



FCW Activities FY2021

April 1, 2021 – March 31, 2022

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)
3. Activities of Japanese PIC members
(meeting, seminar, workshop)
4. FCW joint survey -UAE and JAPAN-

2021 Fiscal year Activity

Date	Activities	Place	Contents
June 17, 2021	1st Planning and Implementing Committee	Japan	Presentation by each companies Theme: Workstyle reform and Initiatives and achievements in D&I Explanation of JCCP activities and FCW outline and activities
July 26, 2021	2nd Planning and Implementing Committee	Japan	Seminar. Promotion of diversity amanagement as a strategy Ms. Ooba, Deputy Director, Economic and Social Policy Office , METI
October 18, 2021	3rd Planning and Implementing Committee	Japan	Seminar. Tips for linter Cultural Discussion Workshop: Preparing for WS with GCC women
November 9, 2021	JCCP Customized Program(CPJ-5-21)	Japan	Theme: management and Leadership for Women in Petroleum Industry
November 17, 2021	The 13th Friendship Committee for Women Career Development Forum	Japan	Main Theme: Looking to the Future of the Oil and Gas Industry - D&I Management, Our Career Plan- Workshop Theme: 1. Charting a Career Path in a Time of Business Transformation 2. Self-guided Career Planning for Enhanced Motivation and Engagement 3. Talent Management and Skills Development in the Era of DX
March 9, 2022	4th Planning and Implementing Committee	Japan	Review of the Activity & FCW forum in 2021 Seminar & Workshop: Discussion of the survey results

1. JCCP Human Resource Development Program for GCC Participants

We have provided the following customized 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 8 – November 18, 2021
- Components : Gamification Program, Lecture, Workshop
- Main Topics : 1. Leadership
2. Management
3. Diversity & Inclusion
- Participants : UAE(4), Saudi Arabia(5), Oman(1)
Japanese delegates



2. FCW Meeting The 13th FCW Forum

The 13th Friendship Committee for Women Career Development Forum

Looking to the Future of the Oil and Gas Industry - D&I Management, Our Career Plan -

Date : Wednesday, 17th November 2021 15:00 - 17:00 (JST)

Format : Webinar (will be streamed live online)

Host : Japan Cooperation Center Petroleum

Language : Japanese & English (Simultaneous Interpretation Available)

15:00 - 15:15 Opening

Welcome Address & Introductory Remarks :

Mr. NAKAI Tsuyoshi CEO, JCCP

Remarks :

H.E. Dr. Maitha AlShamsi Minister, United Arab Emirates

Mr. SUZUKI Yasuhiro Chairman of the Board, JCCP / President, Representative Director, CEO, Cosmo Oil Co., Ltd.

Mr. SADAMITSU Yuki Director-General, Natural Resources and Fuel Department, Agency for Natural Resources & Energy, METI

15:15 - 15:25 Leader's Speech

Ms. Fatima Al-Nuaimi Chief Executive Officer, ADNOC LNG / Chairperson of ADNOC Gender Balance Committee (UAE)

15:25 - 15:40 **Inspiring Talk**

Ms. SHIMADA Yuka HR & GA Director, Unilever Japan Holdings G.K.

15:40 - 16:10 **Workshop Presentations**

Group 1 “Charting a Career Path in a Time of Business Transformation”

Group 2 “Self-guided Career Planning for Enhanced Motivation and Engagement”

Group 3 “Talent Management and Skills Development in the Era of DX”

16:10 - 16:15 **Break**

16:15 - 16:55 **Panel Session**

Moderator :

Prof. TOKORO Chiharu

Professor, Faculty of Science and Engineering / Director, Office for Promotion of Equality and Diversity, Waseda University

Panelist :

Ms. SHIMADA Yuka HR & GA Director, Unilever Japan Holdings G.K.

Ms. Aseel Humoodi Senior Vice President, Human Capital and Administration, Borouge (UAE)

Ms. KONDO Nami General Manager, Office of Audit and Supervisory Committee, ENEOS Holdings, Inc.

Ms. TAKEDA Junko Executive Officer, General Manager, Human Resource Dept., Cosmo Energy Holdings Co., Ltd.

Ms. Meshael Jedidi Supervisor, Communication & Culture Unit, Diversity & Inclusion Division, Saudi Aramco (Saudi Arabia)

16:55 - 17:00 **Closing • Wrap Up**

Wrap Up : Mr. Omran Taryam Director, ADNOC Marketing International (Japan)

Closing

2. FCW Meeting The 13th FCW Forum

Workshop Presentation

- ◆ Group 1. Charting a Career Path in a Time of Business Transformation
Team Members: UAE(1), Saudi Arabia(2), Japan(3)
- ◆ Group 2. Self-guided Career Planning for Enhanced Motivation and Engagement
Team Members: UAE(2), Saudi Arabia(1), Oman(1), Japan(2)
- ◆ Group 3. Group 3. Talent Management and Skills Development in the Era of DX
Team Members: UAE(1), Saudi Arabia(2), Japan(3)



As the world and industry reach a major turning point for the realization of a carbon neutral society, the oil and gas industry is restructuring its business structure, aiming to make the industry sustainable. At this workshop, we discussed the “vitalization of organizations” and “personal growth,” conceptualizing how we can develop our abilities, in what fields we can contribute, and what jobs there will be in the future oil industry against this backdrop.

Panel Session



Ms. KONDO Nami
General Manager, Office of Audit and
Supervisory Committee, ENEOS



Ms. TAKEDA Junko
Executive Officer, General Manager,
HR Dept. Cosmo Energy



Prof. TOKORO Chiharu
Professor, Faculty of Science and
Engineering, Waseda University



Ms. Meshael Jedidi
Supervisor, Communication D&I
Division, Saudi Aramco



Ms. Aseel Humoodi
Senior Vice President, Human Capital
And Administration, Borouge



Ms. SHIMADA Yuka
HR & GA Director,
Unilever Japan Holdings G.K.

3. Activities of Japanese PIC members

PIC Meeting

- 1st Meeting on June 17th
 - Company Report (with COVID-19, Diversity & Inclusion)
 - JCCP Introduction, FCW activities, comparative Study

- 2nd Meeting on July 26th
 - Study session 1 : Promotion of diversity management as a strategy
Lecture : Ms. OBA Mayu, Ministry of Economy, Trade and Industry
 - Workshop : ‘ Awareness from Remote working’

- 3rd Meeting on October 18th
 - Study session 2 : Preparation for FCW Forum
Lecture : Ms. ARAKANE Masako, President of Qualia Inc

- 4th Meeting on March 9th
 - Comparative Study : Exchange of opinions
Facilitator : Professor Takada Asako, Hosei University



Ms. Arakane Masako
President of Qualia Inc.



FCW Meeting



PIC Meetings and FCW Forum were held as an online



4. FCW joint survey -UAE and JAPAN-

A joint survey was conducted in the UAE and Japan on the promotion of women's advancement and the impact of the pandemic on work and home.

【Progress】

- FY2020: Survey design
- FY2021: Implementation and quantitative analysis
Academic analysis between the two countries in cooperation with UAE University and Waseda University
- FY2022: The survey reports were compiled and presented



Thank you very much for your kind attention.