



European Institute for
Gender Equality

Future Issues and Trends for Gender Equality

Foresight Toolkit by EIGE on Futures of Gender Equality: A How-to Guide.

Realised by EIGE, in cooperation with Future Impacts

Authors (Future Impacts): Cornelia Daheim, Nele Fischer, Clara Jöster-Morisse, Jessica Prendergast

Contents. What you will find in this toolkit.

Introduction

Page 3

Why foresight supports working towards gender equality.

How this toolkit was created and how it can be used.

Background: Working with Foresight, Future Issues and Trends

Page 7

On foresight work with future issues and trends.

How this toolkit applies future issues and trend analysis.

The Workshop: Facilitation, Templates, and Tips & Tricks

Page 11


How to set up and frame the workshop in your context.

How to facilitate the workshop step-by-step, with detailed tips for the working sessions, the templates and an overview agenda.

Appendix

Page 19

References and more tools and resources.



“Once we know there is not one predictable future (...) we are freer to imagine alternative futures and work towards creating the futures we prefer - for self and humanity”

(Gidley, 2017, p. 137)

*Statement by Jennifer Gidley, well-known futurist and writer, from her book *“The Future: A Very Short Introduction”*.

Introduction. Gender Equality, Foresight and This Toolkit.

The future is an **ever-present consideration** for those engaged in advancing gender equality, with a constant focus on striving **towards gender-equal futures**. By using the plural “futures”, this toolkit highlights that perspectives on gender-equal futures are **diverse and multifaceted, shaped by different contexts and understandings, and dependant on intersecting inequalities**. These futures of gender equality are far from certain; changing times and evolving developments will significantly influence the trajectory toward achieving equality for all. Given that, even by the most optimistic estimates (without considering potential backlashes), **gender equality in the EU is still over 60 years away** (EIGE, 2023), there is a pressing **need to proactively engage with these futures**.

This is where foresight comes in. **Foresight aims to systematically engage with possible and desirable futures to orient today’s actions and decisions towards improving long-term outcomes**. Foresight has a long tradition both as an academic field and as an applied endeavour (Gidley, 2017).¹ It became especially prominent in the public and research sector from the 1950s and in the private sector beginning in the 1970s (ibid.). Today, foresight is applied for policymaking, strategy-building or the creation of visions across sectors, including public institutions, corporations and NGOs. **Foresight is especially widely used across the EU system and EU institutions**, e.g. at the Joint Research Centre of the European Commission (JRC), within the European Strategy and Policy Analysis System (ESPAS) or at the Science and Technology Options Assessment (STOA) Panel of the European Parliament (Daheim, 2023).

By identifying and anticipating change with the help of foresight, we can **equip ourselves with options to pro-actively work towards desirable futures**, instead of staying reactive. Foresight deliberately engages with **multiple, alternative futures** rather than forecasting one single future, thus integrating the flexibility needed for robust strategies in a changing world (Gidley, 2017). The use of foresight approaches in the public sector also promotes **systems thinking** and aims at creating **anticipatory knowledge** beyond the boundaries of policy areas and institutional silos (Miles et al., 2016). Engaging with future-oriented activities thus entails participatory processes involving a diverse range of experts and stakeholders and uses more speculative elements than conventional scientific work (ibid.). Historically, foresight has been male- and technology-dominated and often applied in a gender-blind manner (Bergman et al., 2014; Gunnarsson-Östling, 2011). However, when implemented through a **gender-responsive lens**, it offers opportunities to envision and work collectively **towards just and equal futures** (EIGE, 2024a).

¹ see e.g., Gidley, 2017 for a general introduction into futures studies and foresight and especially p.5, for details on different connotations of the terms foresight, futures research, futures studies or prospective, and their history.

Within this context, EIGE has been actively **building its foresight capacity**, both internally and with its stakeholders, through a range of activities. These include a series of **workshops with experts from governments, businesses, policy, and advocacy groups**, from which **five key issues** emerged that significantly impact the future of gender equality and of intersecting inequalities in the EU (these issues will be used in this toolkit; EIGE 2024b). Additionally, EIGE published a resource aimed at **integrating gender considerations into EU foresight initiatives**, promoting gender-responsive and intersectional foresight practices (EIGE, 2024a). Through these initiatives, EIGE strives to **systematically examine the future of gender equality**, **outline strategic pathways** for itself and its stakeholders, and to **inspire and facilitate wider discussions** around the future of gender equality and intersecting inequalities. Ultimately, EIGE aims to make equality between women and men a reality for all Europeans and beyond.


EIGE's most recent futures activity integrates **foresight elements into the Gender Equality Forum 2024** via two Youth Visioning Workshops and a Foresight Masterclass. **This toolkit has been developed in the lead-up to the Forum**, close to which it will be officially launched. At the Forum itself, a Foresight Masterclass will pilot its use. The toolkit thus serves as a resource to support the 2024 Forum's objective - **to plot a course for a future in the EU that is just, inclusive, and sustainable**.

Accordingly, the primary aim of this toolkit is **to support a diverse audience**, including researchers, activists, policymakers, and others working to advance gender equality. It seeks to connect the worlds of academic futures studies, corporate strategic foresight, and a more critical tradition, feminist-informed foresight², **offering practical tools and methods** for integrating futures-thinking into a wide range of gender equality initiatives and contexts. Additionally, it serves as a practical example of and tool for incorporating gender equality thinking into strategic foresight, enabling the exploration of a broader, more inclusive spectrum of futures, thus also aiming to support that gender equality perspectives will be integrated more into strategic foresight activities generally. The toolkit **empowers its audience - you - to independently conduct your own foresight exercise, by realising a respective workshop**. It requires no prior experience or knowledge of foresight, making it an ideal starting point for beginners. **Highly adaptable**, it can be tailored to suit specific contexts; whether used as an introduction to integrating foresight into ongoing activities or as a standalone initiative, as its flexibility allows you to customise phases and steps to specific needs, such as adjusting the length or focus of workshops as required.

