

'Kuwaiti Shiites, Sunnis are one'

"During the brutal Iraqi invasion of my dear country, Kuwait, the national unity was manifested, praise be to God, in its most beautiful form," Adel Nayef Al-Mazal wrote for *Al-Anba* daily.

"The Kuwaiti society seemed coherent with all its sects, rallying around its legitimate leadership, rejecting the invasion and the invaders. Everyone Sunni and Shiite joined hands to confront the invaders, and they set the most wonderful examples of heroism and redemption, prioritizing Kuwait over hateful partisanship, and this behavior was not strange for Kuwaitis, for throughout their history they have not known divisions and did not know loyalty except to Kuwait and the Al-Sabah family, so what is new that happened now?"



Adel Al-Mazal

"However, such a behavior, was not strange for the Kuwaitis simply because they are always and throughout their history, had never known the differences and the divisions, let alone their loyalty was only for Kuwait and for the ruling Al-Sabah family, as such, we wonder, what it is the new thing which is happening at the moment? And about this sectarian fanaticism which depends on foreign powers?"

"Anyway, the thing which is known for us refers that the religion is for the Almighty Allah and Kuwait is for all, because it is Kuwait which is capable of comprehending all of us as Sunnis and Shiites in addition to all other sects, then one may wonder, what are these arrogances which we ironically see through the social media and mocking at the Persian dialect of some Kuwaiti men, and this is something not permissible, because our Holy Qur'an is one, and our Prophet Muhammad, Peace Be Upon Him is one, so why do we seek what divides us and neglect what unites us?"

"In this connection, we would point out here that Almighty Allah, his Prophet (PBUH) and his book unite all of us, hence the doctrinal differences represent issues that have no place in our daily life nor with our brotherly relationship with each other, particularly since we know that the Islam's view towards the prophets and the divine messages before it as well as the sayings of the prophets, but not that of the sects, where these sayings, are manifested in the sayings of the Prophet, Peace Be Upon Him, where he said 'My example and the example of the prophets who preceded me, is like a man who had built a house and completed it except for the place of a brick and I am the place of brick, as such I came and sealed the prophets'.

"Kuwait has not had this sectarian prejudice, whether it was Sunni or Shiite, since ancient times. With loyalty to other than Kuwait, it spreads its poison to gnaw at the bones of national unity, and the yellow press opens its pages to paid pens that threaten the entity of our nation and stir up grudges through controversial issues that do not belong to the pages of newspapers and social media, and it is not a material for everyone who owns a pen and a channel and offering it for rent to those who pay!"

"Kuwait does not tolerate the seeds of discord, division and sectarian strife, and we in Lebanon have problems and wars that erupted there as a lesson, as sectarian strife destroyed Lebanon and displaced its people in all parts of the world to escape from the civil war there.

"May God protect us and you from the evil of sedition, and may God curse those who breathe into it. The time has come for all of us to be loyal to Kuwait with all its sects, and for our pens to be spears that ward off Kuwait this sick thought that comes to us that divides Kuwaiti Muslim society into partisanship and sectarianism.

"For agreement and unity, take what unites you and leave what separates you, for Kuwait is more important than all of us and we are doing our best for our beloved Kuwait.

"The Almighty said: (And do not be like those who became divided and differed after the clear proofs came to them, and those will have a great punishment) God Almighty has spoken the truth.

The poet said: My country, Kuwait, was handed over to us

"And I lived in it forever as my home. Oh God, protect my country, Kuwait, its Amir, its people, and those who are loyal to it. We ask God to remove this grief from all countries."

Also:

"According to what the Speaker of the National Assembly stated in a public session, and what he highlighted of the irrefutable documents that clearly indicate fraud operations through which the Kuwaiti citizenship was obtained, and his announcement that the number of forgers reached 400,000 who obtained citizenship without right, and became Kuwaitis who obtain the privileges of citizenship," columnist **Saud Al-Samaka** wrote for *Al-Seyassah* daily.

"This number, which constitutes about a third of the Kuwaiti people, is counterfeit and costs the state much money every month. If we calculate for each one a salary of one thousand dinars, 400 million dinars, is spent only on salaries, other than services such as education, medicine, catering, electricity and water at subsidized prices, and in the end he is a 'forger' and a criminal.

"Today before you is the historic ruling issued by the Court of Cassation, headed by His Excellency the President of the Judicial Council, Ahmad Al-Ajeel, and it is a final ruling that has become, in the language of jurists, a precedent that should be built upon. By trapping counterfeit criminals, and applying the genetic fingerprint system to them, as recommended by

the discrimination ruling.

"This is an issue that is considered double corruption. On the one hand, it is a crime of fraud, and on the other hand it is a crime of theft of state funds, and therefore the matter here is obligatory for the government to speed up immediately.

