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Jobs outlook

Technological change, the green transition, economic uncertainty, geoeconomic fragmentation and demographic shifts are reshaping the labour market. This chapter analyses how employers

expect various kinds of jobs to grow and decline in response to these macrotrends and assesses the role of each of these trends in contributing to labour-market transformation.

2.1 Total job growth and loss

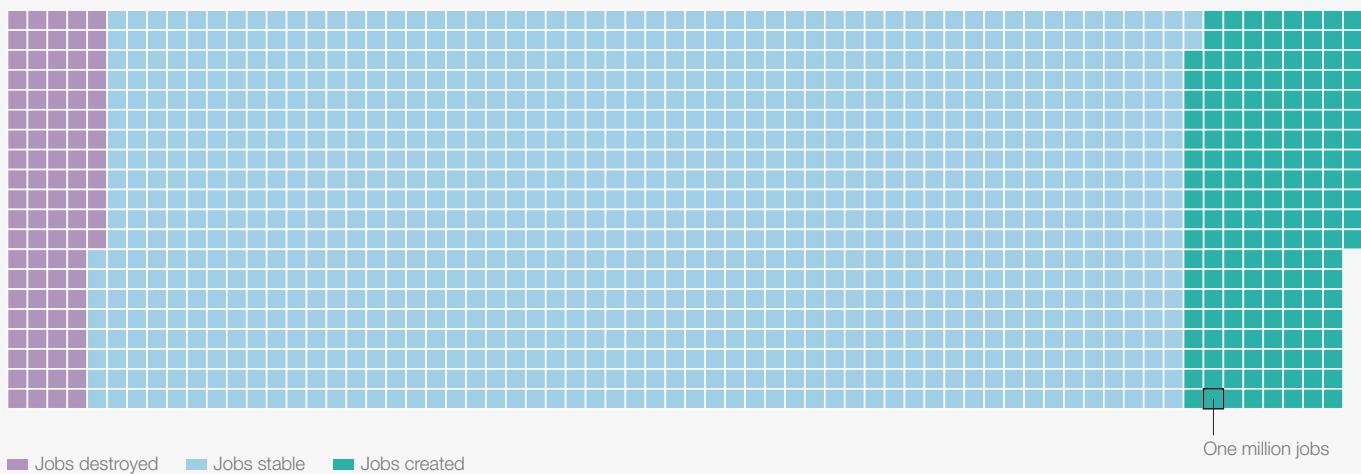
By combining respondents' job growth and decline expectations with hard data on global employment collected by the ILO, the *Future of Jobs Report 2025* estimates that, by 2030, on current predictions, new job creation and job displacement due to macrotrends will represent a combined total of 22% of today's total (formal) jobs. Specifically, macrotrend-driven creation of new jobs is estimated to amount to 170 million jobs, equivalent to 14% of

today's total employment. This growth is expected to be offset by the displacement of 92 million current jobs, or 8% of total employment, resulting in a net growth of 78 million jobs (7% of today's total employment) by 2030. Figure 2.1 illustrates the total number of jobs expected to be created and displaced due to labour-market transformation relative to total employment today.

FIGURE 2.1

Global employment change by 2030

In the next five years, 170 million jobs are projected to be created and 92 million jobs to be displaced, constituting a structural labour market churn of 22% of the 1.2 billion formal jobs in the dataset being studied. This amounts to a net employment increase of 7%, or 78 million jobs.



Source

World Economic Forum, Future of Jobs Survey 2024; International Labour Organization, *ILOSTAT*.

Note

Please refer to the Appendix for the methodology.

Growing and declining jobs

The Future of Jobs Survey gathered insights from employers on job roles expected to grow, decline or remain stable within their organizations over

the next five years. Respondents were then asked to identify the macrotrends and technological advancements driving job growth and decline in their organizations.

According to the surveyed executives, the fastest-growing job roles by 2030, in percentage terms, tend to be driven by technological developments, such as advancements in AI and robotics and increasing digital access (See section 2.2). Leading

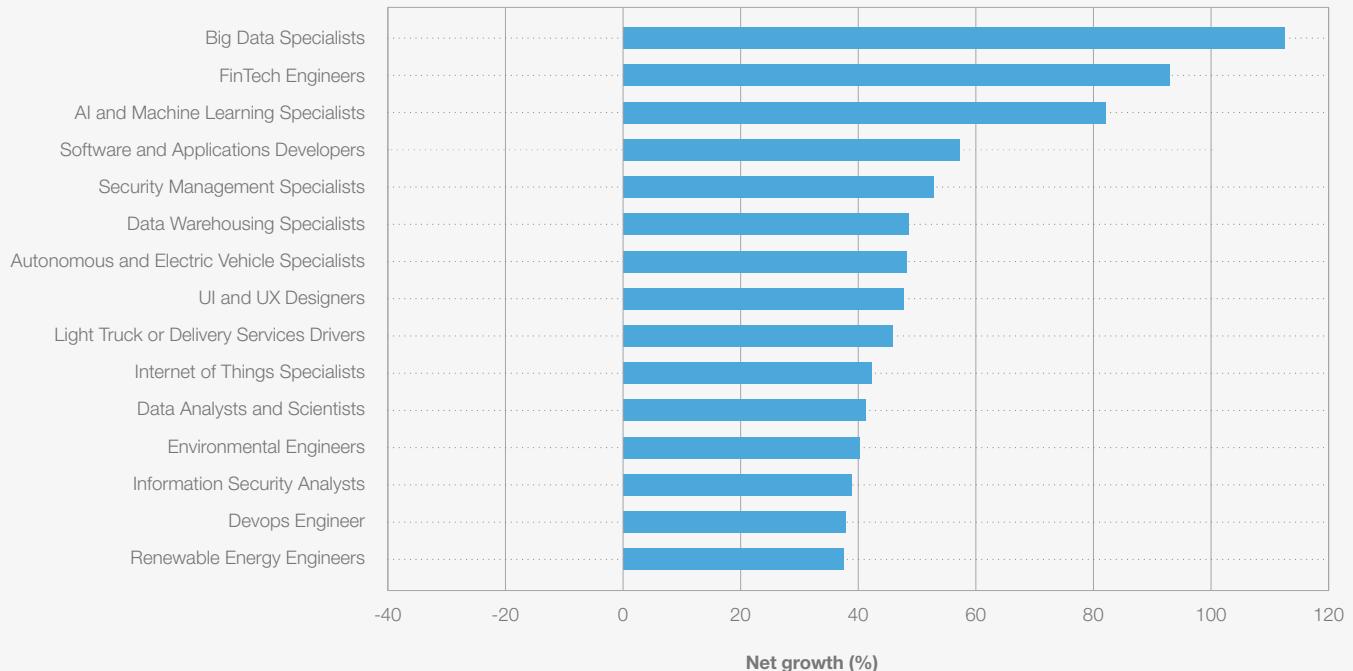
the fastest growing jobs list are roles such as Big Data Specialist, FinTech Engineers, AI and Machine Learning Specialists and Software and Applications Developers (Figure 2.2).

