited by credit rating agencies as a big factor behind their decision to cut South Africa to 'junk'.

**C**limate change has a huge impact on people's lives around the world. In Africa, the effect of climate change often manifests itself in the form of droughts or floods that wrack havoc on agriculture and fuel food shortages and social upheavals.

In Malawi, recent droughts are likely to result in around 1.5 million girls, some as young as 13, facing the possibility of an early marriage because their families cannot feed them. In East Africa, nearly 20 million people are at risk of dying from starvation, in part due to climate change-related drought. According to Famine Early Warning Systems Network, 76 million people across 45 countries will likely face food shortages and need food aid, partly due to issues connected to the changing climate. The problem is set to worsen in 2018.

At the recent United Nations Climate Change Conference (COP 23) stakeholders, including governments, non-governmental organizations, aid agencies, researchers and the UN Food and Agriculture Organization (FAO) shared agendas, initiatives and achievements aimed at mitigating climate change and its impacts. Among the initiatives recommended were scientifically proven climate smart agricultural practices, improved drought tolerant seed varieties, mobile apps that deliver timely weather and other climate related advisory services to farmers, and insurance schemes to help cover losses and damage that arise due to climate change, as well as the adoption of soil health building practices that enhance the ability of soils to sequester carbon.

Yet, while the impact of these initiatives has been recorded and documented, the situation keeps

worsening on the ground. There is clearly a disconnect between the lofty agendas that are being offered and what is clearly needed and available to farmers.

For starters, many of the farmers lack the resources needed to use and implement the solutions suggested, including land, financial capital and labor. Even among those who have the resources, there is often an absence of the knowledge and required skills to correctly implement these game-changing climate innovations and practices.



To overcome these challenges, stakeholders need to get down to the grass-root level and interact with the farmers for whom the solutions are being recommended. They need to find ways to ensure that farmers know about these novel solutions and, more importantly, know how to implement them effectively. There is clearly a need for capacity-building through training and demonstrations to help farmers implement the solutions.

One organization that is doing commendable service in this regard is Consultative Group for International

Agricultural Research (CGIAR), a global partnership that unites organizations engaged in research for a food-secured future. CGIAR has developed innovative outreach strategies to help accelerate the adoption of climate-smart agricultural technologies and practices to farmers in East Africa.

Through its Farms of the Future Approach, CGIAR links farmers to other farmers that are already experiencing climate change and are actively implementing climate smart technologies and practices. Such linkages create peer to peer learning.

In addition, farmers that learn about these practices from their peers are further expected to communicate and disseminate the climate smart practices to their peers. Indeed, peer-to-peer learning, also known as social learning, has proven to be an effective way to increase the adoption of new agricultural technologies. Such innovative approaches should be further developed and disseminated to other farming areas, while also providing farmers with incentives to encourage them in implementing these innovative climate change mitigating agendas.

## Renewable energy projects receive AfDB approval

**T**he African Development Bank (AfDB) has approved US\$324 million in loan support to two renewable energy projects in Morocco and Côte d'Ivoire as part of its 'New Deal on Energy for Africa'. The projects are expected to significantly increase power supplies and keep economic growth on track in the two countries involved.

commitment of \$265 million will help develop two solar power plants (NOORM I and NOORM II). The two projects with a cumulative capacity of 800MW is being built at a total cost of \$2.4 billion, under a public-private partnership (PPP). The solar plants will be connected to the national grid, and will guarantee electricity supplies to more than two million Moroccans,

with demand projected to grow by 8 to 9 percent annually. To meet rising domestic and regional demand, Côte d'Ivoire intends to significantly raise its generation capacity, including hydropower.

The approval of both projects underscores the bank's focus on renewable energy in Africa. This year alone the Bank's investments will contribute to 1.4 GW of additional generation capacity exclusively from renewable energy sources.

"These approvals demonstrate once again the bank's leadership on renewable energy in Africa and these projects will be essential to achieving the countries' Nationally Determined Contributions (NDCs) under the Paris Agreement. I believe this sends a strong message ahead of the One Planet Summit on Climate next week in Paris," said AfDB President Akinwumi Adesina.

