



European Institute for
Gender Equality

Future issues and trends in gender equality: A foresight guide by EIGE





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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 policymakers 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 the EU and national levels, and with EU candidate and potential candidate countries.

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Introduction – Gender equality, foresight and this guide

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 guide highlights those 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 emerging developments will significantly influence the trajectory towards achieving equality for all. Given that, even by the most optimistic estimates (without considering potential backlashes), **gender equality in the European Union is still over 60 years away** (EIGE, 2023), there is a pressing **need to proactively engage with these futures**.



‘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.’

Source: Statement by Jennifer Gidley, a well-known futurist and writer, from her book *The Future: A very short introduction* (Gidley, 2017; p. 137).

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-standing tradition both as an academic field and as an applied endeavour (Gidley, 2017) ⁽¹⁾. It became especially prominent in the public and research sectors in the 1950s and in the private sector beginning in the 1970s (Gidley, 2017). Today, foresight is applied for policymaking, strategy-building or the creation of visions across sectors, including public institutions, corporations and non-governmental organisations. **Foresight is especially widely used across the EU system and EU institutions**, for example 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 Panel of the European Parliament (Daheim, 2023).

By identifying and anticipating change with the help of foresight, we can **equip ourselves with options to proactively 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 (Miles et al., 2016). Historically, foresight has been

⁽¹⁾ See, for example, Gidley (2017) for a general introduction to futures studies and foresight and in particular page 5 of the publication for details on different connotations of the terms ‘foresight’, ‘futures research’, ‘futures studies’ and ‘prospective’, and their history.

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).

Within this context, the European Institute for Gender Equality (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 (EIGE, 2024b). These issues will be used in this guide. Additionally, EIGE published a [policy brief](#) 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 both internal and external stakeholders and **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 EIGE's 2024 Gender Equality Forum** ⁽²⁾ via two youth visioning workshops and a foresight masterclass. **This guide has been developed and launched in the lead up to the forum.** At the forum itself, a foresight masterclass piloted its use. The guide thus served 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 guide 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 foresight ⁽³⁾, **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 a 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 the integration of gender equality perspectives into strategic foresight activities generally. The guide **empowers its audience – you – to independently conduct its 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, its flexibility allows you to customise phases and steps to specific needs, such as adjusting the length or focus of workshops as required.

The **guide is based on** widely used foresight approaches, as outlined in the next chapter. It builds strongly both on the **five future issues identified in EIGE's foresight activities** (available as a

⁽²⁾ EIGE's Gender Equality Forum is a biennial event that provides an important space for conversations on gender equality in Europe. It brings together experts, young voices, practitioners, and high-level decision-makers from EU institutions, national and local governments, civil society, academia, business, media, and the arts.

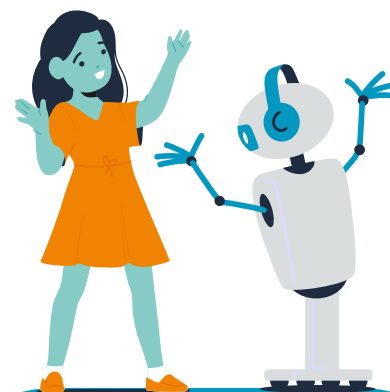
⁽³⁾ Feminist-informed foresight refers to a range of approaches that draw on various feminist perspectives or insights from gender studies as a foundation for applying foresight methods and techniques (for further details, see Feukeu (2024)).

downloadable set of cards in [this document](#)) (EIGE, 2024b) and on the elements of a megatrend assessment guide from the JRC's foresight team (available for download in [this document](#)) (European Commission: Joint Research Centre, 2019).

The following sections will introduce you to how foresight works with future issues and trends and to how the workshop presented here supports work on futures of gender equality. Afterwards, the guide will walk you 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.

What changes can we observe today?
Why are these changes happening,
where and at what speed?
What does this mean for our
actions today?

NB: The guiding questions of future issues and trend analyses.



'By the year 2000,
housewives ... will probably
have a robot "maid" ...
shaped like a box.'

Source: 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 (New York Times, 1966).

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 the resulting changes might mean for one's topic or organisation ⁽⁴⁾.