FIGURE 2.2

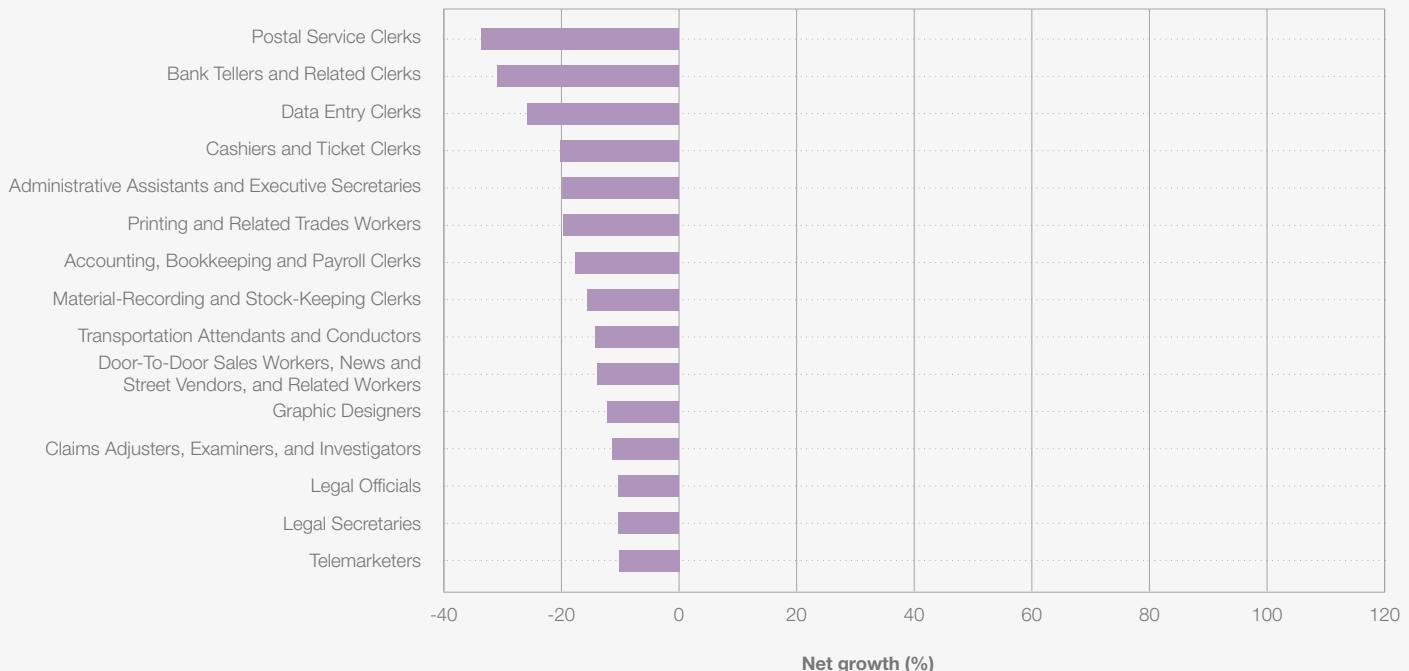
Fastest-growing and fastest-declining jobs, 2025-2030

