

# 999

SECURITY AND SAFETY FOR ALL

ISSUE 121 FEBRUARY 2022

WHY DOES A  
COUNTRY'S SOFT  
POWER MATTER?

UAE ROLLS OUT  
FUTURE-PROOF  
LABOUR CODE

IN THE  
SPOTLIGHT:  
DRUG PEDDLERS  
GO DIGITAL

## WHAT'S ON THE UAE BUSINESS HORIZON?

NEW GOALS | NEW REFORMS | NEW WORK MODELS

UAE	5,000	AED
KSA	5,000	SAR
Kuwait	0.500	DK
Bahrain	0.500	BD
Oman	0.500	OR



999 DELVES DEEPER INTO THE SCAMS BEHIND INFODEMIC THAT CAST PUBLIC FEAR TO CON NETIZENS OUT OF CASH



# KARAK YOUR WAY

# كركك على مذاجعك

**Just Chill**  
DRINKS CO.

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Authentic Arabic Flavour

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## Golden rays of business optimism

A population well-protected against the pandemic, with more than 23 million COVID-19 vaccine doses administered; government policies and stimuli supportive of all sectors, especially the small and medium enterprises segment; digitalisation and innovation bringing down operational and transaction costs on a continuous basis — that's what the UAE's business landscape looks like in 02/2022. After celebrating its Golden Jubilee with widespread acclaim and magnificent accomplishments, the country is now headed towards its Centennial. That date may still be 50 years away, but for the UAE, planning is already well underway.

Against the backdrop of the fast-spreading Omicron variant of the novel coronavirus, the UAE stands tall amongst nations that have consistently displayed the most resilience in terms of both public health and business environment. The CEOs who speak to 999 in this month's cover story have a correspondingly high level of optimism. In the '2021 CEO Outlook – UAE' survey, 92 per cent of business heads in this country are confident about the growth drivers in 2022, compared to 82 per cent of their counterparts worldwide. Of course, there are shifting priorities for both employers and employees in the post-pandemic world, and our report encompasses all of that.

One of the factors that'll fire up the UAE economy this year and in the coming decades is the new labour code, with transformed work models for a transformed world. Several new types of work categories introduced in the new labour code will empower both recruiters and job-seekers, enabling them to choose the kind of contract that best matches the kind of work on offer. Coupled with the new types of visas introduced earlier as part of UAE residency reforms, the new labour code, which comes into effect from February 2022, is set to shake up the country's job market and make it an attractive destination for talent in all fields.

A steady stream of reforms over the past couple of years has helped the UAE rise above the pandemic and has reinforced its reputation as a dynamic nation whose economic vision matches the range of its humanitarian mission — that gets distilled into a significant degree of soft power. These reforms are also a way of reinforcing inclusivity — a trait for which UAE society is globally renowned for — as they make room for all kinds of employees. Our feature this month on the UAE's increasing soft power on the global stage analyses how and why this country has been steadily climbing up the ranks on almost all the indices that matter.

At the same time, there are forces that attempt to undermine all the good done by the UAE's federal and local administrations. Two such forces are: hoaxers-scammers taking people for a ride by preying upon their fears regarding the pandemic, especially the current third wave; and drug peddlers who've gone digital, using social networks to find buyers and sell narcotics. In this issue, we uncover their modus operandi, so that you, the reader, can stay alert and keep your family members safe.

Looking beyond the health scare of the pandemic, we look at the disease that kills around 10 million people across the world every year: cancer. February 4 is observed as World Cancer Day, and it's imperative to understand this disease. Cancer awareness and prevention is highly pertinent to the UAE, because this country has a much higher than average incidence of the disease in the 20-49 age group. We take you through the research and highlight the caring ways of the UAE vis-à-vis cancer patients.

The value put on human life and happiness is one of the reasons expats love this country. In this issue, three residents who've lived here for decades tell us why there's no place like the UAE.

*The new labour  
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shake up the  
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talent in all fields*



**Ministry of Interior  
United Arab Emirates**

**Khalil Dawood Badran**  
Head of the Development  
Committee of 999 Magazine

**Editor-in-Chief**  
Col. Awadh Al Kindi

**Managing Editor**  
Issam Al Sheikh

**Contact Us**  
Tel: +971 2 4194488  
Fax: +971 2 4194499  
P.O. Box: 38999  
Abu Dhabi – UAE  
www.moi.gov.ae

magazine999@moi.gov.ae  
Toll Free: 800 9009

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PO Box 77910  
twofour54  
Abu Dhabi, UAE  
Tel: 02- 491 7100  
editorial@newperspectivemedia.com  
www.newperspectivemedia.com

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AS YET ANOTHER GLOBAL SOFT POWER SUMMIT DRAWS NEAR, THE UAE IS ONE OF THE COUNTRIES IN THE SPOTLIGHT FOR ITS STEADY CLIMB IN RANKINGS. YEARS OF INVESTMENT IN A WELL-DEFINED SOFT POWER STRATEGY IS PAYING OFF, AND **999** LOOKS AT SOME OF THE KEY DEVELOPMENTS IN RECENT TIMES

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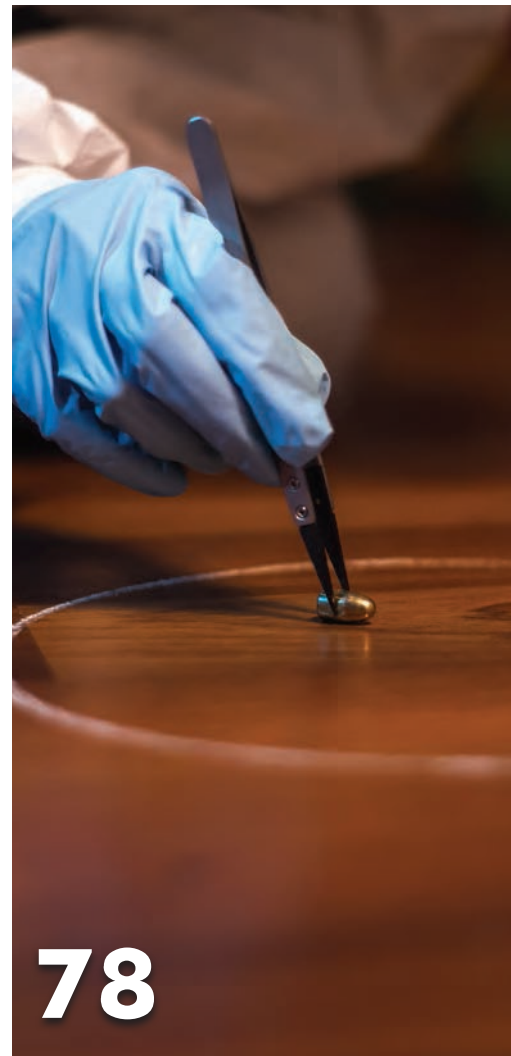
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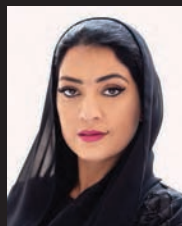


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## President renames Nat'l Archives to 'National Archives & Library'



**PRESIDENT** His Highness Sheikh Khalifa bin Zayed Al Nahyan has renamed the National Archives into "National Archives & Library", in a bid to revive the intellectual and cultural

heritage of the UAE.

The new legislation, Federal Law No 13 of 2021, also amends some provisions of Federal Law No 7 of 2008 on the National Archives.

Amongst the tasks to be performed by the National Archives & Library are to collect and supervise preservation and archiving of documents according to best international practices; to enable researchers and stakeholders to utilise information and materials from the Library; and to facilitate learning from international and national intellectual and technical productions.

The National Archives and Library is also entrusted to collect all documents of interest to the history of the UAE and the Arabian Peninsula from inside and outside the country or copies thereof.

It is also delegated with preparing and publishing research papers and studies, aimed at highlighting the historical and national values of the UAE.

Moreover, it is also tasked to contribute to the formation of a national information system that will regulate the management of libraries and information centres across the emirates, as well as contribute to the establishment of the National Bibliography and Uniform Indexing to ensure bibliographical organisation of the national intellectual heritage.

## President grants Minister rank to Emirati diplomat

**PRESIDENT** His Highness Sheikh Khalifa bin Zayed Al Nahyan has issued a Federal Decree granting the rank of Minister to HE Lana Zaki Nusseibeh, Assistant Minister of Foreign Affairs and International Cooperation

for Political Affairs, and Permanent Representative to the United Nations.

The Emirati diplomat serves as the UAE Permanent Representative to the UN since September 2013, the first female Emirati to hold the position.

In 2017, Nusseibeh was elected President of the UN Women Executive Board. In the same year, she was awarded the 'Mohammed bin Rashid Government Excellence Award' (the UAE Medal of Pride).

## Three UAE cities hailed anew amongst world's safest

**UNDER** the country's wise leadership, three of the biggest emirates of the UAE have been included on the list of the top 10 world's safest cities, with Abu Dhabi taking the top rank.

For the sixth consecutive year, Abu Dhabi has been ranked as the safest city in the world in a survey conducted by data crowd-sourcing website Numbeo.

On the latest Numbeo Safety Index

2022, which covered 459 cities in the world, Sharjah and Dubai also made it to the top 10, ranking fourth and eighth, respectively.

A safety index of 88.4 has helped Abu Dhabi reinforce its position as a safe and secure place to live, work, and invest in. It ranked 'very low' when it comes to crime, fear of being mugged or robbed, and drug use. Moreover, the

Capital also scored 'very high' in terms of people's feeling of safety when walking alone, the survey highlighted.

The three UAE emirates have been put ahead of cities like Zurich and Monaco on the list.

Earlier in March 2021, the three emirates also topped Numbeo's list of top 10 safest cities for 2021—with Abu Dhabi also taking the top position.



# UAE Cabinet greenlights new reforms for workers' rights

**THE** UAE Cabinet, chaired by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, has approved the executive regulations of the Federal Decree-Law on Regulation of Labour Relations.

This series of executive regulations aims to ensure the protection of workers' rights, raise workforce efficiency, and organise new forms of work, including part-time work, temporary work, flexible work, and golden visa holders.

"The new laws offer 12 types of working permits, aiming at strengthening the business environment," said HH Sheikh Mohammed bin Rashid.

Meanwhile, the first UAE meeting for 2022 also passed a decision to grant ministries more authority to put plans in place without lengthy approval processes.

HH Sheikh Mohammed bin Rashid said, "The



new government approach will start shortly with several changes, including granting ministries greater powers and more financial flexibility based on the 'Principles of the 50' and national priorities approved by His Highness Sheikh Khalifa bin

Zayed Al Nahyan, President of the UAE, for the Next 50 years".

The Cabinet also approved the executive regulations on the protection of industrial property rights law.

## Mohammed bin Rashid approves Dubai's Dhs181bn three-year budget



**HIS** Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, has approved Dubai Government's general budget for the fiscal cycle of 2022-2024, with a total expenditure of Dhs181 billion.

The general budget for the fiscal year 2022, with a total expenditure of Dhs59.95 billion, aims to support Dubai's efforts to stimulate the macroeconomy and the objectives of the Dubai Strategic Plan 2030.

It also reflects the emirate's determination to speed up post-pandemic economic recovery, and stimulate entrepreneurship and enhance society's happiness.

In general, the three-year budget cycle focuses on increasing economic growth rates by activating public-private partnerships as well as supporting the private sector to drive more economic growth.

The three-year budget cycle aims to boost social development, such as healthcare, education, and housing—allotting 30 per cent of the total expenditure. It will spend 23 per cent on security, justice, and safety; 42 per cent on the transportation sector; and 5 per cent on support sectors of government excellence, creativity, innovation, and scientific research.

## Vice President swears in five new Dubai Courts judges

**HIS** Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, has sworn into office several newly appointed judges in Dubai Courts.

The ceremony, held at Expo 2020 Dubai in the presence of HH Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai and Chairman of Dubai Executive Council, saw five First Instance Court judges and judicial inspectors taking the oath.

They vowed to faithfully and impartially administer justice, and to perform their duties under the observed laws of the land.

His Highness Sheikh Mohammed bin Rashid wished the judges success in their new mission and



urged them to uphold the values of impartiality, integrity, human rights, and dignity.

Amongst those who witnessed the ceremony were HH Lt General Sheikh Saif bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Interior; HH Sheikh Ahmed bin Saeed Al Maktoum, Chairman of

Dubai Civil Aviation Authority and Chief Executive of Emirates Airline and Group; HH Sheikh Mansoor bin Mohammed bin Rashid Al Maktoum; HH Sheikh Nahyan bin Mubarak Al Nahyan, Minister of Tolerance and Coexistence; as well as several ministers and heads of local departments in Dubai.

## Mohamed bin Zayed, US Defence Secretary review strategic relations



**HIS** Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander



of the UAE Armed Forces, and United States Defence Secretary Lloyd Austin reviewed their countries' strategic relations

and cooperation across various levels, with special emphasis on military and defence fields.

HH Sheikh Mohamed bin Zayed and Austin also reviewed a number of international and regional issues of common interest, including threats to the security and stability in the Middle East.

The US Defence Secretary reaffirmed his country's support for the UAE in protecting its territory and people against all forms of threats to its security and territorial integrity.

The two also discussed ways to boost defence coordination between the UAE and the US.

## Mohamed bin Zayed, UN Secretary-General tackle international cooperation

**HIS** Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, and United Nations Secretary-General Antonio Guterres discussed ways to further boost cooperation across various humanitarian and developmental initiatives that would benefit the international community.

During their meeting, held in a phone conversation, Guterres congratulated His Highness Sheikh Mohamed bin Zayed as the UAE formally began its two-year term seat in the Security Council, the premier global body for maintaining international peace and security. He also lauded the UAE's global initiatives, aimed at supporting stability and development across the world.



For his part, HH Sheikh Mohamed bin Zayed congratulated Guterres on his re-election as UN Secretary-General for a second term beginning January 1, 2022, as well as the important role played by the



UN in the international arena.

His Highness underlined the UAE's permanent approach of working towards peace and stability, as well as supporting efforts for the betterment of humanity.

## Mohamed bin Zayed reassures residents amidst new COVID-19 wave

**HIS** Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, assured the public that the UAE health sector is fully geared and prepared to address any challenges associated with the new coronavirus wave.

In the background of the global spread of the Omicron variant, His Highness urged

UAE nationals, residents, and tourists alike to comply with all the COVID-19 measures in place.

"According to experts and specialists, the pandemic comes in waves. However, the new strain is less harmful to human beings though it spreads faster than other variants. Therefore, we have to exercise caution because infections may increase, but God Willing and thanks to the determination of

all stakeholders and their collaboration, we will survive the new wave," His Highness Sheikh Mohamed said.

"There should be no complacency in ensuring compliance with all preventative and precautionary measures rolled out by health and other competent authorities. God willing, this wave will disappear as was the case with that of the past two years," His Highness added.



# UAE Interior Minister meets British Home Secretary

**HIS** Highness Lt General Sheikh Saif bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Interior, met with British Home Secretary Priti Patel.

During their meeting, HH Sheikh Saif bin Zayed and Patel discussed ways to further enhance the strong relations between their two friendly countries in the security and policing fields.

The Home Office is a ministerial department of the United Kingdom Government that tackles migration, policing, extremism, law and order, and other elements of national security.

Patrick Moody, UK Ambassador to the UAE, Brigadier Mohammed Humaid bin Dalmouj Al Dhaheri, Secretary-General of the Office of HH the Deputy Prime Minister and Minister of Interior, and several officers attended the meeting.



## Saif bin Zayed honours brains behind 'Zayed: Man of the Nation' mural



**HIS** Highness Lt General Sheikh Saif bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Interior, honoured Najla Al Banai, the brains behind the 'Zayed: Man of the Nation' mural – the Guinness World Records holder for the largest mental mapping mural in the world.

The Ministry of Interior's Innovation Centre adopted the idea of Al Banai in creating the mural displayed at the Police Academy Square in Abu Dhabi.

HH Sheikh Saif bin Zayed awarded Al Banai a certificate of recognition for her innovative efforts.

For her part, Al Banai expressed her happiness at being honoured by the Minister of Interior for her contribution.

## Saif bin Zayed presents gov't service award to Fujairah Police employee

**HIS** Highness Lt General Sheikh Saif bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Interior, presented the Customer Service Medal award from the Emirates Programme for Excellence in Government Services to Amjad Al Kaabi of the Fujairah Police General Headquarters.

The Interior Minister handed to Al Kaabi the medal and certificate of award, which was signed by His Highness Sheikh Mohamed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai.

HH Sheikh Saif bin Zayed conveyed his appreciation to Al Kaabi for carrying the torch of excellence, which the Ministry highly regards as an important pillar of customer service.

The Emirates Programme for Excellence in Government Services is a groundbreaking initiative that aims to achieve higher standards in customer service efficiency.



## Mol holds orientation meeting for Arab Gulf Security 3



**THE** Ministry of Interior (Mol) held an extensive orientation at the Dubai Police Academy for police teams and units participating in the 'Arab Gulf Security 3'.

The joint tactical exercise, held in the Kingdom of Saudi Arabia with the participation of specialised GCC police units, was aimed at enhancing pan-region cooperation and coordination, as well as monitoring of security preparedness to handle crises and emergencies.

In the presence of Brigadier Dr Ali Al Tunaiji, Chairman of the Higher Committee for the Gulf Security Exercise 3 at Mol, the orientation was attended by directors and officials of the participating police units from the UAE.

The meeting included a review of the general plan of the Arab Gulf Security 3 exercise; tasks and responsibilities of the participating forces; the time stages for implementation; the necessary technical and security preparations and equipment; as well as presentation of exercise scenarios.

## Emirates Post stamps celebrate 50 years of Mol

**EMIRATES** Post Group has released commemorative postage stamps in celebration of the 50th anniversary of the Ministry of Interior (Mol) that coincides with the UAE's Golden Jubilee.

The new stamps celebrate the Mol's journey and achievements over the past 50 years in maintaining security and safety across the emirates and helping enhance the quality of life in the country.

Abdulla Mohammad Al Ashram, CEO of Emirates Post Group, said, "We extend our sincerest congratulations to the Ministry of Interior on 50 years of strong leadership and relentless efforts in maintaining the highest levels of safety and security in our nation and be recognised globally as one of the best in the world."

"We are honoured to commemorate the Ministry's achievements and milestones over



the past five decades with this stamp issuance," he added.

Al Ashram stated that the 'Golden Jubilee Initiative of the Ministry of Interior' tells the story of the unprecedented gains of the UAE, which continued to make qualitative leaps towards creating a better future for all, according to an

approach based on harnessing innovation and technology to serve the nation's sky-high ambitions.

"We also take this opportunity to renew our commitment to the Mol and its aspirations to enhance the quality of life of our people and sustain the country's leading position globally," Al Ashram further said.



# Police laud UAE leadership as Abu Dhabi tops safest cities list

**MAJOR** General Staff Pilot Faris Khalaf Al Mazrouei, Commander-in-Chief of Abu Dhabi Police, congratulated the wise leadership on Abu Dhabi's leading position on the list of the world's safest countries in 2022.

Al Mazrouei said the support of the UAE's wise leadership contributes to the great achievements of the country on global security indicators, which directly support economic development.

"Abu Dhabi was ranked the safest city in the world for the sixth time. This great result is credited to our continuous accomplishments and progress. Thanks to the directives that are extended by our visionary leaders who built a comprehensive strategy to enhance security performance and establish stability across the country," said Al Mazrouei.

The list was based on the latest Numbeo Safety Index by City 2022, which measured the level of safety of 459 cities in the world. It analysed public feedback on issues related to the cost of living, safety levels, pollution and crime, and Abu Dhabi achieved the highest global score of 88.14.

He also thanked all members of Abu Dhabi Police for their exceptional efforts in maintaining law and order in the emirate and urged the police force to



continue their commitment to preserving the Capital's stature as the world's safest city.

Al Mazrouei added that the Capital's top-tier global rankings in various indices positively reflect the Abu Dhabi Police General Command's comprehensive policing strategies.

For his part, Major General Maktoum Ali Al Sharifi, Director General of Abu Dhabi Police, lauded the UAE leaders for providing all means and resources to safeguard peace and stability of the country.

"The new results also demonstrated comprehensive security stability and societal cohesion and a translation of the civilised values that our wise leadership believes in, with the aim of promoting a



more secure and stable society," he said.

The No. 1 position of Abu Dhabi, he said, demonstrates the cooperation of the community. He also praised the efforts of Abu Dhabi Police employees and affiliates for exerting the highest level of professionalism.

"Thanks to the efforts of all the emirate's security institutions and with the cooperation of citizens and residents in order to achieve the ultimate goal of preserving the gains and enhancing security and safety through effective partnership with Abu Dhabi Police."

Abu Dhabi Police has always been keen on adopting latest innovation and best practices to provide smart services to customers and community members.



## Dhahi Khalfan receives book on education for the future



**LT** General Dhahi Khalfan Tamim, Deputy Chairman of Police and Public Security in Dubai, met with Dr Mansour Al Awar, President of Hamdan bin Mohammed Smart University, who presented him with a copy of his new book, titled *Education for Skills, Education for the Future*.

Brigadier Marwan Nasser, Deputy Director of the General Department at the Office of the Deputy Chairman of Police and Public Security in Dubai, and Lt Colonel Abdullah Bourguiba, Director of the Secretariat Department, participated in the meeting.

## Sharjah Police, Public Prosecution discuss legal aspects of new anti-narcotics law

**BRIGADIER** Ahmed Haji Al Serkal, Director General of Police Operations at the Sharjah Police General Headquarters, led a meeting with the Sharjah Public Prosecution at the House of Wisdom, to discuss implementing the procedures for the new anti-narcotics law.

The meeting reviewed Federal Law No. 30 of 202, related to combatting narcotics and psychotropic substances, highlighting the crimes stipulated in it and the new legal articles in the original penalties that amend the ruling for users of narcotics and psychotropic substances. The



penalty is now more stiff in case of a second offence committed within three years after the first offence.

The law also stipulates a penalty of Dhs50,000 for whoever first pays an

amount of money — even if paid through someone else — with the intention of committing an offence related to narcotics and psychotropic substances.

## Ajman Police organise traffic safety programme



**THE** Traffic and Patrols Department of Ajman Police organised an awareness programme for the employees of government and local agencies in the

emirate. The programme was aimed at promoting the security culture in society and achieving the Ministry of Interior's strategic goals.

The lectures, which were organised by the Traffic Awareness and Information Branch, were attended by participants from the Department of Tourism Development, the Department of Economic Development, the Department of Land and Real Estate Regulation, the Transport Authority, the General Authority for Identity and Citizenship, and Ajman Central Post.

The lectures were presented by Major Rashid bin Hindi, Deputy Director of the Traffic and Patrols Department, and Captain Ahmed Ali Al Abdouli, Director of the Support Services Branch in the department.



## Al Marri conducts annual police performance indicators meeting



**LT** General Abdullah Khalifa Al Marri, Commander-in-Chief of Dubai Police, has conducted an annual key performance indicators meeting for departments of the police force, held in the Partners Hub at Expo 2020 Dubai.

Al Marri lauded the efforts of the General Department of Criminal Investigation (CID) that resulted in a 31.2 per cent drop in crime reports in the emirate last year. The 14 innovative projects developed by the CID in

2021, which were aimed to help enhance security and safety in Dubai, were also highlighted.

Meanwhile, at the Department of Anti-Economic Crime, a total of 2,235 cases related to economic crimes were registered; 2,536 accused were arrested; and seizures worth nearly Dhs9.4 billion were made in the past five years.

At the Wanted Persons Department, 53.1 per cent of customers who availed of the

'Criminal Status of Financial Cases' services have benefited from the settlement of Dhs1.383 billion from January 2021 to September 2021.

Meanwhile, the department also arrested 145 international fugitives wanted for various charges between January and September 2021.

The Tourism Police Department presented its performance indicators and future projects. A total of 33 awareness lectures were held for workers in the tourism sector, benefiting 2,825 participants, and 6 humanitarian cases were dealt with in 2021.

The Lost and Found Department returned belongings worth Dhs373,300 to 305 people last year.

The Crime Prevention Department conducted 6,840 security patrols, resulting in the arrest of 308 wanted persons and dealing with 315 security vulnerabilities in cooperation with government agencies.

Lastly, the Criminal Training and Development Department held 95 courses, workshops, and lectures during 2021.

## Umm Al Quwain Police end traffic fine discount

**UMM** Al Quwain Police announced the end of the 50 per cent reduction in traffic violation fines. The fine discount was implemented as a part of the UAE's Golden Jubilee celebrations.

The discount did not apply to two traffic offence categories: driving a vehicle in a way that endangers the life of the driver and the lives, safety or security of others; and modifying vehicle's

engine or base (chassis) without a licence. Any traffic fines incurred due to violation of the emirate's COVID-19 safety protocol was also excluded from the discount offer.

## RAK Police launch installment scheme for traffic fines

**A** service for paying traffic fines in installments has been launched by Ras Al Khaimah Police, in partnership with several banks.

Under this scheme, motorists can pay their fines for traffic violations through four approved banks without any interest and by calling one of the numbers assigned to the approved banks: Ras Al Khaimah National Bank, First Abu Dhabi Bank, Commercial Bank of Dubai, and Emirates Islamic Bank.

Ras Al Khaimah Police said that customers could request a prepaid card from the approved bank and pay the traffic fines with it and inform the bank that the fines have been paid until the installment process is completed.

## Fujairah Police roll out road safety drive

**FUJAIRAH** Police, represented by the Traffic and Patrols Department, launched the first sub-campaign for 2022, titled 'Your Road Safety Is Your Responsibility'.

It came within the framework of local campaigns and the initiative to consolidate the principles of traffic culture, in line with the strategy of the Ministry of Interior.

Captain Mohamed Saeed Mohamed Al Hamour, Acting Deputy Director of the Traffic and Patrols Department, said that the campaign aimed to make roads safer by applying the highest safety standards for vehicle drivers and road users.

First Lieutenant Moza Abdel Salam Al Darmaki, Director of the Awareness and Traffic Information Branch at the department, explained that the campaign highlighted the responsibility of motorists. Adherence to COVID-19 measures is also an element of the campaign.

The campaign is being undertaken via various channels, such as SMS, social media, online lectures, and workshops.

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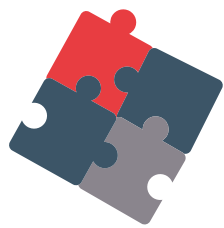
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# 1st

The UAE's position as the top rank holder of the Middle East's most powerful passport, according to the Henley Passport Index. The country placed 15th globally and was the only country in the region included on the list of the world's top 20 most powerful passports in the first quarter of 2022.

# 175

The number of destinations that UAE passport holders can enter visa-free, according to the Henley Passport Index—that ranks the strength and global mobility of 199 passports in the world.

# 1st

The UAE's premier regional ranking in the 10th DHL Global Connectedness Index compiled by DHL and the NYU Stern School of Business. This index heralds the UAE as the most globalised country in the Middle East. Thanks to the UAE's position as a top trade, investment, and tourism hub, the country placed 4th globally in this index.

# 1st

The UAE's leading position in the Arab World in terms of talent competitiveness. Globally, the country ranked 23rd in the IMD World Competitiveness Centre's World Talent Report 2021, which benchmarks sub-indices related to countries' investment, development, and readiness of skilled labour.

# 1st

The top-tier ranking of the UAE in the 2021 ICT Use Index for GCC, which measures the rate of Internet penetration and communication services. According to the index, published by Orient Planet Research, the UAE topped the GCC countries in terms of the number of fixed phone lines relative to its population.

## BE IN THE LOOP

### MOI BOLSTERS COOPERATION WITH INT'L ASSOCIATION OF FIRE CHIEFS



Major General Dr Jassem Mohammed Al Marzouqi, Commander-in-Chief of Civil Defense, welcomed a delegation from the International Association of Fire Fighter Chiefs, led by Counselor Jeff Dolin to bolster the two entities' relations in the fields of civil protection and civil defence. The meeting was organised by the General Department of the Ministry of Interior's International Affairs Office.