The **toolkit is based on** widely used foresight approaches (as outlined in the next chapter). It builds strongly on the **five future issues identified via EIGE's foresight activities** (EIGE, 2024b), as well as on elements of a toolkit from the European Commission's Joint Research Centre's foresight team, as available in their trend assessment toolkit (EU JRC, 2019). These future issues and trends form the starting point for this toolkit and are available as [card sets in separate documents](#).

In the following sections, you will be introduced to how foresight works with future issues and trends and to how the workshop presented here supports work on futures of gender equality. Afterwards, you are walked through all the details, templates and tools needed to realise the workshop on futures of gender equality. For those interested in diving deeper into the topic, the annex supplies references and additional tools and resources.

² Feminist-informed foresight refers to a range of approaches that draw on various feminist perspectives or insights from gender studies as a foundation for applying foresight methods and techniques (for further details, see Feukeu, 2024).




What changes can we
observe today?

Why are these changes
happening, where and at
what speed?

What does that mean for
our actions today?

*The guiding questions of future issues and trend analysis.



“By the year 2000,
housewives (...) will
probably have a robot
‘maid’ shaped like a box.”

(The New York Times, 1966,
in Lee, 2000)

*Statement written in a New York Times article from 1966, collected by Laura Lee in her book *Bad Predictions*. This quote exemplifies how considerations of gender equality and of intersecting inequalities are often sidelined when thinking about the future. While technological advancements are assumed to lead to significant progress, such predictions frequently perpetuate outdated societal roles - in this case, reinforcing the stereotype of women as housewives while imagining technological innovations like robots. It highlights the tendency to envision progress in technology, but also in other fields, without considering changes in the social world.

However, it is evident that the changes we observe today almost all have significant effects for gender equality in the future.

Background. Foresight Work with Future Issues and Trends.

Foresight encompasses a rich and diverse set of methods and approaches. The **analysis of future issues and trends** is part of its key methodologies, used to **identify relevant emerging developments in the external environment early on**, and to understand what resulting changes might mean for one's organisation or topic.³

Typical steps of a trend analysis include the scanning of sources such as literature or news for hints on relevant developments, the identification of trends, their prioritisation and the analysis of their implications (Rohrbeck, 2013). One of the key principles applied for the analysis of trends in a foresight practice is often referred to as **'taking a 360-degree view'** (ibid.). That is, any engagement with trends should consider a variety of areas of change rather than being confined to the developments close to the topic or organisation. To foster this broad perspective, frameworks like 'STEEP' (an acronym for social, technological, ecological, economic, and political) are applied to organise change phenomena according to their area of origin.

Analysing future issues and trends is often a **first step in larger foresight processes**. This might include mapping disruptions or wild cards, harnessing (expert) knowledge on developments with Delphi surveys or using trends to inform scenarios, i.e. descriptions of different possible futures and how they came about (Rohrbeck, 2017). Understanding possible developments, including disruptions, is also a key element for building strategies for working towards desirable futures, which are then often complemented with normative approaches, e.g. for the creation of visions. **Further well-known foresight approaches** include working with serious gaming, creating experiential futures at the intersection of design, art and foresight or applying critical futures studies (Candy & Dunagan, 2017; Popper, 2008).⁴ Combining these methods wisely for a specific topic and context at hand is a central task for any foresight practitioner.

In the context of gender equality, foresight is often conducted with the aim of working **towards normative, desirable futures** - namely, **gender-equal futures** – those that are informed by **gender-transformative principles** which address the root causes of gender and intersecting inequalities by challenging and redefining the structures that uphold them. Trend and issue analysis is key to understanding potential developments and their implications, especially given that achieving gender equality in the EU remains a challenge amid both progress and backlashes (EIGE, 2023). Foresight, particularly through trend and issue analysis, supports the monitoring and evaluation of developments, including **their effects and potential to either foster or hinder gender equality**. In essence, anticipating how specific developments might advance or hinder gender equality, or introduce new challenges and opportunities, supports strategic action and policymaking, aligning with the paradigm of 'anticipatory governance'. Further, research exists that explores gender-equal and feminist futures (and strategic action) in depth, some of which explicitly stem from foresight and others using a future-oriented lens; further details on some of these resources can be found in the annex.

³ Trend analysis is often also referred to as environmental monitoring or scanning. For details on definitions, see e.g. Rohrbeck (2013)

⁴ For an overview of foresight methods directed at the public sector, see e.g. UNDP Foresight Manual (2018).

Background. A Workshop on Futures of Gender Equality.

This toolkit provides you with a future issues- and trend-based workshop designed as a starting point for exploring futures of gender equality and of intersecting inequalities. The workshop design deliberately aims to be highly usable for a diverse range of actors. The 4-hour workshop described here can serve as a first encounter with foresight and future-oriented work, guiding participants through core elements of working with future issues and trends. Clearly, this introduction only encompasses a fraction of issue- and trend-based foresight work. The workshop can (and ideally will) be complemented with additional research and analysis activities – or even with further foresight approaches.

