



# Zain Group: Inclusive Employment and Best Practice

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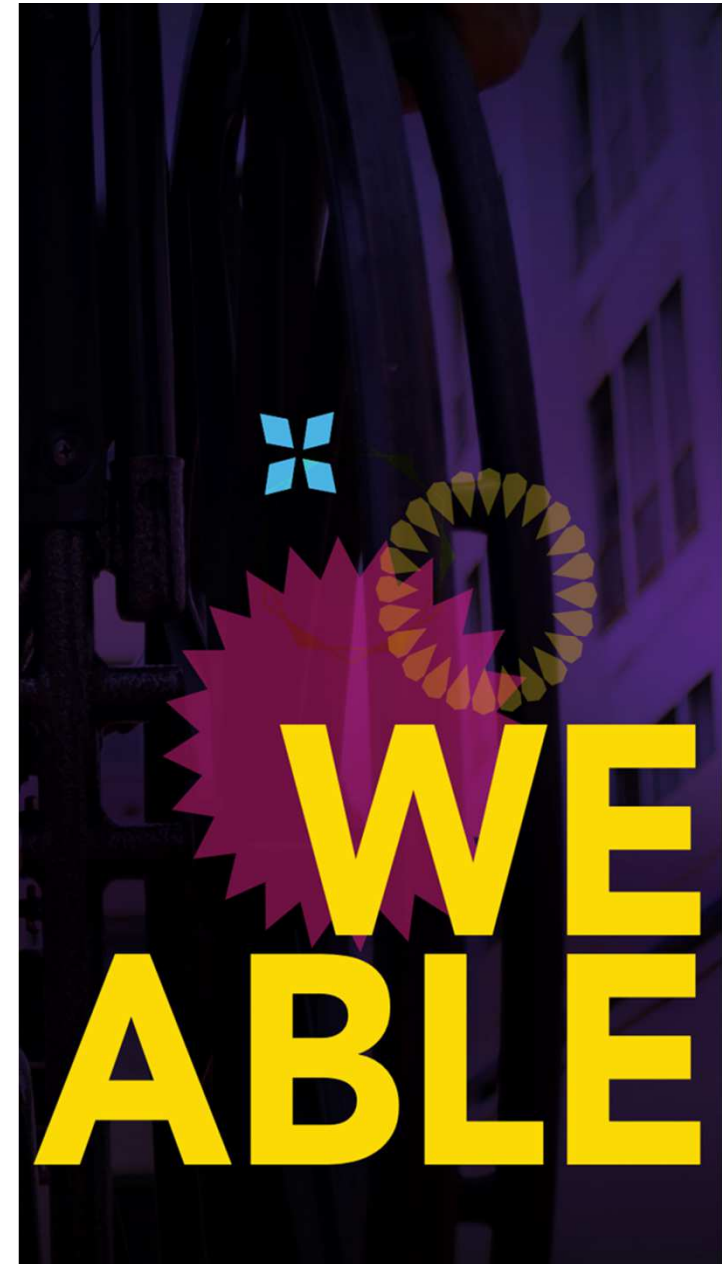


# WE ABLE

Under its WE ABLE initiative, Zain has committed to becoming disability inclusive and an equal opportunity employer by providing equal chances for all.

**To support the WE ABLE target, the company will:**

- Increase the employment of people with disabilities across its operations.
- Ensure all training programs are disability inclusive.
- Ensure all Zain operating locations are accessible.
- Identify and implement assistive technologies that will enable employees with disabilities to independently complete their tasks.



