



Background to the survey

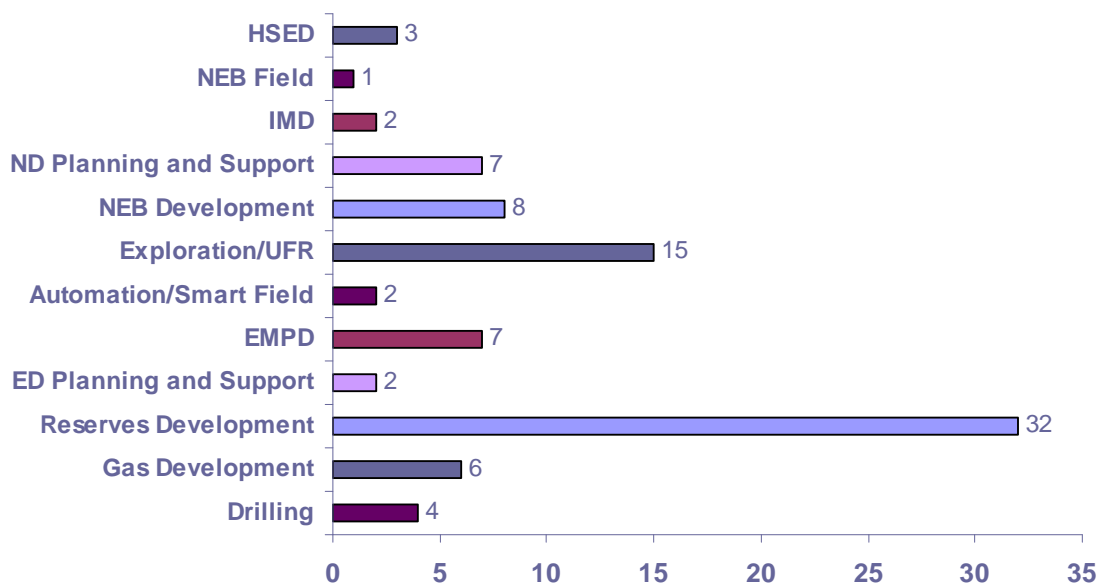
The survey was carried out in September 2008. The questionnaire was sent to 89 ladies who represent all ADCO Technical ladies with possible exposure to fields visit. 53 responses (about 60%) received electronically from different divisions.

The following section provides the overall findings of the survey. Given below is the analysis of the participants' profiles.

PART ONE: PARTICIPANT PROFILE ANALYSIS:

The first part of analysis includes some information about the participants such as the number of respondents by division, job title, the years of experience and the fields' visits frequency.

Figure1: Participant Profile - Total Number of Technical Ladies by Division



The above chart represents the total number of ADCO technical ladies in each division. It is clear that the maximum number of ladies (around 50%) belong to Existing Development Function with more than 70% of function ladies working in



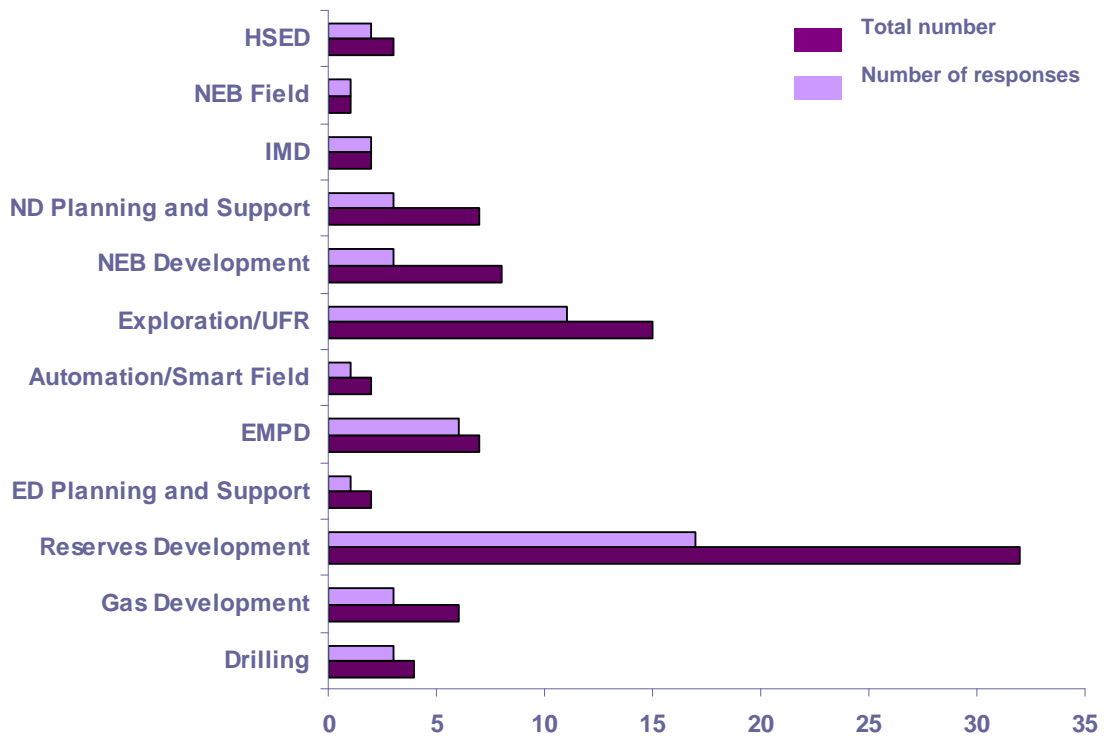
Reserves Development department. This is followed by New Development Function (around 44%) with 38% of function ladies working in Exploration/UFR department.