The workshop aims at:

- Introducing participants to working with future issues and trends
- Analysing the implications of key developments in the wider environment
- Exploring potential alternative pathways and disruptions
- (optional: Developing very first ideas for strategic directions)

The outcomes of the workshop include:

- A prioritisation of developments critical for futures of gender equality
- A first overview of key implications of some prioritised future issues and trends
- A first list of potential disruptions and alternative future pathways
- (optional: Some first, rough ideas for potential action points)
- Moreover, participants will have gained (first) experience with foresight, have developed a joint perspective on relevant future developments and have had the option for future-oriented exchange

The workshop presented here is **designed to be adaptable**: The prototypical outline described here can (and should) be adapted to accommodate your specific use case and context (e.g. regarding the specific needs of the audience in terms of their foresight experience or roles, the intended use for the results, etc.).

The focus of this introductory workshop is especially on engaging with the implications of the most relevant future issues and trends for futures of gender equality (Working Sessions 1 and 2). To allow for an immediate entry point, we propose to build on existing trend analysis work, using EIGE's future issues (see EIGE 2024b). As stated, many existing trend analyses do not specifically consider a gender dimension. EIGE has addressed this gap in their foresight work, which started from a set of megatrends developed by the JRC. As one of the key outcomes of EIGE's foresight analysis so far, the set of future issues critical for gender equality were identified, and this result is used here in the form of EIGE's issue cards.

EIGE's issue cards provide you with a range of future issues that are critical from a gender equality perspective, thus forming a perfect starting point to directly dive into the discussion of developments shaping futures of gender equality and of intersecting inequalities. This way, you can build on previous trend-based work that already integrates a gender-perspective. However, if you have more time and want to use the workshop to understand how a broader variety of developments might relate to gender and what their implications for gender equality might be, you can also use the original JRC trend card set as a starting point.

Next to engaging with possible developments, the workshop asks participants to **engage with potential disruptions and basic assumptions to explore alternative pathways for futures of gender equality** (Working Session 3). This deliberately invites the inclusion of different perspectives and concepts to explore how they might shape gender equality, thus stressing the necessity of a (self)critical approach to doing foresight work, especially in the context of gender.⁵

Moreover, a fourth optional workshop step is detailed that enables discussions on first ideas for potential action points that might support more gender-equal futures (Working Session 4). This part provides a glimpse into how a future-oriented approach can guide current actions and decisions.

We aim to learn from the ways this toolkit is applied in practice, as real-world use often uncovers fresh perspectives and areas for improvement. Your feedback is invaluable, and we would greatly appreciate hearing about your implementation process, challenges faced, and outcomes achieved.

In the following, we will guide you through preparing, realising and documenting the workshop. While we include tips and tricks for each step, the focus lies on the realisation phase, including detailed descriptions of the different workshop sessions and the respective templates needed. We also include some hints for potential adaptations.

⁵ More material and inspiration for such critical, gender-oriented approaches in foresight work are provided in the annex..

„Global Challenge 11: How Can the Changing Status of Women Help to Improve the Human Condition?“

(The Millennium Project, 2024)

*The Millennium Project is a global non-profit think tank that is dedicated to exploring global futures. Operating through 70+ nodes worldwide, since 1996, it has identified 15 interconnected Global Challenges based on contributions from over 4,000 experts globally. These challenges span topics like sustainable development, climate change, education, and technology. The Challenges require collaborative actions globally - from governments, international organisations, corporations, universities, NGOs, and individuals.

Global Challenge 11 specifically emphasises the transformative role of improving gender equality in contributing to global justice and prosperity.

The Workshop. How to Set Up and Frame the Workshop.

For the prototypical workshop described here, we assume:

- A duration of **4 hours in total**
- An **overall group size** of between a minimum of six to a maximum of 30 participants (including facilitators); the recommended **size for break-out groups** is between 3 and 6 participants
- **Participants** are a diverse group of experts and/or stakeholders from within one organisation or a range of organisations and contexts working on gender equality; no prior foresight knowledge is required
- **Facilitators** are a group of experts from within the organisation, and/or supported by a specialised foresight team; it is recommended to have one facilitator per break-out group, and an overarching facilitator to manage the plenary session

However, the workshop can also be realised by any group of interested individuals or be used on one's own for analytical purposes. Furthermore, its duration can be lengthened (or shortened) to accommodate your context.

The following elements are critical to consider when you prepare the workshop, both in terms of setting the scene for your work and for preparing you for the facilitation.

Define and communicate a clear and realistic goal of the workshop.

Start by answering the questions “**What insights do we want to generate with the workshop – and what can we realistically achieve?**”. What you can achieve will, amongst others heavily depend on the time available and how familiar the participants are with future-oriented work. If this workshop is a first-time contact with foresight, aiming at achieving a complete future-proof strategy is quite unrealistic; While gathering first insights on key developments and their impact on the participant's field of work would be a realistic goal.

Define a time horizon for the futures to work with.

If you engage with near-term futures or ask participants to think more than fifty years ahead, these will strongly influence the outcomes of your workshop, i.e., **the time horizon chosen matters** due to rising uncertainty. We recommend working with a time horizon that is a bit longer than your usual planning time horizon. Usually, a time horizon of ten years into the future is used by organisations starting with foresight, as this slightly stretches a common planning horizon of 4 to 5 years while avoiding being overwhelmed.

Set the location of the workshop.