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 and 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'** (Rohrbeck, 2013). 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 'STEER' (referring to a social, technological, ecological, economic and political analysis) 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 through [Delphi surveys](#) ⁽⁵⁾ or using trends to inform scenarios (i.e. descriptions of different possible futures and how they came about) (Rohrbeck, 2013). 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). **Other 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 and Dunagan, 2017; Popper, 2008) ⁽⁶⁾. 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** – that are informed by **gender-transformative principles** that 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

⁽⁴⁾ Trend analysis is often also referred to as environmental monitoring or scanning. For details on definitions, see, for example, Rohrbeck (2013).

⁽⁵⁾ A Delphi Survey is a series of questionnaires that allow experts to develop ideas about potential future developments around an issue.

⁽⁶⁾ For an overview of foresight methods directed at the public sector, see, for example, United Nations Development Programme (2018).

with the paradigm of ‘anticipatory governance’. Further, there is existing research that explores gender-equal and feminist futures (and strategic action) in depth – some of it explicitly stemming from foresight and some using a future-oriented lens. More details on some of these resources can be found in the annex.

This guide provides you with **a workshop based on future issues and trends, designed as a starting point for exploring futures of gender equality and intersecting inequalities**. The workshop design deliberately aims to be **highly usable for a diverse range of stakeholders**. The four-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;
- optionally, developing initial ideas for strategic directions.

The outcomes of the workshop include:

- a prioritisation of developments critical for futures of gender equality;
- an initial overview of key implications of some prioritised future issues and trends;
- an initial list of potential disruptions and alternative future pathways;
- optionally, some initial, rough ideas for potential action points;
- moreover, participants will have gained their first experience with foresight, developed a joint perspective on relevant future developments and 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 (regarding the specific needs of the audience in terms of 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 starting point, we propose the audience to build on existing trend analysis work, using the future issues identified by EIGE (EIGE, 2024b). As stated, many existing trend analyses do not specifically incorporate a gender dimension. EIGE has addressed this gap in their foresight work, which started from a set of megatrends developed by the JRC. The set of future issues critical for gender equality was identified as one of the key outcomes of EIGE’s foresight analysis so far, and it is used in this guide in the form of [EIGE’s future issues cards](#).

The 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 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 card set](#) as a starting point.

Besides 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 critical approach to doing foresight work, especially in the context of gender ⁽⁷⁾.

Moreover, a fourth optional workshop is detailed that should enable discussions on initial 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 actions and decisions.

In the following sections, we will guide you through preparing, realising and documenting the workshop. While we have included 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 have also included some hints for potential adaptations.

Global challenge 11:

'How can the changing status of women help improve the human condition?'

Source: Glenn et al. (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 action globally – from governments, international organisations, corporations, universities, non-governmental organisations and individuals.

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

⁽⁷⁾ More material and inspiration for such critical, gender-oriented approaches to foresight work are provided in the annex.

The workshop – How to set up and frame the workshop

For the prototypical workshop described here, we assume the following:

- A duration of **four hours in total**.
- An **overall group size** of a minimum of six to a maximum of 30 participants (including facilitators). The recommended **size for breakout groups** is between three and six 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 are supported by a specialised foresight team. It is recommended to have one facilitator per breakout group and an overarching facilitator to manage the plenary session.

The workshop can also be realised by any group of interested individuals or be used independently for analytical purposes. Furthermore, its duration can be lengthened or shortened to suit your context.

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

Define and communicate a clear and realistic goal for 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, among other things, heavily depend on the time available and how familiar the participants are with future-oriented work. If this workshop is their first exposure to foresight, expecting to develop a fully future-proof strategy would be unrealistic. A more achievable goal would be to gain initial insights into key developments and their potential impact on the participants’ field of work.

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, this will strongly influence the outcomes of your workshop. In other words, **the time horizon you choose 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 10 years into the future is used by organisations getting started with foresight, as this slightly stretches the typical planning horizon of four to five years while avoiding a sense of being overwhelmed.

Set the location of the workshop.

The workshop is described here with an **in-person meeting** in mind. The chosen location should offer space for a plenary and working areas for 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 working space of your choice, so that participants can work directly within them. In a virtual setting, make sure that all facilitators are highly familiar with the tools to be used and that a dedicated tech-support person is available to assist participants and support the overall workshop, if need be.

Set the duration of the workshop.

The workshop described here is designed **for a duration of four hours but can be scaled up or down** depending on your specific goals and requirements. Overall, the workshop's duration might vary from 1.5 hours to two days. You can shorten the workshop by focusing only on a single working session, for example by only discussing the 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 better sense-making, or by adding the fourth optional session on sketching strategic actions. If you decide to use an online format, we recommend shortening the workshop to a duration of three hours (or planning for several meetings of three hours in total) and including one or two short breaks.