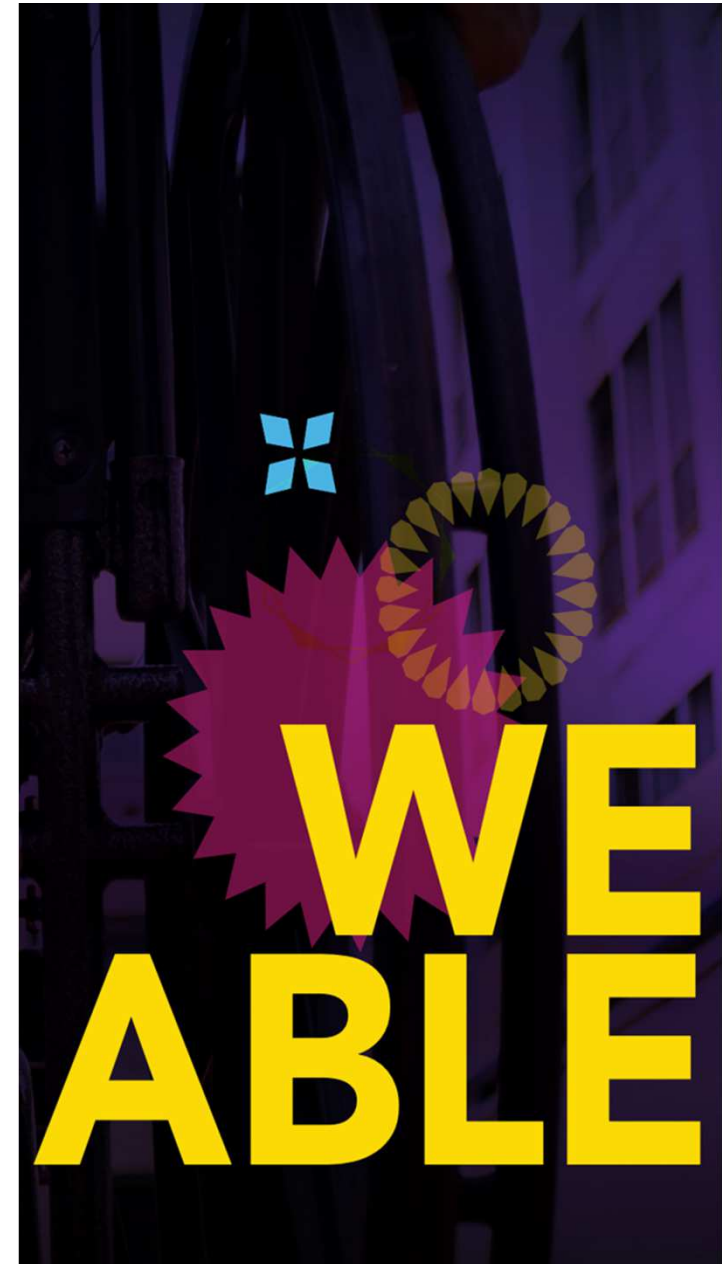
# Partnership and Collaboration

Building partnerships with renowned organizations and networks dedicated to disability inclusion to enhance efforts and bring valuable expertise and resources to promote inclusion across all aspects of Zain.



International  
Labour  
Organization

GLOBAL BUSINESS  
AND DISABILITY  
NETWORK



# Accessibility Guidelines

Establishing comprehensive accessibility guidelines that cover all touchpoints, including physical spaces, training programs, and digital platforms, ensures that accessibility is consistently prioritized throughout an organization.







# Accessibility Guidelines

- Sign language library
- Exclusive communication hotline for people with disability
- First telco with a virtual translator for the people with hearing impairment
- Physical accessibility: ramps, parking spots, evacuation chairs, restrooms, handrails, etc.

# Training and Awareness

Conducting disability etiquette trainings, awareness workshops, and training sessions for employees, managers, and HR teams to foster understanding, and awareness of disability and promote a culture of inclusion.

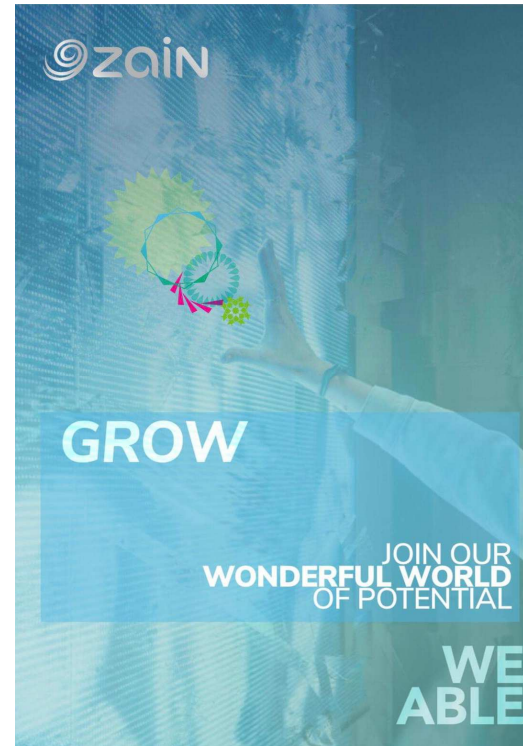
- More than 300 trained and certified in sign language
- More than 25 recruitment employees trained in inclusive hiring
- More than 20 sessions since 2022 quarter 2