The bank's energy agenda has continued to attract international support. In October, the bank's first 'Light Up and Power Africa' theme bond, which was issued and sold to Dai-ichi Life Insurance Company of Japan, supports the bank's ambition of bridging the continent's energy deficit.



In a continent where more than 600 million people do not have access to electricity, scaling up investments in energy is one of AfDB's top priority. The bank's New Deal on Energy for Africa is a partnership-driven effort with the aspirational goal of achieving universal access to energy in Africa by 2025.

For Morocco, the Bank's

or around 6 percent of the country's population, and significantly reduce CO2 emissions. The Côte d'Ivoire Singrobo-Ahouaty project involves the design, construction and operation of a 44MW hydropower plant on the Bandama River. The country's dynamic economy is exerting pressure on power supply,



## Ethiopian all-female crew pilots intra-Africa flight

**E**thiopian Airlines made history last week with an all-female crew for a trip within African. The Ethiopia national carrier announced that a special all-female piloted one of its flights to Nigeria on 16 December.

The entire team managing the flight comprised of women, from the pilots and cabin crew to in-flight ramp operations as well as flight dispatchers on the ground.

The December 16 flight from the capital Addis Ababa to Lagos, the commercial capital of Nigeria, shows us that if women get equal opportunities and work hard, they can achieve whatever they want in all fields including the aviation

industry, said Ethiopian Airlines.

The national airline of Ethiopia has a history in offering all-female flights. In late 2015, a similar crew flew passengers from Addis Ababa to the Thai capital, Bangkok, but this is the first time that an all-female crew piloted a flight between African cities.

Ethiopian Airlines is the first operator on the continent to take delivery of the Boeing 787-9 Dreamliner, currently flies to over 50 African cities in what is the largest network by a national carrier. Over its seven decades of operation, Ethiopian Airlines had become one of the continent's leading carriers in terms of efficiency and operational success.



# Higher earnings not linked to happiness



**P**eople who earn more money tend to experience more positive emotions focused on themselves, while people who earn less take greater pleasure in their relationships and ability to connect with others.

While higher income has many benefits, including improved health and life satisfaction, it was not associated with greater happiness, says a new research published by the American Psychological Association. Most people tend to think of money as some kind of unmitigated good, but our research suggests that this may not actually be the case. In many ways, money does not necessarily buy you happiness.

The researchers used a survey of a nationally representative sample of 1,519 people.

Participants were asked about their household income and answered a series of questions designed to measure their tendency to experience seven distinct emotions that are considered to make up the core of happiness: amusement, awe, compassion, contentment, enthusiasm, love and pride. For example, to measure compassion, participants rated their agreement with various statements, including, "Nurturing others gives me a warm feeling inside."

Participants at the higher end of the socioeconomic spectrum reported a greater tendency to experience emotions that focused on themselves, specifically, contentment and pride (as well as amusement). Individuals at the lower end of the income scale were more likely to experience emotions that focus on other people, namely compassion and love. Poorer individuals also reported experiencing more awe and beauty in the world around them. There

was no apparent difference for 'enthusiasm', according to the researchers.

The findings indicate that wealth is not unequivocally associated with happiness. Wealthier individuals may find greater positivity in their accomplishments, status and individual achievements, less wealthy individuals seem to find more positivity and happiness in their relationships, their ability to care for and connect with others.

The researchers believe these differences may stem from higher-income individuals' desire for independence and self-sufficiency, while the other-oriented emotions help lower-income individuals to form more interdependent bonds with others to help cope with their more threatening environments.

These findings suggest that lower-income individuals have devised ways to cope, to find meaning, joy and happiness in their lives despite their relatively less favorable financial circumstances.

## Digital pill that monitors patients

**T**he first drug designed to alert a doctor when a patient takes the medication has been approved by The United States Food and Drug Administration (FDA) for the first time approved a drug that



is designed to alert doctors when patients take their medication.

The drug, Abilify MyCite has an embedded sensor that sends a message to a wearable patch that the medication has been taken.

This allows the patient and doctor to track the medication's use via smartphone.

