

A photograph of an industrial refinery or chemical plant with tall distillation columns and piping, set against a clear sky. The image is partially framed by abstract green and white geometric shapes.

FCW Activities FY2022

April 1, 2022 — March 31, 2023

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 in UAE and Japan
(includes Forum, Lectures, Site-visits, Workshop)
3. Masdar – WiSER* Annual Forum
4. UAE Masdar – Leadership Training Program
5. Activities of Japanese PIC members
(meeting, seminar, workshop)
6. FCW joint survey -UAE and JAPAN-

2022 Fiscal year Activity

Date	Activities	Place
May 23, 2022	1st Planning and Implementing Committee	Japan
June 12-18, 2022	14th FCW Meeting, FCW Forum	UAE
July 28, 2022	2nd Planning and Implementing Committee	Japan
August 29, 2022	e-Learning System Briefing by ADNOC	On-line
November 8-17, 2022	JCCP Customized Program (CPJ-3-22) 15th FCW Forum	Japan
March 6-7, 2023	JCCP Customized Program (CPJ-18-22)	Japan

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.

- Course Title: Management and Leadership for Women in Petroleum Industry
- Date: November 8 – 17, 2022 (10days)
- Participants: 12 participants UAE(7), Saudi Arabia(4), Oman(1)

Key Components

〈Lectures and workshop〉

- Lectures by academy & top management
- Business Game (New Business Planning_Carbon Neutral, ESG Management)
- Coaching on assessment results

〈Field Trip〉

- Company Visit (Kyocera, Shimadzu, Hosoo Gallery)
- Cultural Visit (Kyoto)

JCCP Customized Program and FCW Meeting in Japan



Visit to KYOCERA



Visit to Shimadzu



Japanese cultural Experience
(Tea ceremony)



Lecture



Participants



Lecture

2. FCW Meeting in UAE

The meeting of the FCW was held over three days at the Yas Social Center in Ruwais

- Theme: Women empowerment through community development
- Date: June13-17
- Participants: Japanese delegates and ADNOC employees

〈Schedule〉

- Day 1: Workshop,
- Day 2: Workshop, Overview of 4 companies in Ruwais area, Presentation on women's activities at each company, FCW Board Meeting,
- Day 3: Roundtable Discussion, Closing Ceremony, Tour of Ruwais Industrial District and comprehensive operations of ADNOC Hospital to the area,



(1) The 14th FCW Forum in UAE

Theme : Women empowerment through community development

Participants were divided into groups combining Japanese delegates and ADONOC employees and discussed the following themes.

〈Topics〉

1. Enabling women by engaging communities
2. Women empowerment through community development
3. Social community impact on Women empowerment
4. Gender Balance & communities' development

Each teams had 5 minutes to present during the closing ceremony.



(2) The 15th FCW Forum in Japan

21 countries / Audience 200

- Date: Wednesday, 16th November 2022 13:00-17:00(JST)
- Venue: TKP Garden City PREMIUM Kyobashi / Webinar
- Theme: Women in Management -empathy, enhancement and engagement-
- Leader's Speech, Inspiring Talk, Survey Report
- Presentation of Workshop outcome
- Panel discussion 'Management to Enhance Engagement in the Oil Industry'



(2) The 15th FCW Forum in Japan

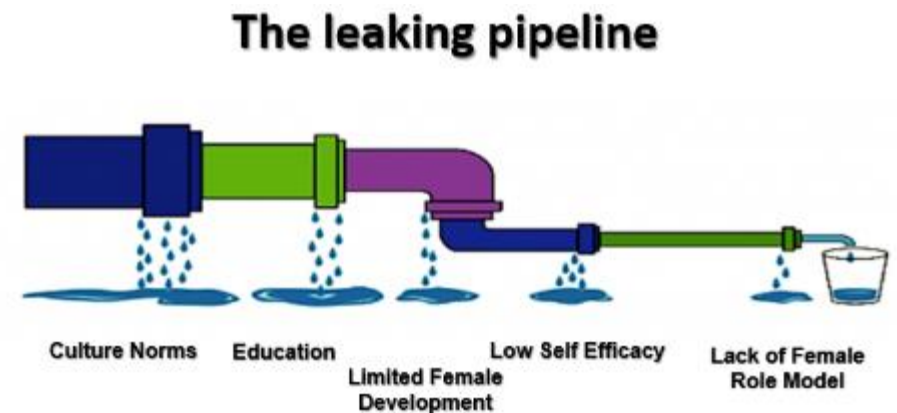
➤ Workshop Presentation 'What You should/Can Do to Increase Engagement'

Theme1 : New Ways of Working

Theme2 : Career Self-reliance & Skill Development

Theme3 : How to Foster Leaders Yourselfes

FCW participants from UAE, Saudi Arabia, Oman and Japan have discussed the issues and created recommendations to management.



3.Masdar – Abu Dhabi Sustainability Week 2023 / WiSER* Annual Forum

- Date: Tuesday, 17th January 2023 16:30-19:20
- Venue: Abu Dhabi National Exhibition Center / UAE
- Organizer: Masdar
- Participation:
 - ① Topics / Education and Training to Tackle Climate Change
Speaker / Ms. Junko Takeda, director and Managing Executive Officer, Cosmo energy Holdings Co.
 - ② Topics / Climate-resilient Infrastructure
Speaker / Ms. Ayako Endo, Deputy General Manager, Planning Dep. ENEOS Power & Resources

High-level roundtable discussion was held under the theme ‘Climate-resilient infrastructure’



4. UAE Masdar – Leadership Training Program

- Date: March 6-7
- Venue: JCCP
- Lecture: Mr. Tamura Jirou
(Faculty of Law, Department of Law, Professor / Keio University)
- Participants: ADNOC employees(6), Masdar delegates(11), UAE University students(3)
PIC Members(2), Keio University students(7)
- Purpose of Lecture: Communicative ability and Negotiation skills

We conducted practical active learning using five cases and it was very well received.



5. Activities of Japanese PIC members

1. Seminar

- Promoting Diversity Management and Women's participation as a Strategy
Lecture: Ms. Otsubo, Assistant Director, Economic & Social Policy Office, METI

2. Study Meeting

- QA session with women manager
Speaker: Ms.Mikuriya chie, Idemitsu Kosan Co., Ltd.
Ms.Endo Ayako, ENEOS Corporation
Ms. Shoda Ayako, CHIYODA corporation

3. ADNOC e-Learning Journey

E-learning platform and learning contents for ADNOC employees. This session explained key challenges that faced during implementation stage and lessons learned.

6. 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.

- Investigator : Professor Ali Soliman Gargoum (UAEU), ADONOC
Professor Matsukata Masahiro, Professor Tokoro Chiharu (Waseda University)
Professor Takada Asako (Hosei University)
- Study period : April 2022 - March 2023
- Number of responses : UAE_403(Female only), JPN_2347(Male:1885, Female: 455, Others: 7)
- Cooperated Companies : UAE_ADNOC Group Companies, JPN_7Oil/Gas related companies



Professor Takada received a certificate of appreciation from Minister at FCW forum

JCCP FCW 2022 Activities



Thank you very much for your kind attention.