



Submission by MPower Brasil

to the COP30 Presidency Roadmap on the Transition Away from Fossil Fuels in a Just, Orderly and Equitable Manner

MPower Brasil welcomes the opportunity to contribute to the COP30 Presidency Roadmap on the Transition Away from Fossil Fuels in a Just, Orderly and Equitable Manner. As a Brazilian non-profit focused on advancing women's participation, retention and professional progression in the energy sector, MPower Brasil submits that gender equality should be treated as an implementation variable of the transition rather than as a parallel social objective.

The transition away from fossil fuels is often framed primarily in terms of technology, finance, infrastructure and regulation. These dimensions are indispensable, but they do not by themselves determine whether the transition is capable of operating at full productive capacity. The composition of the workforce, the distribution of access to technical and managerial roles, and the structure of decision-making within the sector also shape implementation outcomes. Where the transition proceeds through labour markets and governance arrangements that reproduce exclusion, it risks weakening both the quality and the legitimacy of implementation.

A roadmap concerned with implementation should therefore address not only how to replace fossil energy systems, but also how to ensure that the emerging energy economy does not reproduce long-standing patterns of exclusion within the sector.

I – Policy levers and enabling conditions

Integrating gender into transition governance frameworks

A first enabling condition is the incorporation of gender equality into the governance architecture of the transition itself. This requires moving beyond isolated diversity initiatives and instead embedding gender-responsive considerations into sector planning, labour market strategy, regulatory reporting, public procurement, industrial policy and corporate governance. In implementation terms, gender should be treated as a variable relevant to institutional performance, workforce resilience and governance quality.

This is particularly important because the transition depends on coordinated action across public authorities, firms, regulators, training institutions and financial actors. Where gender equality is not built into these systems, inclusion efforts tend to remain fragmented and discretionary. By contrast, integration



into core governance mechanisms allows gender considerations to move from peripheral commitments to operational criteria.

Recruitment, retention and progression as distinct policy domains

A second lever is to treat recruitment, retention and career advancement as distinct, though interconnected, policy domains. Entry into the sector is only one component of inclusion. Without retention mechanisms and credible advancement pathways, increased participation does not translate into sustained professional presence or influence. This distinction is important because many organisations can improve entry-level representation while continuing to reproduce bottlenecks in mid-career progression and senior leadership access.

A more technically grounded approach should therefore consider the full employment cycle. Relevant measures may include transparent recruitment procedures, anti-bias safeguards in selection and promotion, structured mentoring and sponsorship mechanisms, equitable access to strategic assignments, family-compatible workplace policies, and internal monitoring of progression outcomes. The objective should not be limited to increasing representation numerically, but to improving the quality and durability of women's participation in the sector.

Data, metrics and accountability

A third enabling condition concerns measurement. The absence of sufficiently granular data weakens both diagnosis and accountability. Aggregate data on workforce participation can mask substantial disparities across occupations, contract types, organisational hierarchies and leadership levels. A more robust governance approach requires gender-disaggregated data on hiring, retention, pay, promotion, occupational concentration, managerial progression and executive representation.

Data systems shape institutional visibility and therefore policy response. What remains unmeasured is less likely to be governed. The transition would benefit from stronger expectations regarding the collection, publication and monitoring of workforce diversity data by public authorities, regulators and firms. Over time, such data can support benchmarking, identify institutional bottlenecks and enable more evidence-based policy interventions.

II – Frameworks for just, orderly and equitable pathways

A just, orderly and equitable transition should encompass not only the distribution of costs and benefits across countries, regions and workers, but also the internal organisation of opportunity within the sectors responsible for implementation. Justice in this context is not exhausted by job creation. It also requires attention to who has access to those jobs, under what conditions,



with what prospects of retention and advancement, and with what degree of influence over institutional decision-making.

If gender inequality is treated as a downstream issue to be corrected after new sectors and governance arrangements are consolidated, structural asymmetries are likely to become embedded more deeply over time. By contrast, incorporating inclusion objectives early in sector expansion can improve labour market design, organisational standards and leadership pipelines before exclusion becomes institutionalized in new ways.

Equity also requires disaggregation within the category of “women.” In practice, access to the energy sector is mediated by intersecting inequalities related to race, class, territory, ethnicity and educational opportunity.

From this perspective, a gender-responsive transition is one that combines decarbonization objectives with institutional reforms capable of broadening access to strategic leadership within the sector.

III – Priority recommendations for the COP30 Presidency Roadmap

In light of these enabling conditions and frameworks, MPower Brasil respectfully suggests that the COP30 Presidency Roadmap incorporate the following practical outcomes:

1. Recognize gender equality as a core implementation issue within the transition away from fossil fuels, including in labour market policy, industrial strategy, sectoral governance and corporate decision-making.
2. Encourage governments, regulators and energy companies to adopt gender-disaggregated data systems covering recruitment, retention, remuneration, promotion, occupational distribution and leadership representation.
3. Promote policy and organisational measures that address the full employment cycle, including women’s entry into the sector, retention over time and progression into technical, managerial and executive roles.
4. Support the integration of gender-responsive criteria into public policy instruments, including regulatory reporting frameworks, public procurement rules, skills strategies and transition planning processes.
5. Encourage stronger institutional accountability for advancement and leadership outcomes, rather than limiting inclusion efforts to general commitments on participation.
6. Promote intersectional approaches to inclusion, recognizing that gender disparities may be compounded by race, ethnicity, territory and socio-economic inequality, especially in Global South contexts.