The workshop is described here with an **in-presence meeting** in mind. The chosen location should offer space for a plenary (with all participants together) as well as for working areas of breakout groups. The workshop can also be realised virtually, using an online video conferencing tool and a collaborative digital space, such as a collaborative whiteboard or office tool. For a **virtual format**, you can transfer the templates supplied into the digital, collaborative working space of your choice, so that participants can directly work into them. In a virtual setting, make sure all facilitators are highly familiar with the tools to be used and that a dedicated tech-support person is available to assist participants and the whole workshop, if need be.

Set the duration of the workshop.

The workshop described here is set up **for a duration of 4 hours but can be scaled up or down** depending on your specific goals and requirements. Overall, the workshop's duration might vary between anything from 1.5 hours to 2 days. You can shorten the workshop by focusing only on single working sessions, e.g. by only discussing implications of a given trend or by providing only a glimpse into the overall approach. You can also take more time, diving deeper into the respective sessions for an enriched discussion and sensemaking, or by adding the fourth optional additional step on sketching strategic actions. If you decide to use an online format, we recommend shortening the workshop to a duration of 3 hours (or plan for several meetings of 3 hours maximum) and to include one or two short breaks.

Identify and invite potential participants.

The insights you will generate with the workshop will strongly depend on who participates in creating them. A general recommendation and established practice in foresight is to aim **at a group of participants that is as diverse as possible, e.g. a mix of backgrounds, gender, age, etc.** Also, whom you invite should align with your goal for the workshop. For example, you might consider working within your organisation only or deliberately broaden perspectives and backgrounds by inviting external participants, e.g. experts for specific gender-related questions or areas of work, or stakeholders for a specific topic. The more important the element of strategy is for your workshop, the more crucial it is to invite interested decision-makers that can use the workshop results for e.g. planning, policymaking or innovation processes.

Prepare the practicalities and materials.

As for any workshop, you will need to **prepare the practicalities**, such as finding a respective room, organising snacks and refreshments etc. and, importantly, organise the material you will need. Specifically for this workshop, you want to:

- Print **one set of [EIGE's future issues cards](#)** (and/ or the [JRC trend cards](#) **per breakout group**, ideally using DIN A6 format (14.8 × 10.5 cm)
- Print **one [set of poster templates](#) per breakout group**, ideally, using DIN A1 format (84.1 × 5.94 cm)
- Have **pens and sticky notes** ready for each breakout group
- Prepare an **introductory presentation** about the workshop, if applicable

The Workshop. A Step-by-Step Guide for Facilitators.

A note on opening and closing the workshop.

You will **begin the workshop with an opening in the plenary**, i.e. together with all participants. This is where you will welcome participants and provide them with an overview of the workshop, both, in terms of the agenda as well as the goals and expected outcomes. If applicable, you might have a round of introductions and/ or provide more details on the background and context with a presentation. Afterwards, participants will work in smaller groups in 3 consecutive working sessions that are described on the next pages. A fourth working session is optional if there is more time available.

After the working sessions, the workshop **closes with a plenary session** in which groups share the insights from their sessions, participants have space for an open discussion and in which you will wrap up the workshop. If applicable, you can share further information on how the results will be taken, i.e., potential next steps. Depending on your specific setting, you can take more time for the open discussion in the plenary, for example, to align on follow-up actions, etc.

Please note that the opening and closing set the frame for this workshop and thus should be strongly adapted to fit your context. If you have more time, you can easily integrate more information or space for discussion.

A note on documenting the workshop.

The posters and materials are designed for participants to write their thoughts on sticky notes and place them directly on the posters. The more participants write down their ideas, the easier it becomes to capture and document all content.

After the workshop, make sure to document and summarise these results. Next to details from the discussions in the plenary and the working groups, this especially includes the prioritised issues and/or trends, key implications, most relevant alternative pathways and key action points. The basis for your documentation is the filled-out templates (with the sticky notes) as well as the facilitators' notes and observations. Make sure you take pictures of all the material.

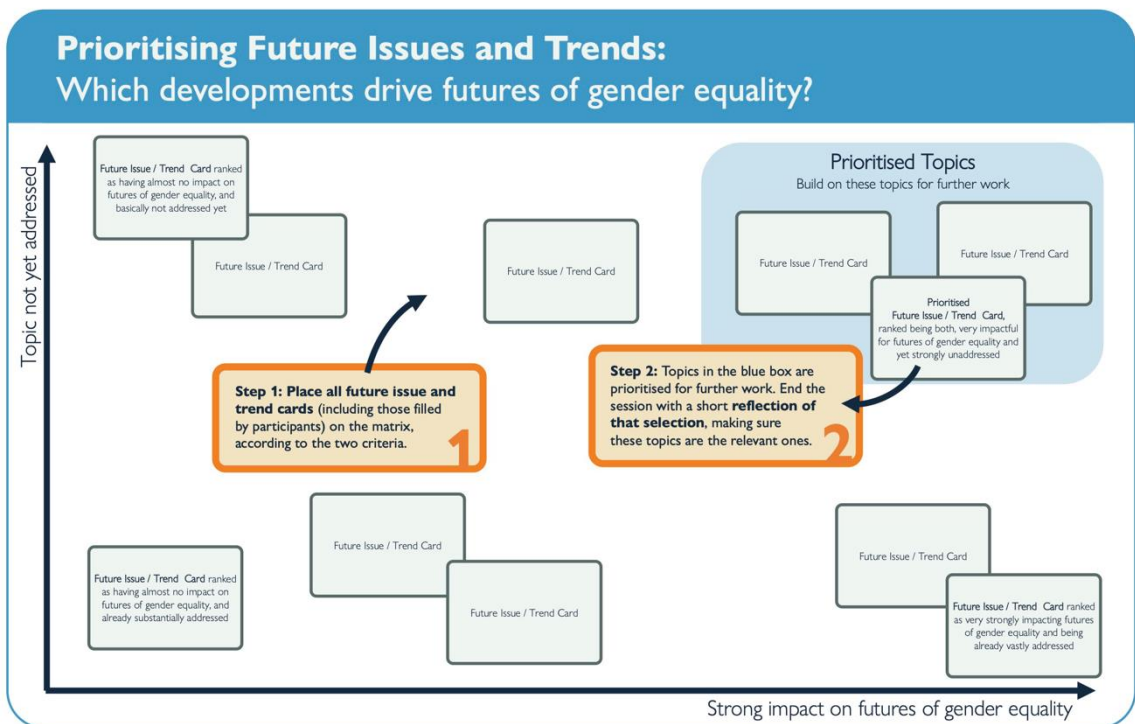
A **timely follow-up with the documentation is a crucial lever** for keeping participants involved and enabling usability of the results. Ideally, your documentation matches the goals you have set up front, so the insights gained can feed into e.g., strategy and innovation processes.

