

Local



Nawaf Al-Gharabally and Zain Group's IDE team with the graduates and the GROW team.

Zain GROW program opens meaningful career pathways for graduates with disabilities

KUWAIT: Zain Group, a leading TechCo providing innovative ICT and digital lifestyle communications in eight markets across the Middle East and Africa, celebrated the graduation of a new cohort of GROW, its training program dedicated to fresh graduates with disabilities, in a step that reflects the company's firm commitment to building a more inclusive and empowering workforce. The ceremony was attended by Zain Kuwait CEO Nawaf Al-Gharabally, Zain Group executive management and representatives of the program's partners.

This underscored the importance of integrating roles between the public, private, and academic sectors to support people with disabilities and contribute effectively to empowering their entry into the private sector. In Kuwait, the program was delivered in collaboration with leading academic institutions, including Kuwait University (KU), Australian University (AU), American University of Kuwait (AUK), American University of the Middle East (AUM), Gulf University for Science and Technology (GUST), INJAZ Kuwait and CODED Academy.

GROW is one of Zain's key initiatives dedicated to empowering young talent with disabilities to effectively enter the workforce and excel in the market. It offered a three-month paid internship experience that focused on developing practical skills across telecommunications, technology, and business administration, combining training, professional guidance and hands-on experience in real work environments.

This year, the program attracted over 620 applicants groupwide, with 20 participants from Kuwait, Bahrain, Sudan, and South Sudan joining a three-month training and internship journey. In Kuwait, participants were placed across five key teams: Customer Value Management (CVM), Channels, Human Resources, Infrastructure, and Corporate Affairs and Relations. The cohort included participants with different types of disabilities, including physical, visual, neurodivergent and speech disabilities.

The first month featured intensive training in mindset transformation, artificial intelligence and data analysis, behavioral skills, technical skills, and disability confidence in the workplace, alongside an innovation camp delivered by INJAZ. Each trainee was also assigned a mentor with a disability from Zain Masters, the company's Employee Resource Group (ERG) for employees with disabilities, throughout the duration of the program. This mentorship aimed to strengthen disability confidence and support a culture of advocacy within the workplace.

In addition to receiving the program certificate



Group picture with the program's success partners.

from Zain, participants earned six additional certificates from the program's partners: INJAZ Kuwait, CODED Academy, and PurpleSpace, the global networking and professional development platform for disabled employees. The program cements Zain's belief that digital progress must be driven by purpose and create a lasting positive impact. This is aligned with the company's 4WARD strategy, which aims to build a more sustainable and inclusive future, guided by its purpose: Better Lives. Lasting Connections.

GROW also represents a pillar of WE ABLE 2030, Zain's leading regional strategy shaped by its own employees with disabilities to embed inclusion and accessibility into the organization's decisions and business practices. It aims to strengthen opportunities for inclusion and empowerment, advance data-driven leadership, and present a realistic, modern view of the capabilities of people with disabilities that challenges traditional stereotypes.

Guided by this vision, Zain embraces a firm commitment to building a more inclusive and equitable society, one founded on equal opportunity and on recognizing people for their skills, abilities and true potential. By providing an inclusive workplace that embraces everyone, the company gives each individual the opportunity to demonstrate their capabilities and contribute meaningfully to its shared success.

Through WE ABLE 2030, Zain aims to expand its initiatives across employment, professional development, inclusive design, customer care and innovation. The vision also focuses on building strategic partnerships with government entities, academic institutions,

and civil society organizations, creating an integrated ecosystem that supports the participation of people with disabilities and empowers them economically and professionally.

The success of GROW goes beyond the graduation of a new cohort of promising talent. It stands as a practical model for transforming the principles of inclusion into tangible outcomes and real opportunities for professional growth and development. The program has succeeded in connecting talented graduates with disabilities to quality training opportunities that help them gain the experience needed to join the market with confidence and competence.

'Freedom to Move'

At the event, Zain took the opportunity to launch the first phase of its innovative indoor navigation solution, titled "Freedom to Move." Developed by global innovator GoodMaps, the solution is one of the first specialized technologies of its kind designed to meet the needs of people with disabilities. This also marks GoodMaps' first collaboration with an organization in the Middle East. The solution was showcased in the main hall during the event as an initial phase, paving the way to explore the possibility of expanding it across a number of Zain branches in the future.

The application provides an inclusive smart navigation experience that serves different groups of people with disabilities. It offers voice guidance for blind and visually impaired users, simplified maps that support people with neurodivergent needs, barrier-free routes for wheelchair users, and vibration

- WE ABLE 2030 vision continues to expand Zain's inclusive efforts in employment, professional development and customer experience.

- The company introduced 'Freedom to Move', the innovative indoor navigation solution in partnership with Good Maps for the first time in the Middle East

alerts for deaf and hard-of-hearing users. This allows users to reach their destinations inside buildings with ease and independence through accurate, step-by-step guidance. The initiative comes as part of Zain's ongoing efforts to leverage technology and innovation to enhance accessibility and create more inclusive environments for everyone.

Zain also recently conducted Kuwait's first comprehensive strategic digital and policy accessibility audit. The audit covers the company's digital platforms, customer experiences, digital communications content, and key HR policies, with the aim of developing a clear roadmap to enhance accessibility and ensure that services, products, and workplace environments are designed to meet everyone's needs from the outset. Zain's initiatives for people with disabilities embody its firm commitment to enabling access to professional development opportunities and active inclusion in the workplace. GROW serves as one of the practical pathways that translate inclusion principles into tangible results.

