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### INTRODUCTION

**Migration Toolkit Elements**

This document is to be used together with the Migration Discussion Toolkit included in the report *The Future of Migration in the European Union: Future scenarios and tools to stimulate forward-looking discussions*, available on the JRC’s website.* It comprises visual elements that are needed to use the tools from the Toolkit.

The Migration Toolkit was developed during the project *The Future of Migration in Europe* run by the European Commission’s Joint Research Centre (JRC), EU Policy Lab.** It presents various participatory and interactive tools that were developed and tested in 2017 and 2018 and can be used to facilitate forward-looking conversations about the future of migration in Europe and beyond. These tools are suitable for diverse audiences ranging from policymakers at different levels to civil society and business representatives, academics or students.

The table shows which elements are to be used for the different tools. These elements are meant as aids that help structure discussions. They can be adapted by users depending on the specific purpose of the debate.

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| Tool 1: Migrant journeys and the role of policies | - Migrant Persona narrative templates  
- Scenario detail cards |
| Tool 2: The future of integration in European cities | - Integration Stakeholder narrative templates  
- Scenario detail cards |
| Tool 3: Thematic focus groups exploring different aspects of migration policies and implications | - Scenario detail cards  
- Governance cards (optional)  
- Certainty and uncertainty cards (optional)  
- Empty scenario poster (optional) |
| Tool 4: Co-designing policies | - Governance cards  
- Certainty and uncertainty cards  
- Scenario detail cards (optional)  
- Scenario poster (optional) |
| Tool 5: Scenario Exploration System: the future of migration in Europe and beyond | - Elements for this tool are found in a separate file available here*** |
| Tool 6: Scenario exploration suitable for larger audiences | - Scenario detail cards  
- Scenario poster  
- Megatrends cards and "What if" cards available here*** |
| Tool 7: Building new scenarios or adapting existing ones for use with the Scenario Exploration System | - Scenario detail cards  
- Scenario poster  
- Megatrends cards and "What if" cards available here*** |

**The project was coordinated by Alice Szczepanikova and Tine van Criekinge.
Migration 2030 scenarios:

Simple scenario cards with short narratives

Simple scenario cards without short narratives

Printing instructions:

Size: A3
Orientation: Portrait
1

CRISIS WITH COLLABORATION

There is strong divergence between advanced economies and the emerging and developing economies as a global crisis originating in China leads to major economic setbacks in the developing world. Despite the economic downturn in some parts of the world, Europe recovers quickly, and there is a strong appetite for multi-lateral and inclusive international and regional governance and increased accountability. The crisis creates patches of instability, but overall collaboration between countries of destination and origin allows for some progress in global migration management.

2

INCLUSIVE GROWTH

There is a strong commitment to progress on multilateral governance and even global governance in areas such as tax evasion and migration. Countries strive for inclusive governance towards equitable distribution of wealth and income, access to health, education and land. Global economic convergence towards higher-income countries enables countries to invest in infrastructure and green technology and drives up demand for labour. Population growth in developing countries gradually decreases as do levels of inequality. Societies become more culturally heterogenous which generates political tensions. Economic growth encourages greater collaboration between sending and receiving countries.

3

SLOW GROWTH AND FRAGMENTATION

Global cooperation efforts are fragmented and countries pursue their own interests with little coordination with others. Despite this, we see global economic convergence with many developing countries moving towards high/upper-middle-income economic status. However, economic growth in the developing world is not met with social progress. An increasing number of unemployed young people living in socially volatile areas are looking for opportunities elsewhere. Europe is experiencing an economic slump, coupled with increasing social disruptions and rising inequality within member states and regions. This is also reflected in the EU neighbourhood. Isolationist and anti-immigrant political parties flourish. Socio-economic inequalities and displacement impact migratory flows.

