

Policy Reports

Access the main reports, assessments and research publications developed within Women4AGreenEU.

These reports provide the evidence base for the Policy Observatory and support policy development, advocacy activities and stakeholder engagement.

Women in Green Tech Policy Assessment Framework (D2.1)

Comparative Policy Assessment Across Eight European Countries

The **Women in Green Tech Policy Assessment Framework (D2.1)** is the main analytical report of the Women4AGreenEU Policy Observatory.

It examines how national and EU policies influence women's participation in green technology education, vocational education and training, STEM pathways, green skills development and employment in emerging green sectors.

Countries Covered

BG Bulgaria
HR Croatia
CY Cyprus
FR France
GR Greece
IE Ireland
PT Portugal
SE Sweden

Content Includes

- Policy Assessment Framework
- Country Analyses
- Cross-Country Comparison
- Structural Barriers
- Policy Gaps

- Stakeholder Consultation Insights
- Gender Equality and Green Transition Analysis
- Skills, VET and Labour Market Findings
- Emerging Opportunities for Policy Innovation

Key Findings

- Green transition policies remain largely gender-neutral.
- Women continue to be underrepresented in STEM, technical education, VET and green technology employment.
- Education and VET reforms are progressing, but they are not yet sufficiently gender-responsive.
- Labour markets continue to reproduce existing inequalities in emerging green sectors.
- Gender equality, education, labour market and climate policies are often developed separately.
- Stronger coordination is needed between ministries, education providers, employers and gender equality actors.
- Gender-disaggregated data is limited, especially in green technology and emerging green occupations.
- VET modernisation offers an important opportunity to support women's access to green skills and green jobs.

Available Resources

[Full Report]: [Women4AGreenEU D2.1 Women in Green Tech Policy Assessment Framework .pdf](#)

Country Policy Assessment Reports

Explore national policy assessments developed under the Women4AGreenEU project.

Each country's report presents the national context, relevant policies, key barriers, policy gaps and opportunities for strengthening women's participation in green technology sectors.

Available Country Reports

BG Bulgaria Country Policy Assessment

Bulgaria is advancing its green and digital transition through EU-supported policy frameworks and investment in ICT, renewable energy, energy efficiency, engineering services and environmental monitoring.

The report highlights persistent gender stereotypes, limited gender-sensitive career guidance, weak links between gender equality and green transition policies, and the need for stronger coordination across policy domains.

[Read Bulgaria Report] : [Policy Assessment T2.1 Bulgaria.docx](#)

HR Croatia Country Policy Assessment

Croatia is progressing towards a greener and more digital economy through EU cohesion policy, the National Recovery and Resilience Plan and national strategies related to renewable energy, environmental protection, sustainable mobility and innovation.

The report identifies persistent gender segregation in technical education and employment, weak integration of gender equality into green policies, and opportunities to use VET reform to support women's entry into green technology sectors.

[Read Croatia Report] : [Policy Assessment T2.1 Template CROATIA.docx](#)

CY Cyprus Country Policy Assessment

Cyprus is advancing its green and digital transition through the Recovery and Resilience Plan, the National Energy and Climate Plan and sectoral strategies for renewable energy, energy efficiency, sustainable mobility and digital services.

The report highlights high female educational attainment but continued underrepresentation of women in STEM, technical VET, engineering and green technology employment.

[Read Cyprus Report] : [Policy Assessment T2.1 Template Word Cyprus.docx](#)

FR France Country Policy Assessment

France has a mature green and industrial policy environment supported by France 2030, the National Low-Carbon Strategy and major investments in renewable energy, green hydrogen, sustainable mobility and environmental technologies.

The report identifies strong gender equality structures, but limited integration of gender equality into green transition and industrial strategies.

[Read France Report] : [Policy Assessment T2. in France.docx](#)

GR Greece Country Policy Assessment

Greece is undergoing green and digital transformation through the National Energy and Climate Plan, the Recovery and Resilience Plan and reforms in education, vocational training and labour market policy.

The report highlights persistent underrepresentation of women in STEM, technical VET, engineering and green technology employment, as well as weak gender integration in green transition policies.

[Read Greece Report] : [Policy Assessment T2.1 Template Word Greece.docx](#)

IE Ireland Country Policy Assessment

Ireland is experiencing rapid green and digital transformation, supported by Climate Action Plan 2023, Project Ireland 2040 and the National Skills Strategy.

The report highlights strong skills governance, but also low female participation in technical apprenticeships, workplace barriers in construction and engineering, and limited gender targets in green skills initiatives.

[Read Ireland Report] : [Policy Assessment T2.1 Template \[IRELAND\].docx](#)

PT Portugal Country Policy Assessment

Portugal is advancing its green and digital transition through the National Energy and Climate Plan, the Recovery and Resilience Plan and strategies for renewable energy, energy efficiency, sustainable mobility and environmental innovation.

The report highlights Portugal's renewable energy leadership while identifying limited gender integration in green transition policies and technical skills pathways.

