



# FCW Activities FY2020

April 1, 2020 – March 31, 2021

Japan Cooperation Center for Petroleum and Sustainable Energy (JCCP)

# Main Activities

1. JCCP Human Resource Development Program for GCC Participants  
‘Management and Leadership for Women in Petroleum Industry’
2. FCW Meeting  
( includes Forum, Lectures, Workshop)

# 2020 Fiscal Year Activity

Date	Activities	Place	Contents
July 31, 2020	1st Planning and implementing Committee	Japan	Presentation by each companies Theme: D & I and Workstyle reform of each companies Explanation of JCCP activities and FCW outline and activities
September 30, 2020	2nd Planning and Implementing Committee	Japan	Seminar: Efforts by the METI to Promote Diversity by Ms. Maruyama, Economic and Social Policy Office, (METI) Workshop: Awareness in telecommuting (advantages, disadvantages, concerns)
October 5, 2020	3rd Planning and Implementing Committee	Japan	Seminar: How to effectively communicate your opinions in English Tips on how to proceed with Discussion Ms.Sakurai, Aperia Global Workshop: Preparing for WS with GCC women
November 11-19, 2020	JCCP Customized Program (CPJ-8-20)	Japan	Theme: Management and Leadership for Women in Petroleum Industry
November 18, 2020	FCW Forum The 12th Friendship Committee for Women Career Development Forum	Japan	<u>Main Theme:</u> Promoting Work Styles and Diversity in the New Normal Era - Reforming awareness and Systems, Utilization of Advanced Technology - <u>Workshop Presentation:</u> Theme 1. From the Perspective of Reforming Awareness Systems Theme 2. From the Perspective of utilizing advanced technology <u>Panel Discussion:</u> Panel 1. Reforming Awareness, Systems and Utilizing Digital Transformation Panel 2. Utilizing advanced technology at work site
March 12, 2021	4th Planning and Implementing Committee	Japan	Review of the Activity & FCW forum in 2020 Seminar: Increasing the Number of Women in Management Positions Leadership in the Age of Corona Ph.Dr. Takada, Hosei University Business School

# 1. JCCP Human Resource Development Program for GCC Participants (CPJ-8-20)

We have provided the following course for female leaders to enhance their leadership in petroleum industry.

The course was held as an online program which is designed for online live lectures to be participated from participants' residence or office in their countries using internet conference tools.

- Course Title : Management and Leadership for Women in petroleum Industry
- Period : November 11 – November 19, 2020
- Format : online program
- Components : Lecture, Workshop, Virtual Site Visit
- Main Topics : 1. Leadership  
2. Management  
3. Diversity & Inclusion
- Participants : UAE(5), Saudi Arabia(10)  
Japanese delegates



## 2. FCW Meeting The 12<sup>th</sup> FCW Forum

- Date: Wednesday, 18<sup>th</sup> November 2020 15:00-18:00
- Format: Webinar (Will be streamed live online)
- Theme: Promoting Work Styles and Diversity in the New Normal Era  
- Reforming Awareness and Systems, Utilization of Advanced Technology -



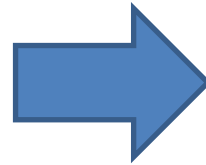
# (1) Workshop Presentations: “Promoting Work Styles and Diversity in the New Normal Era”

## 【Group 1】

### “From the Perspective of Reforming Awareness and Systems”

3 main topics:

1. Working From Home
2. Flexible Working Hours
3. Well-bing



- The goal is not to introduce a system, but to create an environment where each employee can maximize their abilities
- Employees are company’s most important asset. As an organization, human resources is a high priority

**Promotion Work Styles & Diversity in the new Era**  
**Awareness and Systems**

**Group A**

  
 Ms. Budoor Yousef Al-Saleh  
Saudi Aramco

  
 Ms. Zulaikha Darwish Alhosani  
ADNOC

  
 Ms. Bakheeta Mohamed Al Mansouri  
ADNOC

  
 Ms. Asako Nagata  
INPEX

  
 Ms. Basma Ibrahim Orri  
Saudi Aramco

  
 Ms. Fumiko Ueda  
INPEX

**Promotion Work Styles & Diversity in the new Era**  
**Awareness and Systems**

**Group B**

  
 Ms. Eiman Al Mekhaini  
ADNOC

  
 Ms. Haya S. AlMulhim  
Saudi Aramco

  
 Ms. Mayuko Mori  
Chiyoda

  
 Ms. Batool A. AlKhalaf  
Saudi Aramco

  
 Ms. Yurie Umezumi  
Idemitsu

## Workshop Presentations:

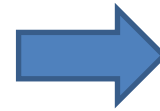
### “Promoting Work Styles and Diversity in the New Normal Era”

#### 【Group 2】

### “From the Perspective of utilizing advanced technology”

#### Topics:

1. Problem caused by working from home
2. Current Available Technology
3. Future Enhancement: Digital Transformation



## Promoting Work Diversity

#### Conclusion:

- Adapting new technology will give more flexibility for women to work in high competitive environment
- Attract New Generation with high technical skills
- Increase retention of current employees by capitalizing on their skill and talents
- Attracting global subject matter expert to work remotely



## (2) Panel Discussion 1. ‘ Promoting Work Styles and Diversity in the New Normal Era’ - Reforming Awareness, Systems and Utilizing Digital Transformation -

- Moderator: Ms. SHIMADA Yuka / Unilever Japan Holdings K.K.
- Panelist: Ms. KAWAMURA Miho / METI  
Ms. TERAKAMI Michiyo / Idemitsu Kosan Co., Ltd.  
Ms. TAKAGI Seiko / Cosmo Energy Holdings Co., Ltd.  
Prof. TOKORO Chiharu / Waseda University  
Ms. Deina A. Ajaji / Leading Nasional Academy (Saudi Arabia)



### Issue :

Work from home: Good and improvement point

- on-line communication
- work balance for Women
- Enhanced technology and work from home systems



## Panel Discussion 2. ‘ Promoting Work Styles and Diversity in the New Normal Era’ - Utilizing advanced technology at work site -

- Moderator: Prof. MATSUKATA Masahiko / Waseda University
- Panelist: Mr. FUKUMOTO Seigo / ENEOS Corporation  
Mr. NISHI Masatoshi / INPEX Corporation  
Ms. IZUMI Hideko / JGC Corporation  
Mr. OGAWA Yasumasa / Yokogawa Saudi Arabia Company  
Ms. Zainab Al Aidaroos / ADNOC ( UAE )



### Issue :

- Resolving issue in the new normal era with  
Advanced technology
- Efforts to utilize IT, AI/lot
  - Future Vision
  - Promotion of women’s participation in the on-site Department
  - Diversity initiatives

**Thank you very much for your kind attention.**