

CHANGES IN OUR WORLD, OUR INDUSTRY & OUR WORKPLACE

1990-1999	2000-2010	2011-2020	Notes
WORLD	Introduction of Liberal Democracy as an economic and political and agenda	G8 is formed	G20 will drive world economic system
	Fall of the Berlin Wall	G20 formed	Rise in standard of living in third world countries that embrace Liberal Democratic economic policies
	China opens up economy	Inflation controlled by unemployment rate	Free trade agreements with Third World countries will limit autonomy
	New Zealand Privatization experiment begins	European Union emerges as an economic superpower	Reduction in standard of living in the West
	Global stripping of public assets	Brazil emerges as world economic power	Workers continue to travel the world in search of work
	G7 declares that inflation is the enemy	Free trade agreements with third world countries	Wealth is concentrated in the hands of a smaller and smaller percentage of people
	Implementation of free trade agreement with US	Unions begin to mobilize on Global basis	Managing carbon will dictate economic growth
	Corporate tax reductions as a political objective	Third World economies peak and drop into poverty	Privatization of public goods such as energy and health care and government services will dominate the economic agenda
	Investments increase in third world countries	Corporate taxes continue to reduce shifting the responsibility of public goods to citizens - health	Workers will find ways of joining together to counter the low wage economy that emerges
	Pacific rim countries emerge as economic Tigers	Introduction of PPP's world wide	Major layoff of workers throughout the world as the information revolution takes hold
	Prices on goods begin to drop in Western countries	Economic Tiger status shifts to lowest wage country	Tech change will dominate the drivers of change
	Shift in gap between rich and poor starts to widen	Migrant workforce becomes a reality in countries like Israel, France and the middle East	
	Climate change put on back burner	Climate change comes back on the agenda	
	Information begins to take a place in economics	Information technology sets the stage for shift of Western economies to Finance and Service	

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INDUSTRY	1990-1999	2000-2010	2011-2020	Notes
	Workplace restructuring in response to economic pressures to compete rightsizing – downsizing	Automation of industries from manufacturing to pulp and paper to health care	Pushback on the effects of globalization will create more local economic activity	
	Efficiency and competition becomes the words of choice in the workplace	Mergers and amalgamations are at all time highs	Manufacturing will continue to automate changing the skills from cheap production workers to support for automated systems	
	Technology begins to replace people on the labour force supply demand curve	Canada shifts back to resource based industries in response to the loss of the manufacturing base	Computer applications will have a huge impact on the face of the work and the workforce	
	Automation is introduced	Manufacturing industry uses both fostering and forcing strategies to drive reorganization	Information technology will continue to dictate the pace of change and the nature of the work	
	Sustainable industries rise and fall in quick succession	Government intervenes to break logjams with labour adjustments by supporting bankruptcy and other refinancing schemes	Energy, telecommunications and water will continue to converge restructuring all three industries	
	Free Trade Agreement with US begins to affect the type of work we do		Mining industry is on the edge of a major upturn	
	Manufacturing base starts to shift to low wage areas of Us such as South Carolina and Free Trade Zones such as Mexico	Big Union is forced to compromise in the face of free trade options		

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WORKPLACE	1990-1999	2000-2010	2011-2020	Notes
WORKPLACE	<p>HRM Policies focus on co-operation around the introduction of new technology</p> <p>Shift from a workforce that supports production to a workforce that supports production tools such as robotics begins</p> <p>Shift from full time to part time and casual labour begins</p> <p>High inflation results in higher wage settlements</p>	<p>HRM policies shift from co-operation to forcing strategies as the low hanging fruit for change is picked off</p> <p>Temp agencies and the self employed are the fastest growing segments of the labour force</p> <p>Pressure to stabilize wages</p> <p>Inflation is held in check by interest rates controlling the pace of investment. This results in wage increases matching inflation for nearly a decade</p> <p>New technology is introduced in response to low wage economies in the third world</p> <p>Privatization model shifts the nature of where work is performed and reorganizes the work and the workforce</p>	<p>HRM Policies focus on replacing the industrial workforce with a modern workforce that responds to specific needs</p> <p>Workers that add value to the bottom line will be in demand</p> <p>Workers will continue to see downward pressure on wages and benefits as the shift to open competition reaches new levels</p> <p>Smart technologies will require smart workers</p> <p>Compensation and benefits will come under strain unless there is a trade off to value added</p>	