Working Session 1: Prioritising Future Issues & Trends.

The goal of this working session is to engage with future issues and/or trends and map them according to their relevance for futures of gender equality. You will work with template 1 and your chosen set of cards, i.e. the EIGE future issues cards and/or the JRC trend cards.

Start by distributing the **set of cards supplied** and allow for some time for participants to go through them. Encourage participants to **bring in additional topics**, i.e. based on their personal expertise or from existing trend analysis relevant to your context and capture them on the empty cards provided. Once participants have gained an overview of the topics, they begin by **placing the card on template 1 based on two criteria**, namely a) with regard to the future issue's or trend's assumed impact on gender equality and b) the extent to which the future issue or trend is already addressed in their context or organisation. This leads to a **prioritisation of topics** for the next steps in the workshop, i.e. you will continue to work with those topics that have a high impact on gender equality, and that are not yet (fully) addressed in your context.

In case you are working with more general trends rather than future issues, it is helpful to integrate a potentially missing gender perspective by discussing how the trend relates to gender. For example, a term like “digitalisation” might entail gender equality related aspects like data-biases, gender-specific socialisation regarding technologies, technical education for women and girls, etc. However, please note that this might need additional time.



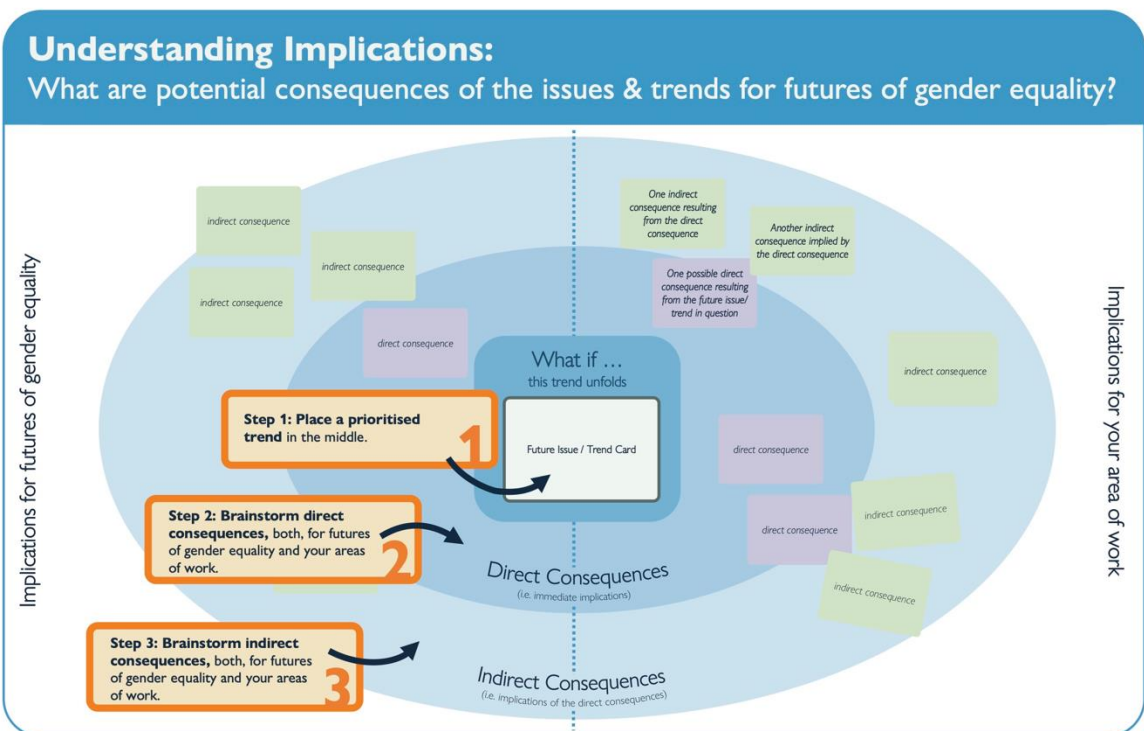
Template 1 (with instructions)

Working Session 2: Understanding Implications.

The goal of this working session is to understand the implications (i.e., the effects) of the prioritised trends both for futures of gender equality and for the participants' field of work. You will work with template 2.

