

# From Mega Pints to Mega Trends in HR

**?** The world of work is constantly changing, and faster now than ever before. Our job as employers is to respond to these changes and not react.

To help us navigate these changes, the CIPD (The Chartered Institute of Personnel and Development) have produced the MEGA TRENDS REPORT a few years ago outlining the trends that are shaping our work and our working lives. This article aims to distil this report into an easily digestible format for you as you navigate your busy day.



**So why do we need this report?** Since the middle of the 19<sup>th</sup> century, employment in the manufacturing industries has been declining and rising in the service industries. We are well aware that advances in tech and the globalisation of our workplaces have led to a rise in business' trading across international boundaries and people are more likely and willing to migrate to another country to work.

The workforce as we know it is changing. As we live longer the percentage of the workforce over 50 has increased. The percentage of the workforce that were women has also increased over the same period.

The traditional 9-5 has changed and continues to change where more of us are working part time or flexible hours, and many of us work for at least some of that time.

These changes and projections give rise to some fundamental questions about the world of work today.

- Job turnover increasing or decreasing?
- Are annual pay rises a thing of the past?
- Do employees trust their employers?
- Are we working harder than ever?

With the pace of change not showing any signs of slowing down, we need to make sure that as employers, we are championing better work and working lives. To do this you as employers need to look ahead, anticipate new trends that are emerging and spearhead ideas on how to respond.

Some of the topics we will be covering in this series are;

- What's driving the rise in Remote Working
- The opportunities of an older workforce
- Security of Work in the UK
- Flexible working trends
- Self-Employment in the UK
- Improving the management of your teams
- Are we working harder than ever
- Pay rises in the UK
- The eroding trust in your employer
- Job Turnover

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