### UAE POLICE FORCES PARTICIPATE IN GCC SECURITY EXERCISE



The police forces and units across the emirates have participated in the GCC High Joint Committee for the Mobilisation Exercise of Security Forces (Arab Gulf Security 3). The security exercise, which took place in Dammam, Saudi Arabia, was aimed at enhancing field coordination and cooperation during crises and emergencies. It was organised as per a decision taken in 2020 during the 37th meeting of GCC Interior Ministers.

### MOI WELCOMES BAHAMAS DELEGATION TO REVIEW BEST PRACTICES



The Ministry of Interior (MOI) headquarters welcomed a delegation from The Bahamas, led by Bahamian Prime Minister Honourable Philip Davis. The delegation held a meeting with Major General Salem Ali Mubarak Al Shamsi, Assistant Undersecretary for Resources and Support Services at the MOI, during which they discussed ways to bolster security cooperation. They were also briefed on MOI's best practices in the fields of safety and security.

# UAE NEWS BULLETIN

POLICE NEWS, PEOPLE, NUMBERS AND EVENTS



Abu Dhabi Police issued more than 7,900 fines against jaywalkers in 2021. Pedestrians crossing the road from undesignated areas await a fine of Dhs400. The police force highlighted that the road offence was one of the main reasons for run-over accidents in the emirate.



The Ajman Municipality has slapped over 2,240 food outlets with hefty fines in 2021 for flouting COVID-19 regulations. The authorities used the 'Rageeb' smart inspection system to intensify their clampdown on violators, carrying out a total of 1,400 inspections last year.

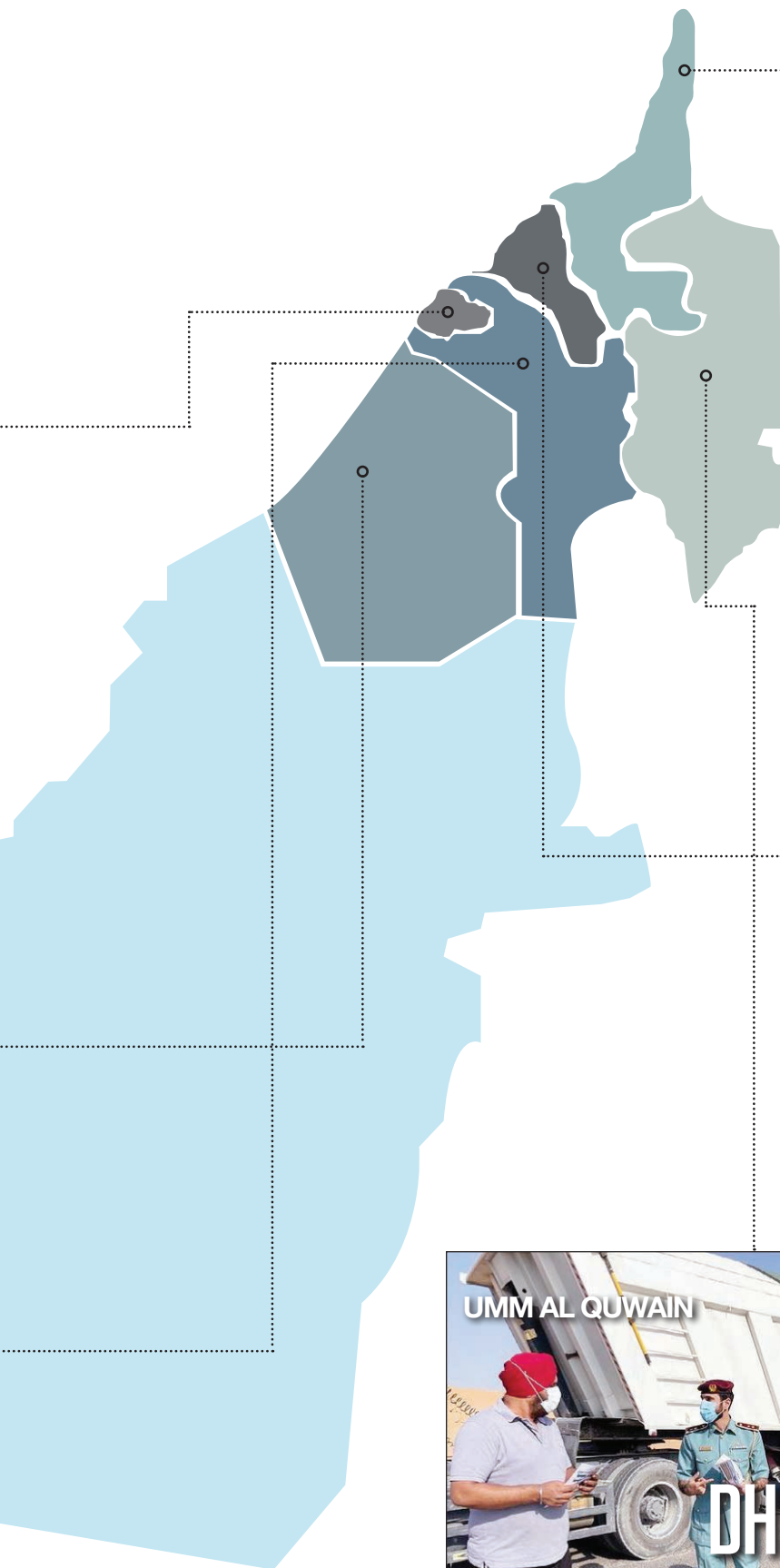


Dubai Police arrested a total of 145 international fugitives in the first nine months of 2021, including several of the world's most notorious ringleaders with a red notice from Interpol. Amongst them was a crime kingpin in a European country who was arrested in Dubai after being on the run for 10 years.



A quick staycation of an Arab family turned into a nightmare after their two-year-old toddler drowned in the pool of a hotel. The mother lost sight of the toddler at the playground near the pool and found him floating on the water. The boy was rushed to Saqr Hospital, but he was pronounced dead on arrival. An investigation has been launched.





Fujairah Police registered 9,171 traffic accidents in the first 10 months of 2021. According to police data released in January 2022, distracted driving, speeding, jumping the red light, and sudden swerving were the main causes of the road accidents recorded. The month of May witnessed the highest number of road accidents with 1,050 road mishaps.



Sharjah Police seized 6,705 motorcycles for flouting various traffic rules in 2021. Most of these violations were committed by riders from delivery companies, according to police data released in January 2022. The police force called on motorcycle riders to always abide by traffic laws and wear safety gears such as helmet and reflective jacket.



The Umm Al Quwain Municipality, in coordination with UAQ Police, reminded drivers that pulling over on roadsides of highways in the emirate awaits a fine of Dhs400 and four black points. Such a violation, the authorities said, poses traffic risks and distract the general appearance of the emirate.







# What's on the BUSINESS HORIZON?

AGAINST THE BACKDROP OF A PERSISTENT PANDEMIC, CEOs BASED IN THE UAE SHARE WITH **999** THEIR OUTLOOK FOR 2022, OUTLINING PRIORITIES AND GROWTH DRIVERS

BY TESSY KOSHY



**B**uoyed by the success of Expo 2020 Dubai, which has led to a boost in tourism and foreign investment, business leaders in the UAE have begun 2022 on an optimistic note in spite of the threat of the new COVID-19 variant, Omicron. They agree that an early movement restriction, a widespread vaccine strategy, and government stimulus measures have all contributed to an upbeat investor sentiment and growth impetus for the nation.

Indeed, at the end of November 2021, the UAE had topped business news agency Bloomberg's global index on COVID-19 resilience, on the basis of its domestic vaccination rate and international vaccinated travel corridors. In December 2020, the World Economic Forum had said that the UAE was amongst nations most resilient against the pandemic, on the strength of its policy stability, widespread digitalisation, and support for SMEs.

The business optimism in the UAE for 2022, therefore, is based on a highly credible and consistent track record of efficient pandemic management. Omicron, though not as feared as the Delta variant of the novel coronavirus, has still caused a great degree of concern around the world, leading to the re-imposition of restrictions and hampering economic activity. But the UAE hasn't suffered those setbacks, since it had pre-empted the problems and already put the solutions in place.

The current visitor arrival numbers in the UAE and the country's vastly improved physical and digital infrastructure spurred by the Expo point to a bountiful year. In fact, by mid-January 2022, Expo 2020 Dubai had already received nearly 10 million visitors.

"We see a positive growth forecast for the UAE in 2022, expecting a 4.2 per cent growth. I believe this progress will be backed by the continuation of Expo 2020, along with the UAE's proactive approach to the pandemic, especially keeping the doors of the country open. This has helped the UAE to position itself as one of the safest business hubs in 2022," said Tariq Chauhan, Group CEO, EFS Facilities Services Group, speaking to 999.

KPMG's '2021 CEO Outlook – UAE' survey corroborates Chauhan's positive predictions. The report states that 92 per cent of CEOs in the UAE are confident about the country's growth in 2022 as compared to 82 per cent of their counterparts internationally. The global consultancy firm reports that almost seven in 10 (or 68 per cent) of CEOs affirm that they'll primarily use mergers and acquisitions, strategic alliances with third

**“CEOs are emerging stronger and more confident about the economy and their own organisations' prospects for the future. They are also adopting a forward-thinking strategy towards shifting their resources to disruptive technology**



**NADER HAFFAR**

Chairman of KPMG Middle East and South Asia,  
Chairman & CEO of KPMG Lower Gulf

parties, and joint ventures to propel their company's growth this year.

Nader Haffar, Chairman of KPMG Middle East and South Asia, Chairman & CEO, KPMG Lower Gulf, said: "Thanks to this stable

**“We see a positive growth forecast for the UAE in 2022, expecting a 4.2 per cent growth. I believe this progress will be backed by the continuation of Expo 2020, along with the UAE's proactive approach to the pandemic**



**TARIQ CHAUHAN**

Group CEO, EFS Facilities Services Group

framework, CEOs are emerging stronger and more confident about the economy and their own organisations' prospects for the future. They are also adopting a forward-thinking strategy towards shifting their resources to



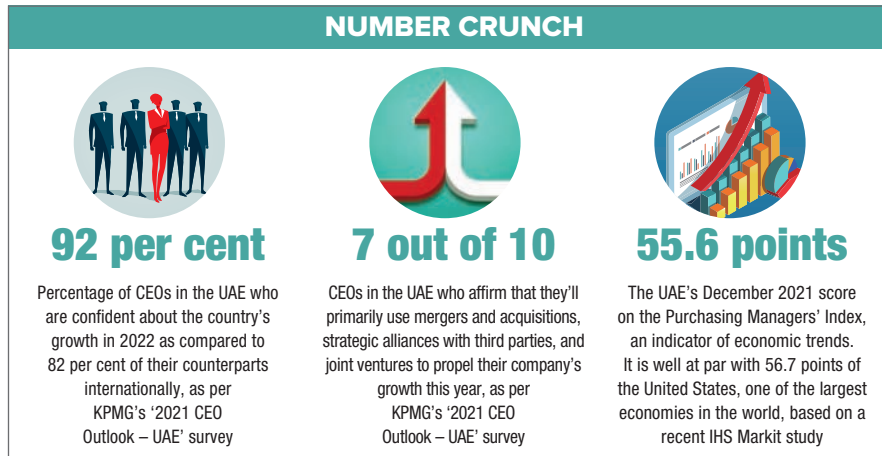


disruptive technology and increasingly pushing ESG issues up the business agenda.”

Navigating through the global pandemic turmoil wisely, the UAE has clearly seen an upside in real estate, retail, hospitality and tourism sectors. The country is today a hotbed for attracting investors and talent from across the globe. Additionally, the Purchasing Managers’ Index (PMI) data published by IHS Markit also points out that the UAE economy has posted rapid growth in the non-oil private sector. This survey indicated a recent peak of 55.6 points in December 2021 and a further sharp expansion in new business.

The UAE PMI is well at par with the United States’, which recorded 56.7 in the same month, according to IHS Markit. The PMI is an indicator of economic trends, especially manufacturing activity.

“The world economy is gaining momentum after a sluggish pandemic period in the past two years. In the UAE, too, as a result of improved non-oil growth opportunities, the economy is headed towards an accelerated growth in 2022 and beyond,” said Vijay Gandhi, Regional Director EMEA for Reward



and Benefits Solution in Korn Ferry Digital, Dubai.

#### IMPACT OF OMICRON

While being hopeful, the CEOs are also closely following the worldwide impact of Omicron, which appears to evade — in some cases, such as older or co-morbid population segments — the immunity afforded by the COVID-19 vaccines. On January 11, 2022, the news agency CNBC reported: “The World

Health Organization on Tuesday said the COVID Omicron variant can result in life-threatening illness for the unvaccinated, the elderly and people with underlying conditions.”

This has meant a return to the work-from-home (WFH) model for some major companies. For instance, Wipro, one of the biggest infotech companies in India, with offices across the world, including several in the UAE, announced on January 12, 2022, that all of these offices would be closed for the next four weeks, rolling back work-from-office since September 2021.

There's an economic impact of whether people work from home or work from the office, with many small businesses dependent on the daily spends of office commuters. Commenting on the global economic impact of the Omicron variant and related matters, Yogesh Mehta, CEO, Petrochem, UAE, said, “The uncertainty of new variants keeps employees away from their work desks, causing a global economic slowdown. The rising cost of living and disruptions in the global supply chain network are other challenges that 2022 could pose for us.”

Labour shortages sparked by the health crisis led to production problems across several industries and manufacturing plants in many parts of the world. It's estimated that supply shortages will continue to keep ocean container rates high even in 2022, until the bottleneck is cleared.

However, with higher vaccination rates and greater co-ordinated government response, CEOs believe that Omicron will likely have a lesser impact on the supply chain than previous variants, such as the Delta strain. Tariq Chauhan said, “Omicron has posed challenges and disruptions, but as we've seen with Delta, the response of businesses to adapt to provide unique resourceful solutions will pull us through this crisis.”





**“The secret of growth in organisations lies in aligning with the needs of frontline workers. Post-pandemic, we’re going to see the impact of the importance of these roles to kick-start the economy**



**VIJAY GANDHI**

Regional Director EMEA for Reward and Benefits Solution in Korn Ferry Digital, Dubai

**“In times of AI and social media, employees will have to keep up with the times, with enhanced digital education and strong communication skills**



**YOGESH MEHTA**

CEO, Petrochem, UAE

### EMPLOYMENT AVENUES

In developing nations, high inflation, the shortage of skilled labour, access to healthcare, and limited infrastructure could prove to be potential roadblocks in the coming months. The business leaders who spoke to **999** are of the opinion that businesses need to be creative with services and solutions more than ever before, in order to achieve progress.

Employers, they say, should innovate as well as focus on the well-being of their employees, by introducing benefits to support their health needs. “In 2022, organisations will have to re-evaluate their health and safety framework, making it attractive for workers to re-join. Salaries for jobs at the bottom of the pyramid have been neglected for a while. The secret of growth in organisations lies in aligning with the needs of frontline workers. Post-pandemic, we’re going to see the impact of the importance of these roles to kick-start the economy,” Vijay Gandhi shared with **999**.

For employees, the silver lining is that the aviation, leisure and hospitality sectors in the UAE are again in the hiring mode. There’s also considerable demand for professionals in the field of technology, healthcare, life sciences, digital, and project management. Taking advantage of the new labour code, issued in 2021 in the country, companies are further moving towards skill-based employment and hiring of part-time workers. The new UAE labour code enables employers and employees to opt for different types of work — full-time, part-time, flexi-time, temporary jobs — depending on the business model and quantum of work.

“In the facilities management industry, we’ll see a massive demand for frontline employees, skilled blue-collar technicians and housekeepers, who are keeping the engine of

the business running. We’re preparing to create more vacancies to serve this increased demand of the market,” reveals Chauhan.

With the surge in hiring activity, salaries in the region will remain stable, and pay packets may even get fatter in some sectors. In their conversation with **999**, the business heads suggest that in this scenario, employees would need to rethink their career goals and upgrade their skills. “In times of AI and social media, employees will have to keep up with the times, with enhanced digital education and strong communication skills,” pointed out Yogesh Mehta.

### SKILLS EQUAL SURVIVAL

Quite evidently, employees who are willing to learn and enhance their skills will survive and thrive. According to a 2021 research undertaken in the Asia-Pacific region, published as ‘Changing Digital Skill Needs and Policy Approaches’ and commissioned by Amazon Web Services, the five digital skills needed for the next five years are: cloud architecture design; software operations support; website/game/software development; large-scale data modelling; and cyber-security skills.

“By 2025, it’s estimated that millennials will make 75 per cent of all employees. These are people who’ve only ever known life in a digital world. Yet, the challenge remains how they’d respond to decades-old processes and solutions when they reach the top management level,” said Gandhi. He also pointed out that the rate and extent of UAE nationals working in the private sector would clearly have implications for how recruiters approached talent management in the country.

No doubt, the pandemic has completely transformed several workforce strategies.







Remote and hybrid working models are here to stay. This is validated by the 'UAE Salary Guide and Hiring Insights Report 2022', by recruitment specialist Michael Page. In the survey, 85 per cent of respondents said that they could perform their tasks remotely. The research also found that employers were becoming increasingly comfortable working with dispersed teams, with 50 per cent of the respondents reporting an increase in the number of roles advertised with remote work as part of the job description. Even the professional network service LinkedIn, in a recent survey, revealed that remote job postings had more than doubled in the UAE.

With these tactical changes, the business heads said, candidates too should make adjustments in their pre- and post-pandemic job search. "Candidates will have to aggressively connect with strangers and re-connect with their existing networks, as it's all about strengthening relationships," stated Gandhi.

#### TAPPING INTO LOCAL TALENT

Interestingly, when borders are closed, there's a great opportunity for localising talent by businesses, which will eventually help individual economies to become self-reliant

and return to stability. Just as one of the greatest CEOs of our times, Microsoft co-founder Bill Gates, said, "Leaders will be those who empower others", the UAE-based business heads also believe in putting people first by building and uplifting the interest of their workforce.

From the beginning of the pandemic, it has been evident that a brilliant and compassionate leadership is crucial in helping

a swift rebound, followed by long-term business growth. Chauhan said, "In 2022, CEOs have a greater responsibility to roll up their sleeves and act as catalysts of transformation, not only to ensure that the structure of the company evolves, but also to make sure that it engages at all levels with employees and stakeholders to propagate growth, despite the

**As the CEO's role changes, the successful ones would come from those who focused on the five stages of the pandemic recovery — resolve, resilience, return, reimagination, and reform**

challenges, by practising togetherness and a people-first policy. As a result, we expect to see more CEOs shifting the focus of corporations towards people versus products."

During the ongoing transformation phase across companies, the CEOs are the torch-bearers who have embraced new technologies and forward-thinking strategies. ESG (Environment, Social, and Governance) needs, sustainability and digital investments along with an employee-friendly atmosphere are, what they say, will sustain large corporations in the coming years. "The CEO today has to be a smart leader, ready to out-think the competition, equipped with intelligent skill sets, innovative, and a strong leader with a keen desire for digital upgradation," explained Mehta.

With the evolution of the employer-employee relationship, there's also greater transparency today. CEOs are equally evaluated on their relevance and purpose. As the CEO's role changes, Gandhi noted that the successful ones would come from those who focused on the five stages of the pandemic recovery — resolve, resilience, return, reimagination, and reform. "The year will also be about prioritising and planning this reimagination, using people analytics. We'll witness CEOs investing more on technology to produce analytics at scale. As getting data to their top team is crucial to make informed decisions, a data-driven HR team will be a true differentiator for organisations," he said.





## THE LITTLE DEVICE THAT CHANGED THE WORLD

**Ali Obaid** is a veteran Emirati commentator and writer on local issues; he currently heads the News Centre at Dubai Media Incorporated

In 1955, when the remote control was invented, it enabled us to do more than switch TV channels; it revolutionised life as we knew it

If you are from the older generation, you will undoubtedly remember the old black-and-white television sets, whose channels were changed manually by a circular key containing 13 numbers, or by buttons not exceeding 13, even when the number of TV channels that you could watch at the time did not exceed two or three. This means that you didn't need more than two or three numbers to watch the channels that were broadcast in the Gulf and the entire Arabian Peninsula at that time.

I am talking about the 1960s, when the UAE, which was not yet established, only had two television channels, namely Kuwait TV and Aramco TV, which was broadcast from the Eastern Province of Saudi Arabia.

Then, in August and September 1969, there were the two channels of Abu Dhabi TV and Kuwait TV from Dubai. At that time, there were no satellite channels, digital channels, or the Internet; the broadcasting of these channels was terrestrial, and it was received by antennas that were directed by hand to the side that showed strong signal. This was before the invention of electrically powered machines, through which the antenna could be rotated right and left without having to move it by hand from the outside. The person moving the antenna would control it from the inside until the image on the TV screen appeared clear.

What I'm saying here may seem like something out of a fantasy or a film script to the younger generation, people who've never seen those days.

One of the dreams of those who lived at that time was to be able to change the TV channels while sitting in their places, just as they were able to change the direction of the antenna with the small electric device placed next to the TV. But this dream did not come true just then.

There was a long gap between the availability of electrical antenna movement devices and the technology for changing

channels remotely. Although this invention — the TV remote control — emerged in the mid-1950s, it was a luxury that had not yet come when televisions entered the Gulf region. The number of TV sets was limited in the beginning, because not everyone had the means to buy a television set, in addition to the fact that electricity had not entered all homes. The children of a single neighbourhood ("Freej", in Emirati dialect) often gathered in one or two homes, which were the ones with television sets and electricity.

**The remote control became one of the most important devices in human hands and its use is no longer limited to televisions**

Tens of thousands of miles away from the emirates, in the United States of America, engineer Eugene Polley invented the first wireless TV remote control in 1955, while working for Zenith Electronics in Chicago. He received a reward of \$2,000 (Dhs7,340 at current rates) for this historic invention.

That was a very small reward when compared to the size of the revolution that this invention has brought about, but it seems that Polley was satisfied with this

reward, which may have seemed substantial in those days. He retired after a career of 47 years, during which he obtained 18 patents, although he had not completed college, as he dropped out of the Illinois Institute of Technology before graduating.

In 2012, Polly died at the age of 97, after the remote control became one of the most important devices in human hands, and its use was no longer limited to televisions; it was included in almost all electronic operations, from the smallest device to satellites and space stations.

Indeed, a large number of people are now managed by these devices, and are under the control of those who hold them in their hands, being moved from one place to another without objection.

*The views expressed by 999 columnists are their own and do not necessarily reflect those of the Ministry of Interior*





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# A WORLD IN A COUNTRY

AS YET ANOTHER GLOBAL SOFT POWER SUMMIT DRAWS NEAR, THE UAE IS ONE OF THE COUNTRIES IN THE SPOTLIGHT FOR ITS STEADY CLIMB IN RANKINGS. YEARS OF INVESTMENT IN A WELL-DEFINED SOFT POWER STRATEGY IS PAYING OFF, AND **999** LOOKS AT SOME OF THE KEY DEVELOPMENTS IN RECENT TIMES

BY SANCHITA GUHA



**“The UAE will always be the place where all cultures meet, because we are not a country in a world — we are a world in a country**



**HH SHEIKH MOHAMMED BIN RASHID AL MAKTOUM**

Vice-President and Prime Minister of the UAE and Ruler of Dubai

**“Our goal for the new brand is to enhance the Emirates’ global reputation, in which we invested thousands of teams throughout 48 years of constant work**



**HH SHEIKH MOHAMED BIN ZAYED AL NAHYAN**

Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces

If a country could have a *curriculum vitae*, aiming for the top job in the world, the UAE would be one of the best candidates. Indeed, that’s the goal of this nation, which recently celebrated its Golden Jubilee with not just fanfare but also a big, fat dossier of world-leading accomplishments, not the least of which is its exemplary pandemic management. It has now begun moving towards UAE Centennial 2071 with vision, determination, and an extraordinarily ambitious goal: to become the best country in the world. And as the international community has seen over two unprecedented years, while the UAE can’t match the firepower of bigger, older countries, it’s definitely a global leader in soft power.

Hard power frequently involves economic sanctions and military threats, effectively one country forcing another to do its bidding, an arrangement that causes losses on both sides. Soft power builds a lasting relationship through knowledge and cultural exchange, economic collaboration, and humanitarian assistance, and this arrangement benefits both sides.

Just under a year ago, on February 25, 2021, the Global Soft Power Index 2021 was published, and the UAE was No. 1 in the Middle East and North Africa region

and No. 17 globally amongst nations that had the most effective soft power. Responding to the result, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai, said in a social media post: “We want to send a message to the whole world that the UAE will continue to build bridges with all people. It will work to create positive ties with everyone. And it will always be the place where all cultures meet, because we are not a country in a world — we are a world in a country.”

As this year’s soft power rankings come out, with the Global Soft Power Summit scheduled for March 15, 2022 (deferred from February 24, 2022), the UAE is set to further consolidate its gains. This year’s summit focus is “on the role of innovation in driving soft power, and the importance of promotion for building the nation brand abroad, and how we foresee their significance evolving in future years”, according to event organiser and ranking researcher Brand Finance.

The UAE is a leader in both of these two focus areas. It has a National Innovation Strategy, and the ongoing Expo 2020 Dubai has been a magnificent platform for showcasing all manner of innovation. Its nation brand is one of the strongest in the world, as seen from its No. 11 global position on the

Brand Strength Index (BSI) 2021, published in October 2021 and also researched by Brand Finance. The country moved up three places, from being No. 14 in 2020.

What’s more, the UAE actually has a nation brand logo — the ‘seven lines’ logo, representing the seven emirates, the national flag colours, and the approximate geographical shape of the country, is a simple, beautiful, and dynamic representation of its identity.

As the new logo was revealed in January 2020, following a competition to choose the best entries, His Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, said: “The UAE Nation Brand tells the story of our union, our unity, our future and of a country that is firmly making its mark across the world. Our goal for the new brand is to enhance the Emirates’ global reputation, in which we invested thousands of teams throughout 48 years of constant work.”

There’s a significant economic value attached to a nation brand. While the UAE was No. 11 on the nation brand strength index, it was ranked No. 17 in nation brand value in 2021, moving up one position from 2020. The United States topped the nation brand value rankings for 2021, with a value of \$24.8 trillion (Dhs91 trillion), and



**“ The rise in the economic value of the UAE’s national brand in 2021 is a clear indication of the country’s global reputation in various fields**



**HE MOHAMMAD BIN ABDULLAH AL GERGAWI**

Minister of Cabinet Affairs

the UAE had a value of \$749.26 billion (Dhs2.75 trillion).

Commenting on the UAE’s nation brand value ranking, HE Mohammad bin Abdullah Al Gergawi, Minister of Cabinet Affairs, said in a media statement: “The rise in the economic value of the UAE’s national brand [in 2021] is a clear indication of the country’s global reputation and competitiveness in various fields.

“There is no doubt that achieving 11 per cent brand value growth, from \$672 billion to \$749 billion, is a major achievement in the 50th year of the UAE and underlines how quickly our nation has established its name and global identity as a developed and pioneering country. It is an exceptional success story that will be told to all generations.”

#### **SOFT POWER STRATEGY**

The UAE has a systematic manner of doing things — this is one of the primary reasons behind its consistent success — and that means it efficiently works out the ‘what’ and ‘why’ and ‘how’ of every plan. The UAE Soft Power Strategy is one such plan.

Launched in September 2017 by the UAE Soft Power Council, the strategy “aims to increase the country’s global reputation abroad by highlighting its identity, heritage, culture and contributions of the UAE to the world”, says the UAE government in its summation.

The four main objectives of the strategy are:

- to develop a unified direction for various sectors, including the economy, humanities, tourism, media and science;



- to promote the UAE's position as a gateway to the region;
- to establish the UAE as a regional capital for culture, art and tourism;
- to establish its reputation as a modern and tolerant country that welcomes all people from across the world.