Top jobs by fastest net growth and net decline, projected by surveyed employers

Top fastest growing jobs



Top fastest declining jobs



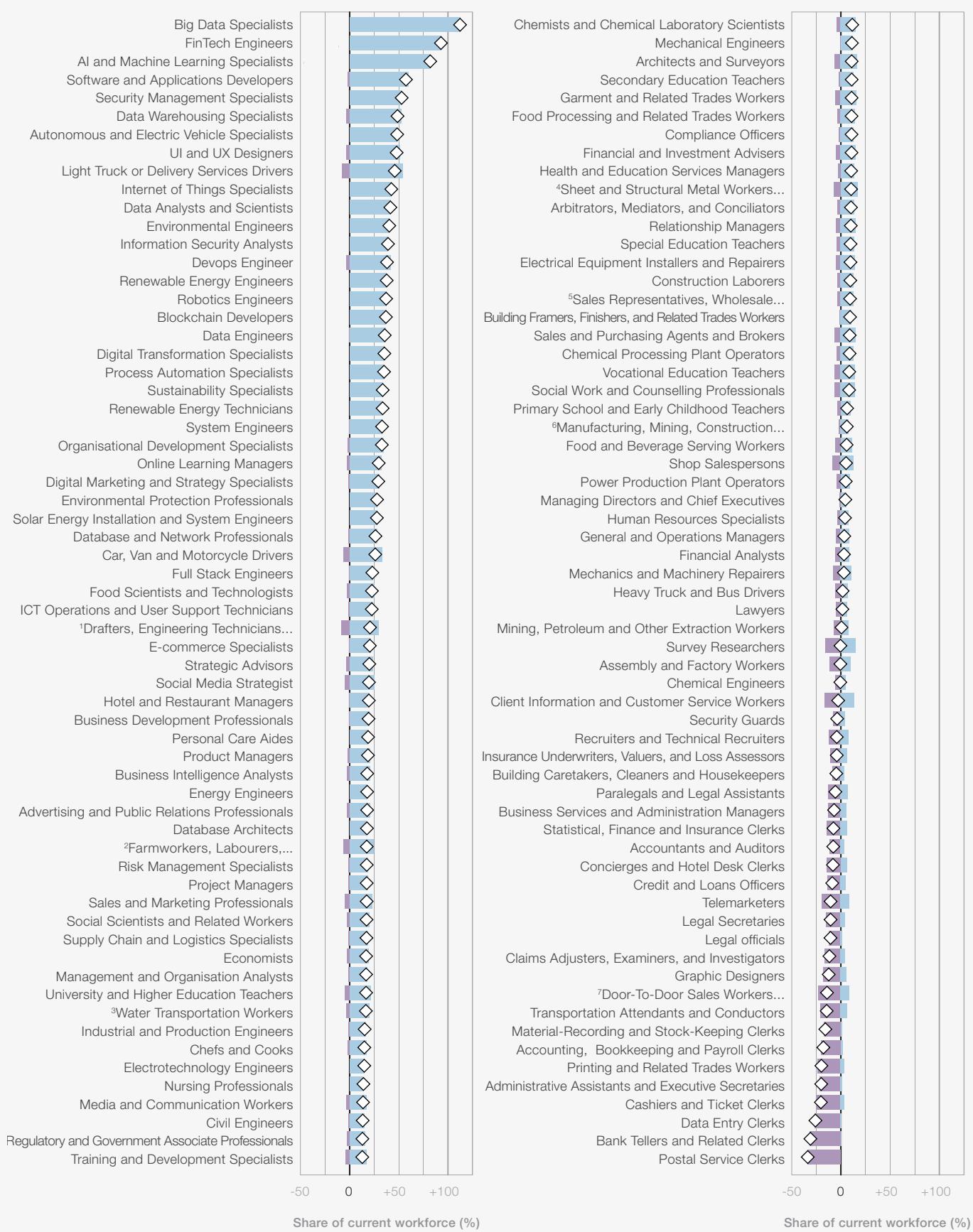
Source

World Economic Forum, Future of Jobs Survey 2024.

FIGURE 2.3

Job growth and decline (%), 2025-2030

Projected job creation (blue) and displacement (purple) between 2025 and 2030, as a percentage of total current employment in the corresponding job role. The projected net growth or decline for each occupation over the next five years (diamonds) is calculated by subtracting total job displacement from total job creation.



Note

¹Drafters, Engineering Technicians, and Mapping Technicians; ²Farmworkers, Labourers, and Other Agricultural Workers; ³Water Transportation Workers, including Ship and Marine Cargo Workers, Controllers, and Technicians; ⁴Sheet and Structural Metal Workers, Moulders and Welders; ⁵Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products; ⁶Manufacturing, Mining, Construction, and Distribution Managers; ⁷Door-To-Door Sales Workers, News and Street Vendors, and Related Workers

Source

World Economic Forum, Future of Jobs Survey 2024.

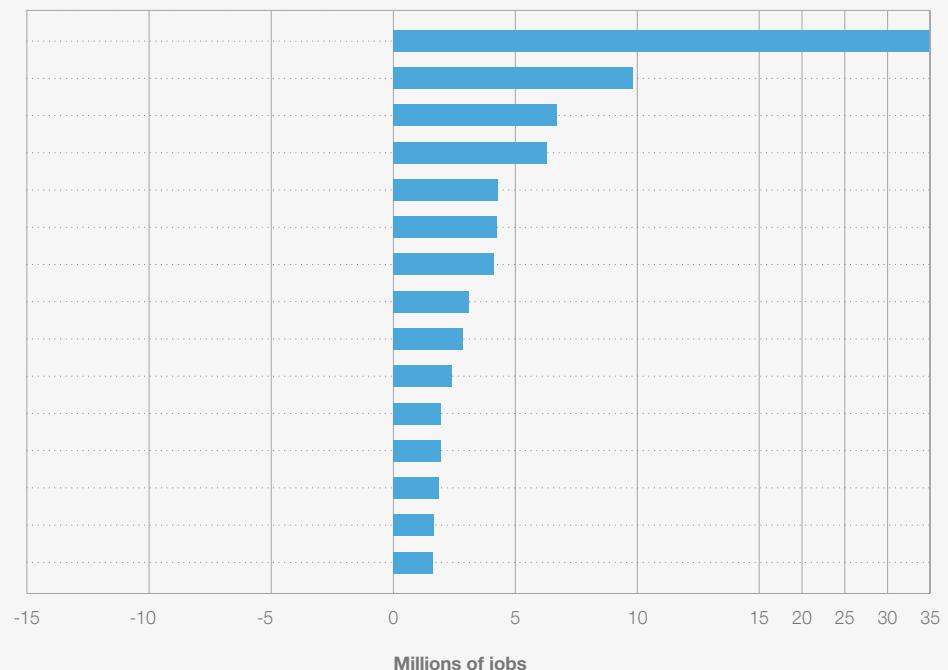
FIGURE 2.4

Largest growing and declining jobs, 2025-2030

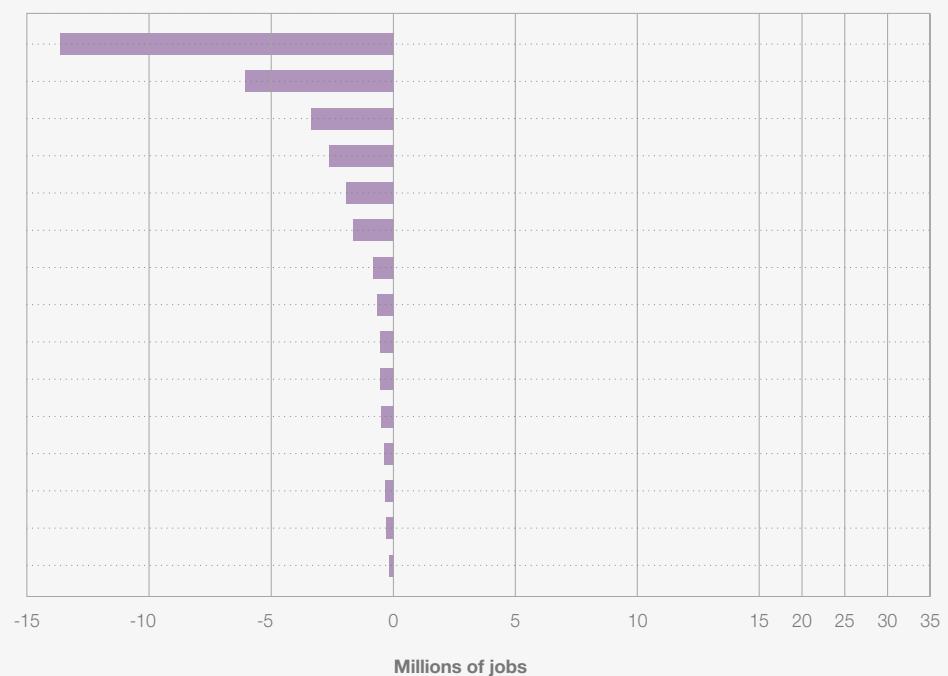
Top jobs, ordered by largest net job growth and decline, in absolute terms, calculated based on ILO occupation employment statistics and expected net growth reported by employers surveyed.

