



BEST PRACTICES GUIDE FOR GENDER EQUALITY IN THE BIOGAS SECTOR

A guide to events, meetings and gatherings for companies,
universities and rural areas

A WOMAN CAN BE
WHEREVER SHE
WANTS TO BE!



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A guide to events, meetings and gatherings for
companies, universities and rural areas

Translated version
London, UK
March, 2025

This document was drawn up by the **Mulheres do Biogás** network on a voluntary basis to be freely used by institutions (private, public, teaching, research, etc.) working in the biogas and biomethane sector in order to guide their conduct in favour of gender equality at events, meetings, gatherings, fieldwork and technical site visits.

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1ª Edition

Printing: 000 copies

Cataloging-in-Publication (CIP) Data - Sbera

Best practices guide for gender equality in the biogas sector [livro eletrônico]: a guide to events, meetings and gatherings for companies, universities and rural areas/Crislaine Florzino Flor [et al.]; coordenação Maria Paula Cardeal Volpi; [tradução Karina Navarro]. 1. ed. Concórdia, SC:Sbera, 2025. PDF

Título original: Guia de boas práticas em prol da equidade de gênero no setor de biogás

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ISBN 978-65-88155-13-4

1. Biogás 2. Equidade 3. Relações de gênero I. Volpi, Maria Paula Cardeal. II. Flor, Crislaine Florzino. III. Dias, Danielle de Oliveira Machado. IV. Campanari, Maria Luiza Rodrigues. V. Camiloti, Priscila Rosseto.

CDD-305.3

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ACKNOWLEDGEMENTS

The Mulheres do Biogás network is a voluntary initiative that has received support from various people and organisations since its creation and this Guide is another achievement of this work.

To find out more about the network's history and supporters, visit www.mulheresdobioogas.org.

Our sincere thanks go to Vivian Fracasso for her invaluable help with the layout of this guide. Her talent and dedication were essential to the realisation of this project.

We would also like to thank Karina Navarro for the English translation, which played a key role in making this guide accessible to a broader audience.

We are grateful to Sbera and Embrapa for their important contribution to the layout and publication of this guide. We also thank the World Biogas Association for supporting the English version of this guide.



Sociedade Brasileira dos Especialistas em Resíduos
das Produções Agropecuária e Agroindustrial



WORLD BIOGAS
ASSOCIATION

WHO WE ARE

A women's network that has been connecting and empowering women in the biogas and biomethane sector in Brazil, offering a safe and welcoming space to exchange experiences and network.

Mission: Connecting and empowering women in the biogas sector in pursuit of gender equality.

Values: Just Energy Transition; Diversity and Representation; Female Empowerment; Mutual Respect and Dialogue; Sorority; Boldness and Creativity; Optimism; and, Sustainable Development Goals.

Volunteers:

- 11 advisory counsellors
- 15 honorary counsellors
- 15 leaders
- 6 coordinators



WHAT IS GENDER EQUITY?

Gender equity means making sure everyone is treated fairly by recognising both the need for equal rights and the fact that people of different genders may have different needs and experiences. It includes:

- A formal approach; ensuring everyone is treated equally under the law and in practice.
- A practical approach; recognising that people of different genders may face different challenges, so policies and actions should reflect those differences to ensure fairness.

Gender equality is about ending discrimination, injustice, and unequal treatment—especially towards women—in all areas of life, including social, economic and political.

It is based on the principle of equity; recognising and valuing gender differences so that everyone has truly equal access to rights, opportunities and treatment.

INTRODUCTION

In all sectors of the economy, gender inequality is a reality. The biogas sector is no different. Gender inequality can be observed from the unequal representation of women in leadership and decision-making positions to under-representation in technical and operational areas.

In addition, women face barriers related to a lack of access to training and qualification opportunities, as well as gender stereotypes that can limit their career progression.

In order to promote gender equality in this sector, it is essential to implement policies and actions aimed at including, empowering and promoting women. Creating a more diverse and inclusive environment can result in significant benefits for innovation and sustainable growth in the biogas sector.

GENDER INEQUALITY IN THE BIOGAS SECTOR

Internal Survey on Gender Equality Challenges

- Conducted within the Women in Biogas network
- December 2023 - January 2024
- Total respondents: 46



Women identified the following key workplace challenges:

- 53%** Stereotypes and prejudices
- 44%** Communication barriers
- 39.5%** Exclusion from decision-making
- 39.5%** Lack of representation

Among the barriers to women's career advancement, the following were highlighted by the respondents:

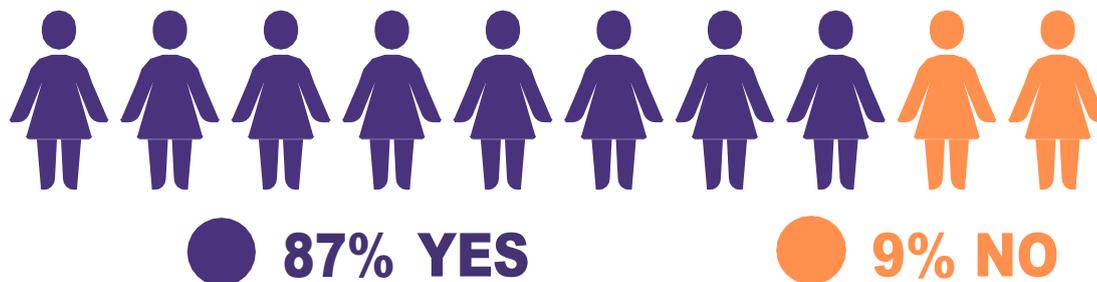
- Wage inequality
- Non-inclusive work environment
- Gender bias in promotions
- Lack of mentoring opportunities

65% of respondents have felt intimidated or suffered some kind of sexual harassment in the workplace



3% chose not to respond

87% of respondents have been interrupted by men in some professional situation



4% chose not to respond

69% of respondents reported experiencing gender discrimination in the workplace, as illustrated by the examples below:

- Being passed over for a promotion due to pregnancy
- Having a leadership opportunity blocked
- Being excluded from key team decisions and conversations
- Hearing male colleagues say she didn't deserve pay during maternity leave.