This session uses **the futures wheel** as a method for brainstorming consequences of a specific development. Start by placing the card with the highest priority (as identified in the previous session) in the middle of the futures wheel, thus posing a question like **“What if the trend X unfolds further?”** Now, participants **discuss (and capture!) potential direct consequences** this development would have for gender equality and their own work. After a few direct consequences have been discussed, ask participants to **brainstorm potential indirect consequences** of the trend (i.e. the consequences of the consequences). Ideally, each group works on at least 2 different cards, but you might pick more (or less).

For example, for the future issue “digitalisation”, the increasing use of AI, potentially having a data-bias, could directly lead to a lessened likelihood of identifying some diseases in automated health screening processes. As an indirect consequence, this might lead to intensified discrimination of women in healthcare. On the other hand, access to communication technologies might directly support connecting activists for gender equality across the globe. As an indirect consequence, this might lead to strengthened joint action.



Template 2 (with instructions)

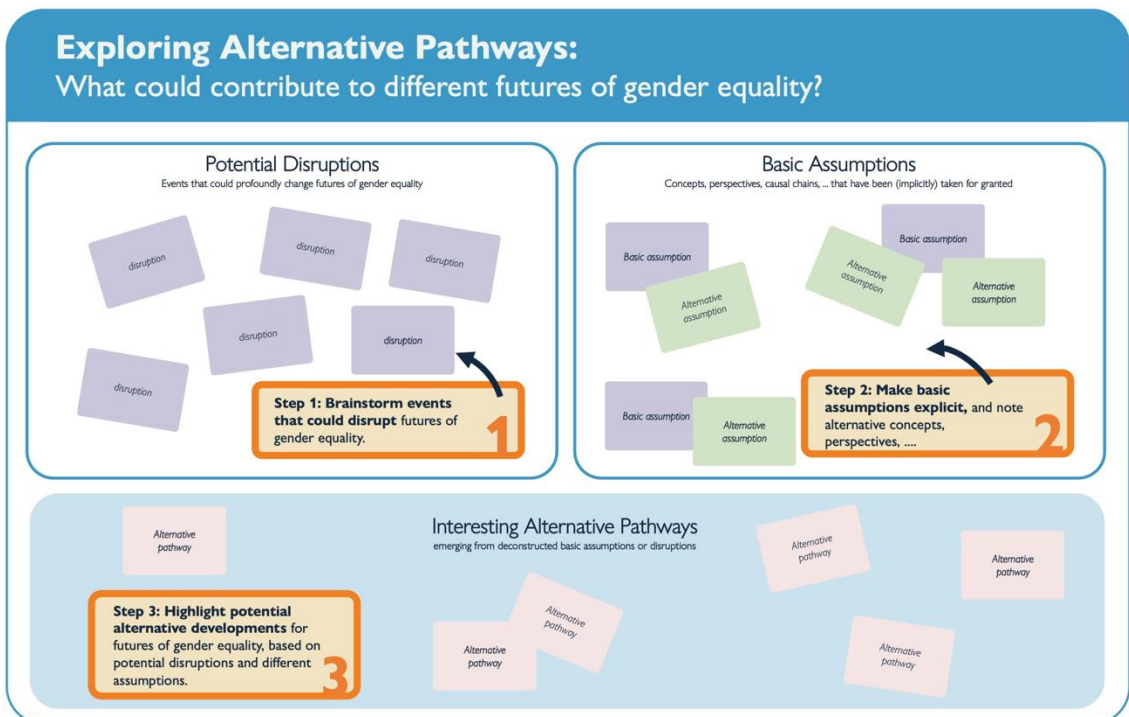
Workshop Session 3: Exploring Alternative Pathways.

The goal of this working session is to explore potential alternative pathways for futures of gender equality by engaging with disruptions and by reframing basic assumptions. You will work with template 3.

Start by **brainstorming potential disruptions**, i.e. events that could strongly change the current trajectory of futures of gender equality (with regards to the future issues and trends discussed but also beyond). Invite participants to be creative and to think boldly, while keeping it somewhat realistic. For example, a long-lasting black out (e.g. due to energy scarcity or a cyber-attack) might cut off the digital realm, or a lifestyle hype (caused by a celebrity) might strongly shift consumption or behavioural patterns.

Then try to **make the (implicit) basic assumptions that have been framing the discussion so far explicit**. For example, you might have a specific assumption on what a certain future issue or trend includes (or not) or how it unfolds, have an (implicit) idea of the causal chains leading to its consequence, assume a specific set of actors (and not others) as potential game changers or use a specific understanding of 'gender' or 'equality'. For instance, you might have discussed digitalisation from the 'user' but have not considered the programming part – and a potential ethical shift in creating algorithms for social media might be a game changer. Or you might have implicitly taken the gender roles of a cultural tradition as given and changing gender attributions based on different norms could open up different pathways. Then, think of the collected disruptions and basic assumptions as a potential entry point to take another perspective leading to alternative pathways.

To close the working sessions, take the last 5 to 10 minutes to **capture approx. 3 main insights** the group wants to highlight in the closing session of the plenary, where results from all groups are shared.



Template 3 (with instructions)

How to Conduct a Trend Workshop. The Agenda.

The template for the workshop agenda can be adapted to your needs and preferences. For instance, in case you have more than four hours available, and you wish to expand the workshop by another step, you can add the fourth optional working session (more details on the next page).

A template that can be shared with participants is available [here](#).

TIMING (and duration)	AGENDA ITEM & DETAILS	SET-UP AND MATERIALS
0:00	Start	
0:00 (30min)	Introduction Welcome participants and set the stage for the workshop.	Plenary
0:30 (45min)	Session 1: Prioritising Future Issues and Trends Start working with the future issues and trends by understanding and prioritising key topics from a perspective of gender equality.	Per working group: <ul style="list-style-type: none"> • Set of cards (incl. blank ones) • Template 1
1:15 (15min)	Break	
1:30 (60min)	Session 2: Understanding Implications Starting with the cards with the highest priority, discuss potential direct and indirect consequences for futures of gender equality and your own work. Ideally, the group works on at least 2 cards.	Per working group: <ul style="list-style-type: none"> • Template 2 (2x for each working group)
2:30 (45min)	Session 3: Exploring Alternative Pathways Explore potential disruptions and basic assumptions and sketch alternative pathways for futures of gender equality.	Per working group: <ul style="list-style-type: none"> • Template 3
3:15 (15min)	Break	
3:30 (30min)	Closing Enable an exchange across working groups, allow for an open discussion (framed according to the workshop goal) and close with a joint outlook an information on next steps.	Plenary
4:00	End	

(Optional) Working Session 4: Sketching Strategic Actions.

If you have more than four hours available and you wish to expand the workshop by another step, you can add a 30-45-minute-long session on sketching strategic actions.

The goal of this working session is to reconnect the future-oriented thinking to present actions by discussing first strategic insights. You will work with template 4.

Considering the developments you have discussed so far, identify actions that could / should be taken to shape desirable futures of gender equality. Look especially for actions that could a) promote the developments that are desirable, b) prevent or mitigate those that are not, as well as c) for actions that help to be prepared for different future developments. Depending on the participants' and their organisations' sphere of influence, those actions can take very different directions. For example, it might be an idea to partner with, support or fund specific actors, to intervene with specific types of policies or laws, to engage with educational activities to raise awareness or support behavioural change, etc. Actions can also cater to the need for more research, monitoring of uncertain developments or engaging more in-depth with specific issues or trends.



Template 4 (with instructions)

Appendix. References.

Bergman, H., Engwell, K., Gunnarsson-Östling, U. Johannesson, L. (2014). **What about the Future? The Troubled relationship between Futures and Feminism**, *Nordic Journal of Feminist and Gender Research*, 22:1, 63-69, available at: https://www.academia.edu/22127077/What_about_the_Future_The_Troubled_Relationship_between_Futures_and_Feminism

Daheim, C. (2023). **Mutual learning exercise: R&I foresight: an introduction to the current state of play: thematic report**, European Commission Directorate-General for Research and Innovation, Publications Office of the European Union, available at: <https://data.europa.eu/doi/10.2777/528500>

Candy, S., and Dunagan, J. (2017). **Designing an Experiential Scenario: The People Who Vanished**. *Futures* 86: 136–53, available at: <https://doi.org/10.1016/j.futures.2016.05.006>

EIGE (2024a). **Fostering a gender and intersectional perspective in EU foresight**, Publications Office of the European Union, available at: <https://eige.europa.eu/publications-resources/publications/fostering-gender-and-intersectional-perspective-eu-foresight>

EIGE (2024b). **Strategic foresight: What are the biggest gender equality issues over the next 15 years?** available at: <https://eige.europa.eu/about/our-work/strategic-foresight>

EIGE (2023). **Gender Equality Index 2023. Towards a green transition in transport and energy**, Publications Office of the European Union, available at: <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2023-towards-green-transition-transport-and-energy>

EU JRC (2019). **The Megatrends Hub**, available at: https://knowledge4policy.ec.europa.eu/foresight/tool/megatrends-hub_en

Feukeu, K. (2024). **A pluriversal definition of Futures Studies: Critical futures studies from margin to centre**. In R. Poli (Ed.), *Handbook of Futures Studies* (pp. 80–97), available at: <https://doi.org/10.4337/9781035301607.00013>

Gidley, J. (2017). **The Future: A Very Short Introduction**. Oxford University Press.

Gunnarsson-Östling, U. (2011). **Gender in futures: A study of gender and feminist papers published in *Futures*, 1969–2009**. *Futures* 43(9):1–23, available at: <http://kth.diva-portal.org/smash/get/diva2:416976/FULLTEXT01.pdf>

Miles, I., Saritas, O. and Sokolov, A. (2016). **Foresight for Science, Technology and Innovation**, available at: https://www.researchgate.net/publication/307448070_Foresight_for_Science_Technology_and_Innovation

Popper, R. (2008). **How are foresight methods selected?** *Foresight*, 10(6), 62–89, available at: <https://doi.org/10.1108/14636680810918586>

Rohrbeck, R. (2013). **Trend Scanning, Scouting and Foresight Techniques**, available at: https://www.researchgate.net/publication/236897709_Trend_Scanning_Scouting_and_Foresight_Technique

The Millennium Project (2024). **State of the Future 20.0**, available at: <https://www.millennium-project.org/publications-2/state-of-the-future-version-20-0/>

United Nations Development Programme (UNDP) (2018). **Foresight Manual**, available at: <https://www.undp.org/publications/foresight-manual-empowered-futures>

Appendix. Tools and Resources.