Top largest growing jobs

Farmworkers, Labourers, and Other Agricultural Workers
 Light Truck or Delivery Services Drivers
 Software and Applications Developers
 Building Framers, Finishers, and Related Trades Workers
 Shop Salespersons
 Food Processing and Related Trades Workers
 Car, Van and Motorcycle Drivers
 Nursing Professionals
 Food and Beverage Serving Workers
 General and Operations Managers
 Social Work and Counselling Professionals
 Project Managers
 University and Higher Education Teachers
 Secondary Education Teachers
 Personal Care Aides

**Top largest declining jobs**

Cashiers and Ticket Clerks
 Administrative Assistants and Executive Secretaries
 Building Caretakers, Cleaners and Housekeepers
 Material-Recording and Stock-Keeping Clerks
 Printing and Related Trades Workers
 Accounting, Bookkeeping and Payroll Clerks
 Accountants and Auditors
 Transportation Attendants and Conductors
 Security Guards
 Bank Tellers and Related Clerks
 Data Entry Clerks
 Client Information and Customer Service Workers
 Graphic Designers
 Business Services and Administration Managers
 Claims Adjusters, Examiners, and Investigators



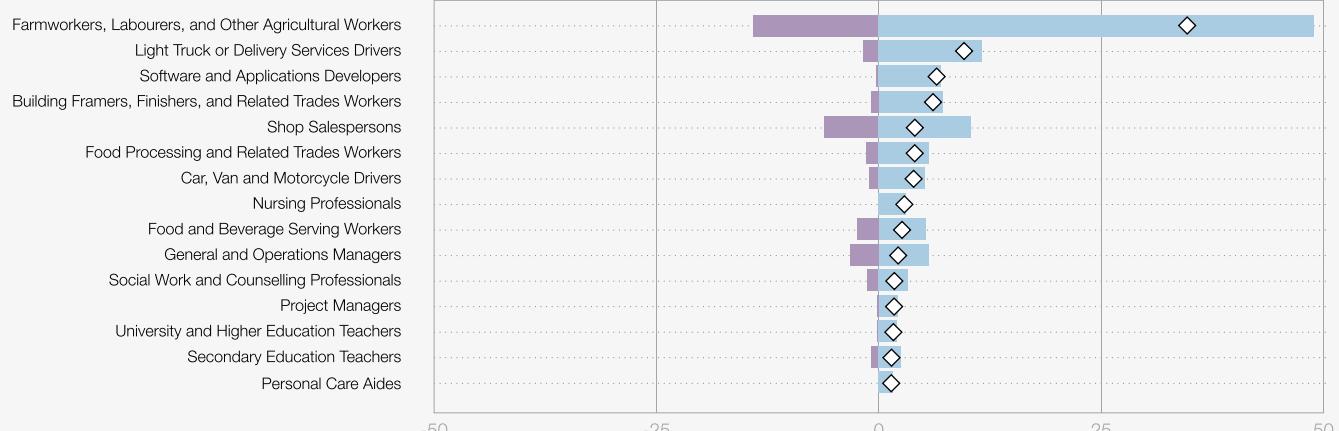
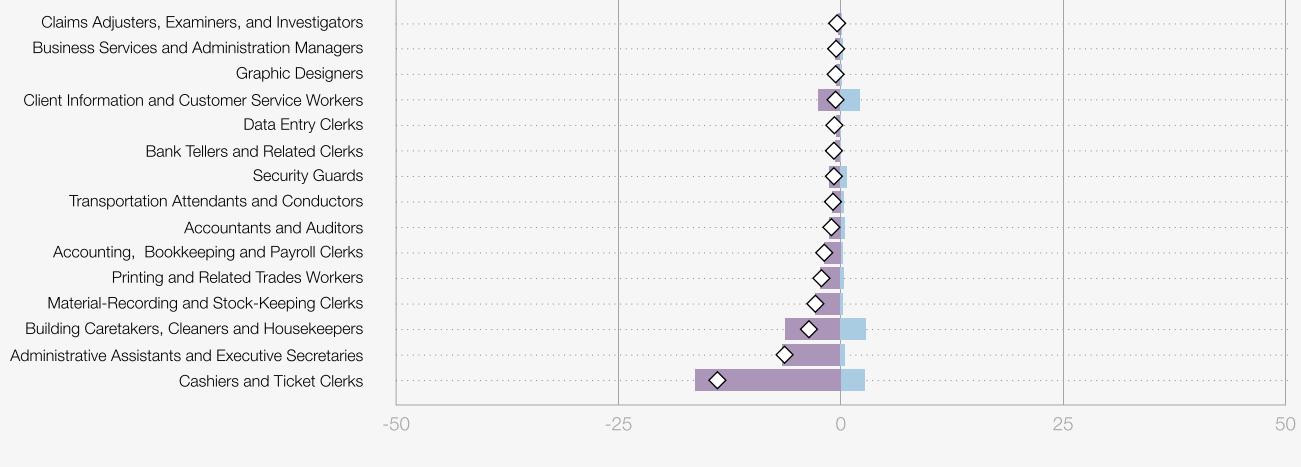
Source

World Economic Forum, Future of Jobs Survey 2024;
 International Labour Organization, ILOSTAT.

