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FORUM ON WOMEN IN ENERGY 2018



FORUM ON WOMEN IN ENERGY (FOWIE 2018)

SUMMARY REPORT

6 DECEMBER 2018
Concorde Hotel Kuala Lumpur

By Murni Shariff

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**Participant Feedback :
Most Beneficial/ Least Beneficial & Areas for
Improvement**

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FORUM ON WOMEN IN ENERGY 2018



About FoWIE 2018

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Summary of FoWiE 2018

Event Name

Forum on Women In Energy (FoWiE 2018)

Date / Venue

Thursday, 6 December 2018 , 8 am – 5 pm
Concorde Hotel, Jln Sultan Ismail, KL

Objectives

- 1) Inspire and empower leaders and change makers to make gender diversity a higher strategic priority within the organisation
- 2) Share and propagate MyWiE best practice recommendation for adoption by the industry
- 3) Provide networking platform for likeminded men and women to share experience and challenges on Diversity & Inclusion

Target Audience

C-suite from the energy industry

Event Concept

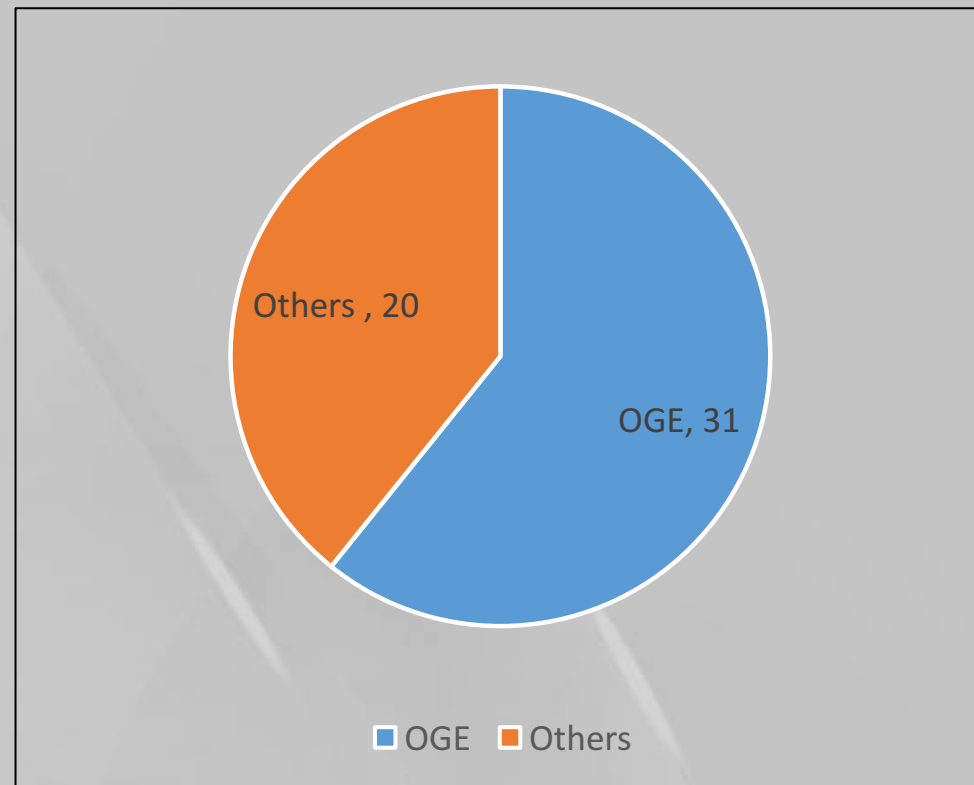
Mixture of Key Note Presentation, Panel Discussion, In Conversation with, Poster Presentation



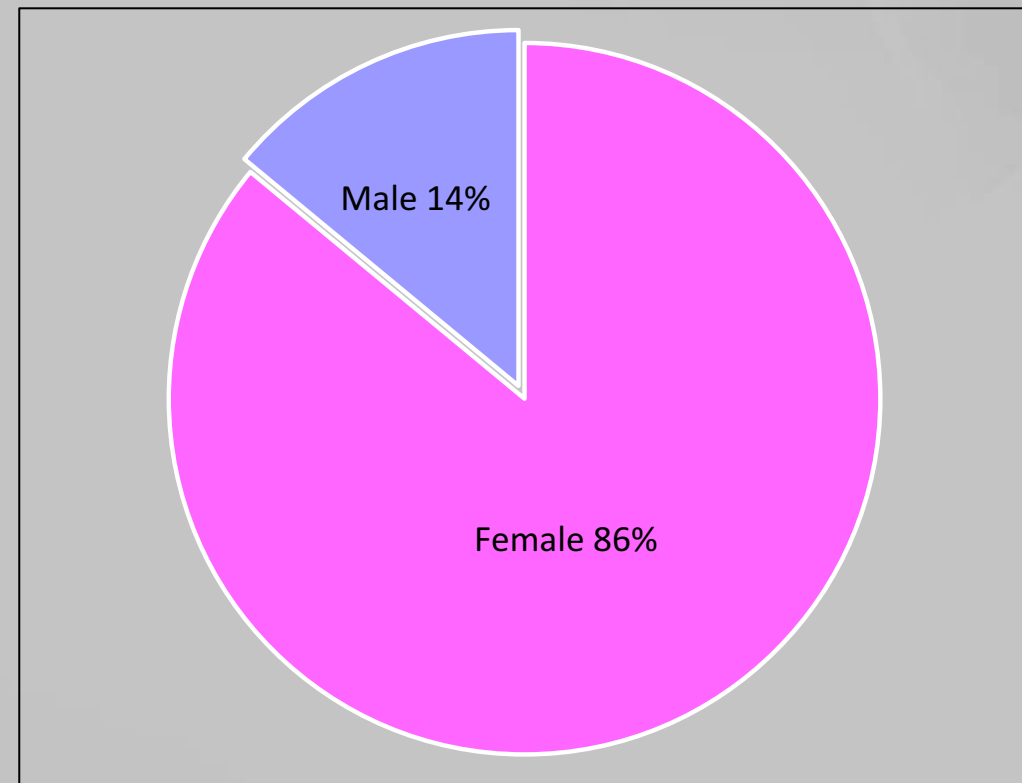
FoWiE 2018 – Statistic of Participants

A total of 155 participants from 51 companies attended the forum. The following charts depict the following :-

- 1) Breakdown of companies according to sector (31 OGE companies , 20 Others)
- 2) Distribution of attendees according to gender (86% Female, 14 % Male)



No of Companies Attending



Gender Distribution

List of participating companies

OGE

1	AKER SOLUTIONS
2	ANGVA
3	BUMI ARMADA
4	CENERGY SEA ASIA
5	CONOCOPHILIPS
6	DAGAMNG NEXCHANGE BERHAD
7	DELEUM BERHAD
8	ENVIRONMENTAL RESOURCE MANAGEMENT (M) SDN BHD
9	ERM ASIA PACIFIC (M) SDN BHD
10	EXXONMOBIL
11	GAS MALAYSIA BERHAD
12	HESS
13	ICON OFFSHORE BERHAD
14	INTEGRATED GGRE ASIA SDN BHD
15	MALAYSIA GREEN TECHNOLOGY CORPORATION
16	MALAYSIA PETROLEUM RESOURCES CORPORATION
17	MGA
18	MISC
19	MOGCS
20	MUBADALA PETROLEUM
21	NEWGAS PTE LTD
22	PETCO TRADING LABUAN COMPANY LTD
23	PETRONAS
24	PING PETROLEUM
25	POSCO ENGINEERING & CONSTRUCTION CO. LTD.
26	SABAH ENERGY CORPORATION SDN BHD
27	SAPURA ENERGY BERHAD
28	SARAWAK ENERGY
29	SCHLUMBERGER
30	SHELL
31	TENAGA NASIONAL BERHAD

