



# Welar Workshop

Thursday 28th November 2024 | 09:30 am – 4:30 pm  
The Nordic House, Rue du Luxembourg 3, Brussels

## Foresight workshop programme: Exploring the long-term impacts of megatrends on European labour markets and welfare systems

9:30 am – 10:00 am Coffee & registration

10.00 am – 10.30 am **Welcome and introduction**

- Overview of the workshop objectives and agenda
- Participant introductions
- Introduction to the concept of scenario planning and the purpose of exploring megatrends in this context

10.30 am – 12.00 pm **Key uncertainties: technology and climate policy and the scenario matrix**

- Present key mega trends and uncertainties, focusing on technological change, climate policy stringency, and contextual factors like demographic shifts and migration patterns.
- Explain the scenario matrix, describing the four quadrants based on technology growth and climate policy stringency, and the implications of each.
- Discuss key indicators to monitor for risks and opportunities, allowing participants to raise questions and clarify uncertainties for better understanding.

12.00 pm – 1.00 pm Lunch

1.00 pm – 2.30 pm **Building the scenarios**

- Small-group work, with each group assigned one of the four scenarios from the matrix
- Groups develop each scenario, focusing on implications for labour markets and welfare systems under their assigned combination of uncertainties
- Groups explore broader effects on society, policy, and economy, identifying key drivers and outcomes within each scenario



WeLaR is an interdisciplinary research project examining the impact of four megatrends – digitalisation, globalisation, climate change and demographic shifts – on labour markets and welfare states in Europe.

[www.projectwelar.eu](http://www.projectwelar.eu)





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2.30 pm – 2.45 pm      Break

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2.45 pm – 4.15 pm      **Scenario narratives**

- Each group presents their scenario narrative, emphasising how factors like demographics shape the future in each scenario. Each group indicates both positive and negative impacts, who wins and who loses in each scenario.
- Participants use dot voting or similar methods to rate scenarios on the criteria, identifying each scenario's challenges, risks, and opportunities

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4.15 pm – 4.30 pm      Wrap up + next steps

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