FIGURE 2.5

Job growth and decline (number of employees), 2025-2030

Projected job creation (blue) and displacement (purple) between 2025 and 2030, in absolute number of jobs, estimated by surveyed employers and calculated based on ILO occupational employment statistics. Projected net number of jobs created or displaced for each occupation over the next five years (diamonds) is calculated by subtracting total job displacement from total job creation.

15 largest growing jobs**15 largest declining jobs****Millions of jobs**

Source

World Economic Forum, Future of Jobs Survey 2024;
International Labour Organization, ILOSTAT.



2.2 Expected impact of macrotrends on employment

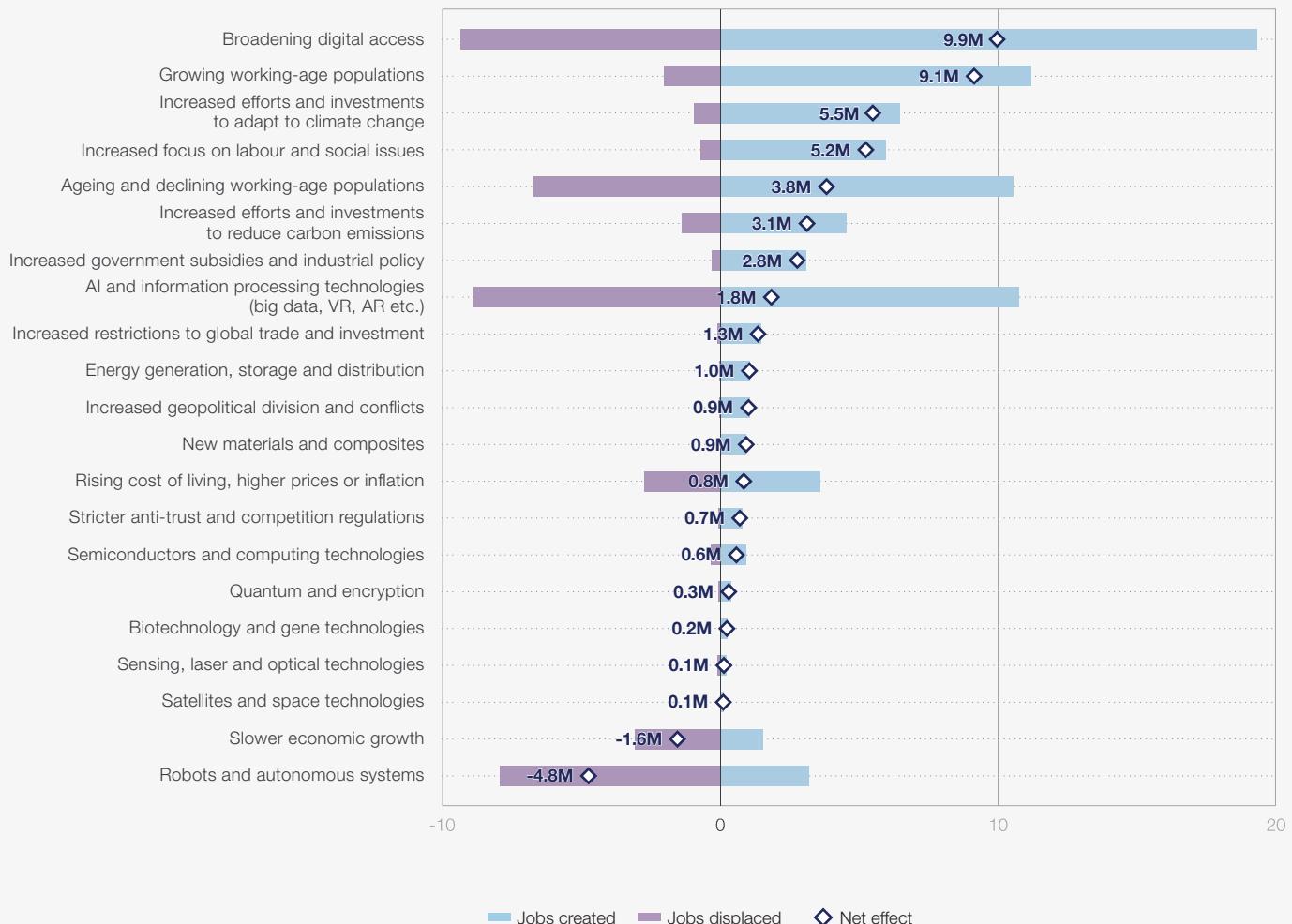
The remainder of this chapter discusses how Future of Jobs Survey respondents expect each of the five macrotrends driving labour market transformation – technological change, geoeconomic fragmentation,

green transition, demographic shifts and economic uncertainty – to influence job growth and decline by 2030 (see Figure 2.6).

FIGURE 2.6

Expected impact of macrotrends and technology trends on jobs, 2025-2030

Projected job creation attributed to each trend (blue) and projected job displacement attributed to each trend (purple) between 2025 and 2030, based on the job growth and decline attribution expectations of surveyed employers and ILO employment figures by occupation. The projected net number of jobs created or destroyed attributed to each trend in the next five years (diamonds) is calculated by subtracting the total number of declining jobs from the total number of growing jobs. The Appendix provides additional details and the data behind this figure.



Source

World Economic Forum, Future of Jobs Survey 2024;
International Labour Organization, ILOSTAT.

Technological change

Technology is predicted to be the most divergent driver of labour-market change, with broadening digital access expected to both create and displace more jobs than any other macrotrend (19 million and 9 million, respectively). Meanwhile, trends in AI and information processing technology are expected to create 11 million jobs, while simultaneously displacing 9 million others, more

than any other technology trend. Robotics and autonomous systems are expected to be the largest net job displacer, with a net decline of 5 million jobs.