Abilify, first approved in 2012, has now been found applicable for treating diseases such as schizophrenia, manic depression and bipolar disorder. The FDA has warned that the drug should not be used to track 'real-time ingestion' as the detection period could vary and moreover there was no data so far to prove that Abilify MyCite improved patient compliance with taking medication on a prescribed schedule.

Abilify MyCite's approval was granted to Japan's Otsuka Pharmaceuticals while the sensor technology and patch will be made Proteus Digital Health, in California.

## Junk food, energy drinks pose risks to teens



**T**eens, who are at an age when later stages of brain development take place, are at severe risk if they consume too much of energy drinks and junk food, says a new study on the subject.

Researchers at Northern Kentucky University in the US, found that not only is the rise in energy drink consumption among teens alarming, but so are animal studies showing its effects on brain development. Findings from the study on adolescent and young adult mice exposed to high taurine levels (similar to that found in many energy drinks) indicated there were adverse effects on learning and memory. Another study that examined the impact of junk food — defined as 'highly palatable and rewarding,

but nutritionally poor' food — found it to be bad not only for waist lines but also for teen brains. "Key neurotransmitter systems in the brain responsible for inhibition and reward signaling are still developing during the teen years. Excessive consumption of junk food could negatively affect decision making, increase reward-seeking behavior and influence poor eating habits throughout adulthood," said the research team. One piece of good news is that exercise could help steer teens away from junk foods. The study found that regular exercises could prevent long-term effects of over indulgence in energy drinks and junk foods, but sadly, the majority of teens today are not exercising enough.



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## CUTE BANG STYLES



TO TRY

**W**hat can make a face softer but edgier at the same time? Bangs. The style can enhance any face shape provided you wear them the right way. Here are a few ideas with fringe benefits, along with tips from hairstylists on how to pull them off.

**Classic bangs:** Perhaps best known as Audrey Hepburn bangs, this cut falls mid-length with uneven, wispy ends. At the salon, request to have your hair cut with a little razor to help soften the edges. Oval faces are ideal for this style, but anyone can try it. If your hair is prone to cowlicks, start sleeping with a headband on to flatten your bangs out. In the morning, add volume back by applying a spritz of volumizing spray.

**Free-spirited fringe:** For more of a boho look, go for medium length bangs. It's slightly messy and that's the beauty of it. As the ends hit pretty close to eyes, trims may be needed on the regular, depending on how fast your hair grows. Aim to find a salon that offers complimentary or inexpensive bang trims. It will save you in the long run. To keep your hair looking like a cute mess instead of a hot one, dry hair 90 percent and apply a tiny dab of a styling paste to keep flyaways at bay.

**Curly bangs:** For all the ladies out there with naturally curly hair — whether that may be corkscrew, ringlets, spirals or gentle waves — know this: bangs can add a nice softness to your face and overall haircut. You can get this look by investing in a small barrel curling iron to define random pieces to keep your strands looking fresh.

**Statement-making bangs:** Bangs cut above the brows are strong, which is ideal for round or square faces. Flatironing these bangs once they're blown dry gives them edgy definition. To avoid having your bangs cut too short, ask your stylist to trim them gradually. A quarter of an inch too short may not matter when you're getting a haircut, but it makes a big difference with bangs. Ask your stylist to cut them longer at first and take them up in increments until you reach the perfect length.

**Lash-grazing:** Trimmed to the eyelashes and angled down slightly at the temples, this bang shape packs major attitude while adding mystery, and are the focus of the entire hairstyle. Dramatic as it is, the horizontal line softens any woman with a heart-shaped face. Since blunt fringe is heavy and adds width, it also flatters oval faces.

To maintain the look, blow-dry them with a round brush. Determine how smooth your hair gets when you blow-dry it before you cut anything. Ask your stylist to cut your bangs while they are dry (hair stretches when it's wet), so you'll know exactly how they'll fall.



**T**his season instead of wearing the same old jacket you always do, try investing in a cool sequin jacket. They are fun and festive, and are easy to dress both up and down. You can spice up your holiday dress at your next party with one, or if you're rocking some denim and a graphic tee, it can make your outfit feel more updated. Treat a sequin jacket like a blazer and wear it with everything. A good tip to try is to cuff the sleeves for a cool, personal touch.