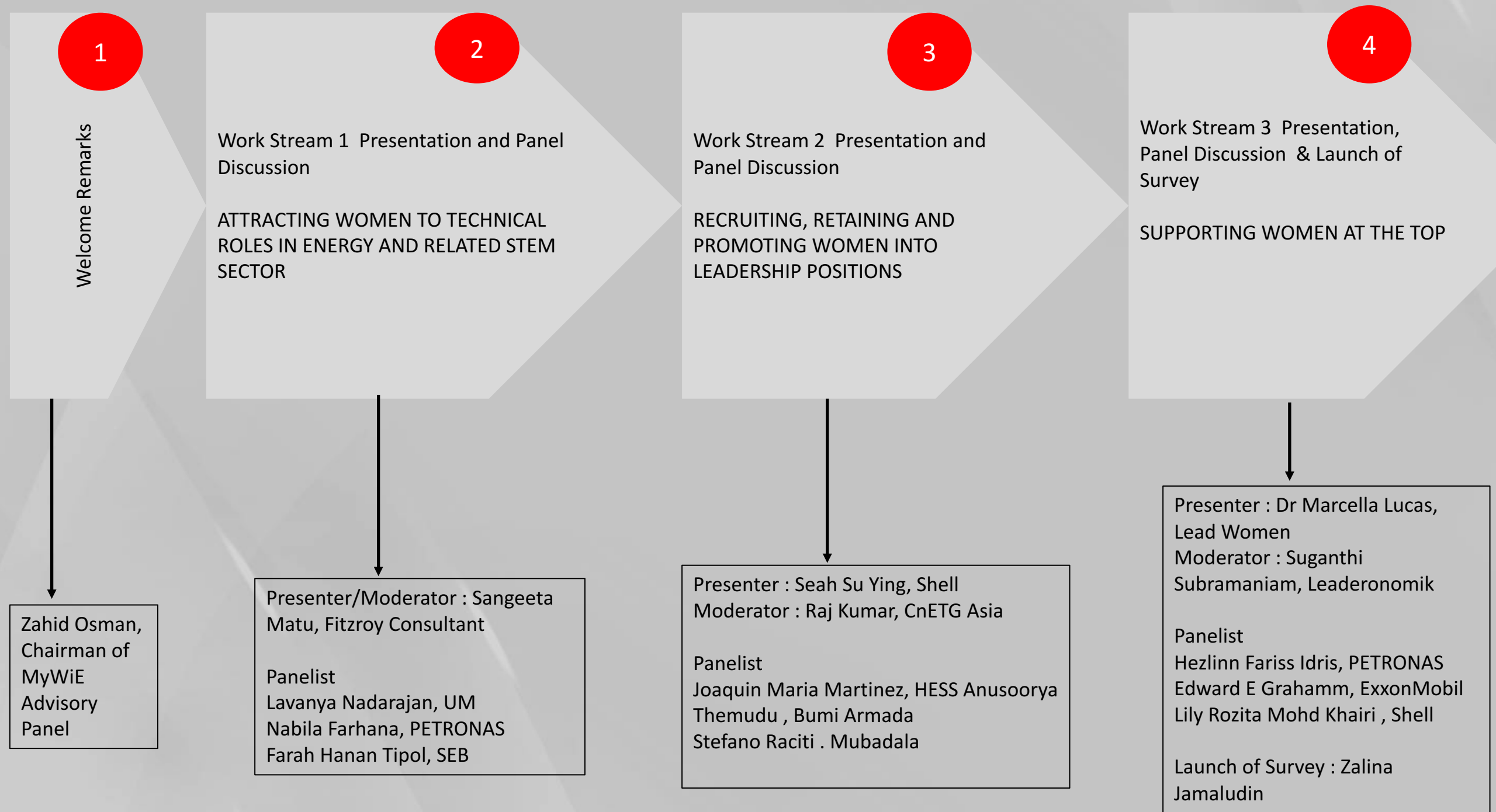
Others

1	30% Club
2	ASIA BUSINESS SCHOOL
3	CHATIME MALAYSIA
4	CNETG ASIA
5	DELOITTE CONSULTING
6	DUTCH LADY MALAYSIA
7	FITZROY CONSULTING
8	HLIB
9	INVESTKL CORPORATION
10	KL-KEPONG INDUSTRIAL HOLDINGS SDN BHD
11	KPRJ SDN BHD
12	LEADERRONOMICS
13	LEADWOMEN
14	LLYOD'S REGISTER
15	MALAYSIAN-GERMAN CHAMBER OF COMMERCE
16	MATRADE
17	PEMANDU ASSOCIATE
18	SUCCESS PRINCIPLES GROUP
19	UNIKL
20	UNIVERSITY MALAYA

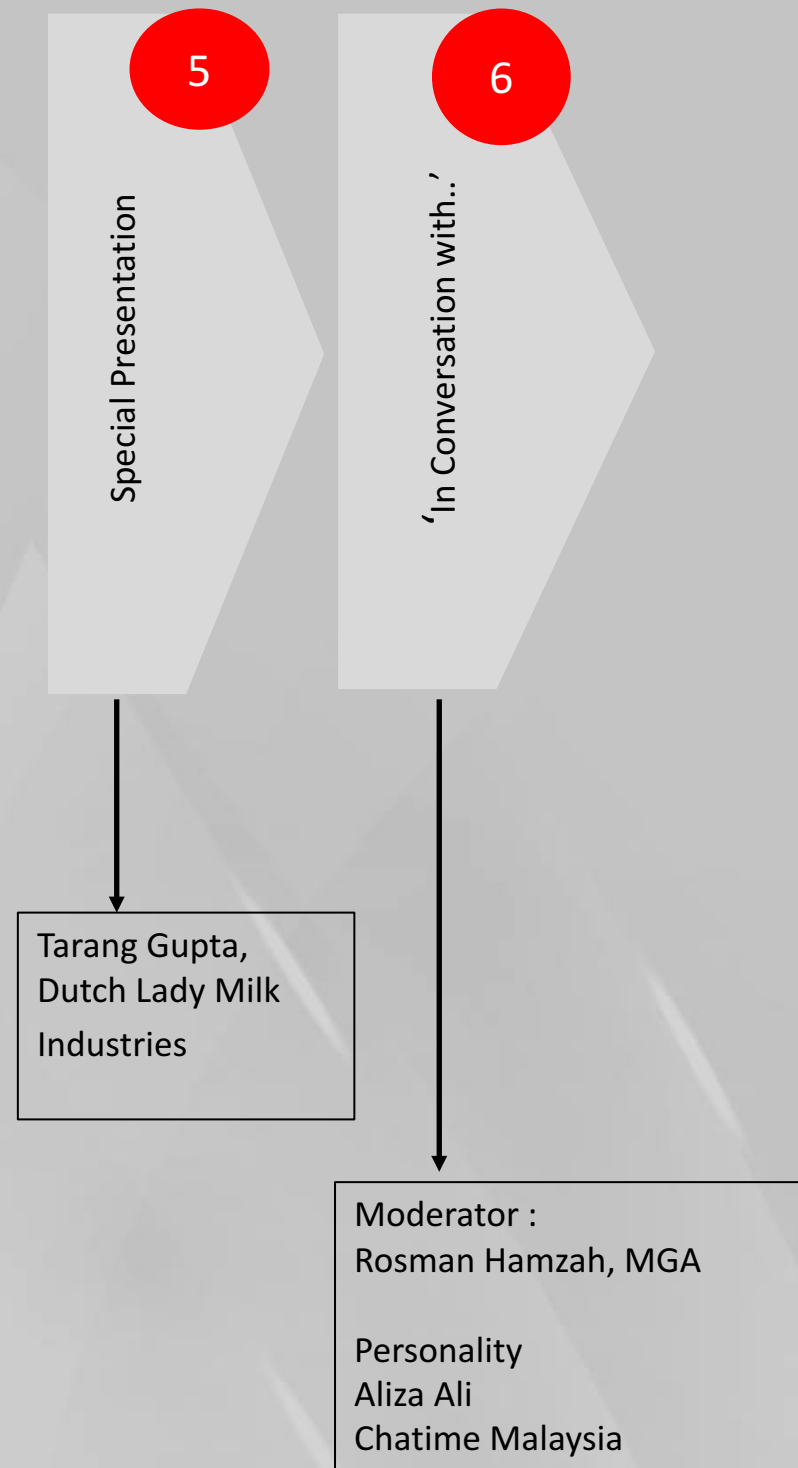
Leaders of Energy Companies attended to receive MyWiE recommendation