Identify and invite potential participants.

The insights you will generate through the workshop will strongly depend on who participates in it. A general recommendation and established practice in foresight is to aim at **a group of participants that is as diverse as possible and contains a mix of backgrounds, genders, ages, etc.** Whom you invite should align with your goal for the workshop. For example, you might consider working with people within your organisation only or deliberately broaden perspectives and backgrounds by inviting external participants (e.g. experts on specific gender-related questions or areas of work or stakeholders specialising in specific topics). 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 planning, policymaking or innovation processes.



The workshop – How to set up and frame the workshop

Prepare the practicalities and the materials.

As for any workshop, you will need to **prepare the practicalities**, such as finding a suitable room, organising snacks and refreshments and, importantly, preparing the materials 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 the DIN A6 format (14.8 x 10.5 cm);
- print **one set of poster templates per breakout group**, ideally using the DIN A1 format (84.1 x 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 of the plenary**, together with all participants. This is where you will welcome participants and provide them with an overview of the workshop, in terms of both the agenda and the goals and expected outcomes. If applicable, you might have a round of introductions and/or provide more details on the background and context in a presentation. Afterwards, participants will work in smaller groups in three 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 will **close with a plenary session** in which you will wrap up the workshop. Groups will share the insights from their sessions, and all participants will have the chance to take part in an open discussion. If applicable, you can share further information on how the results will be used, such as 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 action.

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 record and document all content.

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

A timely follow-up with the documentation is a crucial driver for maintaining the engagement of participants and enabling the usability of the results. Ideally, your documentation should match the goals established from the outset, so the insights gained can feed into strategy and innovation processes.

Working session 1 – Prioritising future issues and 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 (the EIGE future issues cards and/or the JRC trend cards).

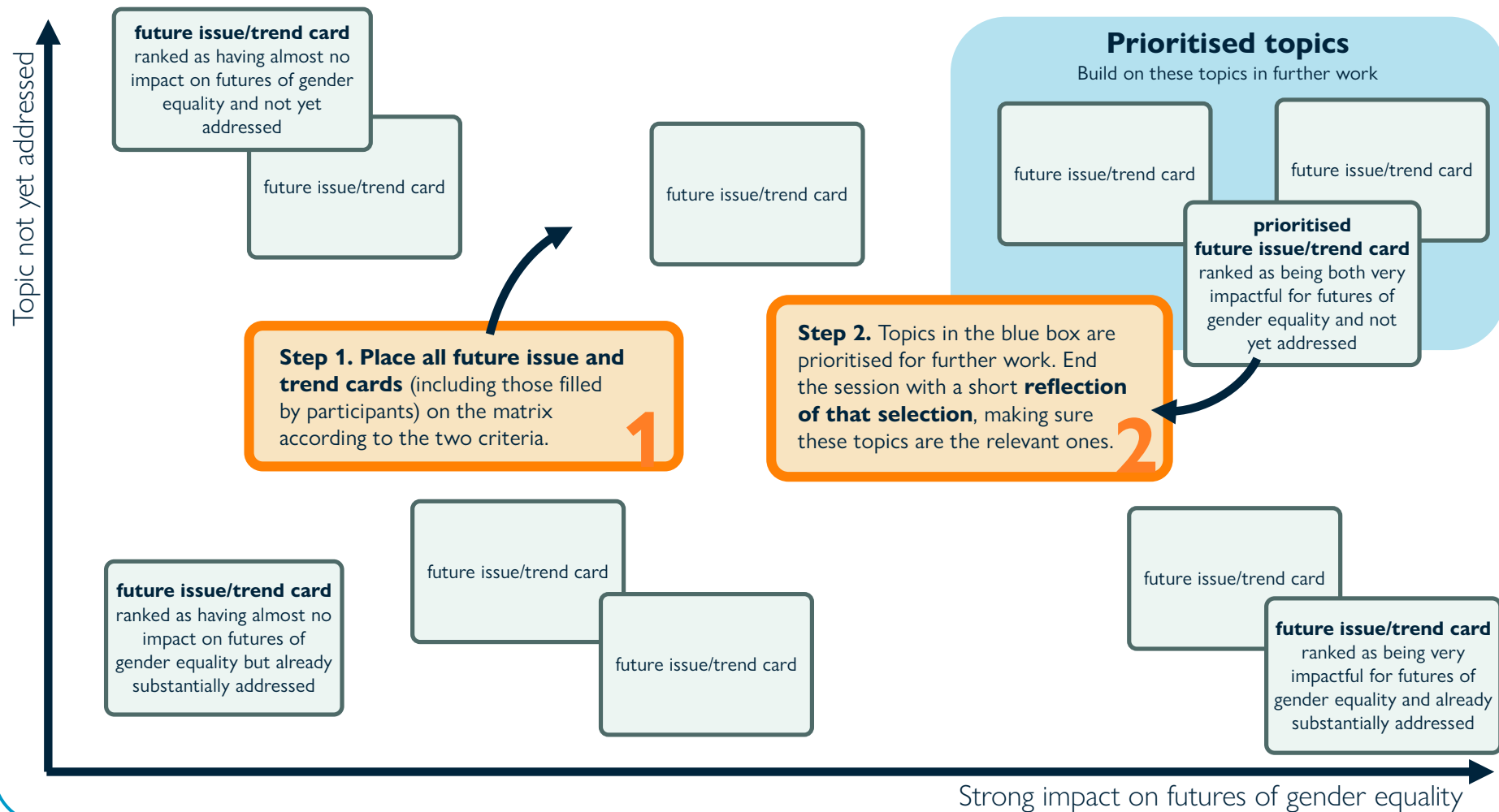
Start by distributing the **set of cards** and allow for some time for participants to go through them. Encourage participants to **bring in additional topics**, based on their personal expertise or from existing trend analysis relevant to your context, and write them on the empty cards provided. Once participants have gained an overview of the topics, they will begin by **placing a card on template 1 based on two criteria**: a) the assumed impact of the future issue or trend on gender equality; b) the extent to which the future issue or trend is already addressed in their context or organisation. This will lead to a **prioritisation of topics** for the next steps in the workshop. You will then continue working with the topics that have a high impact on gender equality and that have not yet been (fully) addressed in the participants' 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 and technical education for women and girls. However, please note that this might require additional time.