4

SHOCKS, INEQUALITY AND CONTROL

Governance is fragmented with countries pursuing their own interests and exclusive policies to the point of abandoning some hard-won global agreements. Global economic divergence and stagnation in parts of the world heighten pressures on welfare systems in advanced economies and unemployment is high. Pressures linked to social inequalities are on the rise leading to unrest globally, especially in countries with youth bulges. Lack of coordination leads to significant loss of life due to famines and pandemics. There are more conflicts and extremism around the world driving large-scale forced migrations. Cyber-terrorism grows prominent in heavily tech-dependent countries. Increase in anti-immigration sentiments influences the political stance in sending and receiving countries.
MIGRATION 2030 SCENARIOS

1. CRISIS WITH COLLABORATION
2. INCLUSIVE GROWTH
3. SLOW GROWTH AND FRAGMENTATION
4. SHOCKS, INEQUALITY AND CONTROL
Scenario poster

Empty scenario poster

Printing instructions:

Size: A3
Orientation: Landscape
**Crisis with Collaboration**

**EU**
- **2020** Temporary increase in unemployment due to economic crisis and low growth.
- **2025** Quick recovery from the crisis due to reforms and social spending measures. Steady support for EU integration. Regional trade agreements preferred means for cooperation with other advanced economies.
- **2030** Focus on regional cooperation and social inclusion – inequality between Member States is reduced, tensions limited. Investments in green tech and alternative energy.

**Non-EU***
- **2020** Economic crisis in China spreading throughout the world and hitting low-income countries hardest.
- **2025** Youth bulges in some regions create tensions and instability – uprisings and crack-downs. International funding towards regional integration, rural communities and urban infrastructure.
- **2030** More frequent natural disasters – droughts in Middle East, North Africa and Sahel -> food and water shortages. Youth exodus towards urban centres. Greater international cooperation within and across regions to address interconnected challenges.

**What Does This Mean for Migration?**
- **2020** Progress on global cooperation in migration management. Migration mostly short distance and regional.
- **2025** Demand for high-skilled labour mostly in the health and services sectors. Migration pressures from youth bulges and rising refugee flows, most stay in region.
- **2030** Selective skills-based immigration schemes spread in the EU. Regional organisations in sending countries take on migration management.

**Shocks, Inequality and Control**

**EU**
- **2020** The relevance of international organisations is fading; more countries consider leaving the EU. High investment in R&D and automation. Investment in border technology. Rising unemployment and social tensions.
- **2025** Economic divergence in the EU. More cooperation among some cities. Sense of insecurity in the EU, populists on the rise.
- **2030** Overreliance on tech – EU vulnerable to cyber attacks.

**Non-EU***
- **2020** Low-income countries become less competitive due to automation. Youth bulges and lack of jobs produce tensions in some regions.
- **2025** Extremism and political violence on the rise in Africa and Asia. Shift to regional and domestic markets in Africa and Asia.
- **2030** Emerging economies attract more immigrants. Technology enables more people to work abroad without migrating.

**What Does This Mean for Migration?**
- **2020** Growing divide between people with mobility rights and the rest, rise in irregular flows.
- **2025** Migrants marginalised by lack of investment in integration and by increase in anti-immigration sentiments.
- **2030** Emigration from the EU goes up, EU no longer seen as an attractive destination for migrants.

**Inclusive Growth**

**EU**
- **2020** EU grows slowly but steadily. EU Member States more united because of the Brexit-process, stronger mandate for international cooperation (tax, environment). EU invests in integration and inclusion.
- **2025** Growing cultural diversity remains a political issue. Cities more involved in social inclusion agendas. Expansion of renewable energy sources and usage.
- **2030** EU Pillar of Social rights becomes a reality. EU-wide recognition of education and professional qualifications of third-country nationals.

**Non-EU***
- **2020** High growth in low and lower-middle-income countries. Investment in infrastructure and green tech. Youth bulges in some regions and not enough jobs.
- **2025** Improved access to services (technology helps). Some countries start to reap the demographic dividend.
- **2030** Lower threat of extremist groups and fewer conflicts. Some areas in Africa and Asia become uninhabitable due to droughts. Decrease in fertility rates in some areas.

**What Does This Mean for Migration?**
- **2020** Target to reduce the transaction costs of remittances to below 3% has been hit in most of the world. Migration and Refugee Global compacts agreed with some binding elements.
- **2025** Demand for labour both in sending countries and in Europe generates new channels for foreign workers, stimulating migratory flows and returns.
- **2030** Numbers of refugees go down, regular and circular migration flows increase in Europe and other regions.