	Company	Name	Designation	Remarks
1	Mubadala Petroleum	Stefano Raciti	Country Manager	
2	GE	Datuk Mark Rozario	CEO	
3	Sarawak Energy Berhad	Sharbini Suhaili	CEO	Represented bt Pn Aisah Eden
4	Repsol	Mr Jorge Milathianakis	Director, Malaysia BU	
5	ConocoPhillips	David Hendicott	President/Country Mgr	
6	ExxonMobil	Edward Graham	Country chairman	Represented by Sukiman Mohd
7	Shell	Datuk Iain Lo		Represented by Pn Rodziah Zainudin
8	PETRONAS	Tan Sri Wan Zulkiflee bin Wan Ariffin	President/GCEO	Represented by Dato Raiha Azni
9	MISC BERHAD	Yee Yang Chien	President/Group CEO	Represented by Zahid Osman
10	Deleum	Nan Yusri Nan Rahimy	Group MD	Represented by Yusri Mohamed
11	MMC Oil & Gas Eng	Sh Zaida Nurlisha	CEO	
12	DNEX	Zainal Abidin	CEO	

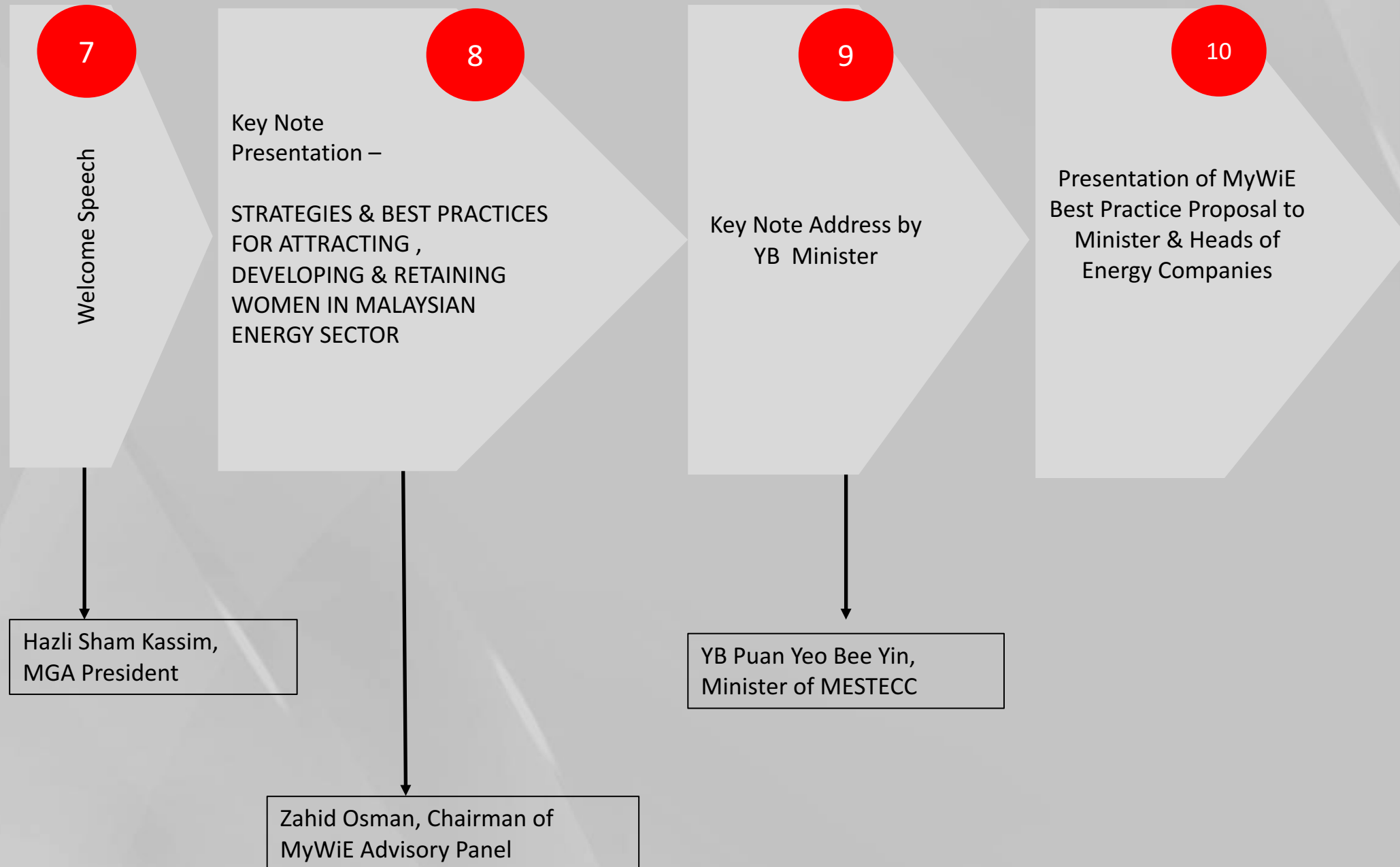
Program Content - Part 1



Program Content - Part 1



Program Content - Part 2



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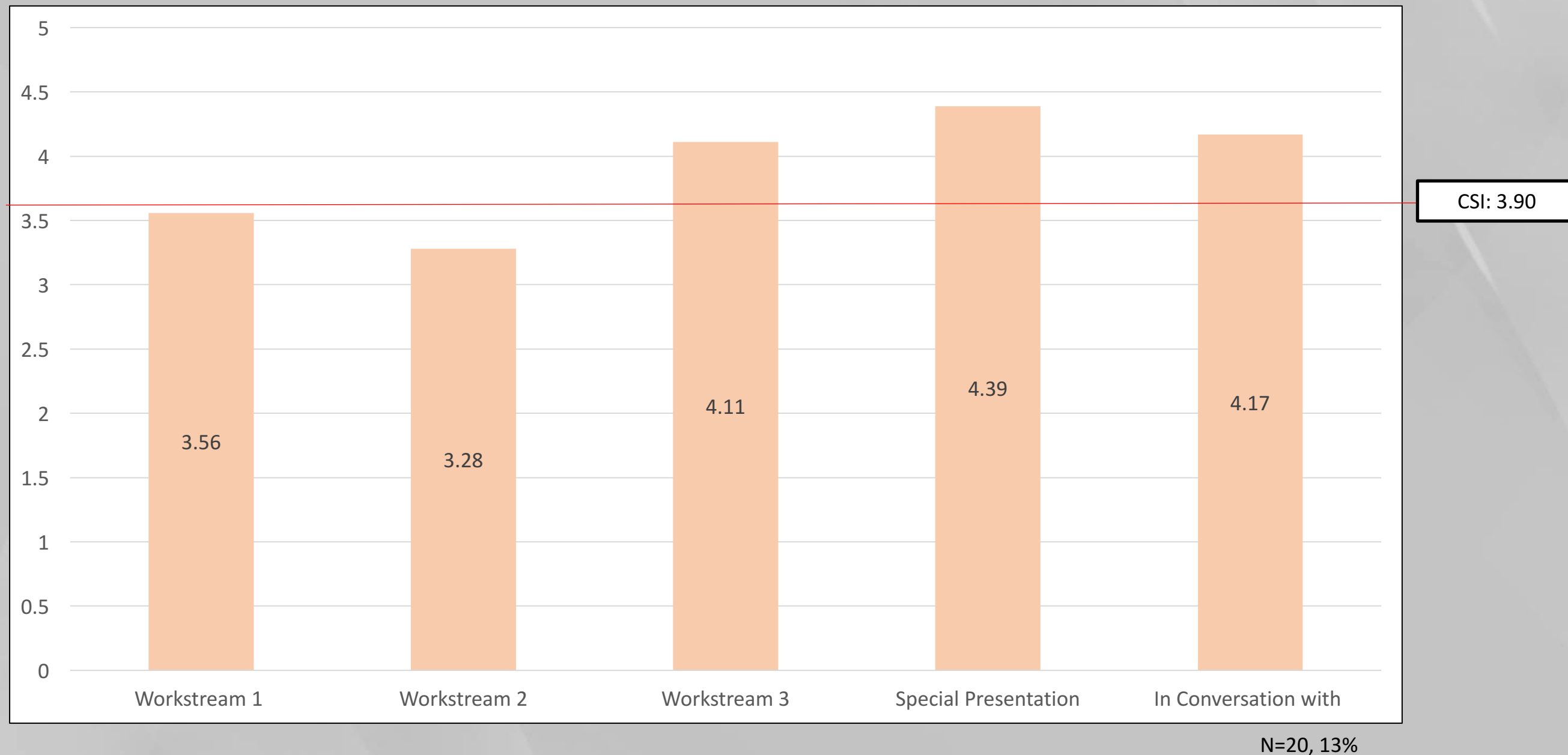