Function / Division	Total Number	Number of respondents	Percentage of respondents
Existing Development			
Drilling	4	3	75
Gas Development	6	3	50
Reserves Development	32	17	53
ED Planning and Support	2	1	50
New Development			
Engineering and Major Project	7	6	86
Automation/Smart Field	2	1	50
Exploration/UFR	15	11	73
NEB Development	8	3	38
ND Planning and Support	7	3	43
Operations			
Integrity Management	2	2	100
NEB Field	1	1	100
HSED			
HSED	3	2	67
Total	89	53	60

From the chart below, it is evident that the majority of the respondents belong to Reserves Development Department constituting around 32% of the total responses. This is followed by responses from departments like Explorations/UFR (20%), EMPD (11%), Drilling, Gas development, NEB Development and ND planning and support (each constitute 6%) and the rest is filled in by IMD and HSED (4% each) and ED planning, automation/Smart field and NEB field (around 2% each).



Figure2: Participant Profile - Number of respondents by Division

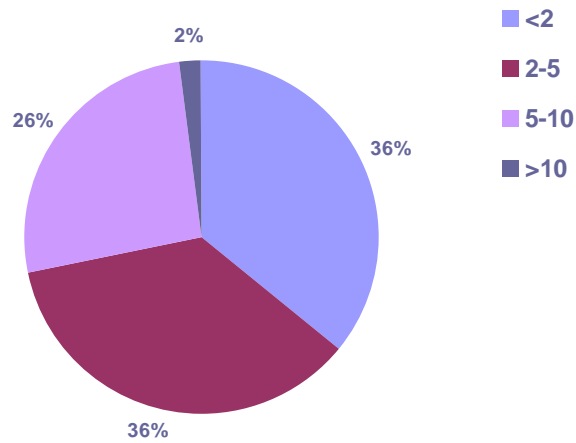


Years of Experience in ADCO:

The survey findings indicate that the majority of the ladies responding to the survey have been in ADCO for less than two years and between 2 to 5 years (each constitute 36%) , followed by ladies with in 5-10 years of service (26%) and only one lady has more than 10 years of experience (2%).



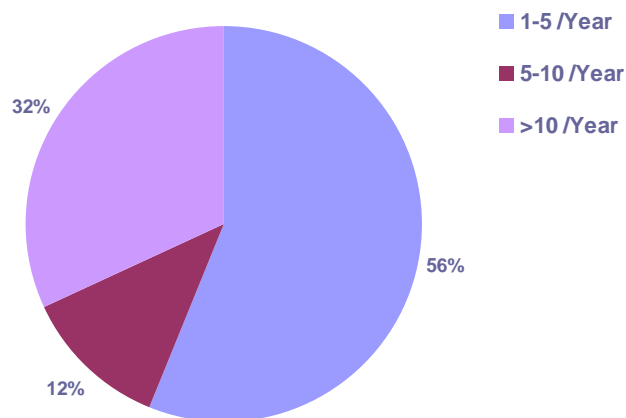
Figure3: Years of Experience in ADCO



Fields Visits Frequency:

As evident from the chart shown below, majority of the ladies responding to the survey visit the fields 1-5 times per year (around 56%) followed by ladies with more than 10 times field visit per year (32%) and those with 5-10 times visits per year (12%).

Figure4 : Field Visits Frequency

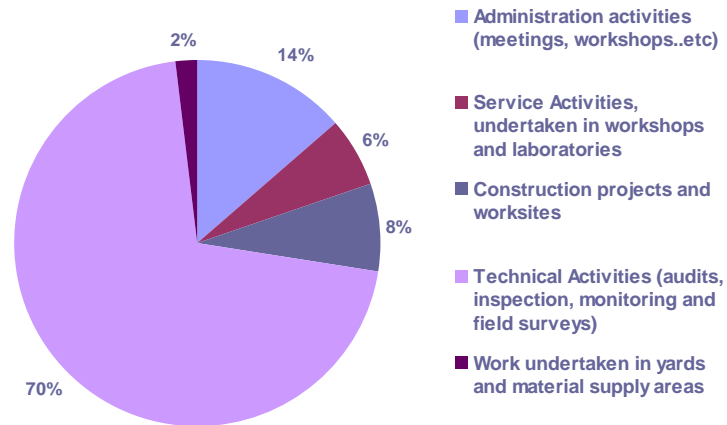




Ladies Work Activities in the Sites:

The survey findings indicate that the majority of the respondents (71%) visit the sites for auditing, inspection, monitoring and field surveys. This category has the highest weight in the survey evaluation.