The strategy has six main diplomatic pillars: humanitarian diplomacy; scientific and academic diplomacy; national representatives diplomacy; people diplomacy; cultural and media diplomacy; and economic diplomacy.

Considerable progress has been made in each of the four main objectives. None of these objectives require any military action or economic arm-twisting; they're all meant to create amicable international relations by promoting tolerance and peaceful co-existence. At the Tolerance Talks 2019 in Abu Dhabi, HE Sheikh Nahyan bin Mubarak Al Nahyan, Minister of Tolerance, said, "Although the UAE is a young country, it has an impressive history of tolerance. Tolerance is part of the soft power of our country."

Therefore, all the objectives of the UAE Soft Power Strategy are based on working together, not working against each other.

**Unified direction:** The "unified direction" objective pulls together all the different threads to make one coherent whole, within which every individual element — business environment; education; information technology; innovation; tourism; retail — supports the UAE's Centennial 2071 goal of becoming the world's best, going beyond the Vision 2021 goal of becoming one of the best.

Achievements such as an extremely rapid and comprehensive vaccination campaign and reopening of the economy while containing COVID-19; putting a

**“ Although the UAE is a young country, it has an impressive history of tolerance. Tolerance is part of the soft power of our country**

**HE SHEIKH NAHYAN BIN MUBARAK  
AL NAHYAN**  
Minister of Tolerance



space probe in the Mars orbit in the middle of the pandemic; launching and managing a spectacular World Expo, taking in millions of visitors without any alarming spike in infections have all led to the integration of different sectors and their perfectly aligned contribution to rising national rankings.

For instance, in December 2021, the UAE's retail sector was ranked No. 14 globally on Kearney's Global Retail

Development Index (GRDI), propelled by government reforms and digitalisation. "The ease of doing business in the country, in addition to the steady support for start-ups and small businesses, and well-designed stimulus packages have encouraged foreign direct investments and spurred innovation in the sector," said Mohammed Dhedhi, Partner at Consumer and Retail practice at Kearney Middle East, in a media statement.







**“While the UAE has recently celebrated its Golden Jubilee, its economy behaves like that of a developed market, which has accelerated the maturity of the retail market”**



### MOHAMMED DHEDHI

Partner at Consumer and Retail practice at  
Kearney Middle East

He added, “Coupled with the high consumer spending levels, we have seen large international retailers and global brands entering the market or expanding their operations over the last decade. While the UAE has recently celebrated its Golden Jubilee, its economy behaves like that of a developed market, which has accelerated the maturity of the retail market, so much so that it will soon no longer be considered an ‘emerging

market’ within our GRDI rankings.”

The UAE was ranked No. 33 worldwide on the Global Innovation Index 2021, moving up one spot from 2020. It was No. 2 in Northern Africa and Western Asia (excluding island nations), behind Israel at No. 1.

The individual pillars of these rankings showed the UAE at No. 14 in ‘infrastructure’ and in the top 30 globally in ‘human capital and research’, ‘market

sophistication’, and ‘business sophistication’. This will inevitably mean more investments coming into the country, supported by decisive and forward-looking government policies.

**Gateway to the region:** The “gateway to the region” objective is aided by the UAE’s geographical position, which has, for centuries, made it an important stop on international trade routes. In 2015, Dubai International Airport (DXB) ended the long-time reign of London Heathrow (LHR) as the world’s busiest airport by international passenger traffic. Once the new Al Maktoum International Airport in Dubai becomes fully operational, with a total planned capacity of handling 260 million passengers annually, the UAE is likely to become unbeatable.

When DXB took the No. 1 position, handling 70 million-plus passengers, Dubai Airports CEO Paul Griffiths told Bloomberg Television, “We’re planning to overtake ourselves.”

Being the gateway to the region doesn’t only mean the physical movement of people. The UAE is also a business gateway to the region, with many companies setting up their regional headquarters here. The availability of a huge skilled, multilingual and multicultural workforce, world-class infrastructure, security and political stability are the key factors here.

In December 2021, a report by international logistics company DHL and NYU Stern School of Business, titled ‘10th DHL Global Connectedness Index’, said that the UAE was the “most globalised nation” in the Middle East. Releasing the findings, Amadou Diallo, Chief Executive of DHL Global Forwarding for the Middle East and Africa, said, “Looking at the

## SOFT POWER: THE FIRST COINAGE

American political scientist Joseph Nye claims to have coined the phrase “soft power”. At any rate, he was the one who popularised it, after including it in his 1990 book *Bound to Lead*.

Explaining how the concept originated and evolved, Nye wrote a paper titled ‘Soft power: the origins and political progress of a concept’, published in February 2017. He wrote: “Both academics and practitioners in international relations tended to treat

power as tangible resources you could drop on your foot or drop on a city... but sometimes people influence others by ideas and attraction that sets the agenda for others or gets them to want what you want.”

Since then, the phrase “soft power” has taken on a life of its own, and, according to his paper, countries such as China and the European Union bloc have paid it more attention than ever before.



HH Sheikh Mohammed bin Rashid and HH Sheikh Mohamed bin Zayed during Pope Francis' visit to the UAE in February 2019



HH Sheikh Mohamed bin Zayed interacts with Afghan families at the Emirates Humanitarian City in September 2021

Middle East, the UAE's pre-eminent position as the most globalised nation in the region is an outcome of economic development strategies that aggressively pursued growth via globalisation, strongly supported by the private sector and public."

This index measures globalisation on the basis of four elements: flows of international trade; capital; information; and people. It tracks the international flows relative to each country's domestic activity and to each country's geographical reach around the world.

The international trade flow brings with it spillover benefits for the whole economy. Despite two pandemic-dominated years, the UAE is scheduled to have a number of major hotel openings in 2022, a strong marker of business optimism. The new establishments include Anantara Mina Al Arab, Ras Al Khaimah, the region's first eco-resort; and Atlantis, The Royal, Dubai, yet another architectural marvel.

**Regional capital for culture, art and tourism:** If the UAE's tourism reputation was built on sun, sand, sea, and shopping in the initial years — things really took off in the 1990s, with the opening of Burj Al Arab and the launch of Dubai Shopping Festival — the country now has a cultural calendar to rival the best in the world. Abu Dhabi is the cultural leader in the region, being the site of the only Louvre Museum outside of Paris, besides more cultural gems like Guggenheim Abu Dhabi and Zayed National Museum.

Art fairs are being held around the country, especially in Abu Dhabi, Dubai, and Sharjah, including a fair dedicated to



one of the hottest — and most intriguing — art world trends: non-fungible token (NFT) art, based on blockchain technology. Hardly a surprise that such an event would be held in one of the most digitalised nations in the world.

In January 2022, a unique NFT art sale took place in the UAE. A beautiful carpet, called the "Pontifex carpet" had been woven by Afghan women and was gifted to Pope Francis by HH Sheikh Mohamed bin Zayed Al Nahyan in September 2016 during a visit to the Vatican. The actual carpet (272cm x 183cm) is still with the Pope, but an NFT version of it was created by Zuleya, the retail arm of the Fatima bint Mohamed bin Zayed Initiative, and was sold to raise money for charitable work in Afghanistan. The 187cm x 125cm digital replica was sold for 25 Ether (cryptocurrency) or about \$81,886

(Dhs300,521) on January 14. The buyer would reportedly also get a miniature copy of the iconic original carpet.

"This is perhaps the most iconic NFT to be sold in the Middle East," said Musfir Khawaja, Co-founder of nftOne, the DIFC-headquartered regional marketplace where the NFT was listed. "The buyer will get the physical replica of the carpet besides an ornate gold frame on a 165cm digital canvas with the NFT loaded on it."

This sale did more than just raise money for charity; it was a milestone on the world's NFT art journey. The UAE stands apart because of its innovative and dynamic ways of doing things that are done more conventionally by other nations.

**A modern and tolerant country:** This is perhaps the most obvious aspect of the UAE's soft power. For decades, even





## INTERNATIONAL DAY FOR HUMAN FRATERNITY TURNS TWO

Peace and prosperity go together. The UAE's goal is to promote both. One of its achievements in this regard is successfully initiating a resolution on declaring February 4 as the International Day for Human Fraternity (IDHF) every year. The resolution — put forth also by the Kingdom of Bahrain, the Arab Republic of Egypt, and the Kingdom of Saudi Arabia — was adopted by the United Nations in December 2020.

February 4, 2022, marks the second anniversary of IDHF. The day was observed in 2021 through a virtual event organised by His Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme



*Pope Francis shakes hands with the Grand Imam of Al-Azhar, Professor Ahmed Al-Tayyeb after the signing of the historic Document on Human Fraternity, in Abu Dhabi on February 4, 2019*

Vatican Media

Abu Dhabi on February 4, 2019, by the Pope and the Grand Imam.

Addressing the UN General Assembly, HE Lana Nusseibeh, Ambassador and Permanent Representative of the UAE to the UN, said, "In recent years, the world has been witnessing a dramatic increase in violence, hate speech, xenophobia, religious bigotry, and other forms of discrimination.

In the face of

Commander of the UAE Armed Forces. The event was attended by Pope Francis; the Grand Imam of Al-Azhar, Ahmed Al-Tayyeb; the UN Secretary General, António Guterres; and other international leaders.

Marking this day was a step following the historic Document on Human Fraternity for World Peace and Living Together, signed in

such transnational threats, we need to support initiatives that encourage solidarity and unity amongst people in the spirit of 'human fraternity'. The UAE, Saudi Arabia, Bahrain, and Egypt aspire, through this initiative, to celebrate together our shared values of acceptance, openness, empathy, and love towards other human beings."

before the formation of the United Arab Emirates, people from other countries have been coming to live and work here. As the Union came into being at the end of 1971, the number of expatriates only increased, until the country became home to people of more than 200 nationalities.

Shaped by the vision of the late Sheikh Zayed bin Sultan Al Nahyan, the founding father best known for his policy of openness to other cultures and knowledge, the UAE actively promotes tolerance through various platforms. Like with everything else it does, its initiatives on peace and harmony are well-strategised and well-executed. In 2016, the country created the world's first Ministry of Tolerance and this was

followed by the world's first Tolerance Charter.

The UAE Charter of Tolerance, Coexistence and Peace serves as the blueprint for a strategy to counter bigotry, racism, and terrorism in today's world. These aren't just words on paper. The concept of tolerance came to the fore in the most uplifting way when Pope Francis arrived in the UAE in February 2019, marking the first visit of an incumbent pontiff to the Arabian Peninsula. He met the Grand Imam of Al-Azhar, Professor Ahmed Al-Tayyeb, and together they signed a historic pledge of fraternity.

A modern society and tolerance go together. Intolerant nations descend into a spiral of conflict, which prevents them from moving ahead, growing and

prospering. Tolerant nations are able to make the best use of available resources, develop technologies, and forge economic ties with other nations. An example of the economic impact of tolerance is what followed the Abraham Accords, the peace agreement signed in 2020 between Israel, UAE, Bahrain, and the United States. This normalising of Arab-Israeli ties could lead to massive economic benefits.

A year after the signing, HE Abdulla bin Touq Al Marri, Minister of Economy, said in September 2021 that the UAE was looking to grow business relationships worth more than \$1 trillion with Israel over this decade. In the months since the peace agreement, entities in the UAE and Israel had signed more than 60

memoranda of understanding and a trade “influx” was awaited, said the minister. Defence, energy, and food security would be the key areas of bilateral business ties.

### SOFT POWER AND DIPLOMACY

Diplomacy, in the modern context of an interconnected world, no longer means only designated envoys taking their countries’ message to others. There are many different roads now that lead to the ultimate objective of building a nation’s positive image and expanding its presence at international forums.

The UAE’s method of growing its positive global influence is reaching out to the international community and creating mutual benefit — that applies to every field from business to crime-fighting. This is practically a failsafe method, since every individual, organisation, and country wants its own interest served, and the UAE finds a way to serve those interests while also protecting and promoting its own interests.

The extent of the success of this policy is visible in the UAE’s leadership on various international platforms. In November 2021, the global policing body Interpol elected Major General Dr Ahmed Nasser Al Raisi, Inspector General at the UAE Ministry of Interior and a member of Interpol’s executive committee, as the

new Interpol president, during its Annual General Assembly held in Istanbul.

Al Raisi was elected for one four-year term.

In November 2015, the UAE had assumed the chair of the Virtual Global Taskforce, the international alliance of 18 law enforcement agencies and private sector partners dedicated to combating online child sexual abuse. The UAE held the position for a three-year term in recognition of its law enforcement measures in this area. Major General Dr Nasser Lakhreibani Al Nuaimi, Secretary General of the Office of the Deputy Prime Minister and Minister of Interior, became the new chairman for this term.

In times of great crisis, the UAE’s international reach goes far beyond diplomacy and becomes purely humanitarian campaigns. Nothing could have made this clearer than the COVID-19 pandemic. While the UAE has been sending aid and undertaking development work overseas for many years, 2020-2021 is when the world truly saw the speed, efficiency, and generosity of its support.

As per government estimates, available till July 2021, the UAE had sent 2,154 tonnes of medical aid, ventilators, screening equipment, personal protection equipment, and testing kits to 135 countries. Moreover, 196 medical aid flights were sent out; six field hospitals were set up in Africa and the Middle East; and one fully equipped mobile clinic was set up in Turkmenistan. At least 117 countries received aid sent out from warehouses in Dubai International Humanitarian City. The UAE also gave in-kind aid worth \$10 million (Dhs36.7 million) to the World Health Organization.

The UAE’s global role during the

**“Indeed, for the first time since 1945, the Middle East has produced a soft power player in the shape of the UAE**



**DENIS MACSHANE**

Former UK Minister of State for Europe

pandemic is one of the reasons for its high soft power ranking. An April 2021 article titled ‘Vaccine Diplomacy: COVID and the Return of Soft Power’, published on *The Globalist*, which describes itself as an online magazine dedicated to exploring “how the world hangs together”, said: “Indeed, for the first time since 1945, the Middle East has produced a soft power player in the shape of the UAE.” The article author was Denis MacShane, a former UK Minister of State for Europe.

In his foreword for the Brand Finance Global Soft Power Index 2021, Dr Paul Temporal, Associate Fellow, Saïd Business School, University of Oxford, said about the UAE: “It is perceived to have handled the pandemic much better than its regional competitors and is gaining more soft power traction with on-going policies and planned activities such as the successful Emirates Mars Mission and other international partnerships.”

And now, with the Soft Power Index 2022 set to be presented next month, the UAE’s global influence can only see an upward trajectory.



As per government estimates, available till July 2021, the UAE had sent 2,154 tonnes of medical aid, ventilators, screening equipment, personal protection equipment, and testing kits to 135 countries



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# FUTURE-PROOF LABOUR CODE

FROM THIS MONTH, THE UAE WITNESSES THE  
IMPLEMENTATION OF TRANSFORMATIVE RULES  
THAT EMPOWER ALL SECTORS AND MEET THE NEXT  
PHASE OF MANPOWER NEEDS

BY NEIL BIE









In the years, maybe decades that they've spent here, residents of the UAE never had the experience of going to work on Fridays — until January 2022. Ahmad Bilbisi, a 34-year-old banking executive, started his day on January 7, the UAE's first-ever working Friday, with cautious optimism. As part of the nation's new labour reforms, the country's public sector entities and also many private sector organisations finally came in sync with the global working days.

"The first working Friday felt a bit weird, but it makes sense to me, at least for the banking industry. We're now working on the same day as everyone else in the world," said Bilbisi. Alongside the new shortened workweek for the public sector — ending on Friday noon — the shift in the UAE weekend, the first in the Gulf region, heralds a new era of higher productivity and better lifestyle. Together, they sharpen the country's competitive edge and add to its appeal as an ideal place to live.

These two measures have made the most headlines in recent weeks; there are many more reforms designed to transform the UAE's labour code and make it forward-looking, anticipating the needs of not just today but also tomorrow.

From February 2022, the private sector

in the UAE is set to undergo the biggest update in the labour code since the issuance of the initial set of laws more than four decades ago.

President His Highness Sheikh Khalifa bin Zayed Al Nahyan issued the new Federal Decree Law No. 33 of 2021 on the Regulation of Labour Relations, which effectively replaced Federal Law No. 8 of 1980. This is one of the most significant steps taken in the journey towards UAE Centennial 2071, following the Golden Jubilee celebrations of December 2021.

The UAE is well-placed to reap the harvest of its new labour code. On The Legatum Prosperity Index 2021, a global ranking system of 147 countries created by the UK-based thinktank Legatum Institute, the UAE ranked No. 21 in the world — one of the best in all of Asia, next only to Hong Kong (No. 1), Singapore (No. 3), Japan (No. 8), Taiwan (No. 10), and Qatar (No. 20) — in 'Enterprise Conditions', the index pillar measuring "the degree to which regulations enable businesses to start, compete, and expand".

A national regulatory environment that encourages enterprise is also required to take into account the rights and benefits of people engaged in those enterprises, and the new labour code ensures just that.

### SPURRED BY NEW WORLD ORDER

Everything about work and the job market has changed over the past two years because of the COVID-19 pandemic — a new order has come with the new normal. For instance, the ability to deliver results from anywhere and to motivate oneself even when working from home is far more important now than being able to take meetings all day with people sitting around a conference table. A talent for lifelong learning is now prized more than the laurels one has earned in the past. Some sectors have come to the fore; some have had to take the backseat.

These things have been happening in the UAE, too, even though the country has controlled the ill effects of the pandemic with admirable speed and efficacy. It may be said that the pandemic was the main accelerator of these modernised labour reforms coming into force now.

In a way, the country had begun the journey towards transformation long before its need was felt. The single most important factor on this journey has been the UAE's investment in digital infrastructure since the early 2000s, an investment that paid off handsomely when the world had to minimise



in-person contact and do almost everything remotely.

The challenge of the pandemic has brought with it many opportunities, too, such as enabling people to live in the UAE — and, thus, contribute to its economic growth — while working for any company anywhere in the world, or just working for themselves. New categories of work visas, such as the Green visa and the freelancer visa, ensure enough flexibility for people in various lines of work to come and live in the UAE.

Hand in hand with this, the updated labour code aims to better protect the rights of employees and employers, and give everyone a better work-life balance. The overall result of the new labour reform is a country that rewards talent and hard work, and is a magnet for ambitious, capable people.

One of the main objectives of the UAE's new labour code for the private sector is to enhance the flexibility, retention, and sustainability of the country's workforce.

The code ensures that each and every employee gets equal opportunities, no matter what sector they work in, regardless of their sex, ethnicity, race, religion, colour, or disability.

HE Dr Abdulrahman Al Awar, Minister of Human Resources and Emiratisation (MoHRE), is optimistic that the new Federal Decree Law No. 33 of 2021 will not only benefit company owners in the ease of doing business, but will also provide a more conducive work environment for employees in general. "[The new law] enhances the flexibility and sustainability of the labour market nationwide, by guaranteeing the protection of the work relationship, its developments and the exceptional circumstances it may face. This will reflect positively on the workers in various business sectors and lead to increased productivity," said the minister.

#### WELFARE OF EMPLOYEES

The UAE public sector is one of the best in the world, in terms of performance and employee welfare, with assessment being done constantly, new benefits being introduced, and outstanding performers being recognised. The Sheikh Khalifa Government Excellence Programme is meant "to empower the government sector to excel in its performance, regulations, services and outcomes".

The UAE private sector has not been left out in the quest for best business results balanced with the highest level of employee welfare and satisfaction. The government puts a premium on providing private sector employees with enhanced work-life balance, with a

**“The new law enhances the flexibility and sustainability of the labour market nationwide, by guaranteeing the protection of the work relationship, its developments and the exceptional circumstances it may face**



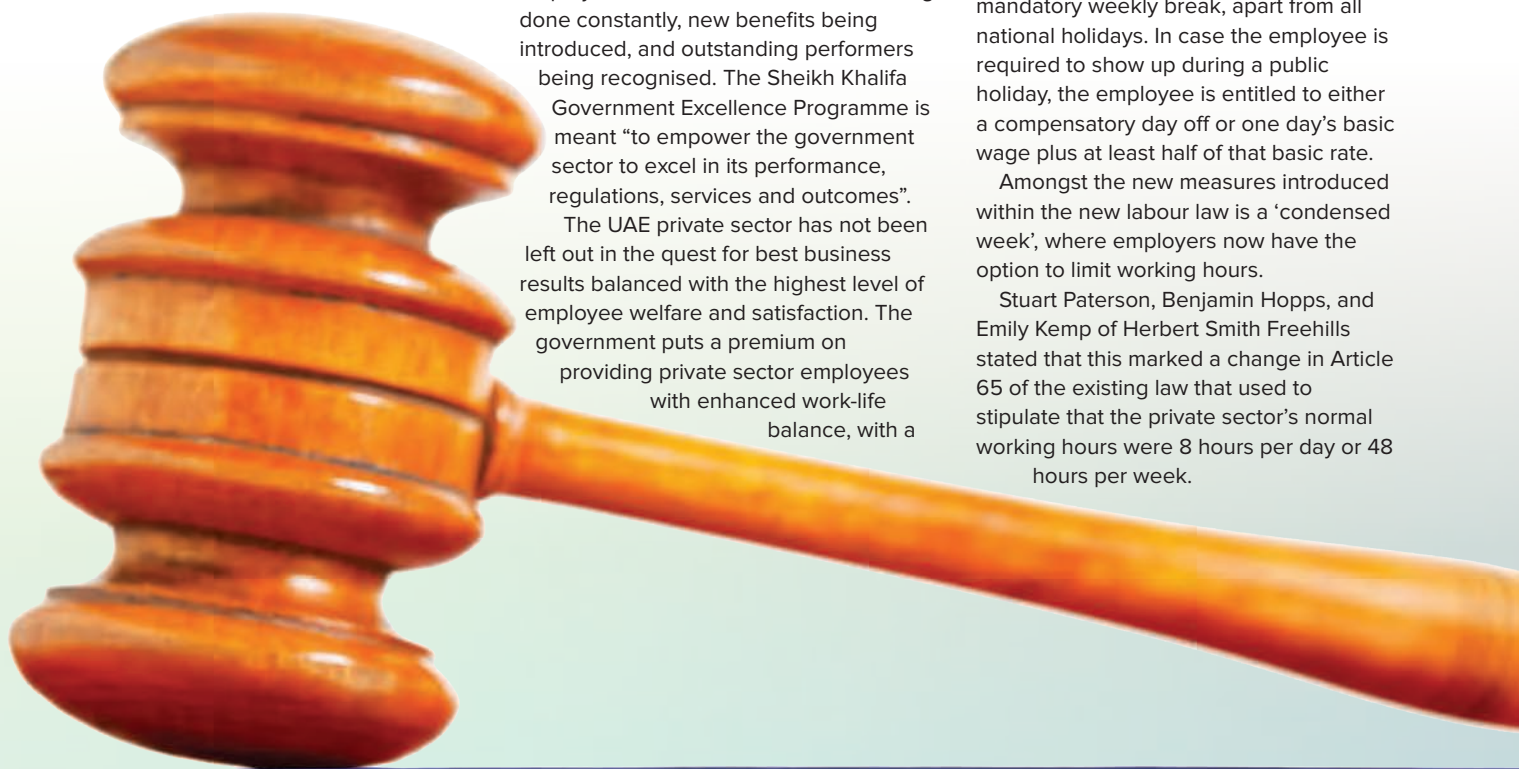
**HE DR ABDULRAHMAN AL AWAR**

Minister of Human Resources and Emiratisation

mandatory weekly break, apart from all national holidays. In case the employee is required to show up during a public holiday, the employee is entitled to either a compensatory day off or one day's basic wage plus at least half of that basic rate.

Amongst the new measures introduced within the new labour law is a 'condensed week', where employers now have the option to limit working hours.

Stuart Paterson, Benjamin Hopps, and Emily Kemp of Herbert Smith Freehills stated that this marked a change in Article 65 of the existing law that used to stipulate that the private sector's normal working hours were 8 hours per day or 48 hours per week.



# EMPLOYMENT LAW

“The new law gives the option for employers to allow their employees to work for 40 hours in a week on a condensed model, i.e. a 4-day week consisting of 10 hours per day. This change is likely to have been made with the new 4 ½ day working week for public sector employees in mind,” read the legal briefing.

Minister Dr Al Awar advised private firms and institutions to use the benefits of the new system by adjusting their internal rules and regulations to meet their specific operational requirements, while also ensuring a helpful and balanced work environment for the staff.

### REVISED LEAVE STRUCTURE

More leaves have also been granted to all employees in the private sector. The COVID-19 pandemic naturally witnessed a rise in employees taking sick leaves and making requests for time off to mourn deaths in the family. This is why the new law mandates that employees who have finished six months of service become eligible for a maximum of 90 days of sick leave. Of this number, the first 15 days will be on full pay; the next 30 days will be on half pay; and the remaining 45 days will be unpaid sick leave. Employees will be required to present a valid medical certificate to avail of this leave.

In addition, employees can now file a mourning leave for five days if their spouse dies, or three days if any of their parents, children, grandparents, and grandchildren pass away. Those who finish at least two years of service in any company may also file for 10 days of study leave.

“With offers of greater employer flexibility on the table, a largely underutilised section of the community may now have the ability to make a major contribution — the stay-at-home parents. For many, this is going to be an extraordinary change. So many professionals in the past have had to choose between either a family or a career. With part-time arrangements now being enshrined into law, this highly skilled demographic will now be able to enjoy the best of both worlds,” highlighted Scott Cairns, Founder and Managing Director of Creation Business Consultants, in an interview with a local media agency.

Furthermore, the law now limits the number of overtime working hours to two per day. It prohibits all companies from forcing employees to work for five straight hours without a one-hour break.

Abdelaziz Migdady, a Dubai-based professional from Jordan, stated that this reflected the UAE's vision to ensure that

employees wouldn't feel that they were overworked and would help reduce the mental stress they experienced at work.

“No matter what sector you're working for here in the UAE, the assurance that this new law gives to all employees will help expats have peace of mind, as it sets limits on time allotments for work. This will help to cultivate a healthier working environment, one that values the time of employees within and outside of their working hours,” said Migdady.

### CONTRACTS AND WORK TYPES

UAE employers who had hired their staff with unlimited contracts are now required to replace these contracts with a fixed term of a maximum of three years, as stated in Article 8 of the new labour code. The contract is renewable depending on the consensus of both parties.

All employers are expected to finish the signing of these new contracts by February 1, 2023,

“Many professionals in the past have had to choose between either a family or a career. With part-time arrangements now being enshrined into law, they will now be able to enjoy the best of both worlds



**SCOTT CAIRNS**

Founder and Managing Director of Creation Business Consultants





**“ The latest announcements are another example of the UAE placing a dual emphasis on investment and talent as it seeks to realise its growth and diversification ambitions**



**SCOTT LIVERMORE**

Chief economist at Oxford Economics



exactly a year after the new labour reforms come into effect.

Apart from full-time work, Federal Decree No. 33 of 2021 also covers three other types of work in order for the country to adapt and be more flexible in terms of manpower requirements.

Part-time work allows an employee to work with one or more employers for a certain

number of hours or days. Temporary work focuses on tasks that are either temporary by nature or focused on work that ends with the completion of a certain job. Meanwhile, flexible work specifies the number of hours or days that may either decrease or increase according to the bulk of work or on the economic and operating variables of the employer.

These new types of work, officially included in the UAE's new labour code, will enhance ease of doing business, enabling employers to hire employees for different work models without having to worry about complications and paperwork.

“The latest announcements are another example of the UAE placing a dual emphasis on investment and talent as it seeks to realise its growth and diversification ambitions. The announced policies mean that labour regulations seem more in line with expectations in Europe and other parts of the world. This enhances the liveability of the UAE for expat workers, and we have seen increasingly that non-wage benefits are becoming more important to employees,” said Scott Livermore, Chief Economist at Oxford Economics, in an interview with local media.