These three trends – broadening digital access, advancements in AI and information processing, and robotics and autonomous systems technologies – also feature prominently as drivers of the fastest growing and declining jobs. In fact,

they are among the top drivers of growth for the 10 fastest-growing jobs: AI and information processing technologies are among the top three drivers of growth for all 10 of these jobs; whereas broadening digital access is a top three driver for nine out of these 10 (all except Autonomous and Electric Vehicle Specialists); and robotics and autonomous systems technologies for seven out of these 10 (all except Security Management Specialists, UI and UX Designers, and Light Truck or Delivery Services Drivers). In addition, of the 10 fastest- and 10 largest-declining roles, only two (Printing and Related Trades Workers, and Building Caretakers, Cleaners and Housekeepers) feature other trends among their top three drivers of job decline.

By contrast, the largest-growth jobs are influenced by a broader range of macrotrends. The three technology-based trends stand out as expected growth drivers only for light truck and delivery services drivers, software and applications developers, and nursing professionals. This projected growth in demand for nursing professionals is also driven by aging and declining working-age populations, further explored in the demographic shifts section of this chapter.

The presence of both Graphic Designers and Legal Secretaries just outside the top 10 fastest-declining

job roles, a first-time prediction not seen in previous editions of the *Future of Jobs Report*, may illustrate GenAI's increasing capacity to perform knowledge work. Job decline in both roles is seen as driven by both AI and information processing technologies as well as by broadening digital access. This is a major change from the report's 2023 edition, when Graphic Designers were considered a moderately growing job and Legal Secretaries did not feature in the expected job growth/decline list.

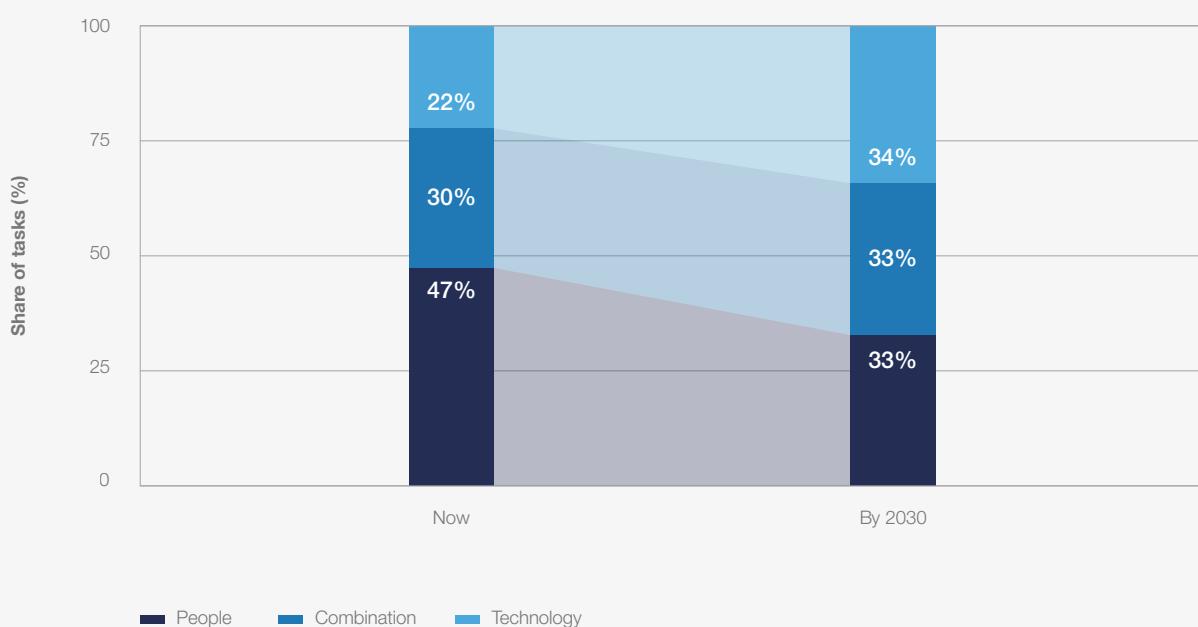
The Shifting human-machine frontier: automation versus augmentation

The interplay between humans, machines and algorithms is redefining job roles across industries. Automation is expected to drive changes in people's ways of working, with the proportional share of tasks performed solely or predominantly by humans expected to decline as technology becomes more versatile. Future of Jobs Survey respondents estimate that, today, 47% of work tasks are performed mainly by humans alone, with 22% performed mainly by technology (machines and algorithms), and 30% completed by a combination of both. By 2030, employers expect these proportions to be nearly evenly split across these three categories/approaches (Figure 2.7).

FIGURE 2.7

The shifting human-machine frontier: automation versus augmentation, 2025-2030

Share of total work tasks expected to be delivered predominantly by human workers, by technology (machines and algorithms), or by a combination of both.



Source

World Economic Forum, Future of Jobs Survey 2024.

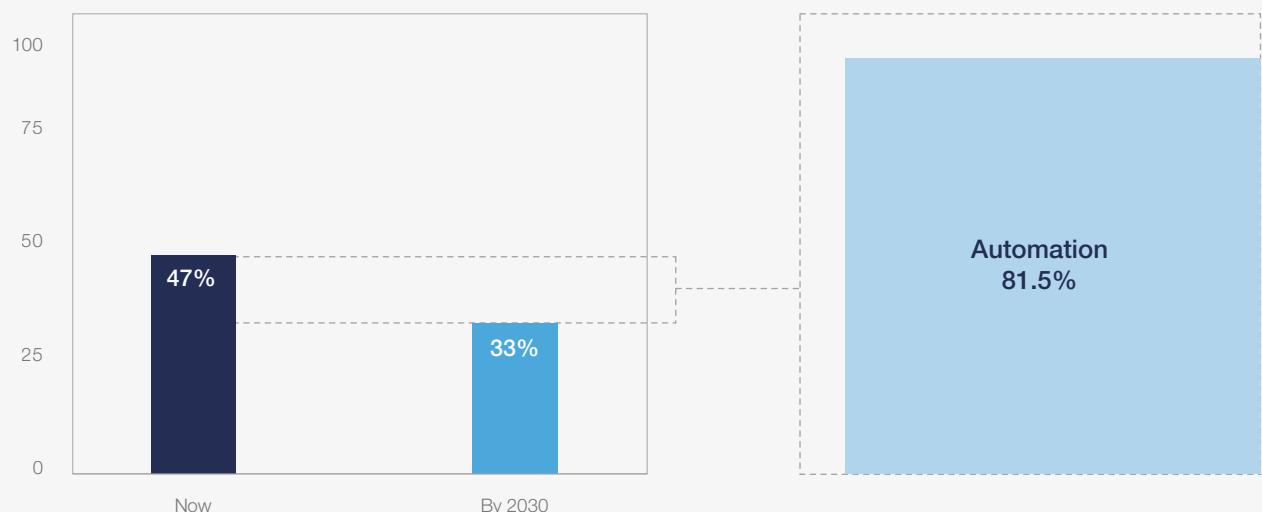
Globally, the expected reduction in the proportion of work tasks performed by humans is driven primarily by increased automation. Of the nearly 15 percentage point reduction in the proportion of total work tasks delivered by humans in