"To avenge the dignity of the state, in terms of government, system and people, this is the hope of every Kuwaiti who loves Kuwait."



"We believe that the problem of Palestine, was not only an Arab-Jewish problem or a problem of struggle between the Arabs and the Zionists only, rather the problem of Palestine, originated in a global framework and prior to its arrival in the land of Palestine or any geographical location," columnist and researcher **Abdullah Khalaf** wrote for *Al-Rai* daily.

"In this context, we would like to elucidate here that the Zionists prior to the establishment of their state in Palestine were offered a lot of choices as follows:

"The first choice was to found this state in Uganda of Africa to be called as the state of Israel; the second choice suggest the establishing of the said state in some of the unpopulated regions in the United States of America; the third choice called for establishing this state in East Europe and exactly between Russia and the Balkans; the fourth choice was establishing it in Poland; the fifth choice was to establish the Israeli state in one of the German regions; the sixth choice suggests founding of this state in Brazil and the seventh choice was in Palestine and this was the last choice.

"In other words seven options were propounded with each option based on a jurisprudence opinion that had been derived from the Jewish religion.

"However, the choice as per the British was based on both Asia and Africa continents as well as on the road to the British bigger colony, namely India via the Red Sea in order to transform Palestine into a European base and after that into an American one.

"As a matter of fact, many Western writers, historians and geography scientists in addition to American scientists, had opposed such a scheme by saying that transplanting a strange organ out of its body was something impossible and these scientists and historians were exposed to some penalties, let alone that the weapons, the money and the gold were used against them. Not just that, even the cultural institutions which attacked Zionism was destroyed, while the Ottoman State faced the same fate.



"No matter how long it takes, the day will come when tax will be approved in the country in all its forms ... and many service sectors will be privatized ...," columnist **Abdulrahman Al-Awwad** wrote for *Annahar* daily.

"However, the exact time for these decisions is unknown in light of the political chaos we are living in. Members of the National Assembly sometimes participate by swaying the citizen and tickling his feelings that this matter is unlikely, and other times by threatening the government with interrogations if it resorts to such decisions.

"Definitely, this is not an open invitation to the government to start taking such fateful decisions, knowing that the Kuwaiti citizen is groaning today under the weight of high prices and loans.

"Rather, it is an invitation for citizens to think about the government's participation in the steps of economic reform, provided the government starts by stopping wastage of the State budget.

"In another way, the citizen will not object to contributing to helping his country rise from depression, if he notices that the government is serious about tightening its belts and has succeeded in reducing expenses.

"From these perspectives, we must see a real fight against corruption that results in the return of stolen money ... and a plan to reduce expenditures from which respectable sums are derived to support the State's finances."



"Deputy Prime Minister and Minister of Interior Sheikh Ahmad Al-Mansour did well in forming a committee tasked to reorganize work at the State Security Department ...," columnist **Dr Naji Al-Zaid** wrote for *Al-Jarida* daily.

"His choice of the names of the members of the committee can be considered a 'yes', especially the chairman — retired Lieutenant General Abdullah Abdul Rahman Al-Faris who is known for his integrity, honesty and patriotism.

"Kuwaitis of all sects know who 'Abu Abdul-Rahman'. He is the best who knows the people of Kuwait, and reviewing the names of the other distinguished members of the committee indicates a good choice, as they also enjoy a good reputation.

"In front of this committee are heavy files filled with the smell of scandals, injustice, corruption and spying at the hands of some officials and employees of the State Security Department!"

"The machine needs to dust off such files, and cleaning them would give the panel the first major option, which is to prevent spying on individuals for nefarious personal purposes.

"Secondly, preventing the arrest and torture of any citizen subjected to suspicion without solid evidence, even to arrest him from the outset. There is no need to use such methods in a country that considers itself civilized and respects human rights. Emphasis must be placed on depersonalization in dealing with any issue."

— Compiled by Zaki Taleb



KUNA photo

HH the Crown Prince receives former finance minister Khalifa Hamada.

HH Crown Prince receives ex-ministers of finance, municipal affairs

His Highness the Crown Prince Sheikh Mishal Al-Ahmad Al-Jaber Al-Sabah received Tuesday at Bayan Palace former minister of finance and state minister for economic affairs and investment Khalifa Hamada.

His Highness the Crown Prince

praised and appreciated the former minister's sincere efforts during his tenure, wishing him further success and accomplishments.

His Highness the Crown Prince also received Tuesday at Bayan Palace former minister of state for municipal affairs and minister of

state for housing and urban development Shaya Abdulrahman Al-Shaya.