Here are some dos and don'ts of wearing sequin jackets

**Pick your choice carefully:** It should go without saying, but sequins make a major statement and need to be used carefully. If you're going for a jacket covered in bling, opt for one that doesn't have an overly trendy silhouette. You can either stick with one color (black, gold, and silver are all classically gorgeous) or a small color family that adds a splash of color to your monotone style. Moreover, the jacket has to fit you perfectly.

**Upgrade casual outfits:** Pairing something uber-glam, like a sequined jacket, with something totally casual is a totally modern way to do sparkle. Stay true to your laid-back style with a black, sparkle-tastic blazer combined with a silky blouse, cuffed mom

**M**akeup pros have learnt the best techniques and a whole slew of tricks that make a huge difference in the way they apply makeup. Here are some tips the pros use to get flawless makeup.

**Warm up your foundation:** Don't apply your base straight from the tube onto your face. Always put foundation on the back of your hand first and allow the warmth of your skin to transfer to the foundation.

**Fake looking awake:** When applying concealer, always blend and buff any remaining product just past the edge of your eyes in an upward motion. This instantly mimics an uplifted, brightened effect around the eyes, making it look like you got eight hours of sleep.

**Maximize mascara:** Do more than just lengthen lashes, use your mascara wand to tightline your upper lids by pressing it down at the base of the lashes. It eliminates the liner step.

**Pass on powder:** Contrary to popular belief, it's not a staple for flawless makeup, you don't have to use it if you don't have to. Instead, use a light sweep of bronzer in all the same places powder would go. Since they are made from basically the same ingredients, they will both set and hold product in place. It's just that bronzer has pigment and a smaller amount of dusty particles.

**Think beyond lipstick:** If you are one of those who dislike lipstick, fake a simple nude lip with

## BRILLIANT SEQUIN JACKETS



jeans and white pumps for the perfect day-to-night transition outfit.

**Brighten your outfits with sequins:** Sequins with rock style pieces works so well too! Work a sequin jacket into your day look by teaming it with black leather pieces and accessories with gun metal hardware for that badass but feminine vibe. Other ways to make sequins cool is to go for the rock chic or a sports luxe vibe. For the sporty vibes, a pencil skirt, trainers and sequin bomber jackets make you chic. Meanwhile, sequin blazers over a hoody, denim and heels makes for a wicked sports luxe look. A silver, sequined blazer can do wonders for a navy skirt and black booties. This look is perfect for a holiday dinner with your friends. Be bold, and try a free slouchy sequin jacket with your casual wear.

**Make it the focal point of your outfit:** A sequin blazer can be such a statement piece, so you can play around with different



textures—like a crochet tank top—and consider wearing it with other bold colors or textured fabrics such as brocade, velvet, lace or silk.

**Remember that less can be more:** There is also really no need to overdo anything else if you are wearing sequins; let the jacket speak for itself. Keep the design of your get up very simple, and if at all possible, ditch all other accessories. Your dress will look sassy and brand new with the addition of a jacket with a light sequins, and a few sparkling accessories.

**Colorful sequined jacket:** Welcome a little more color in your life, with a bright sequin jacket to upgrade your outfit. Interested in appearing more festive, a metallic sequin bomber jacket in a similar color with your Christmas dress can introduce sparkle to your monochrome look.

**Try unexpected colors and styles:** Why not look for different and interesting colors to try this trend in? Sequins tend to look less over the top when they're not in gold or silver. For this festive season, check out sequins in unexpected colours and styles. For example, a cropped jacket is also a good option to spruce up your favorite outfit or a slouchy cardigan option can add a relaxed vibe to your trousers and blouse set.

## Makeup tricks



some unexpected products. You can use a taupe eyebrow pencil as lip liner, since the color is that perfect contour tone to define lips. Then, pair that with a rose-gold cream highlighter all over your lips. Just remember to wipe down the pencil and highlighter with a little hand sanitizer in between using them on your face and lips to avoid contamination.

Also, you can use a flesh-toned eyeliner to outline the lips along the Cupid's bow, this reduces the chance of feathering and makes lips appear fuller. Another trick is to apply concealer to the outer corners of your lips to give your lips a lift.