Template 1. Prioritising future issues and trends

Prioritising future issues and trends: which developments drive futures of gender equality?



Working session 2 – Understanding implications

The goal of this working session is to understand the implications or the effects of the prioritised trends both for futures of gender equality and for the participants' fields of work. You will work with template 2.

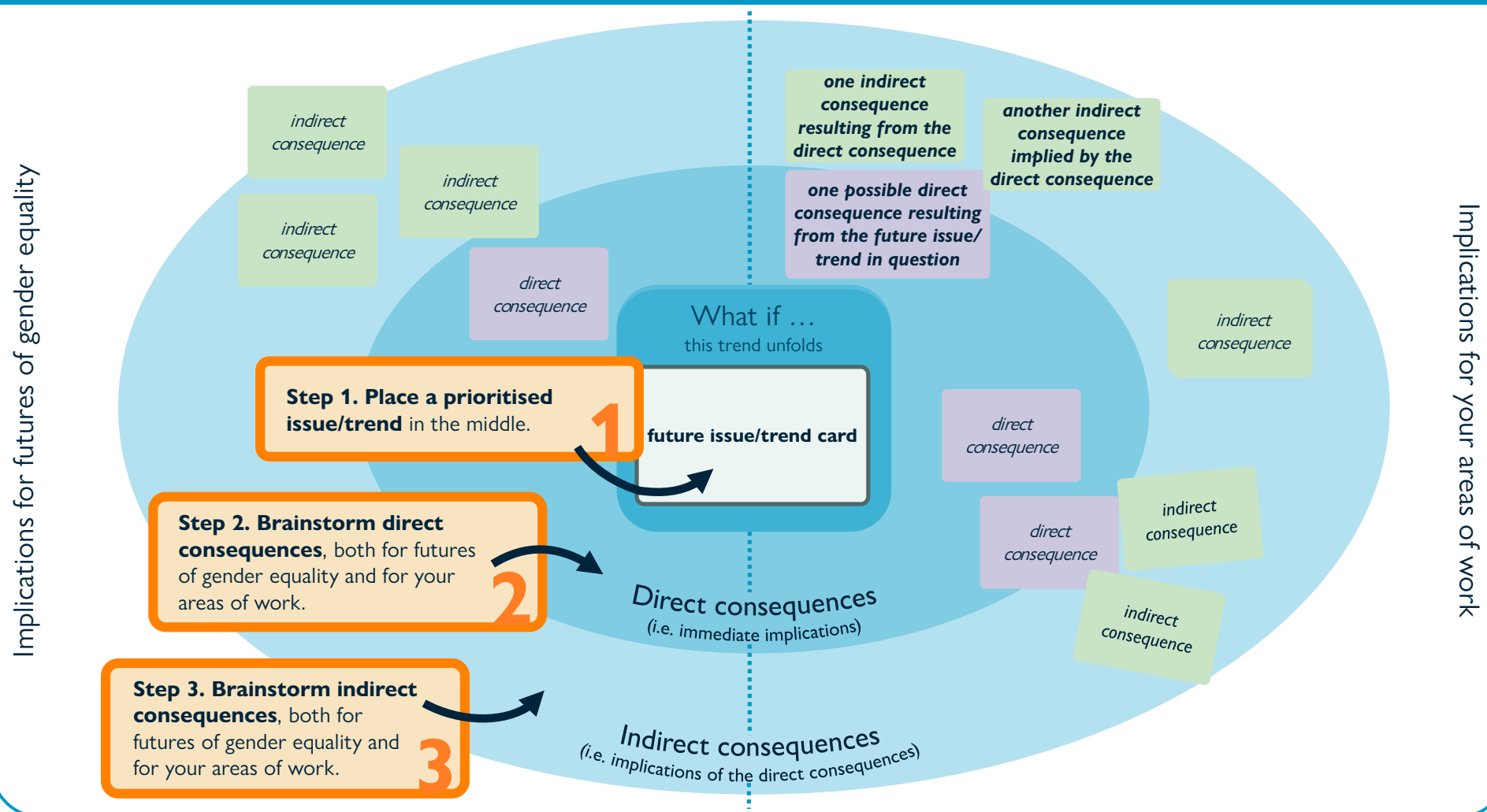
This session uses **the futures wheel** as a method for brainstorming the consequences of a specific development. Start by placing the card with the highest priority (as identified in the previous session) in the middle of the futures wheel, thus posing a question like '**What if the trend X unfolds further?**' Then, participants will **discuss and record 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 will work on at least two different cards, but you may pick more (or fewer).

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



Template 2. Understanding implications

Understanding implications: what are some potential consequences of the issues and trends for futures of gender equality?



Working session 3 – Exploring alternative pathways

The goal of this working session is to explore potential alternative pathways for futures of gender equality by considering potential disruptions and 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 other factors). Invite participants to be creative and to think boldly, while keeping it somewhat