

# MEGATRENDS

The trends shaping work and working lives



## Technology and globalisation

Volume of goods and services traded globally has increased more than fivefold since 1980



## De-industrialisation



In 1961, 36% were employed in manufacturing, and 49% were employed in services



In 2011, 8% were employed in manufacturing, and 81% were employed in services

## Increased participation of women



In 1971, 37% of people in employment were women, in 2013 it was 47%

## Demographic change

(by % of people in employment)



## Decline of collective institutions



Union membership has halved from 13 million in 1979 to less than 6.5 million in 2012

## Increased educational attainment



In 1993, 11% of the working-age population had a degree while 26% had no qualifications. By 2011 24% had a degree and 11% had no qualifications

## Changing employment relationship



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For in-depth analysis and commentary on the seven biggest changes of recent times, in work, the workplace and the workforce, access the full report by visiting: [cipd.co.uk/megatrends](http://cipd.co.uk/megatrends)

Tell us how these trends are affecting your world, and which other trends are on your radar. Join and follow the debate:

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