#### REVISITING WAGES AND GRATUITY

All employers are responsible for paying their employees' wages as per the amount, time, and manner specified in the employment contract. If the employer fails to meet any of the responsibilities, such as retaining or deducting the salary, the employee has the right to resign without notice if he/she notifies the Ministry of Labour within 14 working days after the final day of work.

The new Decree Law, however, has outlined the circumstances in which an employer may reduce an employee's salary — these specific circumstances include repayments for a loan that the employee has taken out from the company; any amount paid to the employee that was paid in error; subscriptions for social security, pension, end-of-service benefits, insurance; pay reductions for the employee's infractions, depending on the disciplinary list issued by the employer; debts against court rulings, which can be up to a quarter of one's



## The UAE ranks at the top of the Middle East and North Africa region in the World Bank's 2021 'Women, Business and the Law (WBL)' report, which includes eight indicators focused on women's experiences with the law as they begin, progress through, and conclude their careers

earnings (except for maintenance and alimony); and any damages caused by an employee's error to the company's property, tools, or equipment.

If there are several causes for the pay deduction, the total deduction may not exceed 50 per cent of the employee's monthly compensation under any circumstances.

In addition, the UAE also announced an unprecedented move to set a specific minimum wage. However, no specific amounts were announced at the time of this magazine going to press.

The amount will be determined and announced by the UAE Cabinet, following a proposal that will be set by MoHRE, in collaboration with concerned authorities in the public and private sectors to determine the new minimum wage for all employees living and working in the country.

According to the Decree Law, any full-time expat employee who has worked for one year or more is entitled to an end-of-service gratuity based on the last basic salary, provided that the gratuity is calculated on the basis of 21 days' salary for the first five years and 30 days' salary for any period after that. All outstanding payments and dues must be paid to the employee within 14 days after the termination of the employment contract.

### EMPOWERING WOMEN

The UAE, since its foundation, has sought to ensure education and workplace parity amongst genders. That tradition continues with the new labour code. Women are amongst the big winners of the reforms. Federal Decree Law No. 33 of 2021 states that women ought to be granted the same rights and wages as their male counterparts for performing similar work of equivalent value.

"The new law explicitly affirms that all provisions regulating the employment of workers without discrimination shall apply to working women, with an emphasis on granting women the same wage as men if they perform the same work or other work of equal value," stated Herbert Smith Freehills in a legal briefing.

It also highlights that mothers will receive longer maternity leave of up to 60 days, of which 45 days will be full pay and 15 days will be half pay. This gives employed moms two weeks' more time with their newborns, as the existing provision gives women 45 days' paid maternity leave. New fathers also stand to benefit from a five-day paternity leave, which they can file within six months from the day their child is born.

Even prior to these labour reforms, the UAE was making great strides in enhancing its provision of economic and career opportunities for women, with several legislative restructurings over the years.

This has led the UAE to rank at the top of the Middle East and North Africa region in the World Bank's 2021 'Women, Business and the Law (WBL)' report, which includes eight indicators focused on women's experiences with the law as they begin, progress through, and conclude their careers.

Sara Seggari, a 36-year-old Moroccan based in Dubai, stated that the UAE had shown that it valued women through legislations that elevated the country's professional working environment for the world to emulate. "In the UAE, the way women are treated is one of the highest levels in the world, and I'm often struck by the 'protection' and 'elevation' shown to us.

As a woman, I feel safer here than in my own country. The new decree law brings this positive sentiment to the workplace," she said.

Seggari added that the new labour law proved the remarkable progress the UAE had made in giving women opportunities to succeed and lead in various sectors, without having to worry about gender discrimination. "Knowing that there's a law that prohibits sexual harassment, bullying, or verbal, physical, or psychological abuse on the part of the employer gives me greater peace of mind. This is another example of the UAE's commitment to promoting women's rights and their empowerment as a precondition for progressing as a modern civilisation," said Seggari.

### SHAPING RESPONSIBLE EMPLOYEES

While benefits are ensured by law, employees are likewise expected to step up and prove their worth to their respective organisations.

The employee is responsible for carrying out the job responsibilities outlined in the employment contract without the assistance of any third parties. In addition, the employee must follow the company's code of conduct and work ethics, as well as protect the company's tools, equipment, data, business secrets, and other assets. At the end of the employment relationship, the employee is required to hand over all work possessions in good shape.

The employee must also work throughout agreed-upon working days and hours and adhere to all applicable health and safety standards. The employee is not permitted to work for another employer unless the original employer gives formal consent. If an employee wishes to work remotely, whether in the UAE or elsewhere, an agreement must be made with the employer outlining all the terms.

If the company provides housing for the employee, it must be vacated within 30 days after the final working day, unless the parties have agreed in writing otherwise. Working hours have been cut to eight hours per day or 48 hours per week, pending approval by the Cabinet. Night overtime for employees will go from 10 pm until 4 am.





## 10 KEY CHANGES UNDER THE NEW UAE LABOUR LAW

### LEGAL BRIEFINGS BY



#### STUART PATERSON

Managing Partner in the Middle East and Head of Middle East Dispute at Herbert Smith Freehills LLP



#### BENJAMIN HOPPS

Of Counsel at Herbert Smith Freehills LLP



#### EMILY KEMP

Trainee Solicitor at Herbert Smith Freehills LLP

On November 15, 2021, it was announced that a new UAE labour law would be coming into force early in 2022. Federal Decree Law No. 33 of 2021 on the Regulation of Labour Relations (the new law), replacing Federal Law No. 8 of 1980, would take effect from February 2, 2022. This bulletin set out 10 key changes to be implemented under the new law.

#### 1 ABOLITION OF UNLIMITED CONTRACTS

Under Article 8 of the new law, unlimited contracts are to be abolished and replaced with work contracts of a fixed term for a period of three years, which may be renewed on the same conditions with the consent of both parties for a similar period or less.

#### 2 DEADLINE OF FEBRUARY 1, 2023, FOR THE DRAFTING OF NEW EMPLOYMENT CONTRACTS

All employers in the private sector shall be required to replace their current employment contracts with contracts that comply with the new law. Employers have a maximum period of one Gregorian year from the date of the new law's implementation in which to do this, i.e. the deadline is February 1, 2023.

#### 3 MINIMUM WAGE

Article 27 of the new law will set a minimum wage, which is an unprecedented move for the UAE. The minimum salary amount shall be determined and announced by the UAE Cabinet following a proposal by the Minister of Human Resources and Emiratization, in collaboration with the relevant authorities.

#### 4 EQUAL PAY FOR EQUAL WORK

In addition to articles prohibiting discrimination based on race, sex, religion etc., the new law explicitly affirms that all provisions regulating the employment of

workers without discrimination shall apply to working women, with an emphasis on granting women the same wage as men if they perform the same work or other work of equal value.

#### 5 NEW CATEGORIES OF LEAVE GRANTED TO EMPLOYEES

Employees shall have the right to request additional types of leave under the new law, including (i) bereavement leave of three days following the death of close family members, (ii) parental leave of five days, to be taken intermittently or consecutively within six months of the birth of a child and (iii) study leave of 10 days for an employee who has to take exams, provided that they complete two years of work with that employer. Mothers will also receive longer maternity leave, with 45 days of full pay and the next 15 days with half pay.

#### 6 NEW MODELS OF WORK ANNOUNCED

With a view to enhancing the flexibility and productivity of the labour market, the new law provides new models of part-time work, temporary work, and flexible work.

#### 7 'CONDENSED' WORKING WEEK

The new law also provides for the option of a shorter working week via a condensed working hours model. Article 65 of the current law stipulates that normal working hours for the private sector are 8 hours per day or 48 hours per week. The new law gives the option for employers to

allow their employees to work for 40 hours in a week on a condensed model, i.e. a 4-day week consisting of 10 hours per day. This change is likely to have been made with the new 4 ½ day working week for public sector employees in mind.

#### 8 NON-COMPETITION CLAUSE

The new law strengthens the non-compete protections afforded to an employer by introducing a statutory requirement for a Non-Compete Agreement to be executed between the employer and employee. This Agreement must stipulate its duration, geographical scope and the types of work it applies to.

#### 9 14-DAY NOTICE OF TERMINATION REQUIRED DURING A PROBATION PERIOD

While an employer may dismiss an employee at any time during their probationary period, the new law requires that employees must still serve 14 days' notice on their employer if they wish to do the same.

#### 10 JUDICIAL FEES EXEMPTION

Under the new law, employees or their heirs may file petitions, pursue litigation or enforcement orders against employers without incurring judicial fees at any stage of the process, provided that their claim does not exceed Dhs100,000 in value.

The new law also provides that the employer shall bear the fees and expenses of recruitment and employment and may not recover them directly or indirectly from the employee.



## I AM NOT VAIN

**Dr Samar Al-Shamsi** is an internationally respected artist who is renowned for her commissioned portraits of high-profile individuals, including the late Sheikh Zayed bin Sultan Al Nahyan, UAE President His Highness Sheikh Khalifa bin Zayed Al Nahyan, US President Barack Obama, and others.

Women uphold righteousness and wisdom without fail, governing their world with a balance

One day, she scribbled her thoughts on the pages of her notebook. She slowly held her pen, and drifted away to the horizon, her mind wandered, filling her soul with faraway thoughts that sneaked in, so blazingly noisy. She crossed tunnels of words and letters, coupled with portraits of melodies that pictured her life. She engaged in a loose conversation with her characters. She hovered above places like a scan bird would when setting boundaries of 'no trespassing', or a painter framing dreams and the details of days with his brush.

She is a woman that gives birth to events like a woman bringing a child to the world. She caresses them with her looks in their crib, and hugs them with the instinct of a mother. She is a woman with wit in her eyes. She hunts the stories of others and turns them into plays of graceful amazement. She cannot be messed with. It is like falling into a deadly trap. She turns the compass of barriers towards her prey. She is a woman who writes down facts with the revelation of a prophecy or the passion of lunatics. She rules with the wisdom of the righteous, governing her world with a balance that feeds the flames of her mind, a balance that relieves her from the sufferings of her ambitious heart, like cold coming from the womb of a cloud bearing the rains of fertility.

A man found her and thought she was elsewhere in her wandering. Yet, as soon as their eyes met, he found what he was looking for, he pondered. How mistaken he was! She would not let her dream be

guided by a trickery that would dry up her giving. Should she ignore him so that he runs after her charm, gasping for breath, with no avail? Should she let the ships of her eyes set anchor in the port of his looks? Her words filled her face, and she wondered whether she should take the risk of keeping her hopes high so that she escapes sleep.

"When my feet touch the shores of memories, the fingers of the sun would steal my vision. I shall keep

trying despite the seagulls fighting among one another for my life, and I would only give them a glance that would be enough for them to vow total obedience to my presence," she thought. "I shall try and sneak out of the coppery memories scattered onto the shoulders of time like long hair flying whenever I offer the shore a dance to the melody of a simple

dream that can keep you safe from the heat of the sun in the shadows of the days."

She is a woman whose presence steals the show from everybody else, erasing their shadows even. She is a woman who was never attracted to the unwise, let alone noticing them. Her power is unparalleled. She took over the minds of others so immensely that their hearts still whisper her name and tears roll down their cheeks inked with narratives of her life.

The man is still looking her way, gazing at her, as if he were saying, "Who are you?"

"I am a woman who was born from the womb of destiny. I am true. I am not vain," she would answer.

**I am a woman who was born from the womb of destiny. I am true. I am not vain**





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# DRUG PEDDLERS GO DIGITAL

WHEN EVERYONE IS ONLINE ALL THE TIME, CAN CRIMINALS SELLING BANNED SUBSTANCES BE FAR BEHIND? SEVERAL RECENT CASES IN THE UAE POINT TO ONE OF THE MOST PERILOUS SIDE-EFFECTS OF THE PANDEMIC AND **999** IS SENDING OUT AN ALERT

BY ANDY WILSON

**W**hat do we know about the illegal drugs trade? Most of us have only learned about how this transaction happens by watching action movies and TV series. A man drives into a dark alleyway or a poor and derelict part of a city and exchanges cash with a street thug for a sachet of drugs. While such things do still exist, lots of illegal drug dealers nowadays have found more comfortable ways to do their illicit business.

The Internet has long been a boon and a bane — a most useful instrument of staying connected for the modern world, but also a hotbed of criminal activity. Several cases that have come to light in the UAE in the past months tell us that a countless number of drug peddlers are now prowling online. During the pandemic, as people have begun spending so much more time on the worldwide web, drug peddlers have correspondingly cast a wider net to find targets.

In one of the most recent instances, January 2022 saw a 10-year jail term being given by the Dubai Criminal Court to an Asian man who tried to sell drugs through a WhatsApp group and his website.

Describing the global scale of the problem, the United Nations Office on Drugs and Crime (UNODC) released a report in late June 2021, saying that in 2020 — the year dominated by the first wave of COVID-19 — around 275 million people around the world used drugs, a figure that was 22 per cent higher than in 2010.

Outlining the findings of the UNODC report, an article from UN News said: “In parallel, the Report reveals that drug traffickers have quickly recovered from initial setbacks caused by lockdown restrictions and are operating at pre-pandemic levels once again, driven in part by a rise in the use of technology and cryptocurrency payments, operating outside the regular financial system.

“Access to drugs has also become simpler than ever with online sales, and major drug markets on the dark web are now worth some \$315 million (Dhs1.16 billion) annually.

“Contactless drug transactions, such as through the mail, are also on the rise, a trend possibly accelerated by the pandemic.

“Rapid technological innovation, combined with the agility and adaptability of drug traffickers who are using new online platforms to sell drugs and other substances, are likely to increase the availability of illicit drugs.”

Indeed, drug dealers have found a way to leverage social media. It's the same for a gamut of crimes such as prostitution, human trafficking, and drug dealing, which have all moved largely from street-based operations to Internet-based operations. The increased Internet use during the COVID-19 lockdowns has given these criminals a far bigger reach and marketplace for their despicable and illegal activities. Their criminal operations have gone from the street and into the homes of everyone who has access to the Internet and a smartphone in a very short period of time.

On the dark web, criminals can freely buy and sell large or small quantities of drugs or any other illegal or stolen products, mostly without having to worry about being observed and tracked by law enforcement agencies. Using the realm of new technology, criminals from two different parts of the world could connect online and order a quantity of illegal drugs to be shipped anywhere else in the world. The shipment

would be paid for in cryptocurrency, which can be very difficult for law enforcement to trace. The drug manufacturer would disguise the drug shipment and mix it in with regular goods and ship it in a regular shipping container.

It's reported by the US Customs and Border Protection that roughly only 3 to 5 per cent of the more than 11 million



**Access to drugs has become simpler than ever with online sales, and major drug markets on the dark web are now worth some \$315 million (Dhs1.16 billion) annually**

— United Nations Office on Drugs and Crime's 2021 Report



**“Dubai Customs’ people are always on the lookout for any illegitimate and suspicious activity without disrupting shipment clearance operations**



**SULTAN BIN SULAYEM**

DP World Group Chairman and CEO and Chairman of Ports, Customs and Free Zone Corporation



*1.5 tonnes of smuggled crushed captagon recently thwarted by Dubai Customs through the ‘Safe Homeland’ campaign*

maritime shipping containers arriving at seaports; 11 million arriving by truck; and 2.7 million arriving by rail are inspected for contraband and illegal items. So, there is over 95 per cent chance that the drug shipment would successfully reach the buyer.

#### **HAWK EYE OF THE UAE**

In the UAE, illegal drug trades constantly come under the lens of the police forces and customs authorities. No matter how many newer methods the criminals use to smuggle drugs, they keep getting busted.

For the Asian man sentenced in January 2022, his journey to prison started when the Anti-Narcotics Department at Dubai Police received information that he possessed a quantity of drugs and psychotropic substances. An investigation team located his whereabouts and swooped down to collar him.

They seized from his room a plastic bag containing 7.5kg of methamphetamine, a scale, and tools for packing the substance.

The court heard that prior to his arrest, one of his compatriots assigned him to receive the narcotic substances and that he was instructed to divide the content into bags and then distribute them in random areas in Dubai. The accused also took photographs of the places where he hid the drugs, so that he could easily send the coordinates to his clients. Aside from the 10-year jail term, to be followed by deportation, the court also ordered the 47-year-old expat to pay a fine of Dhs50,000.

Also in January 2022, the Abu Dhabi Criminal Court sentenced two Asians with maximum penalties for the crime of possession and dealing in narcotics and psychotropic substances. Again, these drug dealers were using social media and the WhatsApp messaging app to run their illicit and dangerous enterprise.

In December 2021, the Abu Dhabi Criminal Court sentenced another expat with the maximum penalty for possession and intention of distribution of a large quantity of narcotics and psychotropic substances. The drug dealer was using the WhatsApp messaging app to coordinate his drug deals with his foreign supplier and the drug addicts he was selling to in the UAE.

In the same month, authorities at Dubai Customs’ Jebel Ali and Tecom Centre thwarted an attempt to smuggle 1.5 tonnes of crushed Captagon — the biggest haul of its kind in the country.

This major haul crowned the success of

the ‘Safe Homeland’ campaign, launched by the Sea Customs Centre Management, aided by Siyaj, a state-of-the-art customs port control project that analyses all data related to a high-risk shipment coming to Jebel Ali Port.

The authorities carefully monitored the shipment using the smart system prior to its arrival at the port. On arrival, the container was inspected and the substance was discovered. The street value of the seized 1.5 tonnes of Captagon was estimated at Dhs1.4 billion.

Sultan bin Sulayem, DP World Group Chairman and CEO and Chairman of Ports, Customs and Free Zone Corporation, said, “This balance between protection, safety and security from one side and facilitating trade and tourism activity is not compromised. Dubai Customs’ people are very professional and always on the lookout for any illegitimate and suspicious activity without disrupting shipment clearance operations. This operation is an example of what we do to secure our borders. Dubai is, and will always remain, a safe place for investment and trade following the wise directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, and in fulfilment of the emirate’s bold plans and projects.”

In the same vein, Ahmed Mahboob Musabih, CEO of Ports, Customs and Free Zone Corporation, Director General of Dubai Customs, said, “We stand firmly against all attempts of smuggling through the emirate’s ports. This operation proves our customs centres’ readiness and potential to play their



**“We stand firmly against all attempts of smuggling through the emirate’s ports. This operation proves our customs centres’ readiness and potential to play their role in protecting society, even in this difficult time**



**AHMED MAHBOOB MUSABIH**

CEO of Ports, Customs and Free Zone Corporation, and Director General of Dubai Customs

role in protecting society, even in this difficult time, in which we still face the challenge of COVID-19.”

Many people now believe that cryptocurrencies are untraceable, but even the most private of cryptocurrencies, such as Monero, DASH, and Verge, are traceable because of the structure of blockchain technology that they need to use. Police can track cryptocurrency wallets or cryptocurrency addresses that can lead to the person behind the transactions. As digital technology advances, investigators will be able to follow virtual money trails and gain evidence about the individuals and where and how they spend and accumulate their cryptocurrencies.

All of these drug dealers were using what in spy craft is called the “Dead Drop” method to distribute their drugs to the addicts buying them. The drug dealers would hide the drugs in a location and send the coordinates and photos of where the drugs were hidden to the buyers, who would then go and collect the drugs. This method ensures the drug dealer is never caught with the drugs and actually handing them to the drug addict.

If coordinated properly, the drug dealer

should be anonymous to the addict buying the drugs. But, with the professional investigators within the UAE police services, the use of informants and technology, these drug dealers’ well-planned operations failed, and they are now all sat in jail.

#### GLAMOURISED VICE

It’s a sad fact that the use of illegal drugs and the overuse of prescription drugs is glamorised and promoted by Hollywood movies, TV shows, and certain social media sub-cultures and types of music. Children and teenagers need to be educated so they understand the problems that drug use can cause to them, their lifestyles, and their families.

Since the US Centers for Disease Control and Prevention declared overdoses from prescription painkillers an “epidemic” in 2011, the opioid overdose crisis has evolved rapidly from a problem tied mostly to prescription painkillers to one increasingly driven by illicitly trafficked heroin and synthetic drugs. Recent evidence suggested the problem now also includes other illicit drugs, such as cocaine and methamphetamine.

Drug addiction ruins people’s lives and the lives of the drug addict’s family and friends. Drug addicts will, at some point, inevitably come into contact with law enforcement and that will most likely result in the addict being charged and convicted with a criminal offence. This will cause them problems with finding and keeping a decent job to start with, even if they don’t go to jail.

To get money to buy the drugs to satisfy their craving, an addict lies and steals from friends and family; they may even commit crimes or prostitute themselves. Putting unknown and unclean substances into their bodies will destroy the addict’s physical health. Psychologically, they’ll be prone to depression, emotional outbursts, and suicidal thoughts. The risk of death from overdosing or taking poisoned substances is present every time the addict takes drugs.

Now, “designer drugs” are a synthetic version of an illegal drug whose chemical makeup has been slightly altered to avoid having it classified as illegal. So, a chemist creates a designer drug that can be sold legally; it gives the same effects as







**“The benefits of increased security achieved through the anonymity that the Internet provides, as well as sparse law enforcement presence in this space, are being exploited by illegal drug traders**



**IAN BROUGHTON**

Former Specialist Drugs Advisor and Lead Expert Witness Coordinator for London's Metropolitan Police Service

the illegal drug to the user. As law enforcement catches up with new chemicals and makes them illegal, manufacturers devise altered versions that are again legal. A big game of cat and mouse, indeed.

Designer drugs and synthetic drugs are sold over the Internet and in some smoke/vape shops as herbal smoking blends etc. Some are disguised as products labelled “not for human consumption”, such as herbal incense, plant food, bath salts or jewellery cleaner, covering up the fact they're drugs.

Ian Broughton, a seasoned practitioner in providing expert evidence in drugs being a former Specialist Drugs Advisor and

Lead Expert Witness Coordinator for London's Metropolitan Police Service, tells 999: “Drug

dealing is about generating money while managing the risks of being arrested. So, it's little wonder that drug traffickers are exploiting the Internet, and in particular the dark web, to facilitate their trade.

The benefits of increased security achieved through the anonymity that the Internet provides, as well as sparse law enforcement presence in this space, are being exploited by illegal drug traders. Then consider the savings being made by

cutting out the “middle-men” and “fixers,” it's a no-brainer. Suppliers can converse with the end customers and supply direct, boosting profit margins.”

Due to the number of chemicals being developed, the designer drug user has no way of knowing what the drugs they're taking might contain. A small modification to a known drug's chemical makeup can often result in a drug with greatly different effects for the user.

It's the goal of every drug dealer to get as many people as possible addicted to their drugs, and the younger they are, the better. This makes teenagers a prime target for unscrupulous drug dealers. The drug dealers glamourise the use of drugs as being trendy and fashionable, as something that all the influencers and high-society people are doing. And now that virtually everyone has a smartphone, the drug dealers' potential client base is vast.

One incident in 2021 in the United Kingdom saw drug dealers use the social media platforms TikTok, Instagram, Snapchat, and YouTube to sell drug-laced sweets to kids for as little as £20 (Dhs99.82) with

next-day postal delivery. Hundreds of children in the UK are being rushed to hospitals every year with heart palpitations, anxiety attacks, paranoia, and hallucinations after eating drugged sweets, called “edibles”, the effects of which are slower than with smoking these drugs but last for hours. The number of children treated for cannabis poisoning almost tripled during this one case of drug dealers selling drug-laced sweets specifically to children.

From the examples given here of criminal cases, we see that an apparently ordinary person can — from the comfort of their own home — order, pay for and pick up or be delivered drugs, without having any physical contact with a drug dealer.

From a parent's perspective, you must have a good relationship with your children

and educate them on the risks they'll face in today's world and how to avoid them. You should monitor their social media and know who they're talking to online. From a friend's or employer's perspective, if you believe someone is involved in drug or substance abuse, you need to try to guide them to get help.









# THE SCAMS BEHIND INFODEMIC

CERTAIN AS THE SUN RISES IN THE EAST, THE RUMOUR-MONGERS AND SCAMMERS ARE BACK WITH FRESH IDEAS, READY TO MILK THE PUBLIC FEAR OVER THE NEW CORONAVIRUS VARIANT, OMICRON.

**999** FINDS OUT WHAT'S CRAWLING OUT THERE, READY TO TRAP NETIZENS, AND ALL THE CON JOBS THAT CAME BEFORE

BY SANCHITA GUHA

**“A** crisis is a terrible thing to waste,” said Paul Romer, co-recipient of the Nobel Prize in Economics in 2018. What he meant, when uttering these words in 2004, was that every crisis presents an opportunity to correct mistakes, acquire new knowledge, and come out of it stronger. That sentence has been interpreted a little differently by fraudsters, who believe that “a crisis is a terrible thing to waste if there’s money to be made by scamming people”. That’s exactly what has been happening with the COVID-19 crisis story, the latest chapter of which is being written by the Omicron variant.

Just when the world was trying to get its head around the idea that yet another new variant of the novel coronavirus has arrived, the scammers got to work. Just over a week after the late 2021 announcement of the new variant, news reports began warning the public of the “Omicron hoax” — the con artists tried to convince anxious people that the National Health Service (NHS) of the United Kingdom required them to take a test specific to detecting the Omicron variant in the test subject’s bloodstream.

The scammers worked through a fake e-mail ID that resembled the NHS official mail ID. The fake mail said: “NHS scientists have warned that the new Covid variant Omicron spreads rapidly, can be transmitted between fully vaccinated people, and makes jabs less effective. However, as the new covid (*sic*) variant (Omicron) has quickly become apparent, we have had to make new test kits as the new variant appears dormant in the original test kits.”

Guessing correctly that this may not scare people enough into taking a test, the fake e-mail also warned: “People who do not consent or cannot agree to a COVID-19 test and refuse to undergo a swab must be isolated.”

This e-mail asked people to click on

a website link — a scam website that has now disappeared — and order their “Free Omicron PCR Test”. However, no scammer would go to such lengths to give away something for no cost; and right enough, anyone who visited the fake website page to order the test was asked to pay £1.24 (Dhs6) to get the test result delivered to them.

The threat of isolation and the very small delivery fee may have prompted many people to book this fake test. If even a fraction of the UK population paid this amount of £1.24, the scammers may have pocketed several million pounds.

It’s impossible to know the number of victims who fell for this, because no one goes to the police over the loss of less than two quid. However, the scam was real and it preyed upon people’s fears of facing mandatory isolation and the resultant loss of income.

More recently, as India began to offer booster shots of the COVID-19

vaccine to the country’s senior citizens (60+ of age), in order to give them enhanced immunity against Omicron, scammers got to work. It was reported in mid-January 2022 by Indian media that a new type of phone fraud had been detected. The scam would begin with a call to a senior citizen by someone purportedly from the health department. Then, a series of questions would be asked, including the senior citizen’s bank account details, under the pretext of “booking the slot” for the booster dose. Then, at some point, the caller would tell the senior citizen that an OTP (one-time password) was being sent to the citizen’s registered number for confirmation of the booking slot. The moment this OTP was given to the “health department” caller, the senior citizen’s bank account would be emptied out — the scammer would use the OTP to do a money transfer, not for any booster shot booking.

The atmosphere of anxiety in India





**“ We stress on the need to obtain information from official accredited sources to avoid legal liability. As part of the efforts to combat the pandemic, the UAE adopted transparency and integrity in its approach**



**DR TAHER AL AMIRI**

Official spokesperson of the National Emergency Crisis and Disaster Management Authority

standards. According to Article 19, any person managing a website or an electronic account could be slapped with a fine of Dh30,000-Dh300,000 and/or be imprisoned for up to one year if they published content, data, or information that failed to meet the media content standards issued by the UAE authorities.

The UAE has always been vigilant against rumour-mongering, well aware of what damage such mischief can do to national progress and social harmony.

