



5th Women in Energy Sector (WIES) Conference 2020

Shaping consciousness and action for change
4th July 2020, Mumbai, India

Post Show Report WIES 2020



The 5th Edition of Women in the Energy Sector (WIES) conference focussing on Diversity & Inclusion took place on 4th July. For the first time ever, WIES was organized on a virtual platform to maintain the continuity of the annual program.

The theme of the conference was 'Shaping Consciousness & actions for change'. Keynote address was delivered by the Conference Chairwoman H K Joshi, CMD, The Shipping Corporation of India. Other inaugural session speakers; Sharmistha Roychowdhary, Head HR & Administration, Power Exchange India Limited, Suparna Singh, Head Corporate Strategy & Special Projects, Larsen & Toubro, Payal Nanjiani, Founder of Success within Leadership, USA, Vijaya Deshpande, Success Partner, Link Success & President CIMSME/ICTMAE. The inaugural session was moderated by Purvi Shukla, Petroleum Engineer, Schlumberger.

Being the leading platform for discussing the challenges & solutions faced by the workforce of the energy sector, offered the opportunity to listen to industry's domain experts.

The conference exceeded all expectations for the number of participants: this year the WIES 2020 gathered 150 representatives of companies along with top management from the energy domain.

Many participants recognized the importance of participating in the event as effective enough for their understanding & career development.

The Inaugural session was inaugurated by the Chairperson of WIES 2020 conference, HK Joshi, CMD and Director (Finance), SCI. She emphasized on the theme of the conference and extended her thoughts towards the overall revamping of the current mindset towards women. She also shed light towards the important role that a woman's family plays towards her growth in the corporate world, because, without the support of the family, there is very little a woman can do. Highlighting the theme of the conference she told that shaping of consciousness is an ongoing process especially during these trying times. If the mindset is right, we can stay away from negativity and work with a more constructive mindset. Taking examples of the literacy rate of Kerala, which being the highest in India also indicates the active involvement of women in their ecosystem.

Suparna Singh, Head Corporate Strategy & Special Projects, Larsen & Toubro, highlighted that a huge majority of people have perceived COVID19 as a negative event; however, in spite of the truth of the matter, this has given all of us ample amount to see within ourselves and spend quality time with our family. She also said that COVID19 has brought the three main institutions together, namely: Work, School and Family. This has been more difficult for women than men as she had to give her 100% in all the three areas respectively. She also spoke about the gender gap in job losses caused by the lockdown. It is so important to keep oneself happy so that he/she can deliver the best in their jobs she stressed. We should keep the spirits up during the lockdown. This lockdown has given us a chance to look back at our old memories, photographs, learn something new, work on our hobbies.



In such situation, the question that we should ask ourselves is , How do we reverse this isolation as an advantage for my own good?

We used to go to office, have a normal work-life balance, used to have a different way of living, but now suddenly we are in one box where we deal with our office work, domestic work, school children, all in one place and we have to cope up.

Vijaya Deshpande, Success Partner, Link Success and State President CIMSME/ ICTMAE, focused on how organizations would now look for candidates who can multi task and are multi- skilled. The recruitment scenario has changed. The mantra is: Learn, Unlearn and Relearn.

Covid19 has impacted women in a great way. Economic impact – within the private sector, women were paid less, so pay cut is a problem. Gender based violence, sexual harassment, these all has gone up significantly.

Sarmistha Roy Chowdhury, Head HR & Administration, Power Exchange India Limited, emphasized on learning interventions - changing people's behaviour. Covid19 has changed our work culture in a big way. Working from home becomes the new normal. We're seeing the effect on the internet, in terms of traffic pattern that are shifting. We are finding conventional ways to connect with our co-workers, friends and family. Remote hiring of technical talent will be the new normal. She focused on how employees are being more flexible in how they respond to customers/clients need through more dynamic, cloud-based technology. She strongly feels that the situation arisen due to Covid19, we have to accept and adjust with the new way of living life; it is such that either we adapt or we perish.