[Read Portugal Report]: [Policy Assessment T2.1 Portugal.docx](#)

SE Sweden Country Policy Assessment

Sweden is recognised for gender equality, sustainability and innovation, with strong climate, industrial and social policy frameworks.

The report highlights that although Sweden has advanced gender mainstreaming systems, women remain underrepresented in technical VET, engineering, energy, manufacturing, construction and industrial green technology sectors.

[Read Sweden Report]: [Policy Assessment T2.1 Sweden.docx](#)

Cross-Country Comparative Analysis

The Cross-Country Comparative Analysis provides an overview of common patterns, differences and policy challenges across the eight Women4AGreenEU partner countries.

Countries Included

BG Bulgaria
HR Croatia
CY Cyprus
FR France
GR Greece
IE Ireland
PT Portugal
SE Sweden

Topics Covered

- Gender Equality Frameworks
- Skills and VET Systems
- Labour Market Dynamics
- Green Transition Policies

- Governance Structures
- Employer Engagement
- Policy Coordination
- Gender-Disaggregated Data
- Policy Innovation Opportunities

Cross-Country Findings

- All countries have gender equality frameworks, but these are rarely connected to green transition strategies.
- Green transition policies are ambitious, but they usually remain gender-neutral.
- VET and skills policies are evolving, but women's participation in technical and green pathways remains limited.
- Labour markets continue to reflect gender segregation, especially in engineering, energy, construction, manufacturing and ICT-related green sectors.
- Coordination between gender equality, education, employment and climate policy actors remains weak.
- Gender-disaggregated data on green technology and green employment is limited across countries.
- Policy innovation opportunities exist through VET reform, green skills development, employer incentives, mentoring and improved monitoring systems.

Comparative Analysis Sections

Gender Equality Frameworks

All partner countries have gender equality legislation and policy strategies. However, gender equality frameworks often do not specifically address green technology, technical VET, STEM pathways or emerging green jobs.

Skills and VET Systems

Education and VET systems are increasingly incorporating digital and green skills, but gender-responsive approaches remain uneven. Women are still underrepresented in technical pathways linked to green technology.

Labour Market Dynamics

Green sectors are expanding, but many are connected to traditionally male-dominated industries such as energy, engineering, construction and manufacturing. Without targeted measures, existing inequalities may continue.

Green Transition Policies

National green transition and climate strategies are central to future employment and skills development. However, they rarely include gender equality targets, gender-sensitive indicators or women-focused participation measures.

Governance Structures

Policy coordination is often fragmented. Ministries and institutions responsible for gender equality, education, labour markets and climate policy frequently work in parallel rather than through integrated mechanisms.

Policy Innovation Opportunities

The analysis identifies opportunities for gender-responsive VET reform, women-focused green skills pathways, inclusive employer practices, mentorship programmes, gender-disaggregated monitoring and stronger policy coordination.

[Read Cross-Country Analysis]: [Women4AgreenEU_D2.1 Women in Green Tech Policy Assessment Framework .pdf](#)

Policy Brief Series

The Policy Brief Series presents short, evidence-based publications designed for policymakers, educators, employers, training providers, civil society organisations and stakeholders working on gender equality and the green transition.

Each policy brief summarises key evidence, explains why the topic matters and highlights practical policy considerations.

Available Policy Briefs

Gender Equality & Green Transition

This policy brief explains why gender equality must be integrated into green transition strategies.

It highlights the risk that women may be excluded from emerging green jobs if climate, energy and industrial policies remain gender-neutral.

Key focus areas:

- Gender mainstreaming in green policies
- Women's participation in green transition planning
- Gender-sensitive climate and industrial strategies
- Inclusive governance mechanisms
- Gender-disaggregated monitoring

[Read Policy Brief]: [Policy Briefs](#)

Women in STEM & Green Skills

This policy brief focuses on women's participation in STEM education, technical training and green skills pathways.

It highlights the importance of early guidance, role models, inclusive curricula and flexible learning pathways.

Key focus areas:

- Women in STEM education
- Green skills development
- Technical VET participation
- Career guidance
- Role models and mentoring
- Digital-green skills pathways

[Read Policy Brief]: [Policy Briefs](#)

Inclusive Green Labour Markets

This policy brief examines women's access to employment, retention and progression in green technology sectors.

It focuses on recruitment practices, workplace culture, employer engagement and inclusive career progression.

Key focus areas:

- Women in green jobs
- Inclusive recruitment
- Workplace equality
- Employer incentives
- Retention and career progression
- Women in technical and industrial roles

[Read Policy Brief]: [Policy Briefs](#)

Green Skills & VET

This policy brief focuses on the role of vocational education and training in supporting women's access to green technology careers.

It highlights how VET reform can create more inclusive pathways into renewable energy, circular economy, sustainable mobility, environmental technologies and green industry.

Key focus areas:

- Gender-responsive VET reform
- Green curricula
- Apprenticeships
- Lifelong learning
- Reskilling and upskilling
- Flexible learning pathways for women

[Read Policy Brief]: [Policy Briefs](#)