realistic. For example, a long-lasting blackout (e.g. due to energy scarcity or a cyberattack) might cut off the digital realm, and a celebrity-driven lifestyle trend 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 hold a specific assumption about what a certain future issue or trend includes (or excludes), how it might unfold or what causal chains lead to its consequences. You might perceive a specific set of stakeholders (and not others) as potential game changers or have a specific understanding of 'gender' or 'equality'. You might have discussed digitalisation from the user perspective but not considered the programming part, in which case a potential ethical shift in creating algorithms for social media might be a game changer. Or, you might have implicitly accepted the gender roles rooted in a specific cultural tradition as givens, and considering how these roles might shift under different norms could open new pathways. After brainstorming, think of the collected disruptions and basic assumptions as a potential starting point to explore other perspectives leading to alternative pathways. To close the working session, take the last 5 to 10 minutes to **record about three main insights** the group wants to highlight during the closing of the plenary, where results from all groups will be shared.

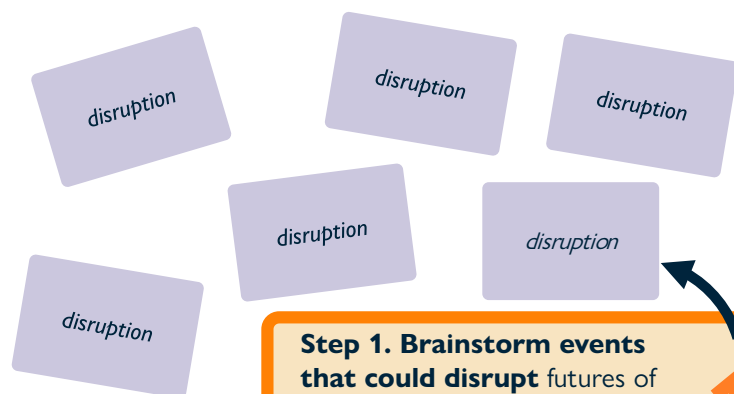


Template 3. Exploring alternative pathways

Exploring alternative pathways: what could contribute to different futures of gender equality?