2030 versus 2025, nearly 82% is attributable to advancing automation, while 19% is projected to derive from expanded human-machine collaboration (Figure 2.8).

FIGURE 2.8

Expected shift in the human share of work task delivery in total firm output driven by automation versus augmentation, 2025-2030, global average

Change in proportion of human-performed tasks attributable to increasing automation.



Source

World Economic Forum, Future of Jobs Survey 2024.

Importantly, this analysis only compares the 2025 and 2030 proportions of total task delivery attributable to human employees, technology or collaboration between the two, respectively, and does not consider the potential change in the absolute amount of work tasks (output) getting done. In other words, both machines and humans might be significantly more productive in 2030 – performing more or higher value tasks in the same or less amount of time than it would have taken them to do so in 2025 – so any concern about humans “running out of things to do” due to automation would be misplaced.

However, a potentially more complex question raised by these projections concerns the on-going share of total economic value creation participated in by human workers: If an increasing amount of a firm’s total output and income is derived from advanced machines and proprietary algorithms, to what extent will human workers be able to share in this prosperity?³³ It is in this context that the relevance of the third category/approach, human-machine collaboration (or “augmentation”) should be highlighted: technology could be designed and developed in a way that complements and enhances, rather than displaces, human work; and, as discussed further in the next chapter (Box 3.1), talent development, reskilling and upskilling strategies may be designed and delivered in a way to enable and optimize human-machine collaboration.³⁴ It is the investment decisions and policy choices made today that will shape these outcomes in the coming years.³⁵

At an industry level, while all sectors are expected to see a reduction in the proportion of work tasks performed by humans alone by 2030, they differ in the share of this reduction that is projected to be attributable to automation versus augmentation and human-machine collaboration (Figure 2.9). Insurance and Pensions Management and Telecommunications are leading the automation trend – with more than 95% of human standalone task share reduction in both sectors expected to derive from deeper automation. By contrast, nearly half of the proportional reduction in work tasks done by humans alone in the Medical and Healthcare Services and Government and Public sectors are instead expected to be driven by increased augmentation and human-machine collaboration.

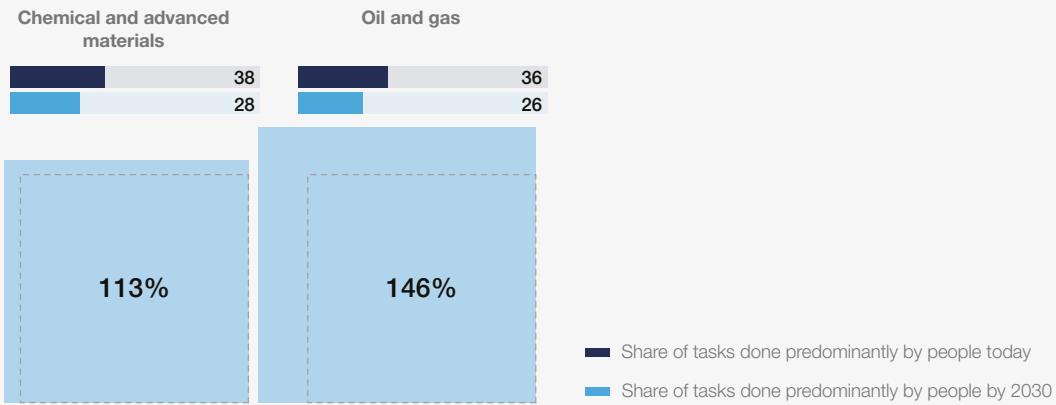
In four sectors – Oil and Gas, Chemicals and Advanced Materials, Financial Services and Capital Markets, and Electronics – automation is projected not only to reduce the proportion of total work tasks predominantly done today standalone by humans, but even to reduce the share of total work tasks currently delivered through human-machine collaboration (resulting in calculated “automation shares” of more than 100%, as depicted in Figure 2.9).

FIGURE 2.9

Expected shift in the human share of work task delivery in total firm output driven by automation versus augmentation, 2025-2030, by industry

Change in proportion of human-performed tasks attributable to increasing automation.





Source

World Economic Forum, Future of Jobs Survey 2024.

Geoeconomic fragmentation

The Future of Jobs Survey asked employers about the impacts of three key geoeconomic trends: increased government subsidies and industrial policy; increased geopolitical division and conflicts; and increased restrictions to global trade and investment. On average, respondents expect these trends to be net job creators. Although projected to be three of the four lowest net job-creating macrotrends – above only slower economic growth – these estimates still equate to 5 million net additional jobs by 2030, most prominently in logistics, security and strategy roles.

Increased government subsidies and industrial policy are expected to drive increased demand for Business Intelligence Analysts and Business Development Professionals. Increased restrictions to global trade and investment are also predicted to drive growth in these roles, as well as in Strategic Advisors and Supply Chain and Logistics specialists. Increased geopolitical division and conflicts, meanwhile, are projected to drive growth in all of the aforementioned roles, in addition

to Information Security Analysts and Security Management Specialists.