Payal Nanjani, said Disruption drives change & the change has brought digitalization as the new way of doing business. Companies should bring the change in learning culture & should project agility as the key driver. Four important points that she feels should be the mantra: Ignore, Quit, Stay & Complain & make yourself powerful to rise. She emphasized that you all should not be interested to grow but committed to grow. She concluded by saying that Take control & take charge.



WIES 2020 also featured panel Discussion on the subject: 'Workplace in the new normal' moderated by Sigr Sharma - Operations Integrity Manager, D&M, EUR, Schlumberger. Panellists included Swapnalekha Basak, CEO, HCS Wellness, Somnath Dutta Roy, Founder, Ideamatrix Design Consultants, Vijaya Deshpande, Success Partner, Link Success, Sharmila Roy, former CGM, ONGC & Darshana Thakkar, MSME Expert

Mr. Somnath Dutta Roy, Founder, Ideamatrix Design Consultants, emphasized that lockdown has forced companies around the world to adapt to new ways of working and doing business. The enforcements such as working from home or a suspension of business activities will change the workplace forever.

He also said that the pace of digital acceleration and innovation will be the key to recovery. Technology will have a critical role to play in building economic resilience.

Sharmila Roy, Former CGM, ONGC, explained how COVID19 has affected PSUs in a much bigger way than any other industry as they are facing not only Covid but also impact of Atmanirbhar Bharat, decrease in oil prices. VUCA World-we have already entered this world.

She explained how due to COVID, there will be a quantum jump in remote working post Covid. We are going to settle with a 50-50% remote and office working. PSUs and many companies are taking strict precautionary measures for employees.

Swapnalekha Basak, CEO, HCS Wellness, said that let this Covid impact in such a way that we come out in a much better way. Workplace used to be a great equalizer, but now we are left alone, we work alone, and we use virtual and unconventional ways of working with our coworkers.



What the Panellists said

Darshana Thakkar - Founder, The Transformation Hub - The Strategy Hub, Transforming MSME in India.

"MSMEs are the backbone of our economy. In India, MSMEs account for almost 45 % of industrial production, and about 40 % of exports are contributed by MSMEs. In our GDP, the Manufacturing sector of MSME contributes around 7 % and the Service sector of MSME contributes about 37 %. So overall 37 % of our GDP contribution is through MSME. No large company can operate without contribution of MSME. They are part of the supply chain and distribution of large companies. MSMEs are associated with large organizations either upstream or downstream.

There are total of 60 million MSME that employs about 110 million people in our country. The main problem with MSMEs is that they are a highly unorganized sector. Operating without a proper system and professionalism. Most organizations are having one-man-show kind of organization structure. Adaptability is very low and resistance to change is very high. Because of these reasons costing is very high and most of the companies are operating in fire fighting mode in terms of business operations and fund management. There are several factors overlooked which leads to the high costing of the products. Appropriate strategic planning can help them to reduce operating costs and to become competitive.

MSMEs were already in trouble from last few years due to many internal and external factors. Further, the outbreak of coronavirus and further lockdown created a disaster for them. Lack of technology broken down the business operation completely and scarcity of funds and fixed cost disrupted the cash flow. Upon unlock, Most MSMEs were striving for working capital to start with. Return back of the migrant worker to home town was additional pain.

My advise for MSMEs to become technology savvy at least partially, to become more flexible to adopt changes and to diversify products and services to survive and grow in a hard time of the economy."



Sharmila Roy, former CGM, ONGC:

Industry reeling from multiple whammies :

COVID pandemic
Depressed economy (low oil price regime in oil industry)
Atmanirbharadirective of the GOI that will impact procurement activities of PSUs.

Strengths of PSUs :

- Conservative Business model of PSUs and oil sector NOCs in particular. Hence better cushioning to withstand oil price shocks.
- Low manpower attrition. Employees have a deep understanding of the core business and culture of the organisation that stems from decades of experience.
- Organisational empathy and job security. Precautionary measures have been put in place up to the last mile for running operations 24 X 7 X 365 with smooth shift changeovers.

Anticipated changes at workplace:

- Evolve and plan with the flow.
- Prepare for quantum jump in remote working w.r.t infrastructure - high speed internet connection and work station at home.

- Plan for post pandemic combination of remote working and f2f interactions- Policies for remote working and virtual offices will have to be formulated.
- In organisations with a hierarchical structure, communication channels have to be flattened in a WFH environment. Senior level meetings in remote format should be accessible to the working level for proper briefing down the line and receipt of meaningful output for decision making.

Inclusiveness in the new normal:

- Good corporate policies are already in place in PSU's but internalization at the individual level is required for this external framework to be effective.
- Businesses need both the feminine and masculine qualities for optimum functioning. Each person, be it man or woman, should therefore be conscious of the opposing energies residing within us and enhance the desired attribute while functioning and responding to evolving situations. It is the concept of fusion of opposites that produces true rhythm and synergy in performance.
- **Example 1 :** In the upstream oil industry, which is traditionally perceived as a masculine, rough and tough industry, the current economic scenario is likely to lead to a tightening of CAPEX and increased focus towards maintaining the safety and integrity of existing assets and health and well being of employees.





This will require nurturing skills which is a feminine trait. Women should therefore leverage this natural strength at work now even as men consciously enhance these qualities while running operations.

- **Example 2** : Ardhanarishwar avatar of Lord Shiva mentioned in the scriptures as a symbol of amalgamation of masculine and feminine attributes for achieving perfect balance. Lord Shiva had to shed a part of his masculinity to assimilate a part of the feminine shakti within him and a new whole got created where the classical distinction between male and female was dissolved.

Inclusiveness at the workplace will therefore manifest in letter and spirit only when integrated mind sets are consciously developed.

Presentations on topical subjects were presented by Anjali Chauhan, Founder, Maxima Steel Services, Shiva Srivastava, Marketing Manager, Greenlight Planet, Manasi Dev, Greenlight Planet & Ruzan Khambatta, Founder, Wajra O force Women Empowerment.



Testimonials

WIES is a wonderful platform to get to know other women and men in the Energy sector. The talks and the insights by various speakers were so motivating and energetic. The energy they passed on was more than what few cups of coffee could do. I am someone who goes offshore away from family for days during project peak period, sometimes I am the only women on the vessel and it has always been exciting work for me. Being at home, since lockdown is really challenging and the conference was definitely something that brought up my thoughts and brought some momentum in this otherwise gloomy and pandemic season. WIES sparked up my weekend by having this conference and connecting strong women from all across the globe - **Srinandini.N, E&P Projects – Lead Umbilical Engineer, Reliance Industries Limited**

Thoroughly enjoyed the conference it surely helped me gain a better understanding of the working of Energy sector as well as how we can make this industry more gender inclusive. The talk about the impact of covid19 on energy sector and its present and future consequences was very insightful. This conference, I believe will surely open new doors and dimensions for a plethora of opportunities for me in the future - **Sarthak Goyal, Student, IIT (ISM)**

It was an excellent experience. I am really thankful to Innovative Concepts team - **Anjali Chauhan, Founder, Maxima Steel Service**

The session on Workplace in the changing times and effect of COVID-19 was enlightening and enriching. The panel speakers made the session intriguing and wonderful. Congratulations to Mohit and team for making this possible - **Siddharth Kashyap, Production Engineer, ONGC**

The way by which the representatives around the industry represented their views about the necessity of making our industry more gender-inclusive, the present scenario and the future consequences of Covid-19 in the OnG Industry was impressive and knowledgeable. As a student, I gained many insights about the functioning of the Petroleum Department. This conference, I believe will surely open new doors and dimensions for a plethora of opportunities for me in the future - **Arya Razdan, Student, IIT (ISM)**

It was a great session all together, informative and of course relatable. So great to know how the other sectors are making their way through the current situation and it was really interesting and motivating through the experiences discussed by the panelists and presenters. Thank you for inviting, we look forward to be at such conferences more - **Surbhi Singh, Marketing Executive, Vedam Design and Technical Consultancy Pvt. Ltd.**



6th Women in Energy Sector (WIES) Conference 2020

Virtual Conference
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