WOMEN IN ENERGY

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Harleen Kaur Sindhu
(Renewable Energy Lead - Shell Kazakhstan B.V.)
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SHELL NEW ENERGIES TARGETS FOR EQUAL PARTICIPATION OF WOMEN ACROSS ALL BUSINESS DIVISIONS AND FUNCTIONAL AREAS
SHELL KAZAKHSTAN – CASE STUDY

Commercial Advisory and New Business Development
Policy advocacy, auction participation, partnership discussions, land procurement

Specialist Legal Advisory for Renewables
Policy advisory, MOUs, HOAs, JDAs, JVAs

Technical:
Detailed design preparation, grid and impact assessment studies, monitoring project execution, geotechnical studies, technology selection and procurement, EPC and O&M contractor management, Asset Management

Specialist Financial Advisory for Renewables
Engagements with DFIs, preparation of loan documentation, economic and financial modelling

90% of Shell Kazakhstan’s RES team comprises of women working across all functions

Renewables are expected to create >10 MLN jobs globally by 2030* and Shell hopes to achieve a strong participation by women in this growth

SHELL’S APPROACH TO TALENT DEVELOPMENT

1. Promote on-job training & skill development
2. Support growth of women leaders
3. Promote STEM programmes for women students
4. Support women entrepreneurs