GOOD PRACTICE HINTS TO STRENGTHEN GENDER EQUALITY





1

VALUE DIVERSITY

- Ensure equal representation of women and men on event panels and speaker line-ups.
- Ensure equal representation between female and male candidates in hiring processes.



- Promote diversity across gender, race, ethnicity, sexual orientation, age and personal or professional background.
- Ensure equal and fair work conditions, opportunities and platforms so everyone can advance and succeed.

2

RAISE AWARENESS AND ADDRESS MORAL AND SEXUAL HARASSMENT BY:

- Developing and sharing clear policies and protocols on moral and sexual harassment
- Establishing accessible and confidential reporting channels
- Widely communicating these reporting options to all employees
- Creating a safe and trusting environment for victims to come forward
- Providing prompt and effective support to those who report incidents.



3 PROMOTE PANELS AND DEBATES ON GENDER EQUITY

- Organise discussions through lectures, seminars and roundtables, alongside training sessions and workshops.
- Host dedicated panels focused on gender equity to explore challenges and strategies for overcoming prejudices.



4

PROMOTE MENTORING AND NETWORKING

- Facilitate opportunities for women to connect with leaders and mentors in their areas of interest.
- Create exclusive networking spaces for women, where they can share experiences and knowledge.



5 USE INCLUSIVE LANGUAGE AND COMMUNICATION

- Ensure all promotional materials and event communications use inclusive language so everyone feels represented—for example, say, “All **individuals** attending the event must submit the signed forms.”



- Make it clear that sexist jokes or comments are unacceptable in the workplace or at events, such as: “This isn’t a job for a woman”; “Women are fragile”; “They cry about everything”; “She must be PMSing.”

6

PROMOTE DIVERSE LEADERSHIP THROUGH TRAINING AND MENTORSHIP

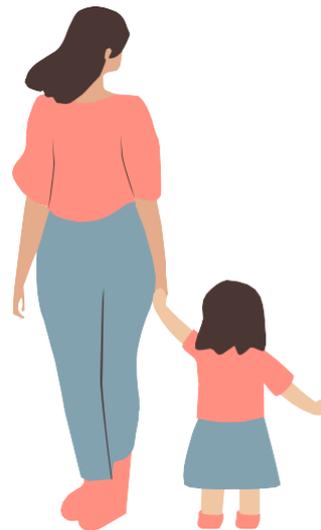
- Implement training and mentoring programs that foster more diverse leadership, with attention to gender and racial representation.
- Provide women with opportunities to advance into leadership roles and offer targeted training to support their development.



7

SUPPORT MOTHERS, CAREGIVERS AND MATERNITY LEAVE

- Provide flexible working hours to support a smooth transition back to work after maternity leave. While returning employees are fully capable, they may benefit from adaptable schedules as they adjust to new routines.
- Ensure events are inclusive by offering facilities such as on-site crèches or childcare options, enabling mothers to participate fully.



8

RECOGNISE AND CELEBRATE WOMEN'S ACHIEVEMENTS

- Identify and reward the outstanding achievements of women in their respective fields, highlighting inspiring examples and role models. This recognition not only celebrates the talent and hard work of women but also serves as a stimulus for other professionals, encouraging them to reach their goals and full potential.
- Demonstrate commitment to gender equality and strengthen an organisational culture that values diversity and professional excellence, contributing to a more inclusive and motivating work environment for all.



9

MEASURE INCLUSION TO DRIVE BETTER OUTCOMES

- Regularly evaluate diversity and gender equity at events, gathering feedback from participants and adjusting strategies as necessary.



10 PLANNING AND MONITORING

- Plan concrete actions based on event feedback and workplace monitoring.
- Create targeted strategies and policies to address identified issues and promote a fairer, more inclusive and equitable work environment for all stakeholders.



FINAL MESSAGE

The Women in Biogas network believes that everyone—women and men alike—can play a part in building a more gender-equal future through everyday actions.

Empowering women in the biogas sector isn't just about fairness; it's essential for creating a more sustainable, innovative and efficient industry. Together, we can transform challenges into opportunities and drive real progress toward gender equity and sustainable development.

THIS GUIDE WAS INSPIRED BY THE FOLLOWING DOCUMENTS

- Diversity and Inclusion Guide (Guia de Diversidade e Inclusão)
- MDC 2022
- Good Practices in Events and Fairs in the Solar Energy Sector (Boas Práticas em Eventos e Feiras do Setor de Energia Solar)
- MeSOL
- Guide to Good Practices in Gender Equality in Public Management (Guia de Boas Práticas de Equidade de Gênero na Gestão Pública)
- Secretaria da Fazenda de Niterói

Printing and finishing



Take part and support the initiative:

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