**Simplify the smoky eye:** This is the easiest technique for when you want a smoky eye, use one shadow and three different brushes to get a



different amount of product on different areas of the lid. Use a flat brush on the lid, a domed brush in the crease and outer corner, and a smudge brush along the upper and lower lash lines. The end result looks much more detailed and complicated than it actually is.

**Knock out dark circles:** Completely FYI, your undereye concealer is probably the wrong color. Go for a product that will color correct and cover raccoon eyes in one quick and easy step.

**Find the perfect two blush shades:** Apply two shades of blush for the perfect flush of youth. Pink, or anything in the red family should be placed on the apple of the cheek; it will give the effect of blood coming to the surface. Peach, coral, or anything in the orange family should be applied to the highest point of the cheekbone; that gives the effect of heat rising. Finish by bringing a matte bronzer to the skin where sun hits the face (forehead, cheekbone, bridge of nose, and chin).

# Apple accused of slowing older iPhones

Apple made changes to its iOS that deliberately scale down the performance of older iPhone models as their batteries degrade beyond a certain point, alleges Geekbench, the reputed smartphone performance testing company.

The company claimed that its analysis of the scores of iPhone 6s devices running iOS 10.2.1 as opposed to iOS 10.2 show that there are now multiple points where scores cluster, below the single average point that was previously observed, and is typical of multiple tests running on the same device.

This change, as a result of a seemingly minor software update, suggests that the Apple has knowingly reduced the performance of some

devices. The effect is even more pronounced with iOS 11.2. A similar analysis of iPhone 7 scores shows a typical concentration of scores at one level up until the release of iOS 11.2, when the same pattern of several clusters at lower levels emerges.

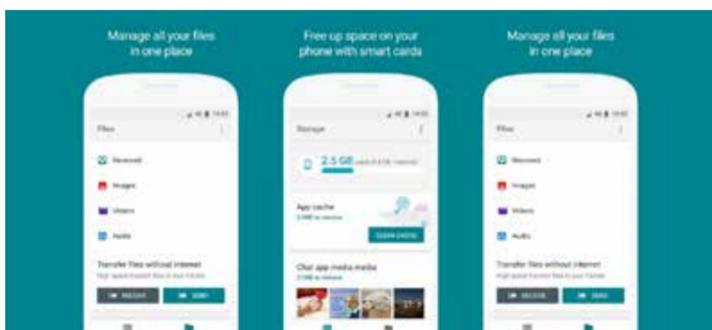
The investigation was sparked by a user who claimed that his iPhone 6s had been running frustratingly slow, and that the problem went away after a battery replacement. He or she ran Geekbench before and after the battery swap, and the scores increased drastically. The original battery had a wear level of only 20 percent. The original post suggested that Apple deliberately lowers performance as its batteries degrade in order to make iPhones last



just as long on each charge. Other users also reported seeing significantly lower performance with lower charge levels despite not having Low Power mode enabled. Geekbench's blog post

correlates the release of iOS 10.2.1 to instances of iPhones shutting down abruptly earlier this year, after which Apple offered a battery replacement program. If the problem was caused by batteries failing to deliver a certain voltage threshold, Apple could have attempted to reduce power draw with a software update. It is also possible that throttling was introduced to mitigate thermal problems with older batteries. However, as Geekbench points out, this would amount to a deliberate reduction of performance without notice to users, and would also seemingly confirm anecdotal stories that Apple and other manufacturers deliberately make older devices slower in order to compel people to upgrade frequently.

## New Google apps out this week



Since launching Google's Files Go globally a couple of weeks back, the search-giant has added several new apps during the last week.

**Files Go** is an app that helps Android users free up space, find files quickly, and share files offline with people close by at speeds of up to 125Mbps, without mobile data connection, provided both devices have the app installed.

And by using the company's mobile vision technology, the app can also suggest which files users should delete like unused apps, duplicate files, low resolution videos, and memes. Files Go is built for Go edition devices, but the app works with any Android devices running Android 5.0 Lollipop or higher. Google claims the average person could save around 1GB of space by using the app.

On another front, from last week, **Google Assistant**, which has been flexing a lot of new skills lately, will be available to use on even more devices, including Android tablets running Android 7.0 Nougat and Android 6.0 Marshmallow, as well as phones running Android 5.0 Lollipop.