The Future of Jobs Survey also asked respondents whether they expected to offshore parts of their workforce, or move operations closer to home through reshoring, nearshoring, or friendshoring. An analysis of the responses to these questions for the subset of employers who expect geoeconomic trends to affect their business provides insight into how these trends affect workforce decisions. Table 2.1 shows the share of employers who expect each geoeconomic trend to transform their business that additionally also expect to offshore or re-shore significant segments of their workforce. All three geoeconomic trends analysed appear to drive more re-shoring, with respondents who expect their business to be transformed by increasing restrictions to global trade and investment 50% more likely to plan to reshore than the global average employer. Employers who expect government subsidies and industrial policy to transform their business, however, are almost as likely to plan to offshore as they are to reshore

TABLE 2.1

Impact of geoeconomic trends on off-shoring and re-shoring

Share of employers who expect the specified trend to transform their business who plan to 'off-shore' or 're-shore' significant segments of their workforce.

	Off-shore	Re-shoring
Global Average	8.3	9.5
Increased government subsidies and industrial policy	11.2	12.4
Increased geopolitical division and conflicts	9.3	13.2
Increased restrictions to global trade and investment	8.7	14.5

Source: World Economic Forum, Future of Jobs Survey 2024.

Green transition

Climate change adaptation is expected to be the third-largest contributor to net growth in global jobs by 2030, projected to contribute an additional 5 million net jobs, while climate-change mitigation comes in 6th with an additional 3 million net jobs. Trends in energy generation, storage and distribution, meanwhile, are expected to create an additional 1 million net jobs – the second-largest technology-based contribution to net job growth (after trends in AI and information processing technology).

Expectations around climate-change adaptation and mitigation trends are pushing Environmental

Engineers and Renewable Energy Engineers into the top 15 fastest-growing jobs, as well as driving growth in roles such as Sustainability Specialists and Renewable Energy Technicians. This is corroborated by evidence that “green hiring” has consistently outperformed overall labour-market hiring trends in recent years (Box 2.1).

Both green transition-related macrotrends are also expected to drive some of the largest labour-market transformation, in absolute terms, in the global economy. This includes being the largest drivers of both job growth and decline in Farmworkers, Labourers, and Other Agricultural Workers as well as being among the strongest drivers of net job growth for Building Framers, Finishers and Related Trades Workers.

BOX 2.1

Green hiring rates

In collaboration with LinkedIn

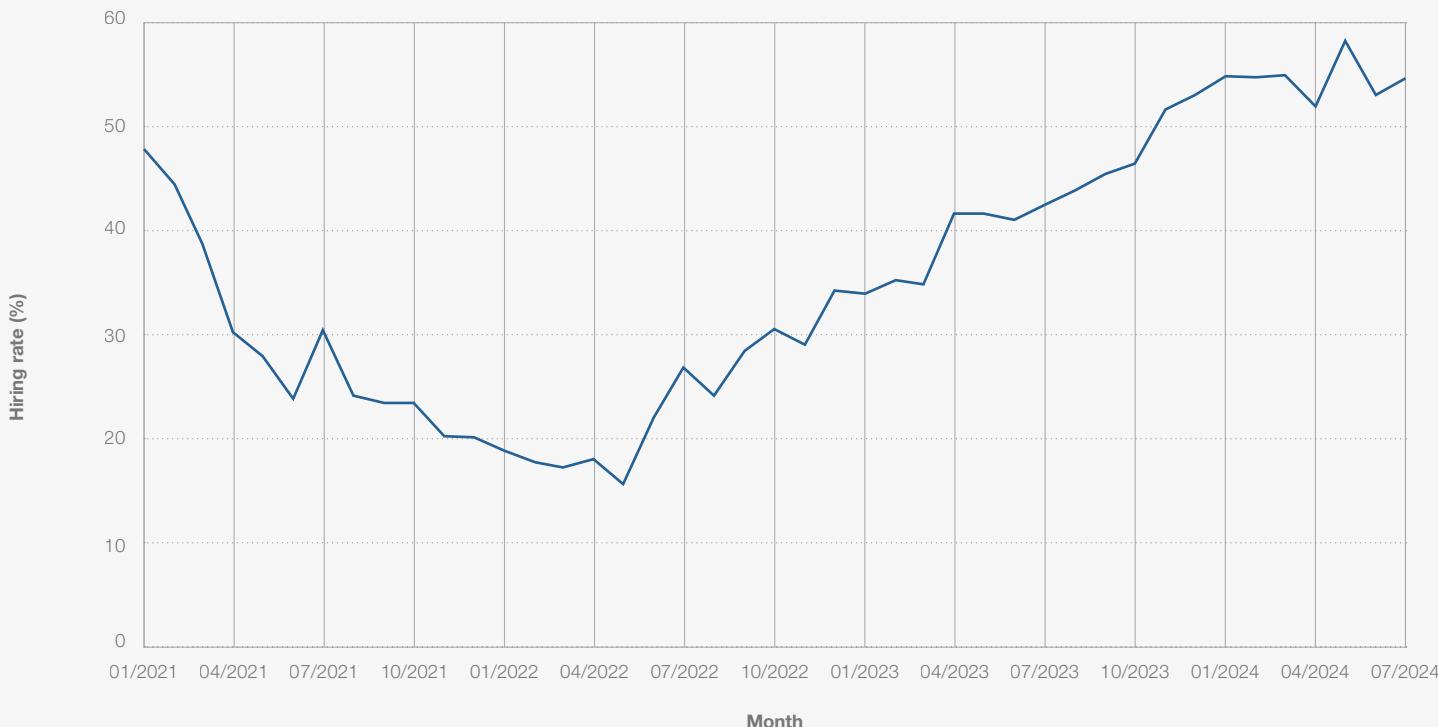
LinkedIn data, generated up to July 2024 for the *Future of Jobs Report 2025*, assesses the progression of green hiring rates compared to overall hiring rates. By comparing the share of LinkedIn members with green skills being hired with the overall hiring rate, it is possible to assess differences in employment outcomes between these two groups.

Figure B2.1 shows that LinkedIn members with green skills are being hired at a significantly higher rate than other members. Despite a dip in green hiring throughout 2021 and early 2022, green hiring has consistently outperformed the overall hiring, and this outperformance has been consistently getting larger since its low point of May 2022.

FIGURE B2.1

Green hiring rates

Outperformance in hiring rate for LinkedIn members with green skills versus all LinkedIn members, percent, January 2021 to July 2024



Source

LinkedIn analysis.