**Slow Growth and Fragmentation**

**EU**
- **2020** Slow growth, high public debt and youth unemployment in some countries. Welfare cuts, social tensions, xenophobia and Euroscepticism.
- **2025** Growing support for populist parties and social tensions. Growing automation and investment into green tech and defence.
- **2030** Shift towards political social conservatism in EU. Strong focus on national security and migration control. Shortages of workers in the health care sector.

**Non-EU***
- **2020** Economic convergence with advanced economies but corruption is high. Growing youth cohort with improved levels of education lacks opportunities.
- **2025** China becomes a high-income country, India and Russia upper-middle-income countries – though income inequality rises. Inequalities, social tensions and environmental pressures lead to conflicts.
- **2025** Tech progress in agriculture, but poor left behind.

**What Does This Mean for Migration?**
- **2020** More migration towards East Asia that the EU. Bilateral agreements to address labour shortages.
- **2025** Low support for recruitment of lower-skilled migrant workers in the EU. Increase in emigration from the EU and return to Africa and Asia.
- **2030** Irregular migration remains a problem. Labour shortages in Eastern Europe. Growing number of people displaced by environmental pressures combined with political instability.

**References**

* The horizontal axis indicates economic convergence versus economic divergence in per capita incomes between OECD and non-OECD countries.

** The vertical axis relates to different degrees of co-operation at the international level but also the extent of equitable governance of the distribution of wealth and income in the country (income inequality, access to health, education, land, etc.).

** By non-EU countries we refer to Africa, Asia and the European neighbourhood (Eastern Europe, North Africa and the Middle East).

Source: The scenarios were adopted by the JRC drawing on OECD (2016) and the UK Government Office for Science (2011).
Global economic divergence* vs. Global economic convergence*

Multi-lateral and inclusive governance** vs. Bilateral/unilateral and exclusive governance**

* The horizontal axis indicates economic convergence versus economic divergence in per capita incomes between OECD and non-OECD countries.

** The vertical axis relates to different degrees of co-operation at the international level but also the extent of equitable governance of the distribution of wealth and income in the country (income inequality, access to health, education, land, etc.).
Scenario detail cards

Printing instructions:

Size: A4
Orientation: Portrait
Print on both sides of the paper: flip on long edge
2020
CRISIS WITH COLLABORATION

2025
CRISIS WITH COLLABORATION

2030
CRISIS WITH COLLABORATION
1. CRISIS WITH COLLABORATION

2020

- Economic crisis in China hits low-income countries hardest
- Poverty rates in low-income countries rise - livelihoods under pressure
- Mostly short-distance migration in the South but with regional management schemes
- Temporary increase in unemployment in EU - low demand for labour
- Global willingness to cooperate on migration management
- Support for EU integration on social issues

2025

- Youth cohort in Sub-Saharan Africa, Middle East, North Africa and South Asia create instability & migration pressures
- Rise in refugee flows, most stay in the region
- Trade & FDI preferred means to support recovery and development
- Quick economic recovery in the EU, social spending
- Demand for high-skilled labour in the EU (e.g. health and elderly care)
- Focus on implementation of multilateral labour migration agreements

2030

- Droughts affect Northern Africa and Sahel
- Frequent blackouts and critical infrastructure shortages; many SDGs not reached
- International pressure to accept environmentally-displaced people
- Regional organisations like AU increasingly manage intra-regional migration flows
- EU focused on cooperation with neighbourhood and regional integration
- EU regional cooperation on migration policy leads to skills matching schemes
2. INCLUSIVE GROWTH

2020
- EU Member States more united because of the Brexit-process; stronger mandate for international cooperation (tax, environment, conflict resolution), cities actively involved
- EU grows slowly, increase in demand for labour (green tech.)
- High growth in low- and lower-middle-income countries, investment in infrastructure
- Youth bulges in some regions & few jobs
- Transaction costs of remittances reduced to below 3% worldwide
- More EU countries support labour migration and integration channels

2025
- Tensions due to cultural and ethnic diversity but mitigated by increased social spending
- Reconstruction efforts in EU neighbourhood – economic growth and return of some refugees
- Regional cooperation in low- and lower-middle-income countries
- Sending countries: increased access to services, better social protection
- Fewer forced migrants to the EU & positive attitudes towards migrants growing