2 Program Feedback

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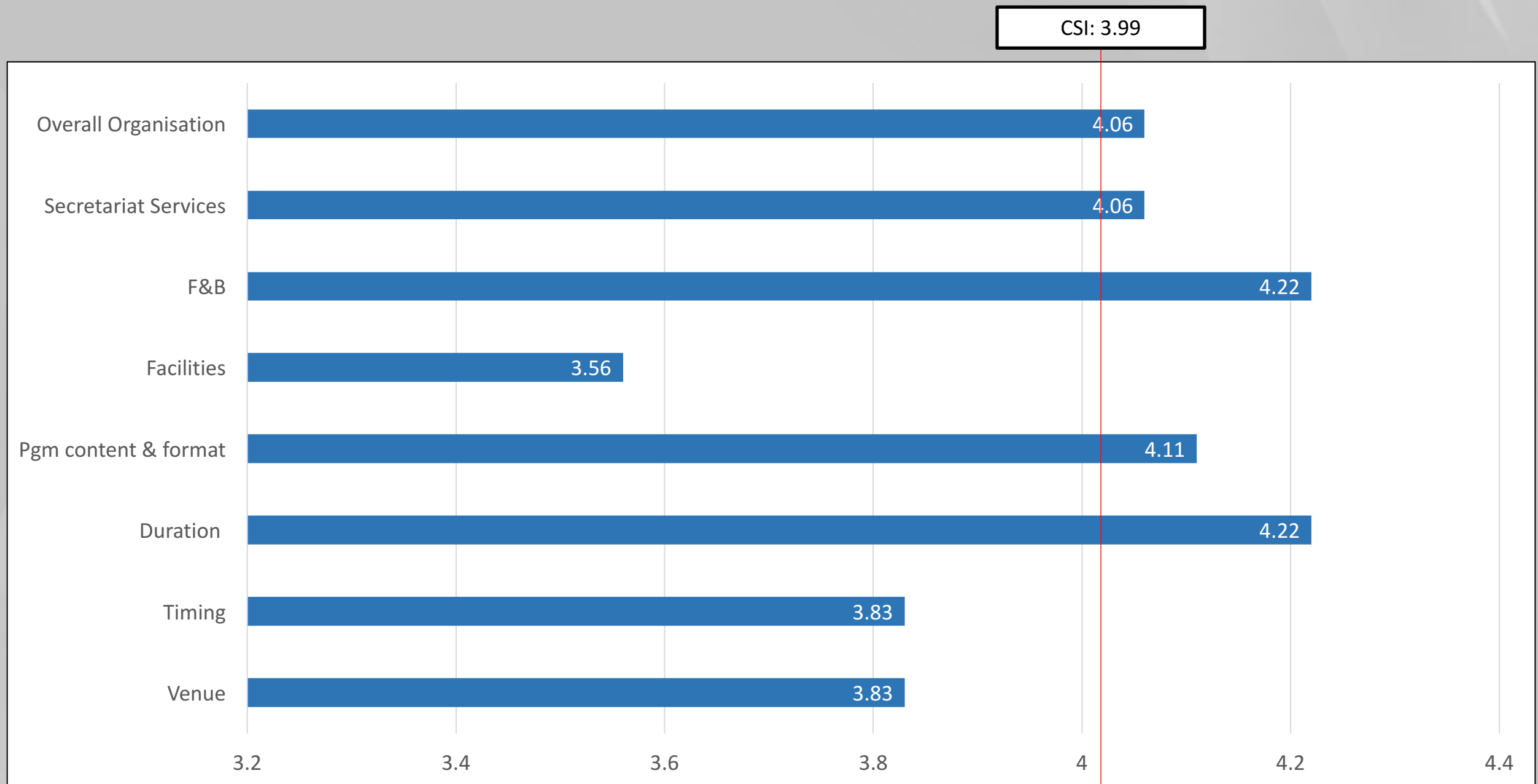
FEEDBACK : Program & Content



All programs were moderately rate by participants, all gaining feedback between 3.28 – 4.39 over the scale of 5. Top 3 programs were :-

- 1) Special Presentation by Tarang Gupta
- 2) In Conversation With Aliza Ali
- 3) Work Stream 3 Presentation & Panel Discussion

FEEDBACK : Venue, Secretariat & Overall Organisation



N=20, 13%

Overall program organization scored a rating of 3.99 over 5.0 scale. The lowest rating is facilities - participant felt that presentation slides were difficult to see. Some complaints about the toilet facility. The highest rating is on F&B and duration.

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3 Summary of Program Content

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WS 1 Presentation & Panel Discussion - Attracting women into technical roles in Energy & related STEM Sector



Presentation # 1 - Attracting more Graduate Women Into Technical Roles in Energy and Oil & Gas Sector

Back in 1970, the Malaysian government set a target of 30% young women in STEM education

Statistics:

- More girls studying Science Stream (49% : 44%)
- More women graduating from STEM degrees
- Graduates at Public Universities in Malaysia
- Science 72%
- Technology 61%
- Mathematics 75%
- Engineering 45%

Schools and universities play an important role in shaping and influencing the young women.

Key observations:

- Few female graduates (engineers) are offered technical roles in Graduate Programmes due to the traditional view that males are more suitable
- Young women are also less likely to accept technical internship roles.

Top 5 Recommendations:

- Secondary School Outreach Programmes – create a two-way conversation with the energy industry advocates and champions to address concerns and dispel stereotypes, negative perceptions and biases
- University Mentorship Programmes – one to one mentee/mentor relationship. Mentors should be no more than 10-year age difference. Mentors to share their experience, guide the mentees and challenge their negative views of being in STEM.
- Roles Models – expose young women to more successful female role models, websites, marketing and promotional materials must feature a more gender balanced narrative.
- Networking – making meaningful connections with those in the STEM industry.
- Internships – propose for the energy industry to adopt 50% target of women interns

Panel Discussion # 1 - Attracting more Graduate Women Into Technical Roles in Energy & Oil & Gas Sector

Moderator : Sangeeta Matu

Panelist

Lavanya Nadarajan, Nabila Farhana, Farah Hanan Tipol

Key takeaways:

- Exposure at a young age in schools (ie. science quizzes and competitions) and family (engineers in the family)
- Encouragement and support from parents and family members. Parents are a strong influence in guiding their children's interest in STEM
- Create a support system consisting of immediate/extended family members and work colleagues. In a marriage, there must be a shared mutual understanding and responsibilities with the spouse.

Panelists advice to young women:

- Young women who have an interest should be confident to pursue STEM subjects and roles in order to be able to gain exposure and make an informed career decision.
- Obtain insights and advice from individuals in technical roles
- Establish a strong family and workplace support system.
- Encourage more young women to enter the STEM line especially with IR 4.0 to remain competitive, otherwise women will be at a disadvantage.

WS 2 Presentation & Panel discussion - Inclusive Workforce Drives Innovation & Sustainability



Presentation # 2 - Inclusive Workforce Drives Innovation & Sustainability

Key takeaways

- Diversity is good for business
- There are 4 key areas of inclusive culture that needs to be focused on: recruitment strategy, returning women to workforce, work life practices and mentoring
- Mentoring & sponsoring adopting best practices is essential in nurturing female talents

FoWiE is made up of 35 organizations, 50 committee members. The work was organized into 3 work streams. The goal is to advocate more women participation in the energy sector.

Diversity is good for business:

- 80% of consumer products are purchased by women
- There is a shortage of highly skilled workers (about 40 million)
- 32% companies with women on their boards outperform those without
- Secret sauce of success for Alibaba: women think more about others

In O&G, women participation is among lowest at 22%

Where are the areas of concerns & How can we address these challenges?