Assistant for tablets will be rolling out over the next week to US users that have English set as

their language. Assistant for Android 5.0 Lollipop phones has already started to roll out to users with English set as their language in the US, UK, India, Australia, Canada, and Singapore.

Google also introduced last week an **unsubscribe option** in Gmail that appears in the form of a card at the top of your inbox. The card reminds you of email messages that you have not opened in the last month and presents a one-click button to easily unsubscribe.

The feature seems to only affect messages that Inbox has already labeled as 'promos', so there is no that you could accidentally unsubscribe from actual people in the Primary folder.

Meanwhile Google Maps is adding a helpful new feature for travelers and commuters who tend to daydream or lose track of time during their train, subway, or bus ride. The app will now send a push notification when you are approaching your stop. It is easy for mass transit travelers to doze off or get distracted and miss their intended stop. Now, they will get a notification that will make staying on the train or bus too long less likely, said a Google blog post.

## Demand overwhelms supply of engineers in AI

Around the world, tech giants regularly complain about the difficulty hiring AI engineers, and the demand has pushed salaries to absurd heights. Individuals with just a few years of experience can expect basic pay of between \$300,000 and \$500,000 a year, says The New York Times, while the very best will collect millions. It is estimated that there are only around 10,000 individuals with the requisite skills to spearhead serious AI projects.



A new report shows that the bottleneck is caused by a dearth in education. It estimates that 200,000 of the 300,000 active researchers are already employed in various industries (not just tech), while the remaining 100,000 are still studying. Attendance in machine learning and

AI courses has skyrocketed in recent years, as has enrollment in online courses, but there is obviously a lag as individuals complete their education.

Interestingly, as well as estimating the industry's shortfall in talent, the report also speculates about the global competition to develop and deploy it. Experts in the US warn that America is falling behind rivals like China in the so-called global AI race.

The report itself identifies the US, China, Japan, and UK as key players, with Israel and Canada also warranting mentions. Canada, it says, has strong educational background, which has attracted many big companies to launch research labs there, while the UK is best on the 'ethical and legal aspects' of AI, and Japan takes the lead in robotics.

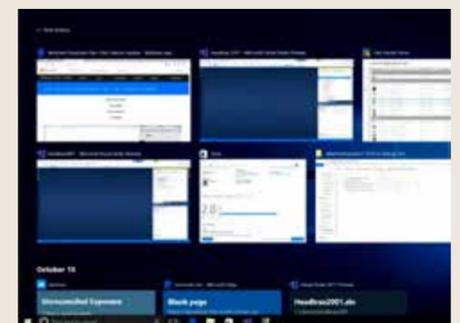
But the US, remains currently 'far ahead' in terms of global talent, with more universities teaching machine learning and related subjects than any other nation, and more AI startups. The report estimates that America is home to more than 1,000 of the world's total of 2,600, while China has nearly 600. The Chinese government has stated its policy ambition of becoming a world leader in AI by 2030 — a goal that many think is achievable.

## Microsoft begins testing Windows 10's Timeline

Last week, Microsoft released a big update to Windows 10 'Fast Ring' testers, complete with the Timeline feature and the new window tabs the company revealed last month.

Timeline allows Windows 10 machines to resume apps and activities across devices, enabling you to pick up where you left when switching between Windows 10 enabled computers, tablets or mobile devices. The feature is similar to the recent Tabs in Chrome or Continuity on Apple's iOS and macOS.

Alongside Timeline, Microsoft is also testing out Sets — its tabbed window feature that allows activities to be grouped into a single interface. It is very much like tabbed browsing but for every Windows 10 app. Only Universal Windows Apps will be supported initially, with this extending to Office and win32 apps next year. Cortana is also getting a new design in this latest build, with a new Organizer home. You can manage lists and reminders from this



interface, and access all the skills available in Cortana. Microsoft is also bringing its Fluent Design to Windows 10. The taskbar, action center, clock & calendar, and share UI have all been updated with subtle changes. Microsoft's new Windows 10 build includes a lot more changes, and the full list is available at the company's blog post.

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