2030
- Balkans integrated into the EU, minor boost to intra-EU mobility
- EU Pillar of Social rights a reality, immigrants also included
- Sending countries: decrease in fertility rates in some areas
- Some areas in Africa & Asia uninhabitable due to draughts
- Migration flows diversified, more circular, EU attractive but among other destinations
- EU-wide recognition of education & professional qualifications of third-country nationals
SCENARIO DETAIL CARDS

2025
SLOW GROWTH
AND FRAGMENTATION

SCENARIO DETAIL CARDS

2020
SLOW GROWTH
AND FRAGMENTATION

SCENARIO DETAIL CARDS

SLOW GROWTH
AND FRAGMENTATION

SCENARIO DETAIL CARDS

2030
SLOW GROWTH
AND FRAGMENTATION
3. SLOW GROWTH AND FRAGMENTATION

2020
- Growing youth cohort with improved levels of education lacks opportunities
- Economic growth in Africa, but high corruption & increasing inequality
- Migrants prefer own region + China over EU as migration destination
- High public debt, welfare cuts in EU; Euroscepticism and inward looking politics
- Social tension and xenophobia in EU on the rise
- EU bilateral agreements to address labour needs in some sectors (health)

2025
- China becomes high-income, India & Russia upper-middle-income countries
- Subsistence farming in Africa and Asia affected by droughts
- Growing number of people displaced by environmental pressures combined with instability
- Growing support for populist parties in EU
- EU focuses on automation and increases defense spending
- Emigration from Europe, returns to Africa and Asia, rise in irregular migration

2030
- Africa and Asia: technological progress in agriculture and access to finance – but little international collaboration
- More floods in coastal cities – affect mostly poor
- Growth of trapped populations
- EU shifts towards political & social conservatism
- Strong focus on national security and migration control
- Bilateral agreements preferred means to address labour shortages in certain sectors but no agreement on refugees
4. SHOCKS, INEQUALITY AND CONTROL

2020
- International organisations are weak, including the EU
  - mostly cooperation on border control
- Some countries lead on R&D, robotics and engineering
- Low-income countries not competitive due to automation
- Youth bulges, unemployment & frustration, authoritarian regimes in EU neighbourhood
- Protectionist policies excluding migrants; returns negotiated bilaterally
- People stuck in transit countries; EU steps up exports of border control technologies to neighbours

2025
- More cooperation among some cities, also on migration and integration
- Sense of insecurity in the EU, populists on the rise
- More extremism and political violence in Africa and Asia
- Shift to regional and domestic markets in Africa and Asia
- Migrants marginalised in the EU by lack of investment in integration & anti-immigration sentiments, their rights are being curtailed
- Emigration from the EU increases

2030
- EU border controls reintroduced by some MS, strong reliance on technology
- Lower spending on education, social housing and social care
- Migration pressures from low- and lower-middle-income countries, largely irregular
- China leads on environmentally induced relocation
- Thriving EU Member States compete for highly skilled migrants as EU is becoming less attractive
- Migration to emerging countries goes up but migrants lack rights
Migrant Persona narrative templates

Printing instructions:

Size: A4
Orientation: Portrait
Print on both sides of the paper: flip on long edge
Name: Clarita
Country of origin: Philippines, mid-sized city
Age: 34
Family situation: 2 children (10 & 5 year-old), husband recently unemployed, elderly parents, two of her sisters already left Philippines to work abroad, one brother stayed
Skills level / education: trained as a nurse in the Philippines, works at city hospital

Situation:
With her husband without a job and elderly parents who need expensive healthcare, the family is struggling to get by on Clarita’s income. She would like to see her children get good education. Her sisters seem to be doing well abroad and are sending money home.

