



THE JOINT RESEARCH

A COMPARATIVE STUDY OF EMIRATI AND JAPANESE WOMEN: THE IMPACTS OF COVID-19 ON WOMEN WORKING IN OIL & GAS INDUSTRY IN UAE AND JAPAN

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Friendship Committee for Women Career Development

JCCP and ADNOC have been collaborating together since 2015

to further support women working in the oil and gas sector in both countries.



SURVEY OVERVIEW

	UAE	JAPAN
Period	August 2021	July 20 to August 20 2021
Method	Internet survey	Internet survey
Target	Female Employees working for ADNOC Group Companies	Employees working for Japanese companies in oil and gas industry (Cooperation of seven JCCP member companies. Chiyoda, Cosmo, ENEOS, Idemitsu, INPEX, JGC, TOYO)
Total No. of respondents For comparative study	403 Women only	455 Women only
Original Survey in Japan	---	2347 respondents (Women 455, Men 1885, Others 7)

RESEARCHERS TEAM



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Miki Hashimoto – Nikkei Research

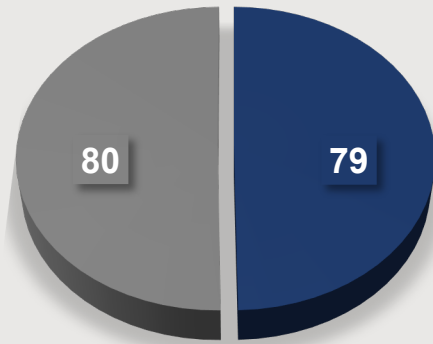
Mika Mase – Nikkei Research

Misako Matsuhara – Nikkei Research

UAE/JAPAN COMPARISON

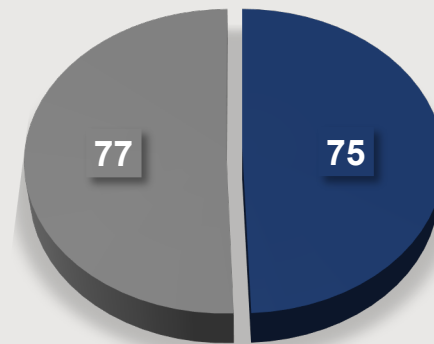


WORKING REMOTELY



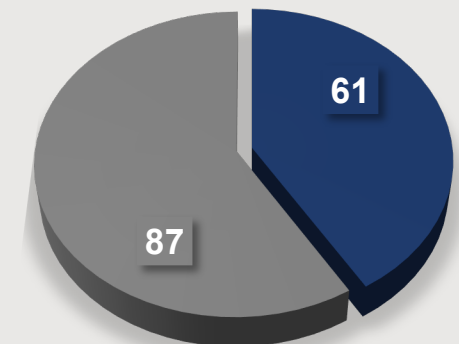
■ UAE ■ JAPAN

I Feel That Flexibility Deciding My Working Hours Is Improving My Productivity.



■ UAE ■ JAPAN

I Can Do the same amount of work if I combine telecommunicating with working in My Company (hybrid style).



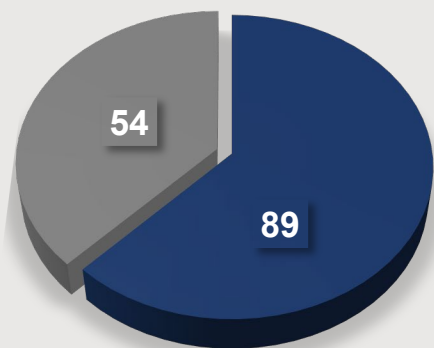
■ UAE ■ JAPAN

I Am Comfortable With Not Having To Commute To Work.

UAE/JAPAN COMPARISON

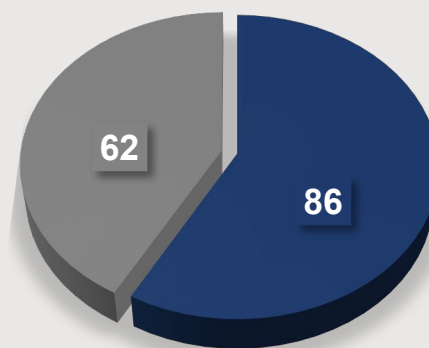


COVID19 IMPACT



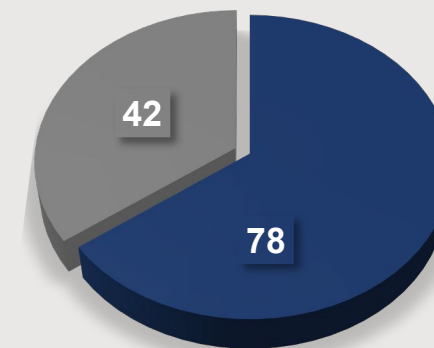
■ UAE ■ JAPAN

The management in their company has effectively communicated with employees during COVID-19



■ UAE ■ JAPAN

Their workplace established business continuity plan (BCP).