Potential disruptions

Events that could profoundly change futures of gender equality

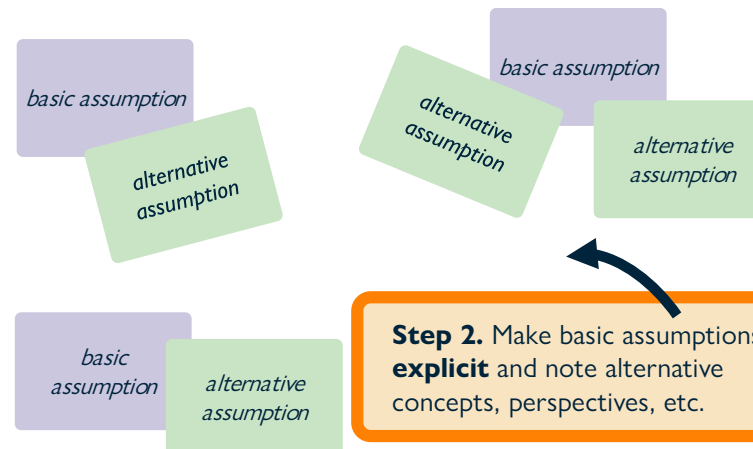


Step 1. Brainstorm events that could disrupt futures of gender equality.

1

Basic assumptions

Concepts, perspectives and causal chains that have been (implicitly) taken for granted



Step 2. Make basic assumptions explicit and note alternative concepts, perspectives, etc.

2

Interesting alternative pathways

emerging from deconstructed potential disruptions or basic assumptions



Step 3. Highlight potential alternative developments for futures of gender equality, based on potential disruptions and different basic assumptions.

3

How to conduct a trends workshop –

The agenda

The template for the workshop agenda can be adapted to your needs and preferences. For instance, if 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 in this [downloadable document](#) and is also shown in [Table 1](#).

Timing and duration	Agenda item and details	Set-up and materials
0:00	Start	
0:00 (30 minutes)	Introduction Welcome participants and set the stage for the workshop.	Plenary
0:30 (45 minutes)	Session 1. Prioritising future issues and trends Start working with the future issues and trends by understanding and prioritising key topics from a gender equality perspective.	Per working group: a set of cards (including blank ones) template 1
1:15 (15 minutes)	Break	
1:30 (60 minutes)	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 two cards.	Per working group: template 2 (two for each working group)
2:30 (45 minutes)	Session 3. Exploring alternative pathways Explore potential disruptions and basic assumptions. Sketch alternative pathways for futures of gender equality.	Per working group: template 3
3:15 (15 minutes)	Break	
3:30 (30 minutes)	Closing Enable an exchange across working groups, allow for an open discussion (framed according to the workshop goal) and close with a joint outlook and 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- to 45-minute session on sketching strategic actions.