Decision to migrate and the role of policies
When developing the story, try to cover the following questions:

- What options do you consider? Why?
- What are the obstacles to carry out your (migration/non-migration) decision? (e.g. lack of visa or a work permit)
- What factors are facilitating your (migration/non-migration) decision? (e.g. exchange of information with friends already settled abroad, improved security and job prospects)
- Do you migrate? Why or why not?
- If you migrate: When? How? Where to? Who migrates and who stays?
- Are there multiple migrations? If so, explain when, how, why and who for each destination.
- Do migration policies have any effects on your decisions to migrate or not to migrate?
- Do migration policies have any unintended consequences?
- What other factors affect your decisions?
- Do any other policies in your country of origin, transit or destination affect your decisions?
### MAIN LESSONS LEARNED:

### KEY IMPLICATIONS FOR PRESENT AND FUTURE:
**PERSONA**

- **Name:** Joshua
- **Country of origin:** Nigeria, rural area in the north
- **Age:** 38
- **Family situation:** wife and three children (7, 5 & 3-year-old), elderly parents
- **Skills level / education:** elementary education, farmer and small business owner
- **Situation:** His village has been attacked multiple times by Boko Haram. He fears for the safety of his family. They have some savings and could sell a car. Joshua has aunts, uncles and cousins in another region of Nigeria and one aunt and her family in Ghana. He has heard that this aunt’s adult son is pursuing his studies in London.

**Decision to migrate and the role of policies**

When developing the story, try to cover the following questions:

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### MAIN LESSONS LEARNED:

### KEY IMPLICATIONS FOR PRESENT AND FUTURE:
**PERSONA**

**Name:** Edur  
**Country of origin:** Spain, mid-sized city  
**Age:** 27  
**Family situation:** single, divorced parents, one sister living in Spain  
**Skills level / education:** university education, social sciences  

**Situation:** After finishing university, he held a few short-term jobs; for the past 1.5 years, he cannot find more long-term work matching his qualifications and ambitions. His parents have been helping him and his younger sister financially but are themselves struggling and he does not want to be a burden for them.

### Decision to migrate and the role of policies

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### KEY IMPLICATIONS FOR PRESENT AND FUTURE:
Decision to migrate and the role of policies
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*This empty template can be used to develop further personas best suited for the purpose of the debate.
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**MAIN LESSONS LEARNED:**

**KEY IMPLICATIONS FOR PRESENT AND FUTURE:**
Integration Stakeholder narrative templates

Printing instructions:

Size: A4
Orientation: Portrait
Print on both sides of the paper: flip on long edge
**INTEGRATION STAKEHOLDER**

**Type:** Immigrant integration stakeholder  
**Level:** City-level / regional-level authority

**Please briefly specify who you are:**  
What responsibilities, capacities and available resources do you have to take actions in support of immigrant integration?

What are your short-term (1-2 years) and mid-term (2-4 years) priorities with regard to immigrant integration?

---

**Integration-related decisions and actions in response to evolving future scenarios**

When developing the story, make a note of the aspects below and indicate a year in which different actions and developments take place:

1. What room for manoeuvre do you have in the scenario? Why?  
2. What policies are you going to develop?  
3. With whom will you need to cooperate?  
4. What are the major challenges and opportunities you expect to encounter?  
5. Do migration policies have any intended or unintended effects on your policies and actions?  
6. What other factors are likely to significantly affect your policies and actions?  
7. Which other policies are likely to significantly affect your decisions and actions?

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**MAIN LESSONS LEARNED:**

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**Level:** National-level authority

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**MAIN LESSONS LEARNED:**

**KEY IMPLICATIONS FOR PRESENT AND FUTURE:**
Type: Immigrant integration stakeholder
Level: Private sector

Please briefly specify who you are:
What responsibilities, capacities and available resources do you have to take actions in support of immigrant integration?

What are your short-term (1-2 years) and mid-term (2-4 years) priorities with regard to immigrant integration?

Integration-related decisions and actions in response to evolving future scenarios
When developing the story, make a note of the aspects below and indicate a year in which different actions and developments take place:

1. What room for manoeuvre do you have in the scenario? Why?
2. What policies are you going to develop?
3. With whom will you need to cooperate?
4. What are the major challenges and opportunities you expect to encounter?
5. Do migration policies have any intended or unintended effects on your policies and actions?
6. What other factors are likely to significantly affect your policies and actions?
7. Which other policies are likely to significantly affect your decisions and actions?
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<th>Year</th>
<th>Description</th>
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### MAIN LESSONS LEARNED:

### KEY IMPLICATIONS FOR PRESENT AND FUTURE:
INTEGRATION STAKEHOLDER

**Type:** Immigrant integration stakeholder  
**Level:** Civil society

**Please briefly specify who you are:**
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**Integration-related decisions and actions in response to evolving future scenarios**

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*This empty template can be used to develop further stakeholders on different levels best suited for the purpose of the debate.*
MAIN LESSONS LEARNED:

KEY IMPLICATIONS FOR PRESENT AND FUTURE:
Governance cards

Printing instructions:

Size: A4
Orientation: Landscape
Print on both sides of the paper: flip on short edge
Certainty and uncertainty cards for the EU

Printing instructions:

Size: A4
Orientation: Landscape
Print on both sides of the paper: flip on short edge
Certainty and uncertainty cards for the EU

- **Acceptance of Automation**
  - Technological

- **Digital Divide**
  - Technological

- **Tackling Climate Change**
  - Environmental

- **Global Warming**
  - Environmental

- **EU Integration**
  - Political

- **New Political Players**
  - Political

- **Automation and Digitalisation**
  - Economic

- **Economic Growth**
  - Economic

- **Relative Uncertainty**
- **Relative Certainty**
Digital divide will narrow down but still persist.

Growing importance of new political players alongside traditional political parties whose social basis is eroding.

Increase in global mean temperature.

Investment in tackling roots and effects of climate change.

The extent and form of EU integration.

The level of economic growth in different parts of the EU.

Automation and digitalisation will affect labour markets and demand re-training of low and medium-qualified workers.

Speed and social and regulatory acceptance of automation and digitalisation and its impact on labour demand.
Certainty and uncertainty cards for the EU

- **Relative Uncertainty**
  - **ALTERNATIVE ENERGY PRODUCTION** (Technological)
  - **VULNERABILITY TO SEA RISES** (Environmental)
  - **HACKING AND CYBER TERRORISM** (Technological)
  - **SEVERE WEATHER EVENTS** (Environmental)

- **Relative Certainty**
  - **ROLE OF CITIES** (Political)
  - **LABOUR DEMAND** (Economic)
  - **SECURITY AND TERRORISM** (Political)
  - **DECREASE IN STABLE EMPLOYMENT** (Economic)
Growing risks associated with hacking and cyberterrorism

The level of resilience of EU coastal cities faced with sea level rises and heightened risks from coastal storms and floods

More severe weather events (floods, droughts, wild fires, landslides)

Structure of the labour demand

Decreasing proportion of workers in stable and permanent employment, increase in precarious working conditions

Security and tackling terrorism will remain high on the agenda.

The role of cities and the shape of multilevel governance

The level of success and acceptance of technologies for alternative energy production

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Certainty

Relative Certainty

Relative Certainty

Relative Certainty
Growing reliance on technology in border management

Growing political significance of migration

More severe health impacts and losses to productivity related to heatwaves and epidemics of some infectious diseases

Skills shortage resulting from the expected shrinking pool of university graduates between and

Shape and speed of transition to green technology

Developments and acceptance of technologies that facilitate teleworking and outsourcing

Effects of trade deals with the rest of the world

Levels of and responses to xenophobia, islamophobia and racism

Growing political significance of migration

RELATIVE CERTAINTY

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RELATIVE UNCERTAINTY
Certainty and uncertainty cards for the EU

- **Technological**
  - Relative Uncertainty
  - Relative Certainty
- **Environmental**
  - Relative Uncertainty
  - Relative Certainty
- **Economic**
  - Relative Uncertainty
  - Relative Certainty
- **Political**
  - Relative Uncertainty
  - Relative Certainty
- **Violent Extremism**
  - Relative Uncertainty
  - Relative Certainty
- **Access to Resources**
  - Relative Uncertainty
  - Relative Certainty

**High-Impact Weather Events**

**Ongoing Conflicts**

**Relative Uncertainty**

**Relative Certainty**
Conflicts and instability in the European neighbourhood will continue.

Lower predictability of high-impact weather events

Access to resources, especially energy

Levels of violent extremism and its political repercussions

Conflicts and instability in the European neighbourhood will continue.
Certainty and uncertainty cards for the EU