■ UAE ■ JAPAN

The ability to enhance the work skills and creativity has been increased post Covid19

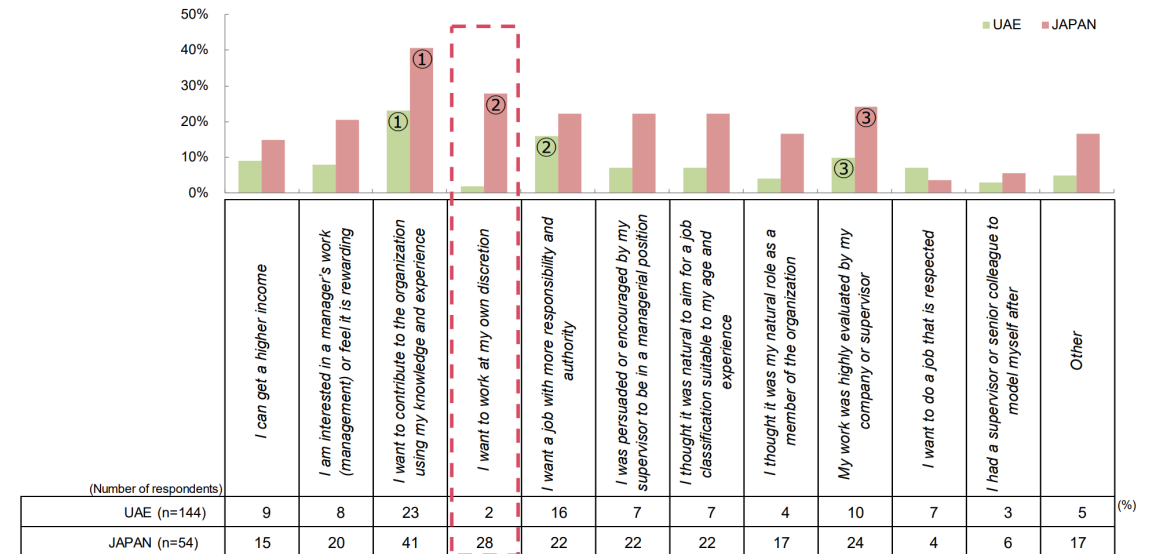
UAE/JAPAN COMPARISON



Top Three answers for the reason for getting management role

- Both agreed that the number one reason to get a managerial post is **“to contribute to the organization using my knowledge and experience”**.
- For UAE the number two reason is **“I want a job with more responsibility and authority”** while number two for Japan is **“I want to work at my own discretion”**.
- **“My work was highly evaluated by my company or supervisor”** is the third most common reason for getting a managerial position for both.
- From these, we can conclude that the Japanese women prefer to work independently and at their own discretion, even though companies facilitate better measures and systems for them.

Q. Please tell us about your reasons you wanted to be in a managerial position. Please select up to three that most apply. (Up to three)



RECOMMENDATION



First of all, We would like to express our gratitude to all the government officials and researchers in both countries who made it possible for us to conduct the FCW international joint research study in the energy and petroleum industry between Japan and the UAE, and all those who responded to our questionnaire.

The results of this survey revealed that women in both countries have proactively engaged in new ways of working, such as remote work, in order to minimize the impact of COVID-19 on their work, despite the differences in corporate management climates and cultures between the two countries.

What was particularly impressive to us on the Japanese side was that the women in the UAE have taken the changes forced by COVID-19 in a positive direction and have made their work more efficient. This attitude is more evident among women in the UAE than in Japan, and we recognize that we on the Japanese side could learn from UAE.

And regarding the reason for getting a management role, both women in the two countries acknowledge the importance of support from superiors and family members, but there are differences between the countries: women in Japan expect their own discretion in the workplace, while women in the UAE expect more responsibility and authority.

We could support women encouraging their motivation to be a management role considering each characteristic .