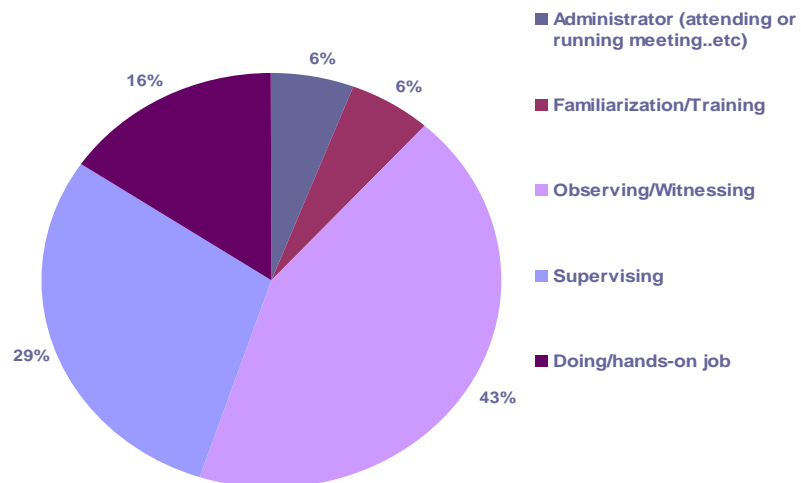
Figure5 : Field Work Activities



Ladies Work Nature/Responsibility in the Sites:

The majority of the ladies (43%) identified their responsibility during the field visit as observing or witnessing, followed by 29% of ladies who have a supervisory responsibility.

Figure6 : The Nature of Field Work





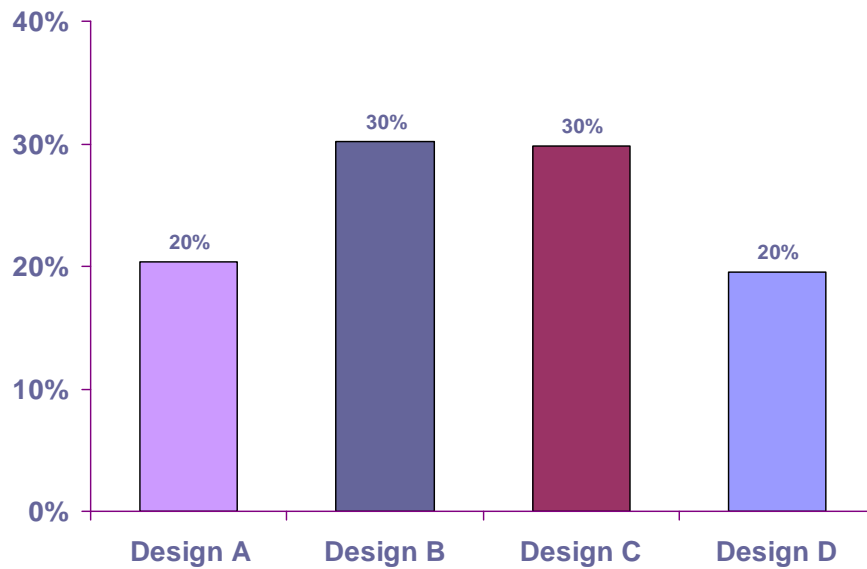
PART TWO: FIELD UNIFORM SELECTION:

The objective of this part is to rank the designs and colors in order to select the most preferred ones. The survey also checked the impact of Field Uniform HSE policy implementation on the ladies acceptance to visit the fields through the survey.

Uniform Design Selection:

Four designs were proposed to the ladies. Designs B and C (Refer to the Appendix) were selected by the ladies as the most preferred designs.

Figure7 : Designs Selection





Uniform Color Selection:

Four colors have been proposed to the ladies which are Black, Gray, Dark Brown and Olive. As evident from the chart shown below, the majority of participants (28%) select the black as preferable one, followed by grey and brown (26% each) then the olive color (21%).

The survey findings indicate that 8% of participants do not accept wearing black uniform and prefer any colors rather than black. The reason as they mentioned that the black color absorbs heat and may trap dust. On the other hand, 14% of ladies do not accept wearing any color other than the black as it is only the color that they feel is culturally acceptable.