- **DEVELOPMENT AID**
  - Political
  - Technological

- **MIGRATION MANAGEMENT**
  - Political
  - Environmental

- **MILITARY ENGAGEMENT**
  - Political
  - Economic

- **RELATIVE UNCERTAINTY**

- **RELATIVE CERTAINTY**

- **AID**

- **MIGRATION**

- **MANAGEMENT**

- **Certainty**

- **Uncertainty**

- **cards for the EU**
Success of international efforts to cooperate in migration management

Levels of spending and target groups of European development aid and investment

EU member states military engagement around the world
The level of success in tackling non-communicable diseases

Expanded demand for health and elderly care

Fertility rates across the EU will remain below the replacement level

Levels of welfare and education spending across the EU

The role of media and social media in particular in shaping public and political response to migration

Levels of liberalism versus conservatism in relation to family, gender and sexuality

Growing density of cross-border social and family ties
Certainty and uncertainty cards for the EU

- **PENSION SYSTEMS**
  - Social
  - Relative Uncertainty

- **GROWING DIVERSITY**
  - Social
  - Relative Certainty

- **POPULATION DECLINE**
  - Demographic
  - Relative Uncertainty

- **AGEING**
  - Demographic
  - Relative Certainty

- **EDUCATION SYSTEMS AND RETRAINING**
  - Social
  - Relative Uncertainty

- **RESISTANCE TO DIVERSITY**
  - Social
  - Relative Certainty

- **INEQUALITY**
  - Social
  - Relative Uncertainty

- **IDENTITY AND CULTURE**
  - Social
  - Relative Certainty
Continuing ageing of EU societies

Ethnic and cultural diversity will grow but remain unevenly distributed between and within EU countries.

The effects of and responses to population decline

Sustainability of pensions systems

Continued resistance to growth in ethnic and cultural diversity (especially in more ethnically homogenous areas)

Levels and perceptions of inequality within and across Member States (class, gender, ethnicity, residence status)

The level of successful transformation of education systems, retraining and life-long learning

Rising popular concerns around national identity and culture

Continued resistance to growth in ethnic and cultural diversity (especially in more ethnically homogenous areas)
Certainty and uncertainty cards for the EU

PUBLIC RESPONSE TO DIVERSITY

SHRINKING LABOUR FORCE

LIFE EXPECTANCY

CERTAINTY

UNCERTAINTY

Demographic

Social

Political
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<tr>
<th>RELATIVE UNCERTAINTY</th>
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<tbody>
<tr>
<td><strong>Directions and intensity of public response to growing cultural and ethnic diversity</strong></td>
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<tr>
<th>RELATIVE CERTAINTY</th>
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<tr>
<td>Life expectancy will grow but at a slower rate than in previous decades</td>
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<th>RELATIVE UNCERTAINTY</th>
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<td>The shrinking labour force in many EU Member States is likely to impede economic growth.</td>
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Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood

Printing instructions:

Size: A4
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Print on both sides of the paper: flip on short edge
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood
Increase in global mean temperature

The level of investment into tackling the roots and effects of climate change

RELATIVE UNCERTAINTY

Groing access to the internet and communication technologies

RELATIVE UNCERTAINTY

The level of regional cooperation and governance

RELATIVE UNCERTAINTY

Increasing levels of income and health inequality

RELATIVE CERTAINTY

The level of economic growth around the globe

RELATIVE UNCERTAINTY

Existence of areas of ongoing and new political instability in certain regions

RELATIVE CERTAINTY

Speed and social acceptance of automation and digitalisation and its impact on labour demand

RELATIVE UNCERTAINTY
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood

- **Digital Divide**
  - Technological

- **Effects of Environmental Change**
  - Environmental

- **Natural Hazards**
  - Environmental

- **Involvement in Conflict**
  - Political

- **Protracted Refugee Situations**
  - Political

- **Informal Employment**
  - Economic

- **Labour Demand**
  - Economic
Growing prevalence of droughts, floods, hurricanes and other natural hazards (especially devastating for urban centres in coastal areas)

Structure of the labour demand

The size of population displaced and/or trapped by the effects of environmental change

Digital divide ill narro but still persist.

Russias and Chinas involvement in conflicts and the potential of pulling in the EU and the U.S.

Growing number of refugees will be stuck in protracted refugee situations.