# Development Programs

Implementing development programs specifically designed for people with disabilities to help equip them with the necessary skills, knowledge, and support to succeed in their careers, ultimately enhancing their employability and professional growth.

- 35 trained and certified
- 14 joined Zain since the program launch
- Covered more than 12 topics







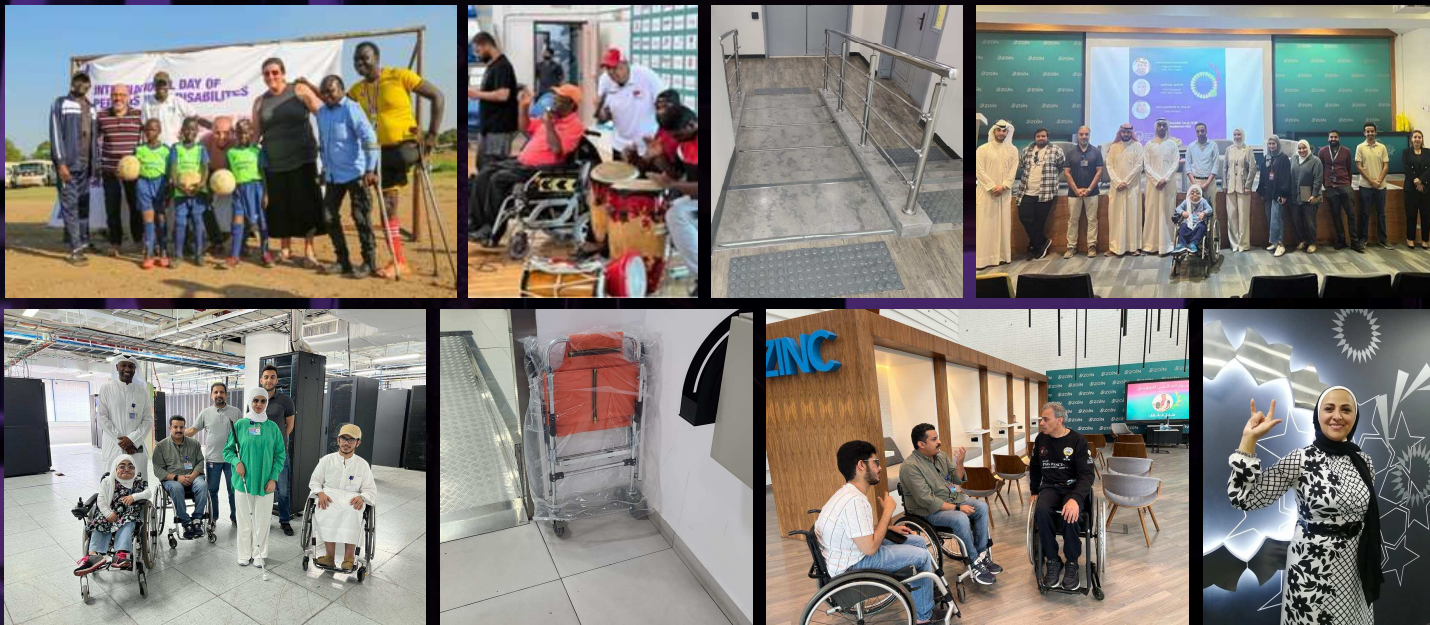
# Celebrating International Awareness Days

Actively participating in and celebrating international awareness days dedicated to disability, such as International Day of Sign Language and International Day of People with Disabilities, to help raise awareness, promote inclusivity, and demonstrate Zain commitment to disability inclusion.





# Thank You



**WE  
ABLE**