This comparative study clearly shows that instead of burying ourselves in our current environment, we can improve our approach to work and our lives by thinking from a different standpoint. In this sense, We believe that this survey research has been very fruitful and valuable.

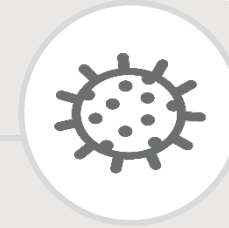
Comments from Dr. Masahiko Matsukata, Professor of Waseda University

ADNOC OUTCOME



- 79% UAE females feel that flexibility in deciding their own working hours is improving their productivity.
- 75% Agree to do the same amount of work if they combine telecommunicating with working in the office (hybrid style)
- 61% feeling comfortable with not having to commute to work.
- 86% female feel they can conduct meetings effectively.

**Working
Remotely**



- 89% of female employees agree that the management in their company has effectively communicated with employees during COVID-19.
- 86% agree that their workplace established business continuity plans (BCP).
- 78% agree that the ability to enhance work skills and creativity has increased post Covid19.
- 72% feel that their teams are more cohesive and efficient in comparison to pre - Covid-19 times.

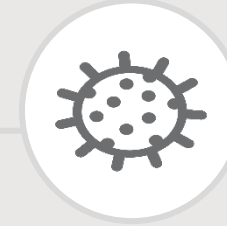
**COVID19
Impact**

RECOMMENDATION

(FROM UAE & JAPAN RESEARCHERS)



- ❑ Use this study as a baseline for future studies in this regard
- ❑ Human Resources to conduct a study to analyze impact of work-flexibility on individual performance and productivity, then implement change on the associated policies accordingly.
- ❑ Create guidelines for adopting a limited/timed remote working hours system to enable good work-life balance practices.
- ❑ Line managers to focus on their employees' engagement levels while working remotely



- ❑ To maintain the established Business Continuity Plans and practices that served the business and the individuals during the pandemic.
- ❑ To continue existing efforts in creating effective communication channels with all employees.
- ❑ Human Capital to continue established efforts focusing on employees' development during COVID-19

INTRODUCTION ON FCW

Establishment , Board Members , Areas of Cooperation



Establishment

Established in 2015 under the patronage of H.H. Sheikhha Fatima bint Mubarak, Chairwoman of the General Women's Union (GWU), President of the Supreme Council for Motherhood and Childhood, and Supreme Chairwoman of the Family Development Foundation (FDF)



Board Members

H.E. Dr. Maitha bint Salem Al Shamsi, Minister of State

H.H Tsyoshi Nakai

Mrs. Fatima Al Nuaimi, ADNOC LNG CEO



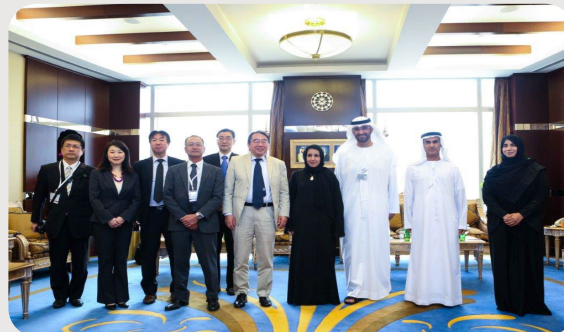
Areas of Cooperation

- Contribute to social change & progress for the future empowerment of women.
- Explore opportunities to highlight the contribution, values & role /status of women.
- Highlight the value of women's contribution in the Energy Industry & broader community.
- Develop & support recommendations, plans, progress & initiatives aimed at enhancing the role & status of women.
- Enhance bilateral relations between the UAE and Japan in empowering women.

ACTIVITIES & ACHIEVEMENT



- ✓ 13 Board Meetings completed
- ✓ Several Cultural Exchange Activities conducted
- ✓ MOU signing with multiple Women Organizations
- ✓ 14 forums and workshops prepared & conducted:
 1. Fostering Women Leaders for Sustainable Management
 2. Harnessing the Power of People and Technology
 3. Work Style Reform for Advancement of Women in the Workplace
 4. Women Empowerment Across Different Geographic Regions
 5. Career & Capability Development of Female Leaders
 6. The Impact Of Employee Engagement in the Organization
 7. Diversity Management in the Oil & Gas Industry -Message Toward the future
 8. The Impact of Employee Engagement in Organization
 9. Female Representation at Plant Sites and the Future





THANK YOU