His Highness the Crown Prince expressed his appreciation for Al-Shaya's sincere efforts to serve the country during his tenure, wishing him further success. (KUNA)

60pc workers in Kuwait labor market 'lack competencies'

Difference cited of 31.3% between wages, benefits

KUWAIT CITY, Jan 18: A recent economic report issued by Procapita Management Consulting shows the employment market in Kuwait in 2021 faced great challenges during the past two years, the most prominent of which was the lack of the required competencies in the Kuwaiti market which was 59.7% largely due to a big gap in supply and demand in addition to the instability of the market and the local economy which shrank to 38.8 percent because of the effect of the coronavirus pandemic.

The report pointed out that there is a difference of 31.3% between wages and benefits offered due to the structural imbalance in the labor market.

The CEO of Procapita Management Consulting and founder of ZENITHR for smart solutions for human resources, Muhammad Abu Al-Rub, confirmed that the participation rate was very high, as more than 220 companies from 12 economic sectors in Kuwait and Saudi Arabia participated in the report, and the report included talent management practices because of it is extremely important to business leaders.

Trends

He added that the report provides a broad view of the trends of the local market and the business sector, and shows a reflection of the structural imbalance in the labor market on the wages offered to talents and rare specializations, and the extent to which businesses are affected by it and its repercussions.

He explained that the results of the questionnaire were collected, analyzed and compared with the results of 2020 and the results of the semi-annual report for 2021 on

scientific and accurate grounds, in addition to comparing them with global practices.

According to the analysis of Procapita's Employment Management database, showed only 146 applicants were averaged for each vacancy (ranging from 285 for fresh graduate jobs, to high-supply jobs that are highly available in the labor market, and up to only 7 applicants for leadership and executive positions and specialized skills that suffers from a significant shortage and scarcity in the labor market).

Despite the increase in job applications, the extent of compatibility between job applicants and the requirements of vacant jobs (matching score) is still low, recording only 15%, and this is explained by the lack of qualifications and experience required in the labor market in the various disciplines required by employers and the high percentage of researchers out of business, which reinforces the structural imbalance in the market.

The results of the survey showed that the job turnover rate for the participating companies in 2021 is 12.3%, which represents a relative decrease compared to the job turnover rate recorded in December 2020 by 15.1%, and a significant decrease from the peak turnover rate recorded in the first half of 2021 by 18.2%, which is considered top lately.

There was a remarkable improvement in the second half of 2021 which led to a decrease in the rate of job turnover, especially the rate of involuntary job turnover (termination of services), which recorded 3.6%.

On the other hand, the rate of voluntary job turnover (resignations) witnessed a remarkable increase in the second half by 8.7%, which indicates the improvement of the business environment and the return of many companies to hiring and attracting employees again.

The results of the questionnaire showed that the average years of employee service in the Kuwaiti labor market ranged between 5 and 10 years for 36.7% of the participating companies, and this indicates a high level of satisfaction,

job stability and employee compatibility with the work culture, while the average employee service for only 2% of the participating companies Participating companies are less than one year old.

Abu Al-Rub explained it is necessary to implement effective strategies to retain highly qualified employees because of their significant role in accomplishing business and achieving business goals. Please note that replacing these competencies may not be as easy as expected and costly at the same time.

Programs

Training programs, he said, are considered one of the most important pillars that contribute to the development and maintenance of employees and thus raising their productivity, with the importance of training plans and reducing budgets related to training in many companies.

The results of the survey showed that 31.2% of the participating companies provided training programs for employees in 2021. As for identifying training needs, 69.2% of companies rely mainly on the direct manager's recommendation, followed by individual development plans/performance evaluation results at 50%.

According to the results of the survey, 17.8% of the participating companies provide their employees with transportation allowance, while 55.3% of them provide transportation allowance annually as a fixed and specified amount according to job grades, while the survey indicated that 31.9% of the participating companies give their employees long-term incentives to maintain talent and leaders.

The survey revealed that 61.4% of the participating companies provide their employees with cash compensation (bonuses and annual salary increases) as part of employee motivation and talent retention plans, while 42% of them offer non-cash compensation (such as flexible working hours, medical insurance, etc.), while it was Rewarding talents and leaders is a percentage of profits as the least strategy used to preserve talent, as it represented only 7.7%.

Speaker extends condolences to UAE counterpart

KUWAIT CITY, Jan 18, (KUNA): National Assembly Speaker Marzouq Al-Ghanim sent Monday a cable of condolences to UAE's Federal National Council Speaker Saqr Ghobash.

The cable enclosed heartfelt sentiments over victims of a fuel truck explosion in Abu Dhabi earlier today; an attack claimed by Yemen's Houthi militia.

Voicing utmost condemnation of the aggression, the cable underlined Kuwaiti people's full solidarity with the UAE, as well as unwavering support for all measures taken by the fellow Gulf state to protect its security and stability.



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