Blocking all COVID-related attempts to frighten people and cause a disruption in pandemic management, authorities in the UAE had issued a warning at the end of September 2021 — long before the discovery of the Omicron variant — against paying attention to any information other than what was coming from the government channels. Dr Taher Al Amiri, official spokesperson of the National Emergency Crisis and Disaster Management Authority (NCEMA), said, “We stress on the need to obtain information from official accredited sources to avoid legal liability. As part of the efforts to combat the pandemic, the UAE adopted transparency and integrity in its approach.”

#### **CLAMPDOWN IN THE UAE**

In the UAE, at the beginning of 2022, the Public Prosecution announced penalties for spreading rumours, in accordance with Federal Decree Law No. 34 of 2021. Local media reported: “According to Article 52 of the law, anyone who uses the Internet to publish, circulate or spread false news, rumours or misleading information, contrary to the news published by official sources, could be punished by imprisonment for at least one year and fined Dh100,000.

“In case the publishing of false news or rumours agitates public opinion against state authorities or occurs during times of pandemic, crises or disasters, the violator could be imprisoned for at least two years and fined Dh200,000.”

Around mid-January 2022, the Public Prosecution cited the same decree law to highlight the penalties for publishing data or information that didn’t comply with media content

**In case the publishing of false news or rumours agitates public opinion against state authorities or occurs during times of pandemic, crises or disasters, the violator could be imprisoned for at least two years and fined Dh200,000**

around the third wave of the pandemic has helped the fraudsters to prey upon the fears of the population segment that’s one of the most medically vulnerable in the country. To stop the scam, police and the health authorities in India started issuing warnings against responding to such calls.

It was necessary to issue this reminder because the country was then two days away from inaugurating Expo 2020 Dubai and any rumour going viral could have hampered the success of the event.

### PREYING ON DISTRACTION

Manipulating human psychology is what scammers are good at, and their sales pitch is usually tweaked to fit whatever is causing fear and distraction at a given point of time. Sanya (name withheld for privacy), an Indian national and a freelance writer by profession, told **999** how she got scammed out of cash worth about Dh\$1,820 around May 2021. She said, “I was distracted by constant WhatsApp updates and phone calls about two of my school batchmates who were on their deathbed — both had COVID-19 — and I was also juggling deadlines. At this point, an e-mail came, bearing the name of a work associate I’ve known for many years, with an urgent request for a loan for a ‘vendor payment’ and the promise that I’d be paid back the next day. It was just a one-line e-mail text.

“Distracted by all the bad news going around, I didn’t take the precaution of calling up the person (whose name was visible as the e-mail sender) and checking if the request was genuine. I quickly did an online payee addition — the payee account was in a bank in Mumbai, India — and sent the money. I even mailed the payment screenshot to the scammer, without of course realising that s/he was a scammer.

“It was only the next day, when another request for a loan for another

‘vendor payment’ came that I realised I had been scammed. But by this time, it was way too late to recover the money.”

There were several red flags, including a) the e-mail address did not match the usual e-mail address of the person requesting the loan; b) the request was too sudden, and the person supposedly requesting the money is based in the UAE, whereas the ‘vendor’ payee account was in India; and c) the amount requested was too high to be casually mentioned in a one-line e-mail.

“The main factor behind me being scammed is that I wasn’t paying attention,” said Sanya, adding that she “saw red” with rage when she figured out the scam.

What had caught the scam victim off-guard in the fake e-mails was how accurately the fraudster had managed to copy her work associate’s tone (in written communication). This, and the use of the associate’s name as the sender, indicated that the latter’s mail ID had perhaps been hacked as well.

### CLEVERLY DESIGNED FAKERY

Indeed, fakery has become so sophisticated these days that it’s hard to tell it apart from the genuine. In his article titled ‘How fraudsters exploited our fears during the scamdemic’, published in the ‘Psychology’ section of BBC.com in June 2021, award-winning science writer David





Robson described “several unsolicited messages” received on his mobile phone — one appeared to be from a major bank, asking him to cross-check the request for a new payee addition, with the website link of apparently that bank provided in the SMS; another was a voicemail message, warning the writer that “This call is in regards to illegal activity with your National Insurance number”; and yet another message was an invite from a

local doctor’s practice to book an appointment for COVID-19 vaccination.

Robson wrote in his article: “The content of each appeared to be helpful and the web links looked strange, but plausible enough to lead the unwary to visit them. But only the vaccination appointment proved to be genuine. The other two were scams, trying to lure me to type my personal details onto fraudulent websites. The contents of the honest and deceitful messages were extremely similar, making it hard to know which to trust.”

Further down the article, he wrote: “The pandemic, it seems, has created a unique crucible for online fraud to flourish, as scam artists capitalise on our fears and anxieties during a time of great uncertainty and isolation. To avoid being duped ourselves, we need a much greater awareness of specific ways they bypass our critical thinking.”

#### HARMFUL RUMOURS

Sometimes, a rumour is the predecessor of a scam. No one ever began spreading a rumour with the intention of doing anything good for people; usually, the intention is to do harm, and perhaps profit from it. The strategy: first, ladle out large helpings of confusion and fear; second, use that confusion and fear to make people walk into a trap.

In the

**“The pandemic, it seems, has created a unique crucible for online fraud to flourish, as scam artists capitalise on our fears and anxieties during a time of great uncertainty and isolation**



**DAVID ROBSON**

Award-winning science writer

middle of May 2020, when it was still early days for the pandemic, a rumour began spreading in the UAE — via social media, the usual route for such rumours — that the Ministry of Health and Prevention (MoHAP) was considering the closure of shopping malls and retail outlets across the country. This claim was, in fact, the opposite of what was happening in reality. The UAE was at that time going through a phase of economic activity resumption.

For those in the retail trade, the rumour was unnerving, as it meant staring at more monetary losses. MoHAP quickly stepped in to quash the rumour, saying that it was old news from late March 2020, when movement restrictions were coming into effect. A ministry circular emphasised that authentic information would be given out only through its official social media accounts.

**“Sometimes, a rumour is the predecessor of a scam. No one ever began spreading a rumour with the intention of doing anything good for people; usually, the intention is to do harm, and perhaps profit from it**

Around August 2021, scammers released a fake message urging people to apply for an “emergency cash” handout by the UAE Ministry of Finance (MoF). The e-mail claimed that the government would give people Dh5,500 per month, for six months, and it directed mail recipients to a link for submitting an application for this handout.

There were some clear giveaways: the sloppy text of the message (with errors such as “Dont miss” and “few seconds”), and the fact that the application weblink contained the words “regiao” and “club”, not “ministry of finance” or “mof”.

In a warning tweet, the Telecommunications and Digital Government Regulatory Authority (TDRA) asked residents to not click on the link. “Important notice! Do not click on anonymous links claiming to be official entities, it could breach your #privacy!” said the TDRA post.

### QUACK CURE ONSLAUGHT

Some other hoaxes and rumours put web users at risk of not just losing their personal data but also their health. In October 2020, MoHAP put out a statement telling the public to ignore random, unscientific advice on COVID-19 treatment circulating on social media. One of the rumours advised people to start taking vitamin supplements weekly or even daily if they experienced symptoms of infection — but, in fact, no such supplement should be taken



without consulting a physician.

The MoHAP statement said that it “requests community members who develop COVID-19 symptoms to immediately contact health authorities and ignore the rumours, while making sure to only obtain accurate information from the official website of the ministry and its official accounts on social media”.

### HOAXERS VERSUS VACCINES

The worst hoax of all has been the scare-mongering against COVID-19 vaccines, a cluster of rumours that led to many people’s refusal to take any of the approved vaccines and stalled a return to normalcy.

There has been, from the beginning, relentless online campaigning by bloggers and interest groups trying to prove that COVID-19 itself is a hoax and that vaccines give big pharma power over the world population.

An example is the article titled ‘The “Covid Pandemic” Is a Money-making

Hoax and Perhaps Serves Darker Agendas’, published in August 2021. The article author wrote: “From all over the world the evidence is conclusive that the countries with the largest percentage of the population vaccinated are experiencing the largest number of new COVID cases called ‘breakthroughs’, a deceptive term to keep focus off the fact that it is the vaccines that are likely causing the new illnesses, not a ‘delta variant.’”

Then there were fears that the vaccines would kill people instead of saving them. In May 2021, when India was going through its second wave of the pandemic, and everyone was being urged to queue up for their vaccine shot, a large number of people in the north Indian city of Aligarh still believed that COVID-19 was just “a rumour” and that only 1 per cent of the vaccinated people would survive. This was the finding of The Print, an online news outlet, after interviewing several residents of the city







— despite the fact that more than 34 retired and serving teachers of Aligarh Muslim University died in a space of just 18 days after contracting COVID-19.

The numbers on India's COVID-19 cases, however, debunked the conspiracy theory around vaccines. According to 2021 data available online, the number of “new confirmed” COVID-19 cases in India dropped from 29,420 on July 19 to 6,384 on December 14 (a drop of 78 per cent) and the “7-day average” fell from 37,364 to 8,996 (a drop of 75.9 per cent) between those dates. The reason for this sharp decline in infection cases can only be attributed to vaccines.

By December 18, 2021, India had administered 1,366,605,173 (about 1.37 billion) vaccine doses, equivalent to 98 per cent of its population.

For the UAE, which has done exceedingly well in terms of vaccination, the number of “new confirmed” and “7-day average” cases fell by 92.7 per

cent and 94 per cent, respectively, from July 20 to December 14 of 2021.

By December 18, 2021, the UAE had administered 22,281,418 (about 22.28 million) doses of vaccines, and had fully vaccinated 91.35 per cent of its population.

When the rising number of vaccinated people is placed against the declining number of new COVID-19 cases, the

hoaxers versus vaccines fight is over, and identifying the winner is a no-brainer.

The emergence of Omicron is a concern, but the UAE has made a booster shot of the vaccines available to anyone who had their second dose of vaccine taken six months before the third (booster) shot. It's better to trust in the science than in the scare tactics.

## STIFF PENALTY FOR COVID-19 VACCINE REFUSAL



Those who refuse to take the COVID-19 vaccine despite being medically fit to take it say that it's their personal choice. Those who believe in vaccination say that anti-vaxxers are a threat to public health. In some countries, action has been taken against people who just won't take the vaccine.

In February 2021, Indonesia decided to punish those refusing the vaccine. Ahmad Riza Patria, Governor of Jakarta, said, “If you reject it, there are two things: social aid will not be given, [and a] fine.” The statement followed a presidential order issued in the same month, stipulating that those refusing vaccines could be denied social aid and/or government services, or be made to pay a fine. According to media reports, the fines in Jakarta could go up to 5 million rupiah (Dhs1,650 approx).

This move by the Asian nation was believed to be the first in the world to make vaccination mandatory. Since then, many countries have been taking punitive measures.

In November 2021, Austria

announced a plan to make coronavirus vaccines compulsory for people aged 14 and above, and those who refuse could face fines of up to 3,600 euros (Dhs14,940 approx) every three months.

In December 2021, the United States military began taking disciplinary action for vaccine refusal. CBSNews.com said on December 17 that “as many as 20,000 unvaccinated forces [are] at risk of being removed from service”. It added: “On Thursday (December 16), the Marine Corps said it has discharged 103 Marines so far for refusing the vaccine, and the Army said it has reprimanded more than 2,700 soldiers and will begin discharge proceedings in January.

“The Air Force said earlier this week that 27 airmen had been discharged for refusing the vaccine order. The Navy laid out its new discipline procedure this week and has already fired one sailor from his command job for refusing to be tested while he pursues an exemption.”

# A FUTURE FREE OF THE BIG C

CAN A DAY EVER COME WHEN THE WORLD'S MOST DREADED DISEASE LEAVES OUR LIVES? AS FEBRUARY 4 IS OBSERVED AS WORLD CANCER DAY, THIS IS THE RIGHT TIME TO LEARN ALL ABOUT IT AND SEE HOW THE UAE SUPPORTS PEOPLE WHO ARE AFFLICTED

BY MICHELLE SCOTT









HH Sheikh Theyab bin Mohamed bin Zayed Al Nahyan speaking to the father of Muhammad Aamir, a 3-year-old Afghan boy who is suffering from cancer, in the Emirates Humanitarian City

According to a 2021 study, cancer incidence in the UAE is five times higher in young people (20-49 years) than in the United Kingdom and the United States

Three-year-old Muhammad Aamir Dawood was amongst the many evacuees who fled Afghanistan in August 2021. The UAE took him in, together with his parents as refugees and asylum seekers; they're now housed in the Emirates Humanitarian City. But despite finding this safe haven, little Muhammad still suffers — he has cancer.

Though August 2021 was devastating for the child's parents, leaving them in complete uncertainty about his treatment, the year 2022 has begun on a very promising note for them. At the start of the New Year, His Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, directed that the child and his family be taken to the United States for admission into a state-of-the-art medical facility. This is an example of exceptional generosity towards a refugee family, unheard of in any other country.

The wheels were set in motion when HH Sheikh Theyab bin Mohamed bin Zayed Al Nahyan, Chairman of Abu Dhabi Crown Prince's Court, visited the Afghan child at the Emirates Humanitarian City. The medical staff in the city briefed HH Sheikh Theyab bin Mohamed on the child's condition. He spoke with the child's parents and reassured them about the treatment they'd get in the US as well as the fulfilment of all essential processes, in accordance with the wise leadership's directives to offer assistance and care.

The little boy will most likely escape the fate that befalls a vast number of cancer patients; the disease, in its various forms, kills around 10 million people across the world every year. That's more than the number of global casualties from HIV,

malaria, and tuberculosis combined. If the world does not act now, experts predict that cancer deaths every year would rise to 13 million by 2030.

The disease strikes around 4,500 people in the UAE annually. According to a 2021 study (titled 'Higher and Increasing Incidence of Cancer between the Age of 20-49 Years in the UAE Population; A Focus Analysis of the UAE National Cancer Registry Data'), cancer incidence in the UAE is five times higher in young

people (20-49 years) than in the United Kingdom and the United States — of all the new cancer cases reported in the UAE every year, 45.4 per cent of the patients are in the 20-49 age group, compared to Canada (8 per cent), the US (8.75 per cent), and the UK (8.33 per cent).

This shows that youth isn't as much of a shield against as people assume it might be. It's imperative to be aware of the risks, identify symptoms, get tested, and seek treatment as soon as possible.





**“Increasing overall cancer incidence in younger adults is concerning, especially given that the current trends are projected to continue in future years**



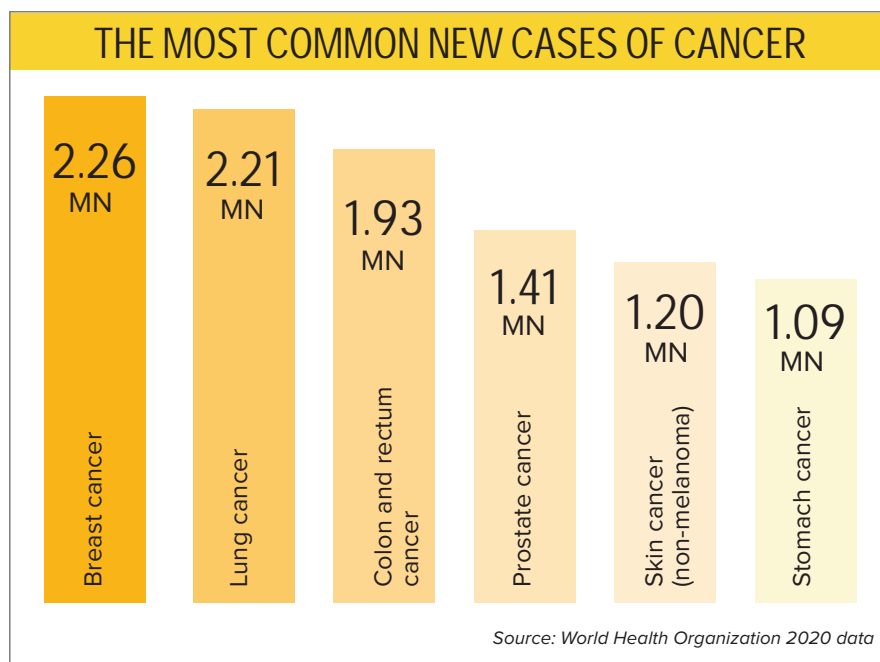
**DR HUMAID AL SHAMSI**

Associate Professor at the University of Sharjah's College of Medicine

**GLOBAL HEALTH THREAT**

Fast forward to the 21st century, and cancer remains one of the leading causes of death, largely because there's no cure for this disease. Modern treatments have made it more manageable and some patients can live cancer-free for years, even though there's always the risk of a relapse.

In 2020, the World Health Organization estimated at least 10 million cancer deaths around the world. Of this number, lung cancer caused the highest number of



fatalities at 1.8 million, followed by cancer of the colon and liver at 935,000 and 830,000, respectively.

Breast cancer topped WHO's statistics in terms of new cases at 2.26 million, followed by lung cancer (2.21 million) and colon cancer (1.93 million).

Speaking of the high cancer incidence (45.4 per cent) in the UAE amongst young people, as revealed in the study titled 'Higher and Increasing Incidence of Cancer between the Age of 20-49 Years in the UAE Population', lead author Dr Humaid Al Shamsi, Associate Professor at the University of Sharjah's College of Medicine, said, "The percentage of cancer incidence in this age group (20-49 years) in Saudi Arabia is 39.49 per cent, which is comparable to the UAE."

The study compared and contrasted data from the Ministry of Health and Prevention's (MoHAP) UAE National Cancer Registry (UAE-NCR) recorded in 2017, the most recent year available, and data from the International Agency for Research on Cancer (IARC) for Saudi Arabia, Canada, the United Kingdom, China, and India, using 2020 figures.

"This percentage is alarming and requires further research to address the factors that lead to such an extremely high incidence. Increasing overall cancer incidence in younger adults is concerning, especially given that the current trends are projected to continue in future years," added the researcher.

"Hereditary factors cannot explain the surge of such cases. Likely environmental factors, physical activities, diet, obesity,

infections, and exposures occurring earlier in life, including in utero and early childhood, may interplay into potential exposomal elements that are increasing the incidences of cancer in this population and should also be considered when assessing cancer etiology in young adults," said Dr Al Shamsi.

He added, "UAE-based research to evaluate screening due to the higher incidence may be required to be addressed. A more collaborative regional and global effort is a must to address this global alarming phenomenon."

**COMBATting CANCER WITH CARE**

The UAE has been very supportive of its residents who are struggling with cancer, providing its wholehearted support to each and every individual through state-recognised charitable institutions.

Amongst the beneficiaries of these charitable institutions is Andrey Hunter Limbaring, a three-year-old Filipino. His father, Jean Lloyd, revealed that Andrey showed symptoms as early as 1 year and 7 months. He said, "It started with vomiting; we thought it's just viral gastritis and the same goes for his doctors. After around a month, he suddenly stopped walking, and his movement became limited. It was noticeable because Andrey is very active child [normally]. Once, during feeding, he had difficulty in swallowing, and that led me to bring him into the emergency department in SKMC (Sheikh Khalifa Medical City) hospital. There, they discovered a 5cm tumour growing in his brain."

The infant was diagnosed with a rare and



HE Prof. Jamal Sanad Al-Suwaidi gifts a goodie bag to little girl battling the disease (1st photo); volunteers at the Cancer Patient Care Society – Rahma (2nd photo)

aggressive form of brain cancer called *Anaplastic Ependymoma*, much to the shock of his parents. The father recalled, "His doctors referred us to seek treatment overseas with urgency. We were really caught off guard — we can't even afford a plane ticket; how to bear the cost of our son's treatment [overseas]?"

Jean Lloyd had his son undergo chemotherapy to alleviate the child's suffering, and then, he chanced upon the Cancer Patient Care Society – Rahma, a non-for-profit organisation founded in 2015. There was a ray of hope for Andrey. His father said, "Rahma contributed to the cost of treatment for my son overseas, including his further surgery and radiotherapy, and helped us co-ordinate with the hospital. It has also provided us emotional support, which really helped us, because at that time, we were facing challenges brought about by the pandemic as well."

Andrey is currently on his way to recovery and is receiving rehabilitation care to help him walk. The three-year-old shared his smile with the world anew, as the UAE gave him another shot at life.

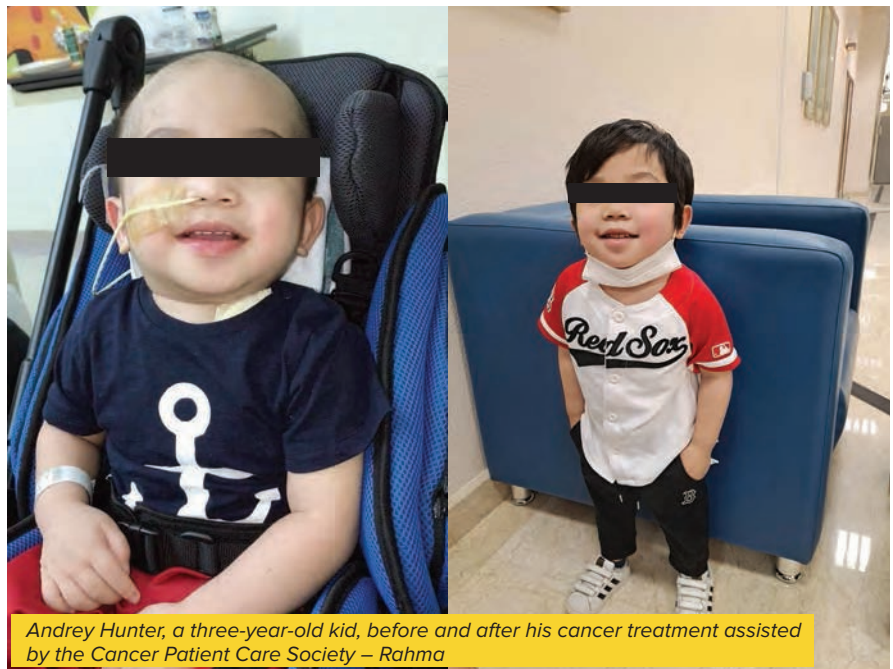
"It has been two years since the diagnosis and, by the grace of God, my son is doing well. He needs regular MRI to monitor the tumour site, because they still see a spot that might be tumour or scar but is currently stable, and we pray it will remain stable in God's name. He also

needs rehabilitation for him to be able to walk again, for which we're still trying to find a way, since he doesn't have insurance to cover the cost," said Jean Lloyd.

Meanwhile, Ngengi Tangaw Kevin from Cameroon, Africa, initially thought that he merely had a persistent cough back in March 2020. He didn't mind it at the time, but when his cough worsened by the latter part of the year, he sought his doctor's

advice and got diagnosed with lung cancer.

Due to limited financial resources, Kevin struggled with paying for his medication — but fortune smiled upon him when he found out about Rahma. He said, "I found out about Rahma from Axios (a healthcare company) when I contacted them regarding my medication. I began receiving help from Rahma in April 2021 and the organisation has been assisting me so far. Rahma has



Andrey Hunter, a three-year-old kid, before and after his cancer treatment assisted by the Cancer Patient Care Society – Rahma



**“ Psychological support for patients and their families also plays a significant role in helping patients recover. We continuously work on various plans to provide assistance**



**ALI SALEM AL SHAMSI**

Director General at Cancer Patient Care Society – Rahma

sponsored the full purchase of my medication (crizotinib 250mg) which cost over Dhs30,000.”

Sheikha Ali Hassan Al-Mashjary, a UAE resident for over four decades, found out in

2019 that the lump in her breast was actually an early warning sign of breast cancer. Like Kevin and Andrey, Sheikha is amongst the beneficiaries of Rahma. “I got to know about Rahma through other charitable organisations. I started getting help from 2020, and it has been three good years with them so far. I can’t thank this charitable organisation enough; it has been very supportive and caring about my needs,” said Sheikha.

#### INSPIRED BEGINNING

Since its inception in 2015, Rahma has helped more than 560 cancer patients till December 2021. Ali Salem Al Shamsi, Director General at Cancer Patient Care Society – Rahma, shared with 999 that it was from the experiences of its visionary leadership that the charity drew inspiration to help hundreds of UAE residents survive the dreaded disease.

“One of the most important sources of inspiration for Rahma’s establishment is the role of His Excellency Prof. Jamal Sanad

Al-Suwaidi, Deputy Chairman of the Board of Trustees of the Emirates Centre for Strategic Studies and Research (ECSSR) and Chairman of the Board of Directors of the Cancer Patient Care Society – Rahma. When he was diagnosed with cancer, he lived for a long time battling this disease and was eventually able to defeat it. By then, he decided to support cancer patients financially and morally, believing in the importance of caring for those patients through a non-for-profit organisation,” said Al Shamsi.

The director general noted that Rahma helped drive awareness campaigns on cancer; he highlighted such drives as one of the most effective ways to detect cancer in its early stages and prevent it from getting worse.

“Psychological support for patients and their families also plays a significant role in helping patients recover. We at the Cancer Patient Care Society – Rahma affirm our commitment to the UAE’s strategy to fight cancer. We continuously work on various

## TRACKING CANCER’S ORIGINS

As early as 3000 BC, humans struggled with cancer. Historians note that some of the earliest evidence of cancer has been found in ancient manuscripts, with visual proof in fossilised bone tumours and human mummies from ancient Egypt that were found with growths resembling osteosarcoma, a kind of bone cancer.

To date, nobody knows how cancer started, or what specific body part it first attacked.

The American Cancer Society revealed that the earliest description of it, found in an Egyptian textbook on trauma surgery, simply stated that “There is no treatment” for the said disease. The text, which dates back to 1500 BC, further elaborated on at least eight cases of



ulcers or tumours found in the breast that were cauterised using a gadget called a fire drill and were subsequently removed.

Centuries later, Hippocrates (460-370 BC) from Greece, also known as the “Father of Medicine”, started using the terms “carcinoma” and “carcinoma” for

non-ulcer forming and ulcer-forming tumours, respectively.

These Greek terms relate to a “crab”, and they were most likely assigned to the illness because cancer’s finger-like spreading extensions resembled the form of this crustacean animal. Celsus (28-50 BC), a Roman physician, later translated the Greek phrase into “cancer”, the Latin word for crab.

Another Greek physician, Galen (130-200 AD), used

the term “oncos”, which meant “swelling” in Greek, to characterise tumours. While Hippocrates’ and Celsus’ crab analogy is still used to characterise malignant tumours, Galen’s use of ‘oncos’ carries on today, as it’s now used in the term ‘oncologists’, meaning experts in the field of cancer.

**“The number of people being diagnosed with cancer continues to rise, and as a healthcare philanthropic organisation, we feel it is our obligation to do what we can to help save lives**



**Dr ABDULKAREEM SULTAN AL OLAMA**  
CEO of Al Jalila Foundation

plans that will raise society's awareness of the disease and provide assistance to cancer patients to alleviate their suffering. These strategies will also help increase recovery rates, and eventually help eradicate cancer, which is the ultimate objective Rahma tirelessly works to achieve,” said Al Shamsi.

He added, “One of the most vital roles that the public can play is to support by participating in awareness campaigns and donating to charity organisations such as Rahma. We are ready to work with all individuals and entities in the hope of one day realising this goal. Our message to society is to stay and think positive, for every

#### CANCER PREVENTION TIPS FROM WORLD HEALTH ORGANIZATION

- Avoiding smoking, cigarette smoke emissions, or consuming products with tobacco content
- Keeping a healthy body weight
- Eating a balanced diet that includes fruits and vegetables;
- Practising regular physical exercise
- Avoiding hazardous alcohol usage
- Getting vaccinated against HPV and hepatitis B if you belong to groups at risk of contracting these diseases
- Reducing exposure to outdoor and indoor air pollution
- Ensuring that radiation is used in healthcare in a safe and suitable manner (for diagnostic and therapeutic reasons)
- Minimising exposure to ionising radiation in the workplace



problem has a solution, and there is no despair in life.”