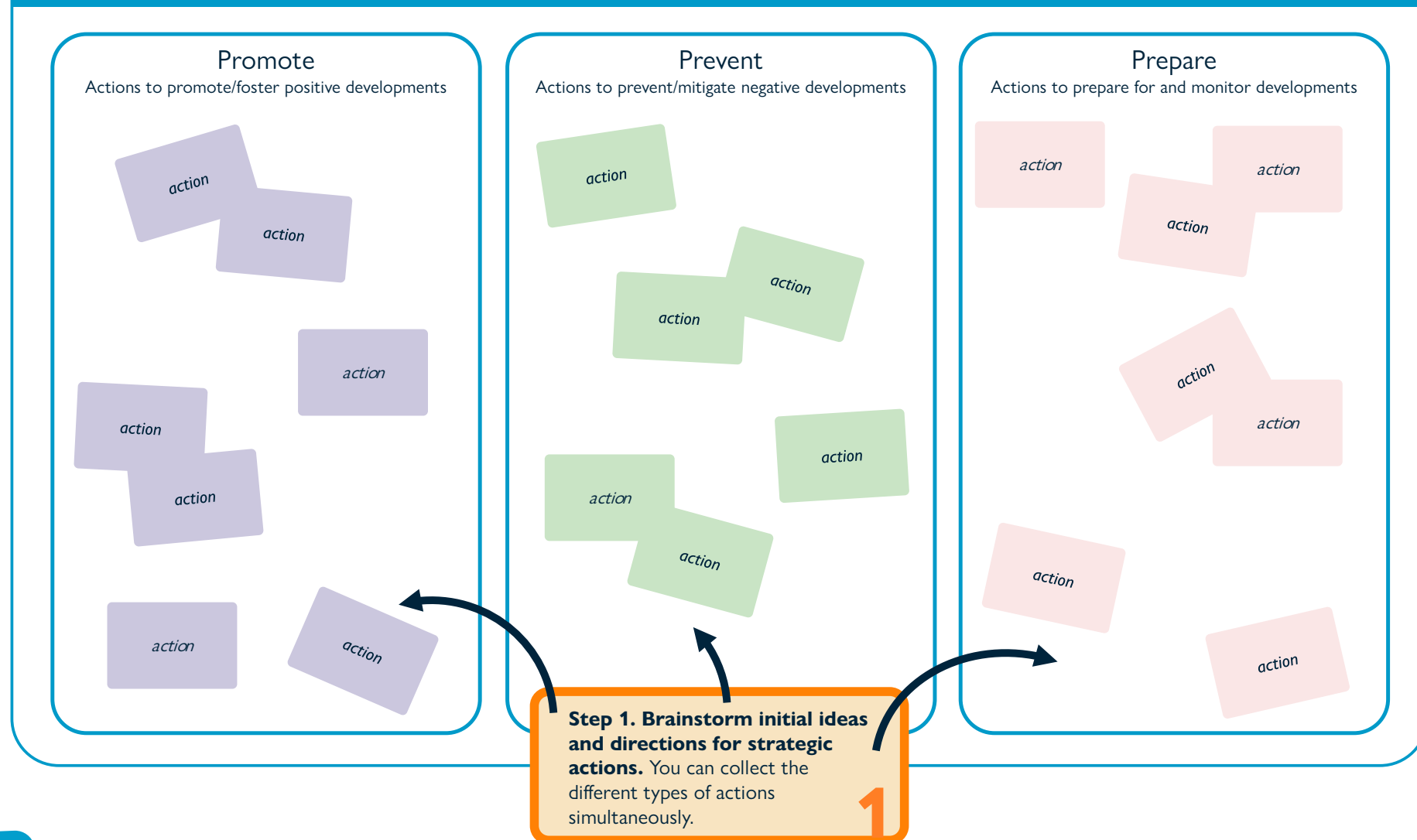
The goal of this working session is to reconnect the future-oriented thinking to present actions by discussing initial strategic insights. You will work with template 4.

Considering the developments you have discussed so far, identify actions that could or should be taken to shape desirable futures of gender equality. Look especially for actions that could promote the developments that are desirable, prevent or mitigate those that are not and help with preparedness for different future developments. Depending on the participants' and their organisations' spheres of influence, those actions can take very different directions. For example, partnering with, supporting or funding specific stakeholders, intervening with specific types of policies or laws, engaging with educational activities to raise awareness or support behavioural change, and others. Strategic actions can also address needs such as advancing research, monitoring uncertain developments or engaging more thoroughly with specific issues or trends.



Template 4. Sketching strategic actions

Sketching strategic actions: how can we work towards more gender-equal futures?



Annex – References, tools and resources

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Exemplary references on foresight and trend analysis

For a collection of European foresight projects, see:

Futures4Europe (2024), 'The online home of the European foresight community', accessed July 8 2025, <https://www.futures4europe.eu>.

For info on the EU and foresight, see:

European Commission (2021), 'Foresight', European Commission website, accessed 8 July 2025, https://research-and-innovation.ec.europa.eu/strategy/support-policy-making/shaping-eu-research-and-innovation-policy/foresight_en.

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Humanitarian Futures (2024), 'Humanitarian Futures Toolkit', Humanitarian Futures website, <https://www.humanitarianfutures.org/toolkit/>.

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Exemplary references on feminist-informed foresight

For reflections on foresight methods aiming to explore feminist futures, see:

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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, <https://library.fes.de/pdf-files/iez/18990.pdf>.

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