4 key areas inclusive culture needs to be done:

- 1) Recruitment strategy process, example: advertisement of jobs not gender balanced, choice of words (such as ambitious, extensive traveling required etc.) not well received because of unconscious bias. Need to be gender neutral. Another area is the composition of the selection panel. Best practices: job description vetted through gender neutral lens, balanced selection panel, recruits undergo diversity & inclusivity training.
- 2) Returning Women to Workforce: Midcareer experienced and skilled not many returned due to:
 - Lack of proactive effort by employers
 - Perception of lost skills
 - Best practices recommendation: Returnship program to work as contractors, providing internship and coaching program during that period, then converted to permanent employees. Talentcorp provides incentives for employers to hire career comeback women
- 3) Work life practices:
 - Flexible work arrangements,
 - Flexible work life benefits: dedicated car parks for pregnant women, nursing room, nurseries,
 - Family friendly incentives: Family time for those working from home
 - Harassment free campaign: Conducive non-physical work environment
- 4) Mentoring & sponsoring: support and provide role model for female talent . Best practices: Structured mentor & mentee program with periodic review and clear goals

Panel Discussion # 2 - Inclusive Workforce Drives Innovation & Sustainability

Moderator : Raj Kumar (R)

Panelist :

Joaquin Maria Martinez (J) , Anusoorya Themudu (A), Stefano Raciti (S)

Key takeaways:

- Women alone cannot make it happen. Need men to provide their views
- A lot of business issues were solved because there were different personalities present
- Need good representation of women in selection panel for hiring and postings
- Talent knows no border and gender boundaries
- Develop leaders to develop leaders for exponential growth of the leadership pool as opposed to linear growth

J - As a minority, he can relate and provide Insights from the inside.

- Identify What's In It For Me (WIIFM): diversity in collaborative manner at work solves work problem at various degrees and arrive at better solution. Talent knows no border and gender boundaries. Women arrives at solution from different angle.
- Energy demand going up, allowing the energy sector s to close hiring gap. Need to grab available talent and develop them, which is good for the company. Hess develop leaders who develop leaders, resulting in exponential growth of the leadership pool. It looks for certain leadership traits: nurturing, coaching, and willing to take time to develop others.
- Provide flexi hours, pregnancy parking, nursing rooms, etc.
- LEAN coaching – listening for new ideas, what competitors are doing, how do we keep it a competitive place to work

A - Good representation is required in the selection panel. Women drops out in the hierarchy. 39% women in Bumi Armada but only 30% in management.

- Challenge is at peer level: Example: Staffing of technical roles filled by males, secretarial roles by women – assumption that women prioritize taking care of family and not willing to travel. There is always the need to challenge the decision makers and continuous educating to challenge the status quo. Example of commendable achievement: Bumi Armada's Transformation team – 3/5 women. Women better at organizational skills and are able to multitask.
- Good example is the UAE (where Mubadala is from) – Minister of Youth is a young woman and there is a council of diversity.
- Mubadala I&D as key driver of organization, it has 30% women. Next year, it is targeting 35%, women in key roles including subject matter experts It has given its organizational commitment & support to PETRONAS Prodigy project. Mubadala owns Strata – global player in aircraft components, locate close to a university whose student are mostly women. 85% of aircraft manufacturing in Strata is women. Mubadala gives priority to women candidates.

Panel Discussion # 2 - Inclusive Workforce Drives Innovation & Sustainability

R: Paradox of meritocracy – may the best man win

- A: Stick to performance, potential and aspirations and select whoever is the best. Example: There was vacancy for Senior Leader for Risk, there were comments “look at her heels, she can’t do work on vessel”. Need to probe and ask why as all use coveralls and safety shoes - always promote capabilities rather than how well someone is groomed or dressed. Meritocracy + performance + potential builds credibility. Trait of successful women – possess organizational skills, talk less do more. When crating teams, members must have different skillsets.
- J: Rewarded for work you do. When considering employment, need to see what diversity is in place. Choose organizations that supports doing well, not who you know.
- S: Meritocracy is not the only ingredient. We must mix behaviors and abilities. Look at aspects how you design diversity
- R: Unconscious bias – real examples
- A: Working late, is everything ok at home? Women in certain high position do not have to go to market

Work life balance is never in balance. It is about integration. What makes it doable is technology.

- R: Boys club – how to strive in their presence?
- J: In addition to boys club, there are also other clubs. Look beyond the boys club. Need to build relationships and have innate understanding of what is important to different people – put yourself in other people’s shoes find out WIIFM to make enough of a connection
- S: There are no official boys club but there is a women club. Going forward, maybe we need diversity club.
- R: Males take up key positions because they are the first to hear of senior level vacancies. They have formed a camaraderie, and provide support for each other and trade favors
- J: Address unconscious bias in boys club mentality.

When hiring, consider not having panels, instead have 2-on-1 discussions on individual focus areas, challenge each other on their choice of candidates.

Conduct calibration for performance reviews, look at statistics and determine if there is any bias

- S: It is about culture and leadership. There must be an equal opportunity drive and we ensure must women have the opportunity to take a role in any position. If women can do better, they should be most welcomed to the role.
- R: Even at the top, women need to take care of your family. Be comfortable with your imperfections.



WS 3 Presentation & Panel discussion - Supporting Women at the Top



Presentation # 3 - Supporting Women at the Top

Workstream 3 focused on supporting women at the top. The objective of the workstream is to support women who are already in leadership positions in order to:

1. Thrive, succeed and continue to grow
2. Inspire up and coming women leaders

The challenge is that the percentage of current women leaders is low (ranging from 17% and below). While companies exhibit different degrees of supporting women in mid to senior management, few companies support women “already at the top” (VP-level and above). Therefore we have launched a survey to position MyWiE as a thought leader in women in leadership in energy.

The objective of the survey is to:

1. understand current practices
2. understand challenges faced
3. Identify future initiatives

Panel Discussion # 3 - Supporting Women at the Top

Moderator : Suganthi Subramaniam

Panelist

Hezlinn Fariss Idris, Edward E Graham, Lily Rozita Mohd Khairi

Key takeaways from panelists on sustaining and supporting women leaders for success:

1. According to Ms Lily Rozita, if there is an opportunity for a woman to be a CEO, one must first want to take on the role and must get support from the organization. It is important for women CEOs to find sponsors, senior-level role models, reach out to others and get support from the company. Establish a network of male peers as they can provide differing viewpoints.
2. Family support system is very important especially spousal support.
3. According to both Ms Lily Rozita and Ms Hezlinn Faris, women are generally detailed, purpose driven, focused on getting the job done and usually ignore the political dynamics in the company. Women can be more focused on the end game and believe their performance should speak for themselves, however it is equally important to build network beyond their work environment. Women leaders must make the effort to build their network as part of senior leadership competencies.
4. Hezlinn Faris explained that most women CEOs in Petronas are in non-core or enabling business entities. If Ms Hezlinn were to accept a role as a CEO, she will need the confidence that she can deliver value, gain respect and credibility from various stakeholders especially the employees. Board support, trusted management team and family support system would be critical success factors.
5. Ms Lily Rozita strongly believe there must be a need to have affirmative actions to achieve higher targets for women leaders' representation, an organization setup must be there.
6. While society is pulling the women back but women are also allowing this to happen, therefore it is important that women must rise above that.
7. Mr Edward Graham was of the view that both male and female leaders need support system. While there is no support system for men it is easier traditionally for men to make major career decisions for example relocation since women are expected culturally to sacrifice their career and follow their spouse. Mr Graham said that one should focus on commonality rather than differences, that networking is key and women should be conscious and address of their own self limiting beliefs.

Special Sharing by Tarang Gupta

The acronyms for gender diversity: TOPS

- T (Talent acquisition): The culture of the companies that practices gender diversity have higher success rate than a single gender company due to the fact that they have better structure, more focus, and less ego. Other than that, gender diversity companies provide fewer threats, more productivity, assimilation and better development of thinking level.
- O (Outside perspective): Females acquire better emotions than males. Male acquire a technical level of thinking. Thus, for companies that need to deal with the customers, female solve problems more easily and able to make constructive discussions because they understand the customer's concerns.
- P (Problems solving): Heterogeneous groups at works perform better than a homogenous group. This is because of the different perspective in ideas. Female is said to have outside perspective while the male is said to have an inside perspective.
- S (Secure based leadership): The secure based leadership in diversified environments develop more pragmatism.



In Conversation with Aliza Ali



In Conversation with Aliza Ali

KEY TAKE AWAYS / SUMMARY

1. Although Aliza Ali's background was Chemical Engineering, she had a flair for business since from an early age – i.e. she shared her story about how she first started a 'business' when she stumbled upon an opportunity to offer paid tuition service. At that young age, she has started earning an income from the tuition fees.
2. She got involved in the Chatime business as a franchisee in 2011; owned two outlets (Genting & KL Sentral). Fast forward to 2017 when Chatime Malaysia was in a dispute situation (master franchisee was terminated), she was worried as to the future of her business.
3. She was given two options by Brian, the master franchisee owner: To either stick with Chatime (which if she did, show would be alone) or to move with him to the new brand, Tealive.
4. As a franchisee, she obviously wasn't involved in all the marketing & operation aspects of the Chatime brand, as such having believed in Brian who did a great job in building the Chatime brand, she thought that she would move over to the new brand, Tealive. She had 6-weeks to change to the new brand.
5. During the 6-weeks, when her 2 outlets went out of ingredients, she needed to order however could only do so from the owner of the Chatime brand, the Taiwanese.
6. However, when the ingredients arrived from Taiwan, they were 90% not the same. As such, she made a decision to wait for a new master franchisee to be appointed.
7. While waiting, she heard that 4 big PLCs went to Taiwan to apply to become the new master franchisee however there was no further news for a while.
8. As the turn of events went, an opportunity presented itself about a week later when she received a call from the Chairman in Taiwan who wanted to come to KL. He met with Aliza, and popped the question that surprised her: "Would you consider to become the master franchisee?"
9. It appeared to be a very elating opportunity however when informed about the amount of money she needed to qualify as a master franchisee, it seemed impossible (big numbers in double digit millions). Upon doing the math, she had to turn them down.
10. The Chairman then called her from Taiwan the next day and offered for her to pay only 50% of the amount. It was still a big amount to Aliza, and she turned them down again
11. The Chairman then flew to KL and made her the final offer, which was 30% of the amount.
12. It got her wondering why were they adamant about wanting her to become the master franchisee, and so she asked him. He said that her 2 outlets were the top performing outlets out of the total 1800 outlets worldwide. That was the first time she knew that her outlets were at top rank.

In Conversation with Aliza Ali

13. Through this incident, she realized that she has what they wanted as such proposed that they give her the franchise rights and that she would work out a plan to pay them back later. The Chairman was convinced however he needed to convince 15 board members in Taiwan. He flew back to Taiwan, tried to convince them but failed.
14. So Aliza & her partner decided that they should go to Taiwan to convince the 15 board members themselves, and succeeded in doing so
15. When asked what was the composition of M vs F of the 15 Taiwanese board members, she didn't think about it at all, but said that they were mostly males.
16. When asked whether she sees unconscious bias in her business dealings and how does she overcome it; she related to her own experience in answering this. She think it's totally different than what most people would think where it is not targeted at women only – it could be because of size, race, etc. Unconscious bias is the perception that people have before they know us. So it's up to us on whether we want to acknowledge those unconscious bias or not. So what she does whenever she goes for a meeting is to focus on her strength rather than the fact that she's a woman.
17. She shared that there have been many investors wanting to invest in women-led companies because investors believe that the profitability they gain when investing in such companies is higher – e.g. a recent study has shown that investment in women-led companies generate a revenue that's higher by 15%. She further impressed that we should focus on our energy and strength.
18. When asked how does Chatime plan to explore and market its brand in Saudi Arabia, a land where gender equality is ranked lower than anywhere else in the world, Aliza answered that in Saudi women can now own business and women can also start driving – showing that things are shifting there and as such we should cherish the development. She talked about strategizing the business from Malaysia, managing the earning from Malaysia and send male team members to run the business in Saudi.
19. When asked about mentorship, Aliza admitted that she didn't have a mentor back in 2017, and even now. When asked how did she go about it, Aliza replied that she read about Jack Ma and she realized that she needed to continue on what she does best.
20. When asked whether she has a mentee, Aliza answered not really but she received a lot of emails from youngsters. who used her as a successful figure whom they can relate to. So she is like an informal mentor to them.
21. A question came from the audience – i.e. Raj Kumar who would like to know more about her failures and how she managed. Aliza answered: She had a restaurant which did well but she wasn't prepared for the hard work that entailed. Her quality of life went down though making decent money.
22. When asked about which ones of the awards she won which was really meaningful. Aliza answered that would be the Asia Pacific Entrepreneurial award by Brand Laureate, as to be standing among the captains of the industry.
23. Finally here is her advise to young budding entrepreneur - Remove the barriers from yourself like thinking "I'm young, I don't have enough money, etc..." as these are negative thoughts that limit yourself. Instead just focus on your strength.

Key Note Presentation - Strategies & Best Practices for Attracting, Developing & Retaining Women in Malaysia Energy Sector



Key Note Presentation - Strategies & Best Practices for Attracting, Developing & Retaining Women in Malaysia Energy Sector

Summary

1. As a follow up to Forum on Women in Energy 2017 (FoWiE 2017), early in 2018, MGA organised a Roundtable Discussion with the supporting organisations of FoWiE and key stakeholders to discuss the next steps and action plan.
2. It was agreed at the Roundtable discussion, that the best way to progress this important agenda was to form an advocacy group as a champion. So on 10 January 2018, Malaysia Women in Energy or MyWiE for short, was born through a collaborative effort of Malaysian Gas Association (MGA), PETRONAS Leading Women Network (PLWN), Shell Women Action Network (SWAN) and 30% Club.
3. MyWiE will undertake advocacy roles towards promoting equal opportunities for women in energy sector. In term of governance structure, Panel Advisory members will provide guidance and the necessary steering to drive MyWiE agenda and business case.
4. Currently, there are 7 members on the Advisory Panel. The Leadership team comprised industries influencers and change makers who are passionate about diversity and leaderships. They lead the 3 work streams to develop proposals and recommendations that have impact on the participation of women at the various level in the energy sector.
5. Until such time MyWiE is formalized as a legitimate body, MGA has agreed to become the Secretariat for MyWiE. To date, the work streams have attracted more than 50 volunteers from 25 organisations; all working together diligently on voluntary basis.
6. As an Advocacy Group, MyWiE's key objective is to champion equal opportunity for women in the energy sector at all levels and in all categories, predominantly at leadership positions. Based on the syndication done with various stakeholders and data collected, MyWiE has decided to focus on 3 key areas with specific deliverables, they are:
 - a. Identify high level issues affecting participation and progress of women in energy.
 - b. Develop interventions and best practices to promote inclusive work culture
 - c. Develop policy recommendations and initiatives for the industry and government.



Key Note Presentation - Strategies & Best Practices for Attracting, Developing & Retaining Women in Malaysia Energy Sector

7. Based on the identified focus areas, 3 work streams has been established with clear objectives to take the necessary actions
 - Workstream 1: focus on the female talent pipeline with target group of university and secondary schools.
 - Workstream 2: focus on the female group that is already in the organization. How do we support them to enter the C-suite level?
 - Workstream 3: focus on the female group that is already at the senior leadership level. It can be lonely up there. How do we support them?
8. Based on various syndications and workshops organized with participants from various organisations, the workstreams were able to identify key priorities interventions and recommendations for organization to consider and follow up.
9. For workstream 1, they try to understand why even though, the numbers of female talents are higher at the talent pipeline (data as of 2018, Department of Statistics), they choose not to partake in the technical related job positions...
 - For example, at the university level, women constitute of 55% of the total university enrollment in Malaysia (2017).
 - Despite more women graduating in Science (72%), Technology (61%) and Mathematics (75%) degrees from Public Universities in Malaysia, and 45% of Engineering graduates being women, this number does not translate to a similar representation of women entering technical roles in the country's STEM industry at graduate level.
 - Some of the reasons include unsafe working conditions, parents feel that remote location is not suitable for their daughters and technical work require physical strength etc.
10. To address these issues, workstream 1 has proposed the following actions: Outreach programme – collaboration between industry and secondary schools; Mentoring – identify young mentors (staff with less than 10 years' work experience) to work with the university students esp. the final year students; Role modelling; Internship; and Networking.
11. The key objective is to give the right picture to the target group about working life in energy sector.
12. For workstream 2, they try to understand why despite the higher number of Malaysian women entering the workforce, there is a significantly low penetration rate of women in key positions? Some of the reasons include unconscious biases and stereotyping of gender and roles saddled in the recruitment process itself and for women who have taken a career break (either to look after their baby or parents) face difficulty returning to the job market. Studies show that there is a perception among recruiters and employers that a career gap is symptomatic of a deterioration of skills.

Key Note Presentation - Strategies & Best Practices for Attracting, Developing & Retaining Women in Malaysia Energy Sector

13. The key question is *“How do we ensure that women have equal career opportunities as men and that the workplace is inclusive and conducive for all?”*. We have identified a numbers of actions that can be taken to address this issue.
- Via recruitment strategy that support Diversity & Inclusion;
 - Development of structured programs to support returning women to the workforce;
 - Women friendly work life practice;
 - and Mentoring & sponsorship.
14. For workstream 3, they try to understand what can be done to support Women that are already at the Senior Leadership Level. Currently, there are low numbers of women at the board level and C-Suite level for Energy companies:
- Only 27 of the Top 100 PLCs who have the highest market capitalisation in Malaysia have more than 30% women directors,
 - As of Sept 2018, only 22% of the energy and utilities companies on the Bursa main market have more than 30% women at the board level.
15. This is still work in progress. At the FoWiE 2018, a survey on *“Supporting Women at the Top”* was launched. It is hoped the survey will provide some insights on what are the wants and needs for women to continue playing their role effectively at the top level.
15. Work is still ongoing... Phase 1 has been completed and today Phase 2 will be completed by having this forum and handing over the recommendations and best practices to the Energy companies for their considerations.
17. Phase 3 is hoped to be completed in 2019 where MyWiE target to develop policy recommendations for submission to the Government.
18. In conclusion, it is a win-win situation for CEOs and leaders of respective organisations. If we enable and empower female talents to thrive in our companies, other than improving our bottom line, we will build future talents for the Oil & Gas Industry.
19. We will also pave the way forward for our wife and daughters to realise their full potentials.
20. CEOs and Leaders are encouraged to adopt the recommendations and best practices highlighted in the purple book to institutionalize Diversity & Inclusion within his/her company.
21. MyWiE will keep the CEO/Leaders updated on its progress and establish regular engagement to gauge feedback on the effectiveness of the recommendation

Key Note Address by YB Puan Yeo Bee Yin, Minister of MESTECC



Key Note Address by YB Minister

Summary

The reasons that hinder the participation of more female in the Energy Industry are:

- Non-friendly environment
 - Heavy coverall suits and boots that are not suitable for female
- Perception of limited physicality & strength for female as a leader in an oil and gas industry.
- Limited number of gender in similar colleagues
 - Difficult to find a housemate
- Mentality of oil and gas industries are tougher for female.
- Parent perception about work's location and environment that are inconvenience for females.
- Conservative and unexposed family about the industries.

The focus of the forum is to attract the involvements of more female with the objective to diversify the decision-making group, thus can help in making better decisions and improve performance in the companies.

Objectives of the forum:

- To attract the involvement of more female by becoming a role model for young generations in the Energy sector.
- To promote an inclusive culture by maintaining middle management.
- To bring more female to the highest positions.

According to the research conducted, the performance of the companies increased when the culture of the companies are gender diversify as compared to the gender monopoly culture. When there are more female in the organizations, better decisions can be produced.

For FoWIE 2019, YB Yeo Bee Yin encourages the participation of more male in the Woman Energy Forum as a symbol of support for the involvements of more females in the Energy sector. She also hopes that more female will dominate the highest positions in the organizations as a CEO and Chairman in the Energy and Utilities Companies.

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Feedback From Participants - Most Beneficial/ Least Beneficial & Areas for Improvement

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Most beneficial /Least beneficial Session

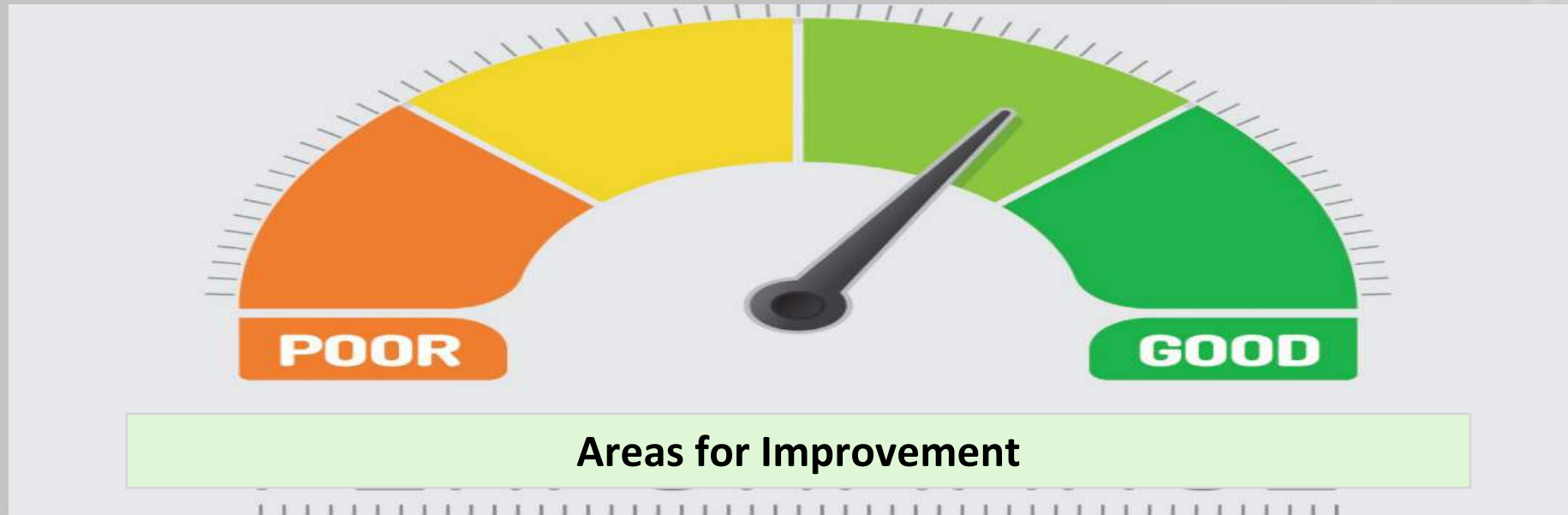
Most Beneficial

- ✓ YB attendance/ Session with YB
- ✓ Insight from Industry leaders
- ✓ Sharing of experience by key speakers
- ✓ Aspiration for women
- ✓ In conversation with...
- ✓ Getting the management to be involved and to continuously support D&I
- ✓ Panel Presentation 1&3
- ✓ Special Presentation by Tarang Gupta
- ✓ The chance to network with other women in the Industry



Least Beneficial

- ✓ Topics on personal is irrelevant as not meeting the market situation
- ✓ Very young panelists for first session & one-sided discussion
- ✓ Panel 1 & Aliza Ali
- ✓ Panel Discussion #1 & #2
- ✓ 'In conversation with..'



- ✓ Presentation slides are difficult to see (photos & font sizes)
- ✓ More time for Q&A sessions. This forum portrays one sided
- ✓ Need to include more discussions with clear Take away
- ✓ More toilets with water
- ✓ Focus on Energy Industry
- ✓ Poor time management

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12/7/2018 BERNAMA.com - MGA Champions Gender Equality in the Energy Sector

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MENU

MGA Champions Gender Equality in the Energy Sector

Last update: 07/12/2018



KUALA LUMPUR, Dec 7 (Bernama) - Championing equal opportunities and diversity in the energy sector, the Malaysian Gas Association (MGA) in collaboration with Malaysia Women in Energy (MyWiE) organised the Forum on Women in Energy (FoWiE) for the second successive year, which was officiated by the youngest Malaysian woman Minister YB Puan Yeo Bee Yin, the Minister of Energy, Science, Technology, Environment and Climate Change.

With MGA powering FoWiE 2018 themed 'Innovation and Sustainability through Diversity', the event focused on increasing diversity and agility to drive organisational evolution, how this change would impact business performance and sharing of best practices. The forum featured interactive panel sessions with key industry leaders on topics such as Attracting Women into Technical Lines, Inclusive Culture and Increasing Women Leaders, culminating with YB Puan Yeo Bee Yin presenting the MyWiE Best Practices proposal to the heads of energy companies.



1 Minister of Energy, Science, Technology, Environment and Climate Change Yeo Bee Yin (front row, fifth from left) and Malaysian Gas Association president Hazli Sham Kassim (on Yeo's left) with members of the advisory panel of Malaysia Women in Energy and heads of energy companies at the second Forum on Women in Energy on Dec 7.



Yeo (front row, fifth left) and Hazli (front row, fifth right) with the MyWiE Advisory Panel and heads of energy companies at FoWiE to promote diversity and inclusion.

MGA champions gender equality in energy sector

KUCHING: Championing equal opportunities and diversity in the energy sector, the Malaysian Gas Association (MGA) in collaboration with Malaysia Women in Energy (MyWiE) organised the Forum on Women in Energy (FoWiE) for the second successive year.

The forum was officiated by the youngest Malaysian woman Minister Yeo Bee Yin, the Minister of Energy, Science, Technology, Environment and Climate Change.

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The forum featured interactive panel sessions with key industry leaders on topics such as Attracting Women into Technical Lines, Inclusive Culture and Increasing Women Leaders, culminating with Yeo presenting the MyWiE Best Practices proposal to the heads of energy companies.

Given MGA's instrumental role in the formation of MyWiE, a women's advocacy group, MGA was appointed as the Secretariat for MyWiE to continue driving engagements and development of proposals to address and overcome the challenges faced by women in the energy sector.

Yeo said, "I have always been an advocate for higher female representation in politics and increased women participation in the workforce."

"Women account for half the available talent pool of any country, hence how a government empowers women to achieve their full potential will directly impact the development of the country."

"Encouraging greater participation of women in the workforce will lead to a more competitive labour market, and therefore a more competitive economy across all sectors including energy. Today, I am proud to be present among such accomplished women in influential leadership roles having carved a niche for themselves in a predominantly male industry," she added.

Through FoWiE, women in the energy sector are looking to create greater inclusivity in the work environment to firstly encourage higher number of women to be a part of the industry and secondly, create a cohesive organisation where there is no discrimination based on gender.

The overarching goal is to foster meritocracy by treating everyone as equals, affording the same opportunities to showcase their abilities, and breaking any glass ceilings to achieve the highest possible professional stature.

To address these matters, MGA facilitated MyWiE's workshops with women leaders from across the energy sector to draft the MyWiE Best Practices proposal, a compilation of best practices and recommended policy interventions designed to alleviate the challenges faced by women in the workplace and contribute towards increasing their participation in the energy sector.

Speaking after presenting the MyWiE proposal paper to the Minister, MGA president Hazli Sham Kassim said, "As the nation's lead advocate for the natural gas industry and as the defining force behind MyWiE, MGA is committed to raising our voice to address important issues including that of gender equality."

"We are proud and honoured to have two eminent ladies in MGA's leadership council given our commitment to encourage meritocracy and equal opportunities across all levels of the industry."

"With the MyWiE Best Practices proposal, we call on all organisations to implement our findings towards creating an unbiased and conducive workplace that promises equal opportunities for women to participate across Malaysia's energy sector," he added.

Bernama.com Get It Right

MENU

Women workforce makes more competitive labour market

Last update: 10/12/2018



KUALA LUMPUR, Dec 10 (Bernama) - A greater women workforce will lead to a more competitive labour market and economy across all sectors including energy, the youngest Malaysian woman minister said.

Minister of Energy, Science, Technology, Environment and Climate Change, Yeo Bee Yin added women account for half of available talent pool of any country, hence how government empowers them to achieve their full potential will directly impact the country development.

She said when officiating the Forum on Women in Energy (FoWiE), organised by the Malaysian Gas Association (MGA) in collaboration with Malaysia Women in Energy (MyWiE) recently.....

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6 Picture Opportunities

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Handing Over Ceremony of MyWiE Best Practice Recommendation to YB Minister of MESTECC and Heads of Energy Companies



Picture Opportunity with YB Minister and VIPs



The Forum



Tokens for Presenters



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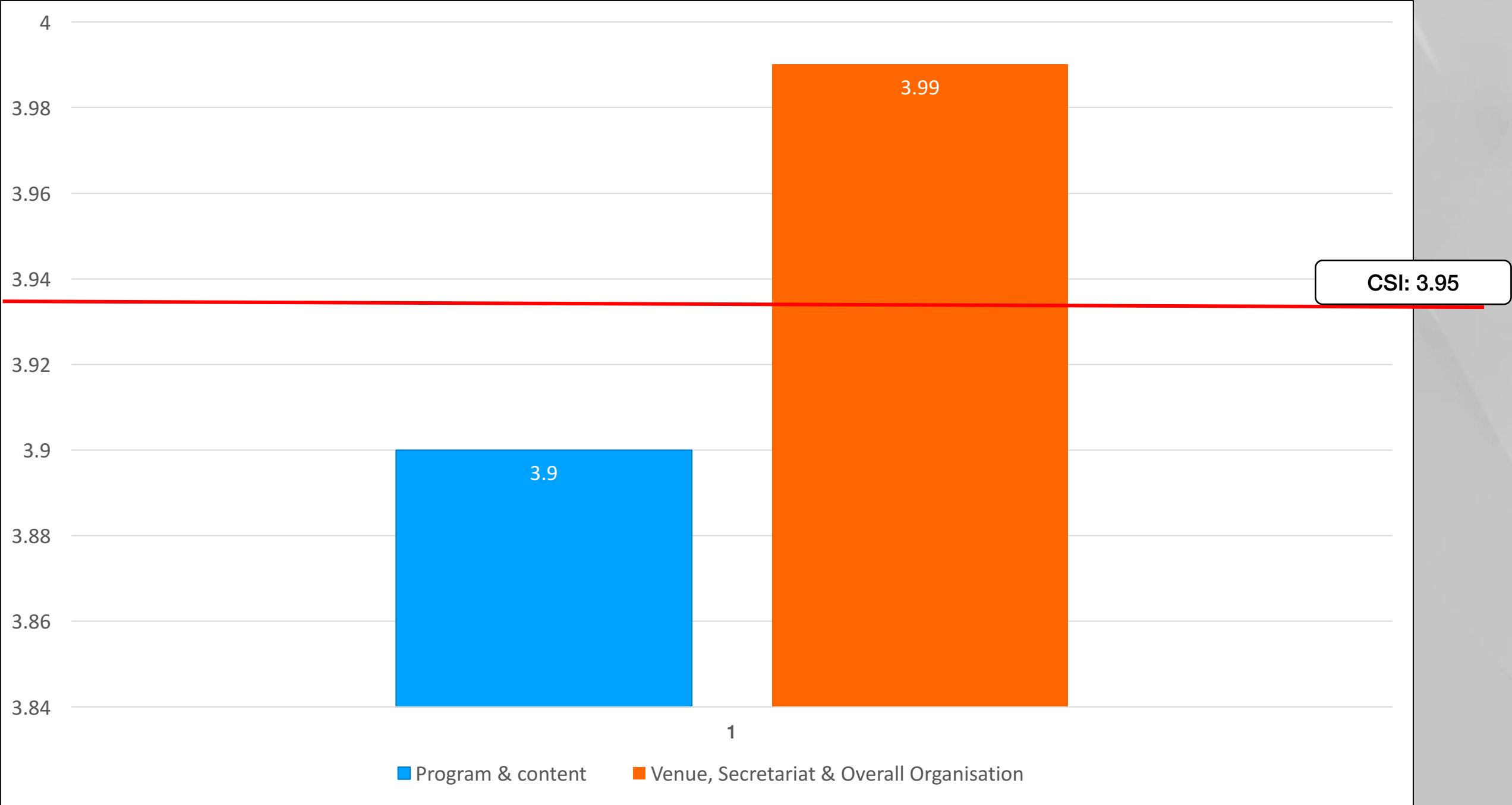


End of Report

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Feedback - Overall Rating



N= 20, 13%

Average rating is 3.95 / 5, indicative of high satisfaction level on both the speaker/content as well as the program organisation