Exemplary references on foresight and trend analysis:

For detailed information on all 14 JRC Megatrends, see: EU JRC (2017). **The Megatrends Hub**, available at: https://knowledge4policy.ec.europa.eu/foresight/tool/megatrends-hub_en

For a collection of European foresight projects, see: Futures4Europe (2024). **The online home of the European foresight community**, available at: <https://www.futures4europe.eu>

For info on the EU and foresight, see: European Commission (EC) (2021), **Foresight**, available at: https://research-and-innovation.ec.europa.eu/strategy/support-policy-making/shaping-eu-research-and-innovation-policy/foresight_en

For more background and applied foresight (specifically designed for humanitarian organisations and the non-profit sector), see: Humanitarian Futures (2024). **Humanitarian Futures Toolkit**, available at: <https://www.humanitarianfutures.org/toolkit/>

For more info on trend analysis and horizon scanning, see: European Environmental Agency (EEA) (2023), **Horizon scanning – tips and tricks**, available at: <https://www.eea.europa.eu/publications/horizon-scanning-tips>

Exemplary references on feminist-informed foresight:

For reflections on foresight methods aiming to explore feminist futures, see: Gunnarson-Östling, U., Svenfelt, A. and Höjer, M. (2012). **Participatory methods for creating feminist futures**. In: *Futures 44* (2012) 914–922, available at: <https://www.sciencedirect.com/science/article/abs/pii/S0016328712001437>

For insights on the connection of feminism and foresight, see: Milojević, I. (2024). **The Hesitant Feminist’s Guide to the Future**. Tamkang University Press, available at: https://jfsdigital.org/wp-content/uploads/2024/07/Monograph_Hesitant-Feminist.pdf

For a framework of feminist foresight (in the context of the EU and feminist foreign policy), see: Mondesir, A. (2024). **Embracing Feminist Foreign Policy within EU Strategic Foresight Capabilities: Bringing Feminist Futures into Reality**. Foundation for European Progressive Studies, available at: <https://library.fes.de/pdf-files/bueros/bruessel/21333.pdf>

Exemplary references on gender-equal and feminist futures research:

For future challenges and strategies of civil society organisations working in the area of gender equality, see: UN Women Fund for Gender Equality (2019). **Women’s Civil Society Organizations of the Future: A Design-Led Exploration with Women’s CSOs of Possible Responses to Current and Future Challenges**, available at: https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Trust%20Funds/FundGenderEquality/FGE%20Brochure%20Womens%20CSOs%20of%20the%20Future_2020_web.pdf

For trends and scenarios of gender equality in the African context, see: African Women’s Development Fund (AWFD) (2017), **Futures Africa: Trends for Women by 2030**, available at: https://awdf.org/wp-content/uploads/2017/07/Futures-English-12th-July.pdf_
& **Scenario Stories: Imagining the Future of Women in Africa**, available at: https://awdf.org/wp-content/uploads/2017/05/AWDFScenarioPDF.FINAL_.pdf

For scenarios of women’s work in Canada, see: Kwan, S. (2021). **Feminist Visions of The Future of Women’s Work: A systemic exploration of the past, present, and future of women at work in Canada**. OCAD University, available at: https://openresearch.ocadu.ca/id/eprint/3402/1/Kwan_Stephanie_2021_MDDes_SFI_MRP.pdf

For feminist perspectives on the European Green Deal and its future, see: Heffernan, R., Heidegger, P., Köhler, G., Stock, A., and Wiese, K. (2021). **A Feminist European Green Deal: Towards an Ecological and Gender Just Transition**. Friedrich-Ebert-Stiftung, available at: <https://library.fes.de/pdf-files/ez/18990.pdf>

About Us: Future Impacts & EIGE. Imprint.

About Future Impacts

Future Impacts is a futures research company, based in Germany, focused on creating impact on today's actions from envisaging the future. We conceptualise and realise futures or foresight processes for organisations and the private sector, internationally - with a major part of projects for and with the EU system, e.g. working for and with EUDA, FRA, EIGE, EU-OSHA, the European Parliament or JRC, as well as with foundations and corporations such as Evonik or Bertelsmann Foundation. Our work focuses on enabling Foresight Capacity Building, realising Foresight Processes and Studies, Open and Inclusive Foresight, and developing Foresight Games. Depending on the focus, we use or combine trend analysis, scenarios, and Delphi surveys, among other approaches. Many of our projects focus on futures of sustainability, the Circular Economy, or the future of work.

www.future-impacts.de

About EIGE

The European Institute for Gender Equality (EIGE) produces independent research and shares best practice to promote gender equality and eliminate discrimination based on gender. As the EU agency for gender equality, we help people achieve equal opportunities so everyone can thrive, independent of their gender and background. We combine research, data and tools to help policy makers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise and research effectively. We work closely with partners to raise awareness. We do this at EU and national level, as well as with EU candidate and potential candidate countries.

<https://eige.europa.eu>

Imprint

Future Impacts, Beethovenstr. 8, 50674 Cologne, Germany

<https://future-impacts.de/>

Responsible: Cornelia Daheim

Authors: Cornelia Daheim, Nele Fischer, Clara Jöster-Morisse, Jessica Prendergast

Licence



This Toolkit "Trends and Future Issues for Gender Equality - Foresight Toolkit by EIGE on Futures of Gender Equality: A How-to Guide." is subject to the Creative Commons 4.0 International, (CC BY-SA 4.0). For more details on the licence, please visit: <https://creativecommons.org/licenses/by-sa/4.0/> November 2024

A word of thanks to the JRC

To a considerable extent, this toolkit builds on the work of the Joint Research Centre (JRC) on Megatrends. This work and the decision to make it available and usable under the Creative Commons 4.0 licence is very much appreciated.