#### DEDICATED HOSPITAL

In 2021, the UAE, through Al Jalila Foundation, affirmed the country's commitment to treating cancer patients by launching the Hamdan bin Rashid Cancer Charity Hospital, a state-of-the-art hospital and cancer facility that's set to be completed in two phases and will open by 2023.

His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, named the facility after the late Sheikh Hamdan bin Rashid Al Maktoum, the former deputy ruler of Dubai who was known for his charitable acts. He passed away in March 2021.

“Sheikh Hamdan bin Rashid was known for his humility and selfless giving that touched millions of lives. His devotion to education, healthcare and orphans continued throughout his lifetime, and the impact of his work is still seen in every corner in Dubai. His demise left a void. Hamdan bin Rashid will always be remembered in our nation for giving more than he was asked, and for working silently for the service of humanity,” said HH Sheikh Mohammed bin Rashid.

The seven-storey, 250-bed hospital will be able to serve 30,000 cancer patients per year and will provide a wide range of services, including prevention, diagnosis, treatment, and palliative care.

With a total area of 50,000 square metres, the hospital will be outfitted with cutting-edge medical technology, and it'll

be Dubai's first totally modular-built hospital. In the first phase, 150 beds will be set up, with extension plans in place for the second phase to increase capacity to 250 beds.

Al Jalila Foundation, devoted to improving people's lives via medical innovation, will spearhead the new hospital's operations in 2023. The facility will boost the UAE's aspirations to become a global leader in healthcare and a forerunner in medical innovation, helping to shape the future of medicine.

The Foundation encourages cancer researchers to push the limits of science in order to develop breakthroughs that can lead to better treatment methods. Due to the disease's high prevalence and relevance in the country, the Foundation has given 43 cancer research grants, which will pave the way for advancements in treating the disease and saving lives. For those who can't afford it, the new cancer hospital will give them the best and most sophisticated cancer care, and it'll collaborate with the Mohammed bin Rashid Medical Research Institute to enhance cancer research.

Dr Abdulkareem Sultan Al Olama, CEO of Al Jalila Foundation, said, “Most people have been touched by cancer in some way. The number of people being diagnosed with cancer continues to rise, and as a healthcare philanthropic organisation, we feel it is our obligation to do what we can to help save lives. The Hamdan bin Rashid Cancer Charity Hospital will make a real difference by providing quality healthcare to people who would otherwise be unable to access treatment.”





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ABU DHABI INDIAN SCHOOL

# NO PLACE LIKE THE UAE

THREE EXPATS WHO CAME TO THIS COUNTRY AT DIFFERENT STAGES OF THEIR LIVES TELL **999** ABOUT THEIR MOST AMAZING MEMORIES AND WHY THIS IS THEIR TRUE HOME

BY TESSY KOSHY



Dubai Creek from the air showing Deira, 1954

UAE National Archives



**“W**e were like those who had climbed a mountain and reached the top. When we looked down, we still wanted to go higher to realise our goals,” said the late Sheikh Zayed bin Sultan Al Nahyan, the Founding Father of the UAE, and one of the greatest leaders this region has ever seen. This quote perfectly captures his vision for

the nation that continues to grow at an accelerated pace, having recently celebrated its Golden Jubilee.

While countries in the Middle East are known to have had tumultuous years, the UAE has successfully endeavoured to be an oasis of peace and progress. Sheikh Zayed, popularly known as “the people’s leader”, one who always put humanity first, inspired his heirs to continue fostering the human spirit.

In a country where people live amicably in a state of endearing brotherhood, its long-time expats’ decision to make the UAE their adopted home validates the nation’s compassionate and welcoming nature. **999** speaks to three expats who’ve embraced this country as their own and feel a great sense of belonging here.

William Louis Langford, 47, was born in 1974 in Central Hospital in Abu Dhabi. Comforted by the familiarity of his surroundings, still living close to his school friends, Langford feels that

there’s no other place he’d ever like to live in, except the UAE. When travelling out of the country, he ends up talking fondly about his birthplace.

Shaukat Ali Rana, 61, came to the UAE as an eight-year-old in 1968 from Pakistan. Fifty-three years later, he says that this is his first home. Holding on to decades of memories, Rana, an avid photographer, carefully conserves many priceless images of landmarks, people, and historic moments in sepia-toned photo albums at his home in Mirdif.

British national David Pryce loved adventure and got a fair share of it when he set out — aged about 20 then — to plant thousands of trees, living for months in the deserts of the UAE in 1977. Now at 64, the nature lover hasn’t had enough of the open and untouched spaces in the country, where he continues to go camping often.

Leafing through the pages of their lives, they share their experiences of evolving with the young nation.





William at Jebel Hafeet with his father in 1988 (left photo), and a photo of him sitting on his mum's lap taken in 1976



**'All around me, there was massive transformation every few years'**

As a child born in the newly formed UAE, young William enjoyed the best of both worlds. He grew up in Abu Dhabi in the 1970s and '80s, savouring the pleasures of a city that on one hand still had a rustic charm and on the other hand was fast developing into a modern metropolis. "Life in my childhood was very simple and safe. There were no major malls; only the local Souq, Hamdan and Hamid centres for shopping. Just a few cinemas — Al Mariah, Firdaus and El Dorado — and a few channels on the television. The people were friendly and informal," recalls Langford, whose father worked at the Abu Dhabi airport for 30 years and his mother at the British Embassy.

They stayed in a joint family with his uncles at the public housing compound in the Shabia power house area of the Capital. From that single-storeyed house, they moved into a multi-storeyed building

in 1978, along Jawazat Road. "A lot of our time as kids was spent playing outdoors. There were several vacant plots between buildings where we played cricket or football with kids of many nationalities. We visited each other's homes and got an authentic taste of various cultures," he reminisces.

“

**I've lived here for 47 years; it has become home to me. The quality of life is world-class and that has given me the confidence to make investments in the UAE for the future, too**

As he grew up in the UAE, Langford witnessed the phenomenal development of his surroundings. "The visionary, late His Highness Sheikh Zayed, set the foundation for the country by investing in the uplift of people and

the infrastructure, establishing the UAE's prominence globally. All around me, there was massive transformation every few years, the most visible being the buildings that sprang up everywhere. Over the years, the Abu Dhabi Corniche skyline was completely transformed — from the Hilton Hotel to Al Ain Palace Hotel to Baynunah Tower, the tallest one in the '90s," he

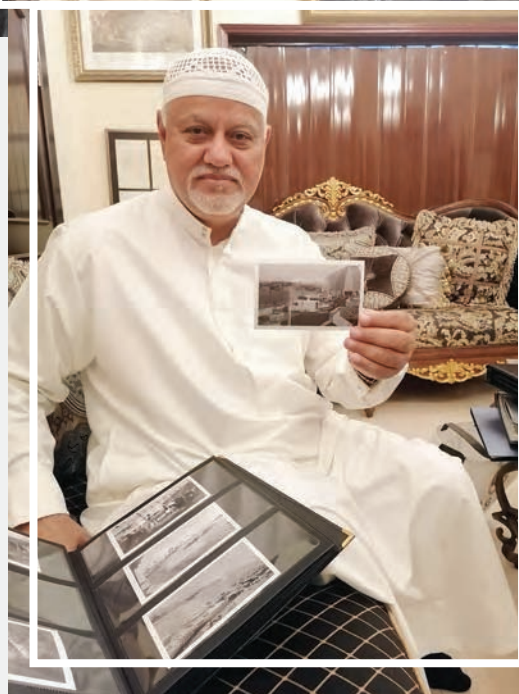
points out.

Langford studied at The Abu Dhabi Indian School, which was a school by day and the club of the India Social Centre by evening. In 1979, both the school and the club moved to new premises; the Southern Sun Hotel stands in its place now. After earning his degree in engineering from India, Langford returned to Abu Dhabi in 1999 with hopes of securing a stable job, which he did with the ADNOC group, where he continues to work to date.

Raising his family in the UAE, living amidst his school friends here is an integral part of his existence, he says. Working with Emiratis and other international expats, he cherishes the harmonious ambience at his workplace. "I've lived here for 47 years; it has become home to me. The quality of life is world-class and that has given me the confidence to make investments in the UAE for the future, too," he adds.



William, an Indian national who was born and raised in the UAE



*Shaukat given the opportunity to meet HH Sultan bin Muhammad Al Qasimi, Ruler of Sharjah (top photo); and a recent photo of him showing his collection of old photographs of the UAE*

many pictures of that historic day,” says Shaukat.

After unification, the country entered a phase of rapid development, he recalls. The roads became better, as the airport was extended. There was also an influx of people from various countries, who were establishing their careers in the UAE. The Al Shindagha Tunnel was constructed in front of his eyes and opened to the public in 1975. It was the first underwater tunnel in the country, crossing the Dubai Creek.

Evenings were spent with their Indian and Egyptian neighbours, in Cola Colony, the former name of Karama, picking shells from the sand dunes around their homes and making significant recollections, shares Rana.

After his schooling at Pakistan Islamia Secondary School in Dubai, Rana set up a photo studio on Yusuf Baker Road in Deira in 1977. Already a keeper of photographs, documents, and currency notes, he made the studio an extension of his interest in chronicling people’s lives and moments. “Business at the studio was brisk for a few years, before we started a trading company, which continues till today,” he says.

Rana’s passion for photography is reflected in the many albums he proudly treasures at home. These albums contain vintage photos of old Dubai, houses deep inside sand dunes

in Karama, royal family members, and visiting Indian film personalities. He has also kept copies of his first driving licence from the 1970s, their Karama house rental agreement with Sheikh Rashid bin Saeed Al Maktoum, and coins minted jointly by the UAE and Qatar.

He also happened to be one of the earliest residents to build his own home, in Mirdif in the 1980s. Today, settled happily with his wife and four children in Dubai, the expat cherishes the peaceful life that the UAE offers them. “Besides the fact that we have the best of amenities here, I feel the law-and-order situation and the favourable business environment is what draws people to live and work in the UAE,” he shares.

With no close relatives left in Pakistan, for him, the UAE is truly home, a land where he met his wife, raised his family, built his first house, and prospered in business. He now holds on to lifelong memories in thick folders and albums.



*Shaukat’s family driving down to Abu Dhabi (1971)*

**‘I sat on the hood of our car and clicked many pictures of that historic day’**

When the UAE was formed on December 2, 1971, Rana was only 11 years old. Along with his father, Mohamed Rafi Rana, an employee of the British Bank of the Middle East, the pre-teen Shaukat, his mother Naseem and his younger siblings, drove from Dubai to Abu Dhabi, to be part of the unification celebrations. “We drove on a single-track road and had to get our passports stamped at the border to enter Abu Dhabi. On the Corniche, I recollect, there was a parade, a flag hoisting, and a large gathering of people. Both I and my father were keen photographers. With my Yashika box camera, I sat on the hood of our Volkswagen car and clicked





David (left) with his crew at Ghayyathi (1978)

**‘Looking back, it was a great experience. We planted 80,000 trees, mostly Ghaf’**

In 1977, Pryce came to Abu Dhabi on a project to plant thousands of trees in the Ghayathi region of the emirate. His love for the outdoors and nature was the reason he had taken up this project. But it meant living in the arid desert in a portacabin without electricity, air-conditioning, or running water for months.

“It was really hard, but I feel it was my age — I was young and ready to take on anything. Looking back, it was a great experience. We planted 80,000 trees, mostly Ghaf, in 400 hectares of land,” shares Pryce, who had previously worked in the UK’s Royal Fleet Auxiliary, a civilian branch of the Royal Navy.

The rulers of the seven emirates, ready to transform the nation, were implementing several such afforestation projects in those days. Along with the modernisation of the country with schools, hospitals, bridges, and buildings, they were equally invested in turning the deserts into green belts.

In four years, Pryce and his team achieved the target and he moved on to work in a plastic manufacturing company. A few years later, he

married a Filipina he met in the UAE, and they had two children. Living with his family in Abu Dhabi, they’d often drive to Dubai. “The Trade Centre and the satellite dishes around Jebel Ali were the major landmarks on that route,” he recollects.

In 1979, when Queen Elizabeth II visited the UAE for the first time, Pryce knew from newspaper reports the route of her entourage, allowing him to see Her

Majesty and Sheikh Zayed at close quarters. “The Emiratis were fortunate to have had the guidance of the best rulers such as Sheikh Zayed, who gave generously to people and created a remarkable nation,” he says. A true adventure lover, Pryce continues to explore the UAE’s deserts and wadis. He goes camping often and is a safety marshal for off-road motorsports events.

An active participant in community initiatives, Pryce founded the Filipino Support Group Middle East during the COVID-19 pandemic, helping bring relief to people affected by job loss and food shortage. Acknowledging the tolerant nature of the country that lets people of all faiths practise their religious beliefs, he affirms that the UAE is one of the safest countries in the world.

“

**The Emiratis were fortunate to have had the guidance of the best rulers such as Sheikh Zayed, who gave generously to people and created a remarkable nation**





# 7 FOODS FOR A HEALTHY GUT IN WINTER

BOLSTER YOUR IMMUNE SYSTEM, YOUR BEST DEFENCE AGAINST COLD WEATHER MALADIES, WITH THESE NATURAL EDIBLES ON YOUR PLATE

BY ROSANNE CRUZ



**W**inter not only changes the way we dress, but also affects our food habits, metabolism, and even energy levels. The chilly days and relatively weak sunlight make people susceptible to ill health. Those with weak immunity need to be extra-cautious during the low temperatures, especially as this winter has been marked by the arrival of a new — and highly transmissible — strain of the novel coronavirus. It's even more essential now to stay fit and healthy in order to beat the virus and its variants.

Interestingly, winter is also the best season to improve immunity. During this time, people feel hungrier. The body engine performs well during winter and foods are better digested. This helps in providing more nourishment to the body.

This is how it works: in winter, our body craves rich food that provides warmth along with nutrition; we need warming foods to satisfy this craving. Any

vegetable that takes time to grow, and in which the edible part grows beneath the ground surface, is usually warming and a good thing to eat in winter. Certain dry fruits, nuts and oilseeds are also useful.

It's also a time of the year when you may want to eat more spices, as they have anti-microbial properties that protect us from cold and infections.

They also act to increase

digestive enzymes and cellular metabolic function, and ensure complete assimilation of nutrients.

Winter is the best time to modify the daily menu to keep the body warm and energetic. Here are some natural food items that can be consumed for a healthy gut during winter:

**In winter, our body craves rich food that provides warmth along with nutrition; we need warming foods to satisfy this craving**



### 1 WHOLE GRAINS

High-energy and high-protein foods have the potential to combat the cold. Whole grains deliver a variety of important nutrients, including vitamins, minerals, protein, fibre, and other healthy plant compounds. Regularly eating whole grains may reduce the risk of heart disease, Type 2 diabetes, and

obesity. These high-fibre foods also improve digestive health. Replacing refined grains with whole grains is a good place to start.

### 2 SESAME SEEDS

From digestion to bone health, sesame seeds are beneficial for your body in various ways. These seeds contain several nutrients like iron, zinc, vitamin B6, vitamin E, selenium, and many more that support the immune system. During the winter season, sesame seeds can keep you warm naturally. Use them as a topping on your salads or vegetables or add them to your shakes and smoothies.



### 3 DRY FRUITS

Dry fruits are one of the healthiest alternatives to fried or oily snacks. A great snack to satisfy food cravings during winters, dry fruits provide much-needed nutrients, vitamins and warmth in the cold season. They, indeed, are a quick and delicious way to get energy during a busy day. No diet plan is complete without these super-healthy foods — walnuts, almonds, cashew, apricot, and raisins — as they're full of nutrients and essential fats.







#### 4 ROOT VEGETABLES

Root vegetables are power foods for winter, as they're densely packed with nutrients and antioxidants, but low in calories. Many root vegetables remain available throughout the year. However, winter adds more variety and colour to them. Some easily available winter root vegetables include radish, carrot,

beetroot, spring onion, turnip, and sweet potato. All these are full of antioxidants and vitamins and help strengthen the immune system.

#### 5 SPICES

Consuming spices and herbs is yet another good way to remain healthy and warm during winter. Spices have many wonderful antimicrobial properties, which enhance their medicinal value and provide resistance in the fight against diseases. Spices like cloves, cinnamon, ginger, star anise, etc. not only boost the flavour of food and drinks but also provide warmth. Spices can be added to any wintery hot beverages, including curries, tea, and coffee.



#### 6 FISH AND EGGS

The two are powerhouses of energy. Egg has a good amount of high-quality protein, selenium, zinc, iron, copper, and vitamin D, B6 and B12. Fish, meanwhile, is a rich source of omega-3 fatty acids, protein and vitamin D. Consumption of both egg and fish has various health benefits. It increases good cholesterol, protects

the heart from various types of diseases and enhances eyesight.



#### 7 ORANGES

A drop in temperature affects immunity, skin, and the digestive system. Orange can give you a healthy body and glowing skin. The rich vitamin C content present in orange reduces the risk of heart disease, kidney stones, and infections of all kinds. It also boosts digestion and comprises alkalisating and detoxifying properties that help in keeping the body fit and fine.



## Did you know?

In winter, our body temperature and energy level drop. Thus, the body switches on the starvation mode; it feels that there are not enough nutrients in the blood to keep us warm. This results in the stimulation of hunger spells, according to a 2005 longitudinal observational study published in the *European Journal of Clinical Nutrition*. As our metabolism, which works best at 37 degrees Celsius, goes down during winter, the body sends out signals to the brain to induce the feeling of hunger.

Source: *European Journal of Clinical Nutrition*





# CRIME OF PASSION

ENRAGED BY THE LIES OF THE GIRL HE LOVES,  
A MAN STABS HER IN A FIT OF ANGER

BY WAGIH HASSAN



**S**aad, 28, was immediately smitten with Ghaida, 26, during their first chance encounter in a café. He worked as a sales representative in an electrical appliance company based in one of the emirates.

When he asked her about her work, she candidly replied, "I've been working as a maid for a respectable family for about three years now, with a lot of kindness in my place of residence."

He told her, explaining the nature of his work, "I've been working as a sales representative for a company for eight years now, and I'm completely satisfied with my work. The company owner respects his employees and appreciates their efforts."

After three weeks of seeing each other, Saad found out from one of his male friends that the young woman he was seeing wasn't honest in her words, be it about her professed love or her job. He discovered that she never worked as a maid but engaged herself into prostitution.

Saad felt a sudden fit of fury and didn't know what to believe anymore. He felt very upset that she had gained his trust under false pretences.

Their next meeting was in his residential apartment, and they had a huge quarrel when Saad confronted Ghaida with the lies she had told him. Accused of betrayal, she raised her voice and claimed that she has a part-time job in the place where Saad's friend saw her.

Later that day after their meeting, Saad received a call from one of his relatives, who told him that he saw Ghaida entering an apartment with another man. His relative offered to take him there, as Saad wouldn't believe him. After dropping him there, the relative went home.

At first, Saad was very hesitant to knock on the apartment's door, so he

rang Ghaida's mobile number several times before she finally picked up the call.

The young woman said she was heading to another city on an important errand and that she'd visit him in his apartment once she was back.

Saad said, "I'm now standing in front of the apartment you are in. Get out, so we can talk."

She answered, "I told you, I'm on my way to another city. And we'll meet again, don't you understand?"

He insisted, "Get out, or else I'll call the police immediately."

Saad rang the doorbell hard and the woman who ran the apartment opened the door. He asked her about Ghaida, but she denied knowing her. Feeling furious, Saad threatened to file a report

at the nearest police station immediately unless Ghaida came out.

Following this threat, Ghaida finally faced Saad outside the apartment to pacify his anger.

In the street, Ghaida told him to stop interfering in her affairs and leave her alone forever. Then she

**“**

**Saad felt a sudden fit of fury and didn't know what to believe anymore. He felt very upset that she had gained his trust under false pretences**

opened her bag, and Saad saw a knife and grabbed it. In a reckless moment, he stabbed her in the left thigh. Ghaida was able to pull the knife out, but she was bleeding profusely.

He tried to stop a taxi to take Ghaida to the nearest hospital, but it didn't work. She didn't last long after that grievous injury. Saad fled the scene and ran to a relative who worked at a gas station nearby.

The police soon found Ghaida's body left for dead on a sidewalk. After an initial investigation, Saad became a wanted man and was soon arrested by the police.

A court decision convicted Saad for the crime and sentenced him to a jail term.



# STAGED SUICIDES

WHAT SEEMS LIKE PEOPLE KILLING THEMSELVES OR  
BEING KILLED ISN'T ALWAYS THE TRUTH

BY NEIL BIE



## BULLET WOUNDS

**WHEN: SEPTEMBER 2016**

**WHERE: FLORIDA, UNITED STATES**

In September 2016, Thomas Elmore Jr called 911 to report his girlfriend, Tamara Naish, dead on the bathroom floor of her Florida home. Naish, a 48-year-old nurse from Riverview in the Tampa region, had committed suicide, according to Elmore.

He told the authorities that he and Naish had a fight about her job loss and money troubles when he returned home from a diner at 1 am, just days before she died. He said that during the altercation, Naish kicked his dog, causing him to take the animal to his parents' residence in Seffner.

However, an initial investigation found that Elmore shot Naish at their Riverview home. He then left her body for "at least 36 hours" before calling 911, where deputies discovered Naish with two bullet wounds.

Prosecutors also noted that the gun used in the shooting was placed in Naish's left hand, despite the fact that she was right-handed.

According to the authorities, Elmore informed deputies at the time that his fiancée had killed herself, and that he had waited so long to contact the police because he was "distraught".

Prosecutors claimed that a thorough assessment by



Thomas Elmore Jr and Tamara Naish

medical examiners showed that Naish could not have shot herself. One of her bullet wounds, to her hand, was also confirmed to have been caused when protecting her face.

Hillsborough State Attorney Andrew Warren said in a statement that the jury deliberated for eight hours over two days before returning a guilty decision.

Elmore was found guilty of fatally shooting Naish and "attempting to cover up the crime by claiming she killed herself", according to the state attorney. Elmore is currently in jail without being able to post bail, with a record of domestic abuse.

## DEATH GRIP

**WHEN: MAY 2010**

**WHERE: NORFOLK, UNITED KINGDOM**

Jan Hogan, 59, was discovered with a cord around his neck at his flat on Basil Drive in Norfolk in May 2010, shocking his family and loved ones.

Hogan's death was the subject of an enquiry in January 2011, which led coroner William Armstrong to record an open verdict due to a lack of evidence at the inquest, much to the dismay of Hogan's family. However, Armstrong attested that Hogan did not commit suicide or die of natural causes.

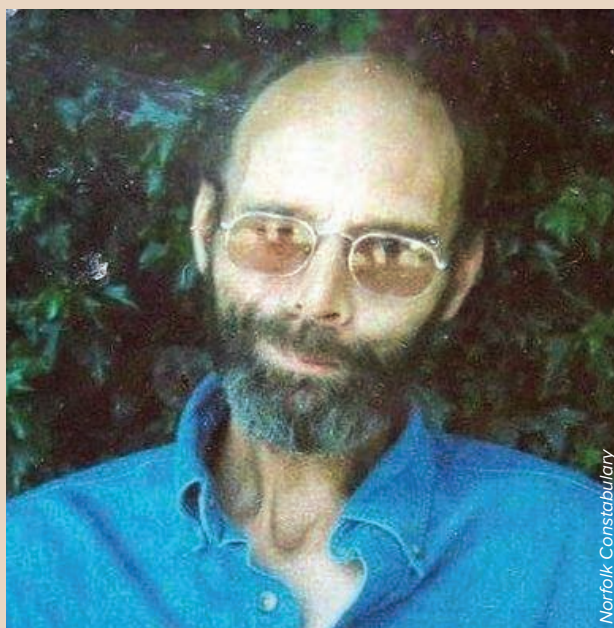
At the family's request, the matter was reviewed by the Metropolitan Police again years later, and Norfolk Police initiated a new enquiry in 2017.

By the year 2018, two individuals had been charged with Hogan's murder: Steven Louro, 42, and Lester Aisthorpe, 58. The court discovered forensic evidence linking the two individuals to the death eight years after the initial investigation.

Hogan's body had been relocated, as evidenced by bloodstains on the stairwells of apartments in Basil Drive, and DNA evidence confirmed the two suspects had carried him.

Louro had a history of bullying Hogan, according to Prosecutor Richard Christie, and the two had a falling out in Louro's flat. "Using a 'death grip', a sort of headlock from the rear...he suffocated Hogan while in an armchair," he said.

After seeking Aisthorpe's help, the two men "took [Hogan] downstairs to his own flat to stage a scene to make it look like suicide," he added.



Jan Hogan

They hung a cord around his neck and later informed the authorities that he had tried to commit suicide.

Louro was sentenced to 18 years and seven months in prison after pleading guilty to manslaughter. This includes a three-year and seven-month consecutive term for perverting the course of justice. On the other hand, Aisthorpe was sentenced by a judge at Norwich Crown Court to three years and seven months in prison.

## DEATH INSURANCE

**WHEN: SEPTEMBER 2009**

**WHERE: KENTUCKY, UNITED STATES**

Couple Jerry and Connie Weaver were visiting a relative's grave in September 2009. At the cemetery, Connie suddenly screamed as they were walking towards the gravesite. They discovered a man hanging from a tree, his wrists and ankles wrapped with grey duct tape.

A red cloth was put into his mouth and tape was wrapped around his skull to keep it in place. Near his right ear, a US Census Bureau identification card dangled from the tape. Three big letters were scribbled across the man's chest in ink from a black felt-tip pen: "F E D".

The Weavers immediately called 911, who identified the man as 51-year-old William Sparkman Jr.

The authorities initially investigated whether he was a victim of anti-government sentiment, but they later on said in a statement that he died in an "intentional, self-inflicted act - a suicide that was staged to appear as a homicide" so that his family could collect life insurance.

According to Kentucky State Police Captain Lisa Rudzinski, the most compelling evidence came from the fact that William had obtained \$600,000 (Dhs2.2 million) in accidental-death insurance as late as May, which would not have paid out in



the event of a suicide.

Furthermore, a witness had told the police that William planned to commit suicide and to construct the scene to make it appear as if he was killed because he worked for the federal government. According to Rudzinski, the information was consistent with how William died and was discovered.

DNA evidence suggests that William was the only one who "handled the essential pieces of evidence" and that no other people were involved, according to the Kentucky State Police.

"A thorough examination of evidence from the scene, to include DNA testing, as well as examination of his vehicle and his residence, resulted in the determination that Mr Sparkman, alone, handled the key pieces of evidence with no indications of any other persons involved," Kentucky State Police said.

## STRAIGHT RAZOR

**WHEN: DECEMBER 1859**

**WHERE: NEW YORK, UNITED STATES**

Henry Budge and his wife Pricilla arrived in America with their three-year-old son, Henry Junior, in 1849. Ten years later, they decided to live in Lyons Falls, New York, with six children ranging in age from two to 13 years.

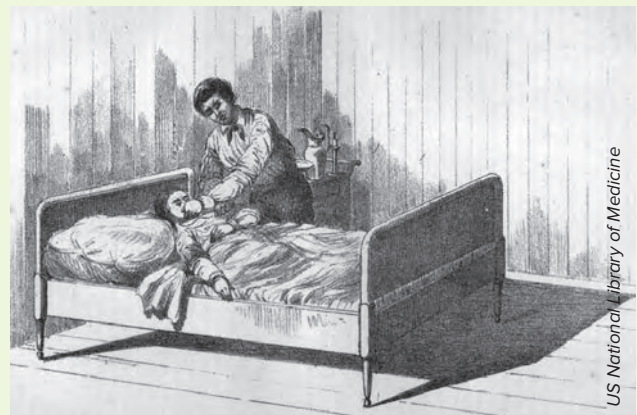
Pricilla would chastise her husband for arriving home late and spending too much time away from the family, and the children would later testify that their parents were frequently bickering.

By 1859, Henry and Pricilla were no longer sharing a room. Pricilla also became prone to spells of "derangement" in addition to her continual arguing with her husband.

One morning in December 1859, their 11-year-old daughter carried a cup of tea to her mother's bedroom, where she discovered her mother lying on the bed with her throat slashed.

Henry never entered the room himself, relying instead on the neighbours to recount the event. He assumed it was suicide and advised them to search for the weapon. A straight razor was discovered near her hand. The body of Pricilla was inspected by a coroner's jury. Pricilla was hastily buried when the court ruled "death by suicide".

The corpse showed few signs of decomposition after spending the winter underground. A team of doctors later examined the body, led by Dr John Swinburne. What they discovered seemed to refute the claim that Pricilla had slit her own throat.



Her lungs were filled with fluid, which would indicate asphyxiation rather than a slit throat. Dr Swinburne concluded that Pricilla was strangled to death, then sliced in the throat with a sharp weapon after death to make it look like suicide.

A second enquiry was held and Dr Swinburne testified for 22 hours straight. Henry was eventually charged with the death of his wife. The prosecution called witnesses, including the Budge children, to speak about their parents' continuous marital problems.

However, while the facts warranted a judicial review, the judge decided that the defence had demonstrated qualifying conditions, such as how the fluid may have entered the lungs without causing asphyxia. The matter was hurriedly sent to the jury pro forma, and the prisoner was acquitted on the judge's orders.

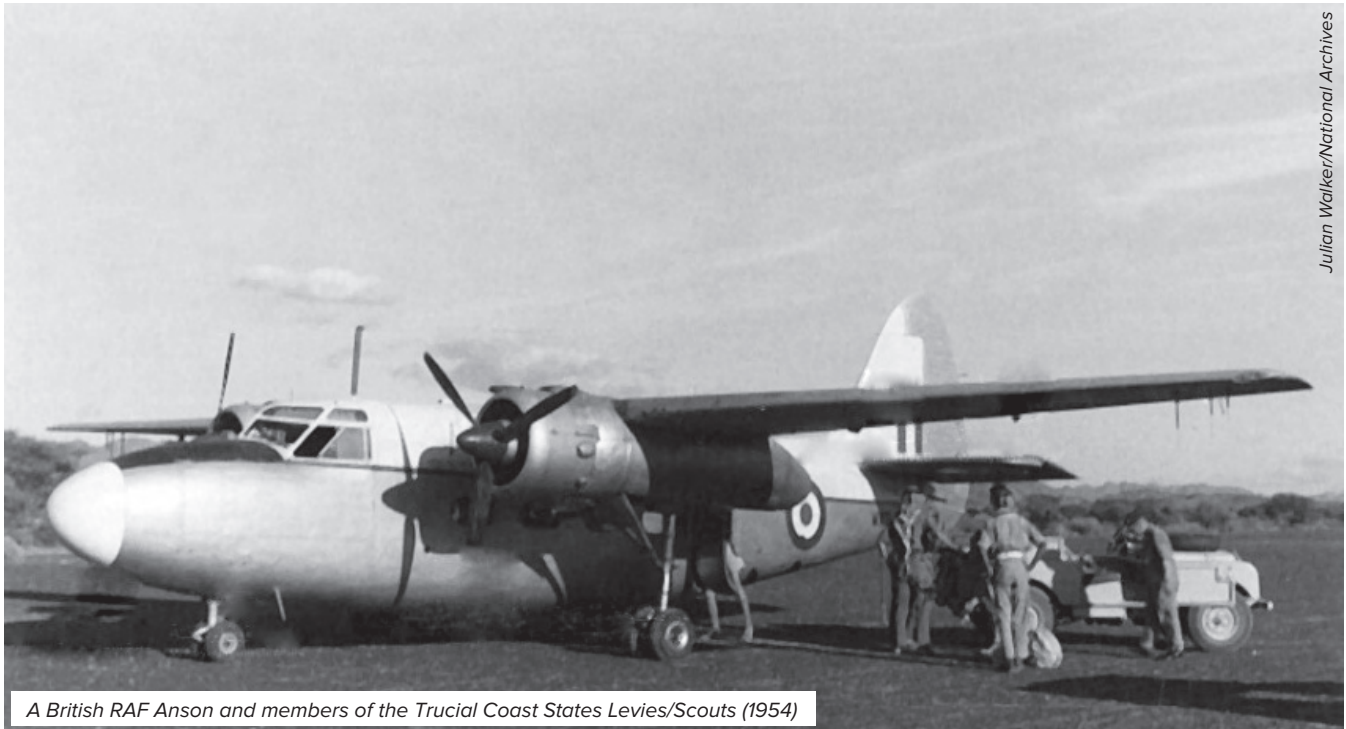


# UNIFIED BY COMMON GOALS

EVEN BEFORE THE EMERGENCE OF THE UAE, THE TRUCIAL  
STATES CAME TOGETHER TO ENSURE SECURITY  
AND EQUITABLE DEVELOPMENT, ASSISTED  
BY THE BRITISH AUTHORITIES

BY DR FALEH HANDHAL





Julian Walker/National Archives

*A British RAF Anson and members of the Trucial Coast States Levies/Scouts (1954)*

**T**he path taken by the emirates that now form the UAE was very different before the Union, as the discovery and shipment of oil created very diverse situations across these lands.

The British authorities initially did not interfere in the internal affairs of these emirates. However, politics got more complicated when Arab countries began taking revolutionary steps, which brought about a new era in the Arab world. As a result, the British authorities began engaging with Arab internal affairs — they came up with a development programme and corrected some of the internal conditions of these lands. Their first action was the establishment of the Trucial Coast States Levies/Scouts.

Safety was of great importance at this time because of several factors: the oil discoveries in the emirate of Abu Dhabi; the presence of two oil companies operating there; the interventions of neighbouring countries; the entry of a large number of job-seekers; and the presence of a foreign community working in the oil fields. The sheikhdoms that would later create the UAE had no formal security forces then, other than their local police forces, which were small in numbers.

Therefore, it fell upon the British to perform the aforementioned duties.

During this time, the idea of establishing an armed force was first discussed, influenced by the British experience in Aden (in Yemen) and Iraq, where they formed “Levies” forces, which were military units led by British officers and consisting of local citizens as non-commissioned officers and other unit members.

The idea of establishing such an entity for the Trucial States was first put forth in 1949. Discussions between the Ministry of Defence and the Ministry of Foreign Affairs took place until 1950. By Royal Decree No. 1 of 1951, the Trucial Coast States Levies/Scouts was established. Its duties were as follows:

1. Maintaining peace and security in the Trucial States
2. Ensuring the safety of British officials while they travelled around the emirates
3. Executing military responsibilities as determined by the British Political Resident
4. Keeping the force and its operations within the defined region
5. Staying out of the capitals of the emirates or cities belonging to the rulers, unless approved by the Political Resident or his representative
6. Not engaging in any political activities

The Trucial Coast States Levies/Scouts were first headquartered in Sharjah, camping in the airport and airbase in that

**The Trucial Coast States Levies/Scouts were first headquartered in Sharjah, camping in the airport and airbase in that emirate. The unit was commanded by Major Hankin Turvin. Arab individuals were recruited for a two-year term, under a contract of service**

emirate. The unit was commanded by Major Hankin Turvin. Arab individuals were recruited for a two-year term, under a contract of service, and their monthly salary began at 60 Indian rupees. Jordanian non-commissioned officers and soldiers were then brought in to form the nucleus of the force, and soon after, military equipment arrived.

By 1951, the force consisted of 81 members — one British officer, 31 Jordanians, and 50 Emiratis, and it was





Aerial view of Abu Dhabi Corniche (1949)

renamed the Trucial Coast States Levies/Scouts.

In 1952, the force reached 100 men, while in 1953, it grew to 500 men. It remained in the emirates until it was demobilised and attached to the newly formed UAE army. Even though police forces were present in Abu Dhabi and Dubai, they did not have the same level of security capability as the Trucial Coast States Levies/Scouts of repelling foreign attacks and maintaining defence.

#### FORMATION OF THE TRUCIAL STATES COUNCIL

Besides forming an army in the Trucial States, the British authorities also kept a close eye on the economic situation. At that time, oil revenues were healthy in Abu Dhabi and Dubai had some financial stability.

During this time, Britain was facing opposition propaganda from Arab countries and leftist organisations, so it was necessary to establish a council in which the rulers of the emirates would meet under the supervision of the British Commissioner to determine the best ways of distributing wealth, i.e. assisting those emirates that had no revenues, and putting in place comprehensive development plans for all the emirates.

The British Foreign Office sent a letter to the British Political Resident in Bahrain on April 2, 1951, which stated the following:

"In light of the obligations of His Majesty's Government in the Trucial Sheikhdoms and the agreements concluded with their rulers, the responsibility of His Majesty's

Government for the external affairs of the Trucial Sheikhdoms, and our consequent subordination to society as a result of this international [relationship], refers to the following:

"A- Ensuring the Emirates' internal affairs are run efficiently and preventing abuses that could provoke justified criticism from the outside.

"B- Strengthening the development process gradually in all fields. Thus, we welcome the establishment of a council of Rulers of the Trucial States and the initiation of implementation after careful discussion with the sheikhs."

Thus, on March 23, 1952, the first session was held, and the Political Resident sent the following message to the Ministry of Foreign Affairs:

"I am pleased to inform you that the first meeting of the Trucial States Council took place today at the Ambassadors' House in Sharjah. It was attended by the following sheikhs: Sheikh Ahmed bin Rashid Al Mualla, Ruler of Umm Al Quwain; Sheikh Rashid bin Humaid, Ruler of Ajman; Sheikh Saqr bin Muhammad, Ruler of Ras Al Khaimah; and Sheikh Saqr bin Sultan, Ruler of Sharjah. As for Dubai, the Ruler Sheikh Saeed bin Maktoum did not participate. Rather, he sent his son Sheikh Rashid. In Abu Dhabi, Sheikh Shakhbut did not attend. Instead, he sent his son Sheikh Saeed, his cousin Sheikh Hamdan, and his secretary Khalifa bin Youssef, and for the Emirate of Fujairah, Sheikh Mohammed bin Hamad Al Sharqi."

At the beginning of the meeting, a political representative mentioned that the purpose of the meeting was to start a discussion amongst the rulers to settle the common interest. He expressed his hope that this meeting would be the first of many successful gatherings. Several issues were discussed, including combating locusts, keeping artificial pearls from entering the UAE market, protecting the emirates from thieves and robbers, and considering opening the Dubai Hospital to everyone. Finally, the emirate of Fujairah was recognised as politically independent, under the leadership of Sheikh Mohammed bin Hamad Al Sharqi.

The same group attended the second meeting on May 1, 1952. Combating locusts and blocking artificial pearls were discussed again. A conversation followed regarding the issuance of citizenship



A Trucial Coast States Levies/Scouts' Land Rover near Al Ain (1955)



Bedouins at a well with their camels, south of Al Ain (undated)

Julian Walker/National Archives

laws and legislations specifying the exact conditions under which citizenship of the emirates could be obtained. This meeting also discussed the presence of large Indian and Persian communities in the emirates.

Over the following years, 33 such council meetings were held. The last of these was held on July 10, 1971, after which the blessed Union of the emirates was established and the United Arab Emirates was announced.

It is worth noting that these meetings were initially run by the British Political Commissioner based in Abu Dhabi or Dubai, but at the 25th meeting in early 1966, Sheikh Saqr bin Muhammad Al Qasimi of Ras Al Khaimah took on the role of presiding the council meeting, a role he held until the last council meeting in 1971.

During the years 1952 to 1965, these Trucial States Council meetings, chaired by the British Political Resident, were held to establish internal and external borders, search for water, create travel documents, discuss matters related to health, education, the legal status of the British government subjects, and determine the strength of the coast of Oman, amongst other issues.

Discussions on general topics and issues, as well as some organisational procedures, comprised the initial stages of those sessions. Later sessions had a more important topic, namely the fact that Britain issued a

## **In early 1966, Sheikh Saqr bin Muhammad Al Qasimi of Ras Al Khaimah took on the role of presiding the council meeting, a role he held until 1971**

development plan titled 'Five-Year Plan for the Development of the Trucial Emirates' at the 14th meeting.

The topics discussed concerning this plan included the Arab League delegation's visit to the Trucial Emirates and British fears of intervention in the region. One important outcome in this regard was the establishment of a development office to support and monitor the financial aid that Kuwait, Saudi Arabia, and the Arab League provided to the Trucial Emirates.

What was the British government's development fund and what were its goals? In 1953, when the British Development and Water Fund was created, those priorities were outlined. This information appeared in a letter dated December 5, 1953, from the British Political Resident to the Ministry of Foreign Affairs. It stated:

"I would like to express my appreciation for the initiatives taken in London to announce that Her Majesty's Government is pleased to contribute to the development of the Trucial States through a grant earmarked for water development. Water possesses an emotional appeal for the people of the Emirates."

However, the British government didn't want to be the only one spending money from its pockets on this project, so it requested participation from the emirates themselves, especially the emirate of Abu Dhabi. Sheikh Shakhbut bin Sultan contributed 4,000 pounds towards the water project. An amount of 20,000 pounds was allocated by the British government for the plan in 1954, and they helped build a hospital in Dubai and a school in Sharjah.

Between 1955 and 1956, an agricultural school was built in Ras Al Khaimah, and water wells were drilled in many areas of the emirate. British authorities increased the budget while encouraging Abu Dhabi to contribute more.

Had the general political climate in the Trucial Emirates not changed after the Arab military and political coups, the British government would not have taken these steps. This was written in a letter to the British Commissioner in Dubai, dated February 15, 1957.





**Dr Maysa Rashed Ghadeer** is a prominent UAE writer interested in local affairs and a former member of the Federal National Council (FNC)

## HOW CAN WE CHANGE OURSELVES AND THE WORLD?

The most important tools are the ones empowering individuals, so that they become capable of making the necessary changes

A person's perception shapes the way he/she views reality, and various forces and circumstances come into interplay in how we view the world. All changes begin with an idea, and the idea is a plan of action, and actions bear the responsibility of the change we experience.

There is an urgent need for a conversation about change in the world in which we live, the world to which we belong as individuals or institutions, with tools that we have or that we must be able to acquire. The most important of these tools are the ones empowering individuals, so that they can be capable of making the necessary changes, as well as running the wheels of enterprise, whether it is a family-owned business or a government-run organisation.

Due to the tools we have at our disposal, we have been able to effect desired changes based on insights and ideas that make our society distinctive and unique.

When we look at the United Arab Emirates, we see a dynamic government that quickly adapts to changing times; one of the most recent and significant examples is the empowerment of officials to delegate their work and develop mechanisms to serve the happiness of individuals, while also achieving success at the local and global levels.

His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai, tweeted after the first UAE Cabinet meeting for 2022: "The new government approach will start shortly with several changes, including granting

ministries greater powers and more financial flexibility based on the 'Principles of the 50' and national priorities approved by President HH Sheikh Khalifa bin Zayed Al Nahyan, for the next 50 years."

Over the past two years, the pace of work has slowed, and the circumstances faced by institutions and individuals have been transformed into full tools, with power being distributed throughout nearly every ministry and amongst employees.

If all the officials applied this approach, which is followed by the UAE government in managing state affairs, as well as the directives it issued to empower employees with

flexibility, not only would we have managed to accomplish more than what has been achieved already, but we would have also empowered our country's most important asset — our human resources.

Priorities are very important due to the pressures of daily life and their many tangled and complex senses. The 'Principles of the 50' is the fruition of our leaders' objective to re-align all of our national priorities to better support the needs of our

society in changing times.

In order to equip our people with leadership qualities, we must give them our full confidence. We do not need to import the most essential tools to impact change in society, because we have the best talents and workforce, who serve as our best partners in nation-building.

Furthermore, we need to be receptive to change, because it is an evolutionary fact that yesterday's approach and tools may no longer be suitable for the next phase.

**It is an evolutionary fact that yesterday's approach and tools may no longer be suitable for the next phase**

## TAKE A PEEK AT THE NEWEST MUST-HAVE HIGH-TECH ELECTRONIC DEVICES

## NEW SMARTPHONES ON THE BLOCK

Electronics giant TCL expands its product portfolio by introducing the 30 Series smartphone lineup and tablet this year. Included in the lineup of its new handsets are the **TCL 30 XE 5G** and the **TCL30 V 5G**.

The TCL 30 XE 5G features a smooth 90Hz refresh rate display and long-lasting battery, so its users will feel safe knowing their mobile phone will last throughout the day and into the night. Thanks to its 5G capabilities, paired with 4GB of RAM, customers can enjoy fantastic connectivity and performance.

The TCL 30 V 5G, meanwhile, supports the company's Ultra-Wideband 5G. It comes with 128GB internal storage, a 4500mAh long-lasting battery, and a powerful Qualcomm Snapdragon octa-core chipset. The screen is a 6.7-inch Full HD+ panel,

powered by TCL's NXTVISION technology. Customers will be thrilled with its triple rear camera, great for social media, featuring a 50MP main camera as well as a super wide-angle lens.

Both the TCL 30 XE 5G and TCL 30 V 5G come with AMOLED ultra-thin display for true clarity and vividness. With anti-scratch resistance, all-day low blue light, and enhanced NXTVISION technology, customers will enjoy the most immersive visuals and turbo-charged imagery.



TCL 30 XE 5G, TCL 30 V 5G

PRICE: TBA

WEBSITE: [www.tcl.com](http://www.tcl.com)

## POCKET FLIP-PHONE



PRICE: Dhs4,240

WEBSITE: <https://consumer.huawei.com>

Huawei's new **P50 Pocket Premium Edition** boasts an extraordinary style of naturally flowing patterns in a gorgeous gold tone, in a design created in partnership with Haute Couture designer Iris van Herpen. In folded mode, you may enjoy immersive big screen views and new features.

The Huawei P50 Pocket Premium Edition sports XD Optics and True-Chroma Image Engine to power the foldable mobile phone's Ultra Spectrum Image Technology, boosting the clarity and visibility of light to bring out natural details and bright colours for amazing photos. This feature, along with the 1,440 Hz high frequency PWM dimming control, gives the mobile phone better imagery during low-light conditions as well.

Immersive visual experiences are provided by the 21:9 aspect ratio on a large 6.9-inch primary screen. With a screen refresh rate of up to 120 Hz, users will enjoy a smooth transition in between apps. For accurate tones and pictures, the P3 wide range gamut delivers over 1 billion colours.

## GAMING POWERHOUSE

Steam, a global gaming platform for PC, will be launching its first-ever handheld console to take its games from the big screen to the palm of your hands.

The **Steam Deck** brings popular Steam games and features that players enjoy to a brand-new portable form factor that gamers can bring with them wherever they go. Steam Deck's proprietary APU was developed in collaboration with AMD and is designed for mobile gaming. It's a Zen 2 + RDNA 2 powerhouse, with more than enough horsepower to handle the newest AAA games while consuming very little power.

The Steam Deck was designed to be used for gamers who want to play over long periods of time. It is built with full-size controls positioned exactly within your reach, whether you're using thumbsticks or trackpads. The device's back is



PRICE: Dhs1,470

WEBSITE: [www.steamdeck.com](http://www.steamdeck.com)

ergonomically designed to accommodate a wide variety of hand sizes comfortably.

Most games can be played for several hours thanks to the Steam Deck's integrated 40 watt-hour battery. You may expect a maximum battery life of 7-8 hours for milder use scenarios such as game streaming, smaller 2D games, or web surfing.



## RETRO GAMING

Remember the days of the good old Gameboy or the Super Family Computer with pixelated, simple graphics? **Panic Playdate** intends to bring those nostalgic hits back to mainstream gaming with a new handheld console.

The Playdate handheld console is something that is both familiar and unlike anything you've ever seen before. It boasts a new innovative and unique black and white screen – which isn't illuminated, but is highly reflective – that looks far better in person.

It also features a snappy tiny

processor, Wi-Fi, Bluetooth, and a loudspeaker. The screen doesn't turn off when you're not using it, so it doubles as a low-power clock, too! Panic Playdate is small enough to fit in a gamer's pocket, with responsive buttons and a silky smooth crank that has various functions, depending on the game.

Users will also be able to make their own Playdate games, thanks to a free-to-download SDK, no special hardware required. Playdate's Pulp game maker helps individuals create games via a web browser.



PRICE: Dhs660

WEBSITE: <https://play.date/>

## HYBRID LAPTOP



PRICE: Dhs2,200

WEBSITE: [www.asus.com](http://www.asus.com)

The new **Vivobook 13 Slate OLED** gives users a 2-in-1 portable laptop that makes it easier to perform a variety of tasks such as studying, working, chilling, chatting, at any place you wish. The rear kickstand is detachable and can be set up to hold the tablet up in both portrait and landscape modes.

This tablet-cum-laptop also features the new ASUS Pen 2.01, which will aid graphic designers and content creators to come up with unique styles and drawings alongside the OLED Dolby Vision display. Users could also immerse themselves in

its built-in Dolby Atmos sound.

For storage and RAM options, users can select from 4GB and 8GB of LPDDR4X RAM, as well as 128GB or 256GB of NVMe PCIe SSD 3.0 storage with microSD card compatibility. Dual-band Wifi 6, Bluetooth 5.2, SonicMaster quad speakers, a 5MP front camera and 13MP rear camera, a fingerprint reader in the power button, a 50Whrs battery with quick charge support and 65W power / charging delivered at 3.25A, 2x USB C 3.2 (Gen 2) ports, and a 3.5mm audio combo jack are among the other notable features.

## MINI-LED MONITOR

Mini-LED technology has been around for a while, but it was first seen in the Apple Pro Display XDR, then in the 12.9-inch iPad Pro, 24-inch iMac, and the most recent MacBook Pros.

And now, Acer has unveiled its brand-new monitor for gamers that has adapted the same innovative tech. The **Acer Predator X32 FP** will sport a 32-inch UHD (3840x2160) display, like the other X32 items that have already been introduced. It may also be overclocked to a 165Hz refresh rate with an HDMI 2.1, which enables 4K at up to 120Hz. This allows gamers to play their favourite games at a silky smooth frame rate and high quality.

In some aspects, mini-LED displays differ from OLED displays. OLED displays are self-emitting, which means that each pixel has its own brightness and colour spectrum. LED displays, on the other hand, use local dimming zones to illuminate their panels. Hundreds of these dimming zones are used in a Mini-LED display to increase brightness and colour management, resulting in a brighter, higher-contrast image that is ideal for HDR.

The X32 FP will be VESA Display HDR 1000 compliant and will provide 99 per cent of the Adobe RGB broad colour gamut. This is made feasible by mini-LED technology, which has 576 dimming zones.



PRICE: TBA

WEBSITE: [www.acer.com](http://www.acer.com)



LEARN ABOUT THE EVOLUTION OF EXERCISE TRENDS THROUGHOUT CENTURIES, EXPLORE TECHNIQUES FOR INVESTING IN TECH FUNDS, AND PICK UP TIPS TO HANDLE PEOPLE WITH DIFFICULT PERSONALITY

## FITNESS EVOLUTION

**TITLE:** Sweat: A History of Exercise

**AUTHOR:** Bill Hayes

**PUBLISHER:** Bloomsbury Publishing

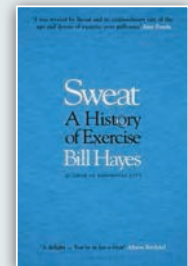
**PRICE:** Dhs92

Exercise — a form of physical activity distinct from sports, play, or athletics — was an ancient obsession, too, but as a chapter in human history, it has been largely overlooked.

Bill Hayes runs, jogs, swims, spins, walks, bikes, boxes, lifts, sweats, and downward-dogs his way through the origins of different forms of exercise, chronicling how they have evolved over time and dissecting the dynamics of human movement.

Hippocrates, Plato, Galen, Susan B. Anthony, Jack LaLanne, and Jane Fonda make appearances in *Sweat*, but chief amongst the historical figures in this book is Girolamo Mercuriale, a Renaissance-era Italian physician who aimed singlehandedly to revive the ancient Greek “art of exercising” through his 1569 book *De Arte Gymnastica*.

Though largely forgotten over the past five centuries, Mercuriale and his illustrated treatise were pioneering, and are brought back to life in the pages of *Sweat*. Hayes ties his own personal experience — and ours — to the cultural and scientific history of exercise, from ancient times to the present day, giving us a new way to understand its place in our lives in the 21st century.



## INTROSPECTION JOURNEY

**TITLE:** I Came All This Way to Meet You: Writing Myself Home

**AUTHOR:** Jami Attenberg

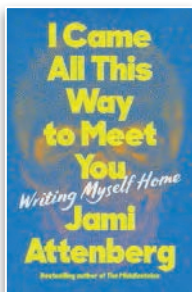
**PUBLISHER:** Ecco Press

**PRICE:** Dhs92

In this brilliant, fierce, and funny memoir of transformation, Jami Attenberg reveals the defining moments that pushed her to create a life and voice she could claim for herself. What does it take to devote oneself to art? What does it mean to own one's ideas? What does the world look like for a woman moving solo through it?

As the daughter of a travelling salesman in the Midwest, Attenberg was drawn to a life on the road. Frustrated by quotidian jobs and hungry for inspiration and fresh experiences, her wanderlust led her across the country and eventually on travels around the globe. Through it all, she grapples with questions of mortality, otherworldliness, and what we leave behind.

It is during these adventures that she begins to reflect on the experiences of her youth — the trauma, the challenges, the risks she has taken. Driving across America on self-funded book tours, sometimes crashing on couches when she was broke, she keeps writing: in researching articles for magazines, jotting down ideas for novels, and refining her craft, she grows as an artist and increasingly learns to trust her gut and, ultimately, herself.



## TECH TALK

**TITLE:** Nothing But Net: 10 Timeless Lessons for Picking Tech Stocks

**AUTHOR:** Mark Mahaney

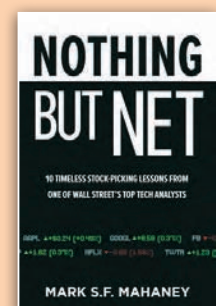
**PUBLISHER:** McGraw-Hill Education

**PRICE:** Dhs103

The tech industry is the stock market's hottest, most profitable sector, but it can be a roller-coaster ride for investors. Companies with great ideas end up going nowhere, and some that dominate today will be sold at fire-sale prices in five years. This guide provides the requisite knowledge and insights you need to understand to outperform other tech investors on a consistent basis.

Famous for his solid, proven approach to tech stock investing, Mark S.F. Mahaney doesn't emphasise on picking the next best stock — he shows how to succeed as a tech stock investor.

The book offers a tech/growth update along with a focus on the consumer tech stocks that have become household names, like Amazon, Apple, Facebook, Google, Netflix, Twitter, and Uber. The book also provides powerful advice for the next two decades — lessons you can start applying today and put to use for years to come.





## MOTHER'S HEART

**TITLE:** The School for Good Mothers

**AUTHOR:** Jessamine Chan

**PUBLISHER:** Simon & Schuster

**PRICE:** Dhs84

Frida Liu is struggling. She doesn't have a career worthy of her Chinese immigrant parents' sacrifices. Only with her angelic daughter Harriet does Frida finally feel she has attained the perfection expected of her. Harriet may be all she has, but she's just enough. Until Frida meets a horrible day.

The state has its eyes on mothers like Frida — ones who check their mobile phones while their kids are on the playground; who let their children walk home alone; in other words, mothers who only have one lapse of judgement. Now, a host of government officials will determine if Frida is a candidate for a Big Brother-like institution that measures the success or failure of a mother's devotion. Faced with the possibility of losing Harriet, Frida must prove that she can live up to the standards set for mothers — that she can learn to be good.



## PEOPLE SKILLS

**TITLE:** Zen and the Art of Dealing with Difficult People: How to Learn from Your Troublesome Buddhas

**AUTHOR:** Mark Westmoquette

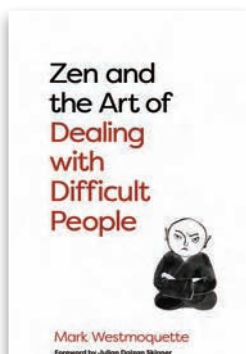
**PUBLISHER:** Watkins Publishing

**PRICE:** Dhs62

This is a guide to applying the teachings of mindfulness and Zen to the troublesome or challenging people in our lives. Perhaps you can see there's often a pattern to your behaviour in relation to them and that it often causes pain — perhaps a great deal of pain. The only way we can grow is by facing this pain, acknowledging how we feel and how we've reacted, and making an intention or commitment to end this repeating pattern of suffering.

In this book, Mark Westmoquette speaks from a place of profound personal experience. A Zen monk, he has endured two life-changing traumas caused by other people: the abuse he experienced from his own father; and his stepfather's death and his mother's serious injury in a car crash.

He stresses that by bringing awareness and kindness to these relationships, our initial stance of "I can't stand this person, they need to change" will naturally shift into something much broader and more inclusive. The book makes playful use of Zen koans — apparently nonsensical phrases or stories — to help jar us out of habitual ways of perceiving the world and nudge us towards a new perspective of wisdom and compassion.



## EUROPE REVISITED

**TITLE:** The Bright Ages: A New History of Medieval Europe

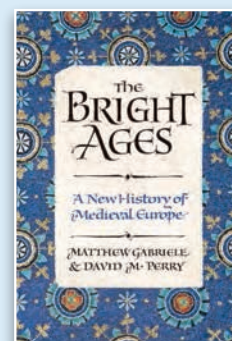
**AUTHOR:** Matthew Gabriele, David Perry

**PUBLISHER:** Harper

**PRICE:** Dhs86

The word "medieval" conjures images of the "Dark Ages" — centuries of superstition, stasis, and savagery. But the myth of darkness obscures the truth; this was a remarkable period in human history. *The Bright Ages* recasts the European Middle Ages for what it was, capturing this 1,000-year era in all its complexity and fundamental humanity, bringing to light both its beauty and its horrors.

This book takes us through 10 centuries and crisscrosses Europe and the Mediterranean, Asia and Africa, revisiting familiar people and events with new light cast upon them. We look with fresh eyes on the Fall of Rome, Charlemagne, the Vikings, the Crusades, and the Black Death, but also to the multi-religious experience of Iberia, the rise of Byzantium, the genius of Hildegard, and the power of queens. We begin under a blanket of golden stars constructed by an empress with Germanic, Roman, Spanish, Byzantine, and Christian bloodlines and end nearly 1,000 years later with the poet Dante — inspired by that same twinkling celestial canopy — writing an epic saga of heaven and hell that endures as a masterpiece of literature today.



## BROADWAY DREAMS

**TITLE:** When You Get the Chance

**AUTHOR:** Emma Lord

**PUBLISHER:** Wednesday Books

**PRICE:** Dhs57

Nothing will get in the way of Millie Price's dream of becoming a Broadway star. Not her loveable but introvert father, who after raising Millie alone, doesn't want to watch her leave home to pursue her dream.

Simply put, Millie needs an ally. And when a left-open browser brings Millie to her father's embarrassingly moody Live Journal from 2003, Millie knows just what to do. She's going to find her mom.

There's Steph, a still-aspiring stage actress and receptionist at a talent agency. There's Farrah, an ethereal dance teacher who doesn't have the two left feet Millie has. And Beth, the chipper and sweet stage enthusiast with an equally exuberant 15-year-old daughter. But how can you find a new part of your life and expect it to fit into your old one, without leaving any marks? And why is it that when you go looking for the past, it somehow keeps bringing you back to what you've had all along?



# UAE converts used cooking oil into biofuel



both municipalities and sewage treatment firms to do costly and time-consuming maintenance. Used cooking oil is also disposed of in landfills, resulting in additional emissions of greenhouse gases. Bee'ah Tandeef's new service aims to address these issues, while also generating value from used cooking oil and accelerating efforts towards a circular economy.

"We recognised that the typical way to dispose of used cooking oil has detrimental effects on the environment, burdens public infrastructure, creates inconvenience for people in their homes and poses a risk to a good quality of life. By launching the used cooking oil recycling service, Bee'ah Tandeef is turning these challenges into an opportunity to realise a zero-waste future," said Khaled Al Huraimel, Group CEO of Bee'ah.

The company will convert the collected used cooking oil into biodiesel to fuel its fleet of waste collection vehicles. It also intends to install used oil collection machines, where residents could dump their used cooking oil in company-provided bottles.

A waste collection company in the UAE has developed a unique recycling service that converts used cooking oil into biofuel. This could help mitigate the consequences of existing disposal practices, while also

committing to the country's zero-waste initiative.

In most households, leftover cooking oil is dumped down the sink. It strains plumbing systems, causes clogging, and compels

## Abu Dhabi relocates extinct, critically endangered animals

The Environment Agency – Abu Dhabi (EAD) has successfully translocated 25 Scimitar-horned Oryx (SHO) and 25 Addax to Chad, north-central Africa. The animals will then be released into the wild.

In addition, an EAD team has fitted 18 wild SHO with satellite tracking collars, enabling the agency to closely monitor the species' reproduction, thereby ensuring their survival.

In February 2022, EAD plans to send another 25 SHO to Chad.

Scimitar-horned Oryxes, though once distributed across North Africa, are currently considered extinct in the wild as a result of widespread over-hunting, habitat loss, and persistent drought. The Addax, meanwhile, is a critically endangered species of antelope, as classified by the International Union for Conservation of Nature.

In January 2022, Dr Shaikha Salem Al Dhaheiri, EAD's Secretary General, said, "We will always continue the legacy of the late Sheikh Zayed bin Sultan Al Nahyan, the UAE's founding father, who pioneered the SHO re-introduction programme, the first of its kind anywhere in the world. The project will serve as a benchmark for similar initiatives, and we



A herd of extinct Scimitar-horned oryx

are keen to serve as leaders and guides to other entities in the fields of captive breeding and conservation.

"Next month, we will be releasing both SHOs and Addax in Chad in collaboration with our partners, who are truly invested in ensuring the project's success, and we are

on track to establish a herd of 500 SHO in the wild."

The latest release comes after EAD's reintroduction programmes aimed at establishing a self-sustaining herd of over 500 SHO in the 77,950 km<sup>2</sup> Ouadi Rimé-Ouadi Achim Wildlife Reserve in Chad.



## UAE environmental group wraps up 'Clean and Green' initiative

The Emirates Environmental Group (EEG) ended its 20th edition of the 'Clean Up UAE Campaign' in the emirate of Ras Al Khaimah.

The campaign was organised under the auspices of the Ministry of Climate Change and the Environment, in partnership with the Public Services Department of Ras Al Khaimah.

Over 450 individuals took part in the event, which resulted in the disposal of more than 1.5 tonnes of waste. More than 8,150 participants collected 30 tonnes of rubbish from throughout the seven emirates, covering a 35-kilometre span.

Ahmad Al Hammadi, Director General of the Ras Al Khaimah Public Services, highlighted the milestone that the campaign had achieved. "We are happy to collaborate with the Emirates Environmental Group in their national campaign, which aims to consolidate the concept of sustainability and maintain cleanliness in our society."

Al Hammadi also expressed Public



Services' keenness to preserve the environment by organising and participating in environmental awareness programmes that emphasise the need to stop littering.

Habiba Al Mar'ashi, Co-Founder and Chairperson of EEG, said: "The journey is going on for 20 years. It contains the same message – that environmental protection is everyone's responsibility."

## India records highest death rate in decades amongst tigers



India posted a record 126 deaths amongst tigers in 2021, according to its local conservation body. This is the highest rate since the agency started compiling

data 10 years ago. Of the 126 big cat deaths, 60 fell prey to accidents, poachers and man-animal conflicts in the wild.

Before the National Tiger Conservation

Authority (NTCA) began collecting statistics in 2012, the greatest number of fatalities per year was recorded in 2016 at 121.

With a population of 1.3 billion people, human invasion of tiger habitats in India has intensified in recent decades, according to Kartick Satyanarayan, founder of Wildlife SOS. He told local media that the deaths due to human-animal conflict were driven by "the fragmentation of the tiger's natural habitat". He added, "Tigers range over large jungle areas and find it impossible to migrate to other forests without crossing human habitations, increasing chances of conflict."

The number of tigers in India was estimated to be approximately 40,000 in 1947, but it gradually came down to a critical level over time. The same happened in many countries in Southeast Asia.

"This has reached critical levels in much of Southeast Asia, where a snaring crisis is decimating wildlife, including tigers and their prey," the conservation group World Wildlife Fund said in a statement.



# Omicron impact: UAE reinstates border testing



also need to get the COVID-19 booster dose, if eligible, should they wish to travel.

The authorities have exempted those who are unable to take the vaccine because of medical reasons, as well as “humanitarian cases and individuals travelling for medical and treatment purposes”.

In Abu Dhabi, the government has reinstated border testing rules. Vaccinated people who wish to enter the Capital must show Al Hosn green pass, while those unvaccinated must present a negative PCR test result received within 96 hours.

Dubai now requires passengers from over 50 countries to take another COVID-19 PCR test upon arrival at its airports.

The UAE has been consistent in enforcing strict preventive measures to protect public health during the pandemic, making it one of the safest countries in the world to be in during this global health crisis.

Amidst the ongoing threat of the Omicron variant of COVID-19, the UAE government has issued travel restrictions for its citizens who are as yet unvaccinated against COVID-19.

According to the National Crisis and Emergency Management Authority and the Ministry of Foreign Affairs and International Co-operation, fully vaccinated citizens will

## List of countries, territories under Dubai's PCR test upon arrival policy

Afghanistan	Ethiopia	Nepal	Sudan
Angola	Georgia	Nigeria	Syria
Argentina	Ghana	Pakistan	Tajikistan
Azerbaijan	Guinea	Philippines	Tanzania
Bangladesh	India	Romania	Tunisia
Bosnia and Herzegovina	Iraq	Rwanda	Turkey
Brazil	Ivory Coast	Russia	Turkmenistan
Cambodia	Jordan	Senegal	Uganda
Chile	Kenya	Sierra Leone	Ukraine
Democratic Republic of Congo	Kyrgyzstan	Slovakia	Uzbekistan
Djibouti	Lebanon	Somaliland	Vietnam
Egypt	Liberia	Somalia	Zambia
Eritrea	Morocco	South Africa	Zimbabwe
	Myanmar	South Sudan	
	Namibia	Sri Lanka	

As of January 8, 2022

# UAE urges citizens, residents to get COVID-19 booster shot

The UAE government is urging all eligible individuals in the country to get the COVID-19 booster shot six months after their second dose, especially the most vulnerable categories, such as people with chronic diseases and those aged over 50.

Dr Noura Al Ghaithi, Official Spokesperson for the UAE Health Sector, made the appeal during the release of a guideline on COVID-19 booster shots by the Ministry of Health and Prevention (MoHAP).

“For those who received the Pfizer-BioNTech vaccine, it is recommended for all individuals aged 18 and above to take their booster shot of the same vaccine six months after taking their second dose, while those who received [a different brand of vaccine] are required to take the booster shot of either the same or another vaccine six months after taking their second dose,” Al Ghaithi stated.



The guidelines come as the UAE intensifies preventive measures to better protect its population from the highly transmissible Omicron variant.

Al Ghaithi explained that booster shots played a key role in strengthening

collective immunity. “Studies have shown vaccine doses and booster shots help significantly reduce the rates of hospitalisation and death and reduce the virus’ mutations into new variants,” she said.



# France detects new COVID-19 strain called 'IHU'

As the world grapples with the Omicron variant, scientists have identified a new mutation of SARS-COV-2, the virus that causes COVID-19, in France. The variant has been named B.1.640.2 or IHU.

As of January 7, it was found to have infected a dozen people living in an area near Marseilles, a port city in southern France.

It is worth noting, however, that the World Health Organisation (WHO) has not yet labelled the new strain a "variant under investigation", a status given to virus strains with proven increased transmissibility, increase in virulence, or decrease in vaccine effectiveness.

*Here's what we know about this B.1.640.2 variant so far:*

- The new strain has been reported by researchers at the institute of IHU Mediterranee Infection.
- This new strain of COVID-19 has been linked to travel to the African country Cameroon.
- The index (first) case was an adult diagnosed positive by RTPCR performed in a laboratory on a nasopharyngeal sample collected in



mid-November 2021.

- It is too early to speculate on how this variant behaves, as far as infection and protection from vaccines are concerned.
- The B.1.640.2 has not been identified in other countries so far or labelled a "variant under investigation" by WHO.
- COVID-19 variants, according to

epidemiologist Eric Feigl-Ding, keep emerging but it does not necessarily mean they will be more dangerous.

- What makes a variant more well-known and dangerous is "its ability to multiply because of the number of mutations it has in relation to the original virus," Feigl-Ding tweeted on January 4.

## Study finds booster dose effective against Omicron variant



Two separate studies have found booster shots of COVID-19 vaccines from Moderna and Pfizer-BioNTech to form a robust first line of defence against the fast-spreading Omicron variant.

Earlier, Moderna said that the original two-dose course of its vaccine generated low neutralising antibodies against the new variant. However, a new study found that an additional 50-microgram booster dose increased neutralising antibodies against

the variant by 37 times, and an additional 100-microgram booster increased antibodies 80 times pre-boost levels.

"What we have available right now is 1273 [vaccine]," said Dr Paul Burton, Moderna's Chief Medical Officer, in an interview with Reuters in December 2021. "It's highly effective, and it's extremely safe. I think it will protect people through the coming holiday period and through these winter months, when we're going to see

the most severe pressure of Omicron."

He added that they would continue to develop a vaccine against Omicron and would start the clinical trials in 2022.

Another study carried out in Israel has shown that the Pfizer-BioNTech booster shots also provide effective protection against Omicron. The study was carried out by Sheba Medical Centre and the Health Ministry's Central Virology Laboratory.

The researchers said that they compared the blood of 20 people who had received two vaccine doses 5-6 months earlier to the same number of individuals who had received a booster a month before. The findings were similar to those presented earlier by BioNTech and Pfizer.

Gili Regev-Yochay, Director of the Infectious Diseases Unit at Sheba, said that people who received the second dose 5 or 6 months ago "do not have any neutralisation ability against the Omicron [variant], while they do have some against the Delta [variant]" but the "good news is that with the booster dose, it increases about a hundred fold".

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# WHAT THE MONTH HAS IN STORE



## Aries (March 21 to April 20)

In October 2021, the Vancouver Canucks hockey team played the Seattle Kraken team in a Seattle arena. A fan named Nadia Popovici noticed that the Canucks' equipment manager Brian Hamilton had an irregular mole on the back of his neck—possibly cancerous. She found a way to communicate her observation to him, urging him to see a doctor. In the ensuing days, Hamilton sought medical care and discovered that the mole was indeed in an early stage of melanoma. He had it removed. In the spirit of this inspiring story, Aries, you ought to tell the people in your life things they should know but don't know yet—not just what might be challenging, but also what's energising and interesting. Be their compassionate advisor.



## Taurus (April 20 – May 21)

Canadian-Jamaican songwriter and recording artist Kreesha Turner isn't a megastar like Beyoncé or Rihanna, but she has had a successful music career. What's the secret to her constant creative output? Here's what she has said: "I love to surround myself with people who are the best at what they do. My idea is I want to be a sponge and absorb everything they teach, experience their energy, view them in their element, and have the opportunity to ask them questions." The coming year will be one of the best times ever for you to emulate her strategy, Taurus. And now is a perfect moment for formulating plans to make it happen.



## Gemini (May 22 – June 20)

Gemini author Lisa Cron emphasised that when we're telling a story, we should give each successive scene "new information, rather than rehashing things we already know. Never tell us the same fact twice. Because it's boring and stops the flow of the story. Never tell us the same fact twice. Because it's boring and stops the flow of the story." In accordance with astrological omens, Gemini, you should apply this counsel to everything you say and do in the next three weeks. Don't repeat yourself. Keep moving right along. Invite novelty. Cultivate surprises and unpredictability.



## Cancer (June 21 – July 22)

Philosopher Emil Cioran said he despised wise philosophers. Why? Because they practise prudent equanimity, which he regarded as empty and sterile. In Cioran's view, these deep thinkers avoid strong feelings so they can live in cool safety, free from life's nerve-wracking paradoxes. Such a state is undesirable – however, Cioran contrasted it with the lives of the normal people he admired, who are "full of irreconcilable contradictions" and who "suffer from limitless anxiety." Are there no other options between those two extremes? Of course there are! And you can be proof of that in 2022, Cancerian.



## Leo (July 23 – August 22)

In 1838, 29-year-old naturalist Charles Darwin was early in his career. He had not developed his theory of evolution, and was not yet a superstar of science. He began ruminating about the possibility of proposing marriage to his cousin Emma Wedgwood. If married, he wrote: "constant companion and a friend in old age; the charms of music and female chit-chat—good things for one's health." If not married: "no children; no one to care for one in old age; less money for books, loss of time, and a duty to work for money." Leo, you may be tempted and inspired to deeply interweave your fate with the fates of interesting characters this 2022.



## Virgo (August 23 – September 22)

The coming weeks will be a favourable time to meditate on your job and your calling—as well as the differences there may be between your job and your calling. In fact, you should think about this as a phase when you can summon transformative epiphanies about the way you earn a living and the useful services you provide to your fellow humans. For inspiration, read this quote from photographer Margaret Bourke-White: "Even while you're in dead earnest about your work, you must approach it with a feeling of freedom and joy; you must be loose-jointed, like a relaxed athlete."



## Libra (September 23 – October 22)

Author Marguerite Yourcenar wrote, "All happiness is a work of art: The smallest error falsifies it, the slightest hesitation alters it, the least heaviness spoils it." If what she says is true, it's bad news, isn't it? She makes it seem like cultivating joy and well-being is a superhuman skill that few of us can hope to master. Similar to Yourcenar, you have to work to attain the happiness that you desire. It doesn't necessarily come easily and naturally. Most people have never been taught how to cultivate happiness, so you must train ourselves to do it and practise diligently. The good news, Libra, is that the coming weeks will be an excellent time for you to upgrade your happiness skills.



## Scorpio (October 23 – November 21)

In 1891, a cultural organisation commissioned Scorpio sculptor Auguste Rodin to create a statue of beloved French author Honoré de Balzac. The piece was supposed to be done in 18 months, but it wasn't. For seven years, Rodin toiled, producing over 50 studies before finally finishing the piece. You shouldn't be surprised, then, that one of his mottoes was "Patience is also a form of action." You ought to practise Rodin-like patience to you in the coming weeks, Scorpio. Yours will be rewarded long before seven years go by.



## Sagittarius (November 22 – December 21)

"I am ashamed of confessing that I have nothing to confess," wrote author Fanny Burney. Actor Jennifer Lawrence said, "I started to write an apology, but I don't have anything to say I'm sorry for." These two souls should be your role models for the coming weeks. You are currently as immune to karmic boomerangs as it's possible to be. Your guilt levels are abnormally low. You are relatively free from having to answer to the past or defend your actions. How do you plan to make maximum use of this grace period?



## Capricorn (December 22 – January 19)

"New truths become evident when new tools become available," declared Nobel Prize-winning medical physicist Rosalyn Sussman Yalow (1921–2011). She was referring to developments in science and technology, but her idea applies to your personal life, too. And it so happens that the coming weeks will be a favourable time for you to acquire new tools that will ultimately lead you to discover new truths.



## Aquarius (January 20 – February 18)

Self-help teachers and New Age gurus are fond of using metaphors about opening doors. They provide a lot of advice that encourages us to knock on doors, scout around for doors that are open just a crack, find keys to unlock doors, and even kick down doors. The coming days are an excellent time for you to heed the contrary counsel of author Paulo Coelho: "Close some doors today. Not because of pride, incapacity, or arrogance, but simply because they lead you nowhere." Once you carry out this assignment, Aquarius, believe you'll start finding interesting new doors to open.



## Pisces (February 19 – March 20)

In 2017, Piscean film director Jordan Peele released his debut film, *Get Out*. It was a success with both critics and audiences. A year later, Peele became the first Black screenwriter to win the Academy Award for Best Original Screenplay. As he accepted the Oscar, he said, "I stopped writing this movie about 20 times because I thought it was impossible." Peele didn't give up his dream. Here's one reason why: He will serve as an excellent role model for you throughout 2022. As you reinvent yourself, Pisces, don't give up pushing ahead with persistence, courage, and a quest for what's most fun.

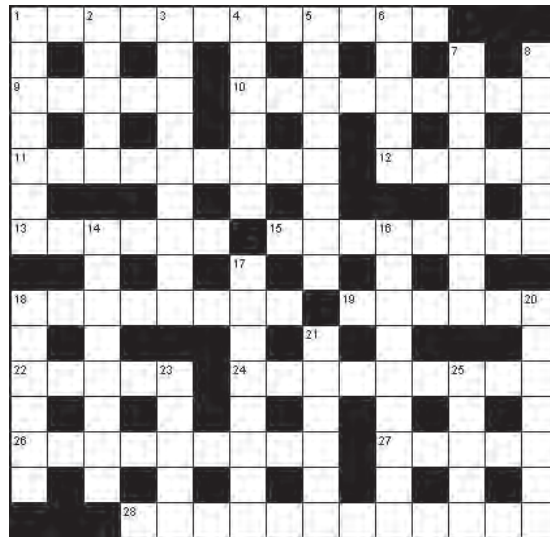
# PUZZLES

## ACROSS

- 1 Tooth robber! (12)
- 9 Give a book (5)
- 10 Bursting in and out (9)
- 11 Dubbed soundtrack (9)
- 12 Recent time lost (5)
- 13 Metal boxes (6)
- 15 Radioactive metal (8)
- 18 Spanish composer (8)
- 19 Groovy music (6)
- 22 Sitting president (5)
- 24 Initial censor (9)
- 26 Good money (9)
- 27 Climber returns (5)
- 28 Repeated dialect (6-6)

## DOWN

- 1 Bespectacled flower (7)
- 2 Lyricist's moment (5)
- 3 Advance payment (9)
- 4 American traveller (6)
- 5 Unorthodox creed (8)
- 6 Former huntsman (5)
- 7 Defective hearing (8)
- 8 Worker on the edge (6)
- 14 Reluctant victim (8)
- 16 Raised capital (5,4)
- 17 Eskimo shaman (8)
- 18 Loving the orator (4)
- 20 Incomplete leak (7)
- 21 Mineral source (6)
- 23 Dance graduate (5)
- 25 Shameful shortage (5)



## Easy

		7	1					
	3			2	6			8
	9					6		
3	8						4	
		5	7		4	3		
	7						5	9
		1					6	
5			2	4			3	
					8	5		

## Medium

5			7			9	8	6
		6						1
			6			4		
					6		1	
8			4		7			9
	3		2					
		7			9			
3						2		
2	9	1			3			7

## SOLUTIONS

SOLUTIONS FOR THE JANUARY ISSUE



[www.alberichcrosswords.com](http://www.alberichcrosswords.com)

[www.dailysudoku.com](http://www.dailysudoku.com)

### easy

4	8	3	5	1	7	6	2	9
5	2	1	9	6	8	4	7	3
9	7	6	3	2	4	5	8	1
8	1	9	6	4	3	7	5	2
6	4	5	2	7	1	9	3	8
7	3	2	8	5	9	1	6	4
1	6	8	7	9	2	3	4	5
3	5	4	1	8	6	2	9	7
2	9	7	4	3	5	8	1	6

### medium

3	2	4	1	6	9	5	8	7
8	1	7	4	3	5	9	2	6
9	6	5	2	8	7	3	1	4
4	9	3	8	5	2	7	6	1
6	7	8	9	1	3	2	4	5
2	5	1	6	7	4	8	9	3
5	4	2	3	9	6	1	7	8
7	8	6	5	2	1	4	3	9
1	3	9	7	4	8	6	5	2

1	B	U	S	H	R	A	N	G	E	R	7	M	U	M	P			
	I		A		L	O		E		A		O						
9	E	N	G	I	N	E	E	R	10	A	R	C	A	D	E			
	T	K	X		D		L	E		E								
11	L	A	C	U	N	A	12	I	M	M	O	D	E	S	T			
	H				N		A			O								
13	G	I	R	D	14		15	D	E	N	O	M	I	N	A	T	E	
	T	I	E					O		I		R						
18	S	E	A	S	E	R	P	E	N	T	16	A	N	O	N			
21	T	H	E	G	R	E	A	T	23		24	R	E	L	I	S	H	
	E		R	X														
26	R	A	M	E	A	U			27	R	E	H	E	A	T	E	D	
	T	E	R															
29	C	H	I	D					30	B	U	C	E	P	H	A	L	U

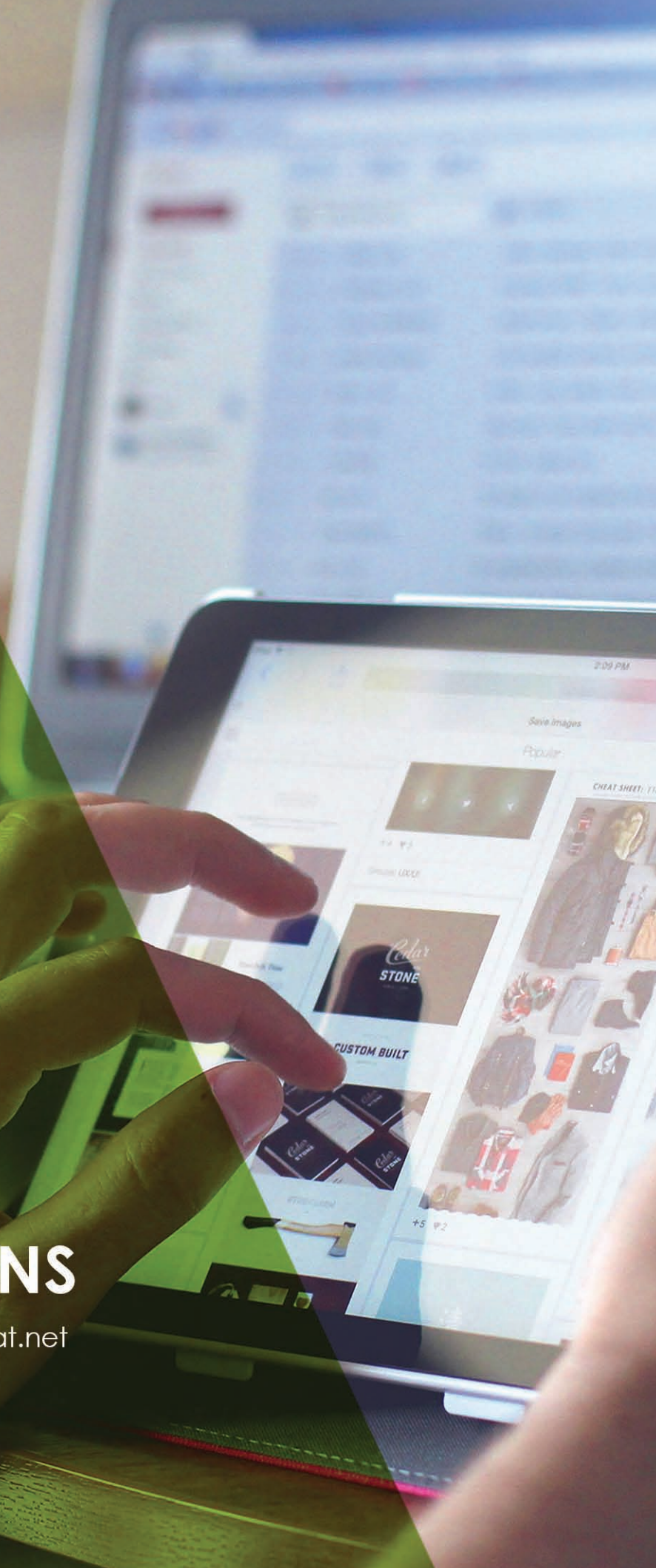




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