GROW also complements a series of impactful initiatives launched by Zain to advance accessibility and empowerment, including its partnership with Be My Eyes to support blind and visually impaired people, and The Masters initiative, which gave Zain employees with disabilities a broader platform to participate in decision-making and express their professional needs. Together, these efforts reflect the Group's vision of building a more inclusive environment, one that removes barriers and expands opportunities for participation and contribution across all groups.

Kuwait steps up climate coordination to advance sustainability goals

KUWAIT: Minister of State for Development and Sustainability Dr Reem Al-Fulaij underscored the importance of continued coordination among government agencies and strengthened joint efforts to support Kuwait's response to climate change and advance the country's Sustainable Development Goals (SDGs). Speaking to KUNA following the second meeting of the Supreme Climate Committee, held on Monday at the Environment Public Authority under her chairmanship, Dr Al-Fulaij said committee members are working diligently to strengthen Kuwait's role in addressing climate change.

Ministry assesses school readiness, pushes reforms

KUWAIT: Minister of Education Jalal Al-Tabtabaei chaired an extensive meeting on Monday with senior educational leaders to follow up on a series of strategic aims aimed at advancing the educational process, reviewing the latest developments in the implementation of plans and projects, and assessing the readiness of various sectors and departments for the 2026-2027 academic year. In a press statement, the Ministry of Education said the meeting falls within its efforts to enhance institutional performance and achieve its objectives of improving the quality of education.

The Minister underlined the importance of accelerating progress across all files under discussion to meet the aspirations of the political leadership. He stressed the need to make full use of the current period to complete preparations for the new academic year in line with the highest standards of quality and readiness. He directed the Educational Affairs Sector to review all observations on the draft of the new education regulations and formulate a final version that ensures the desired development while taking into account both educational and organizational requirements, in preparation for approval.

The meeting was attended by representatives of the committee's member entities. She said the committee reviewed the Cabinet decision issued in June amending the committee's composition, which included the addition of the Kuwait Institute for Scientific Research (KISR) and the Kuwait Fund for Arab Economic Development as new members.

The committee also discussed the key outcomes of the 64th sessions of the subsidiary bodies under the United Nations Framework Convention on Climate Change (UNFCCC), as well as the main findings of Kuwait's Third National Communication, which is scheduled to be submitted in 2026. Dr Al-Fulaij added that members reviewed a number of proposals submitted by government entities represented on the Supreme Climate Committee, praising the constructive and continuous cooperation among participating institutions in support of Kuwait's climate and sustainability agenda. — KUNA

Al-Tabtabaei also called for continuous monitoring of implementation of decisions taken during the meeting, with periodic progress reports submitted on various files. He affirmed that the Ministry is proceeding with its educational plans according to a clear vision based on efficiency and good governance. According to the statement, the meeting reviewed the overall readiness for the new academic year across different sectors and departments. This included finalizing the "Balagh" platform, ensuring the availability of textbooks, monitoring contracts related to educational services, and completing maintenance work and equipment installation in schools.

Developments regarding the opening of schools for gifted students were also discussed, with a review of progress and final preparations. The Minister emphasized the importance of completing all technical and administrative requirements to ensure the schools are launched in line with their intended objectives. The meeting further addressed summer school clubs, where the Minister stressed the importance of continuing to provide high-quality programs that make effective use of students' time and help develop their scientific, cultural, athletic, and artistic skills.

In addition, the meeting reviewed key educational indicators and statistics, including pass rates, attendance and absenteeism figures, and dropout rates, along with comparative data from the past three academic years. The aim, the Ministry said, was to analyze trends scientifically and identify the most significant indicators. — KUNA

Misery is temporary even when it feels permanent

By Hajer Al-Fadhil

Misery does not define us. It is temporary. Whether physical or emotional, moments of suffering are not permanent, even when they feel that way. The problem is not the feeling itself, but how quickly our perception distorts in the heat of the moment. We begin to speak in absolutes. Words like "forever" and "always" take over our thinking. A difficult day becomes a terrible life. A single failure becomes proof that nothing will improve. In those moments, it does not feel like distortion — it feels like truth. This is where the real issue begins.

When we treat temporary hardship as permanent, we reinforce a belief that quietly shapes our behavior. Psychologists call this confirmation bias: we start to notice only the experiences that support what we already believe. If we expect things to go wrong, we begin to see evidence of it everywhere.

Over time, this changes how we respond to challenges. If struggle feels endless, effort begins to feel pointless. And when effort feels pointless, giving up starts to seem like the most reasonable option. That is the trick. Giving up often feels easier in the moment. It removes discomfort and uncertainty. But what feels easy now can create something much harder later.

The consequences of avoidance tend to last longer than the discomfort we were trying to escape.

Consider something as simple as academic dishonesty. A student who cheats through school may find short-term success. The results come easily, the pressure disappears. But habits do not disappear as easily as problems do. When that same individual enters the real world — in a job or professional setting — the lack of preparation becomes clear.

What once felt like an easy solution becomes a source of stress, insecurity and even failure. The same pattern applies far beyond the classroom. When we avoid emotional discomfort — rejection, uncertainty, fear — we may feel temporary relief.



But over time, we lose the ability to handle those feelings at all. Even small challenges begin to feel overwhelming.

In this way, misery is not what weakens us. Avoidance is. There is a quiet strength in sitting with discomfort, even when it feels unfamiliar. It does not mean accepting suffering as permanent, but recognizing that it will pass. The ability to tolerate difficult moments is what builds resilience.

Nothing good comes easy — not because life is meant to be difficult, but because growth requires us to move through discomfort rather than around it. Perhaps the real question is not why we experience misery, but why we are so quick to believe it will never end. And if it is not permanent, if it was never meant to define us — why do we so easily let a moment convince us that it does?

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