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RELATIVE CERTAINTY
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood
Growing levels of food insecurity in different regions

Russia will try to extend its influence in Eastern Europe and the Balkans.

More severe health impacts and losses to productivity related to heatwaves and epidemics of some infectious diseases

Fluctuations in oil prices will continue.

More severe health impacts and losses to productivity related to heatwaves and epidemics of some infectious diseases

The level of democratisation versus shift towards dictatorship in different parts of the world

Fluctuations in oil prices will continue.

RELATIVE UNCERTAINTY

Growing levels of food insecurity in different regions

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The level of radical innovation and leapfrogging in different regions

The level of democratisation versus shift towards dictatorship in different parts of the world

Effects of trade deals with the rest of the world

Russia will try to extend its influence in Eastern Europe and the Balkans.

RELATIVE UNCERTAINTY

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Potentially explosive outcomes of the intersection of environmental hazards and state fragility

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Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood

AGRICULTURAL TECHNOLOGIES

ADAPTABILITY TO CLIMATE CHANGE

HIGH-IMPACT WEATHER EVENTS

CONFLICT RESOLUTION

INVESTMENT IN FOOD PRODUCTION

Technological

Environmental

Technological

Environmental

Political

Economic

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Uncertainty

Relative Certainty

Relative Certainty

Relative Certainty

Relative Certainty
Loer predictability of high-impact weather events

Levels of adaptability of different populations to climate change

Developments in agricultural technologies and water management

Levels of investment in food production, especially in Africa

Success of conflict resolution and reconstruction efforts in conflict-stricken regions
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood
Access to land and the persistence of customary land tenure

Emergence of new conflicts

Developments in technologies that facilitate transnational social and family ties: from communication technologies to transfer of money and goods

Levels of access to finance and financial literacy in different parts of the world
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood

- Impact of Violent Extremism
  - Political
  - Technological

- Rule of Law and Corruption
  - Political

- Access to Electricity
  - Economic

- Access to Insurance Schemes
  - Environmental
Levels of general access to electricity

Levels of violent extremism and its impact on general insecurity

Levels of access to insurance schemes (e.g. of crops)

Rule of la and levels of corruption
Increasing access to education will give rise to aspirations among young people (e.g. quality of life, professional fulfillment).

Substantial population growth and youth bulges in Sub-Saharan Africa, South Asia and the Middle East

Numbers of young people aged 20-34 will go down in North Africa.

Levels of extreme poverty

Intensity and levels of success of international efforts to cooperate in migration management

Levels of welfare and education spending

Levels of access to quality education and social security

Levels of success in tackling non-communicable diseases

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URBANISATION

DECLINE IN FERTILITY RATES

SHRINKING LABOUR FORCE IN CHINA, JAPAN, KOREA

SOCIAL NORMS

POPULATION DECLINE AND AGEING IN EASTERN EUROPE

DEMOGRAPHIC IMBALANCES

TRADITIONAL CULTURES

RELATIVE UNCERTAINTY

RELATIVE CERTAINTY

CERTAINTY AND UNCERTAINTY CARDS FOR NON-EU: AFRICA, ASIA & EASTERN EUROPEAN NEIGHBOURHOOD
Ongoing and intensified urbanisation

Demographic imbalances in countries with higher proportion of men (e.g. China, India, Saudi Arabia, Oman, United Arab Emirates)

Continuation of ageing and shrinking of labour force in China, Japan and Korea

Population decline, and ageing in Eastern European neighbourhood will continue.

The speed of decline in fertility rates

Levels of liberalism versus conservatism in relation to family, gender and sexuality

Levels and perceptions of inequality within and across countries (class, gender, ethnicity, residence status)

Erosion of traditional cultures versus strengthening or retrenchment of traditional cultures

Demographic imbalances in countries with higher proportion of men (e.g. China, India, Saudi Arabia, Oman, United Arab Emirates)
The role of media and social media in particular in shaping public perceptions of migration

Growing density of cross-border social and family ties

Growth in demand for health and elderly care services in Eastern European neighbourhood

Levels of youth engagement in political developments

RELATIVE UNCERTAINTY

RELATIVE CERTAINTY

RELATIVE UNCERTAINTY

RELATIVE CERTAINTY
Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood