

revenues, wages and other forms of workers' compensation will represent a growing share compared to today, a similar share as today, or a declining share compared to today", compared to the global average.

Period: 2024

Source: World Economic Forum, Future of Jobs Survey

16. Talent trends

This bar chart shows the share of employers surveyed expecting a positive, neutral and negative outlook for talent availability, talent development and talent retention over the next five years in the respective economy, region or industry. It is based on the response to the question "How would you rate talent availability, development and retention in your organization by 2030?". Net effect is calculated by the share of employers who expect their talent availability to improve or improve significantly minus the share of employers who expect their talent availability to worsen or worsen significantly.

Period: 2024

Source: World Economic Forum, Future of Jobs Survey

17. Planned implementation of diversity, equity and inclusion measures

This table shows the top diversity, equity and inclusion actions ranked by the share of employers surveyed which plan to implement the stated measure in the respective economy, region or industry, compared with global averages. This is the result of the question "What are likely to be the key components your workforce diversity, equity and inclusion (DEI) priorities by 2030?".

Period: 2024

Source: World Economic Forum, Future of Jobs Survey

18. Workforce strategy in response to AI

This table shows the top workforce strategies in response to AI ranked by the share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence in respective economy, region or industry, compared with global averages. This is the result of the question "Which strategies is your organization likely to implement by 2030, in response AI's increasing capability and prevalence?".

Period: 2024

Source: World Economic Forum, Future of Jobs Survey

Argentina

18.2

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	68%	Secondary Education Attainment	-	NA
Vulnerable employment	(2022)	24%	Tertiary Education Attainment	-	NA
Share of youth not in employment, education, or training (NEET)	(2023)	15%	Ease of finding skilled employees in local labour market	(2024)	4
Unemployment rate	(2023)	4%	Fill vacancies by hiring foreign labour	(2024)	4
Unemployment rate among workers with basic edu.	(2023)	6%	Country investment in mid-career training	(2022)	2
Unemployment rate among workers with advanced edu.	(2023)	2%			

Jobs and Skills outlook

19% | Global 22%

Labour-market churn

Five-year structural labour-force churn

42% | Global 39%

Skill disruption

Shares of core skills which will change

86% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

100% | Global 88%

AI exposure

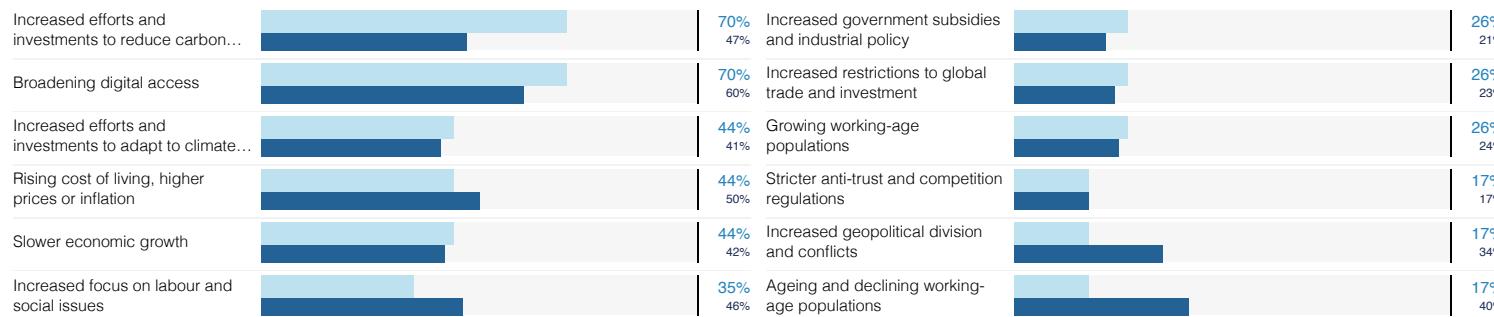
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

Economy | Global

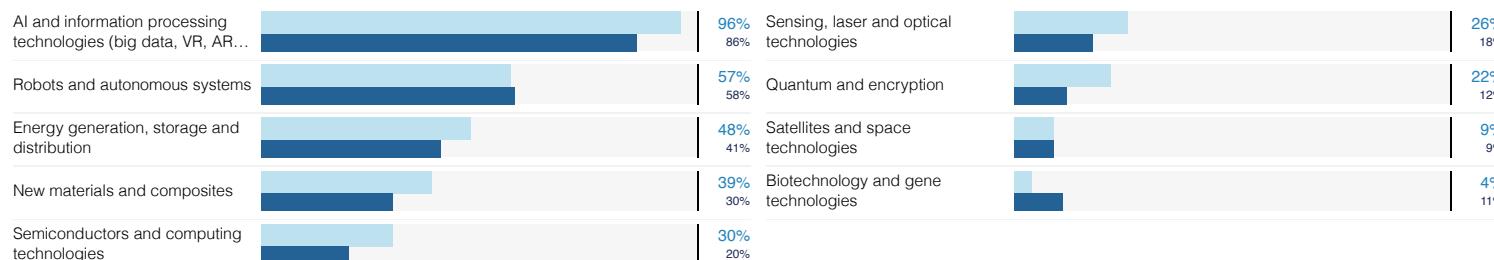


Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

Economy | Global



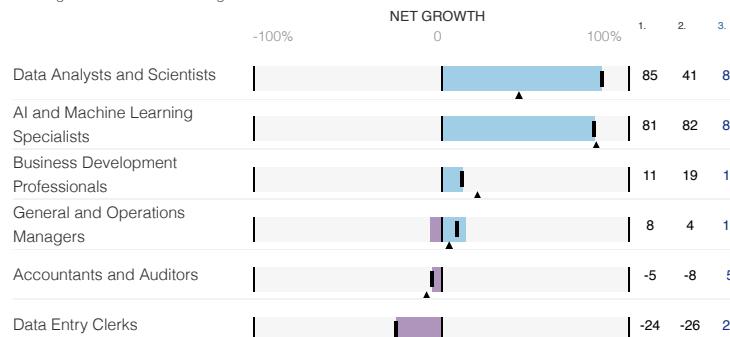
Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth | Job Growth | Job displacement | Net Growth | Global net growth

1. Net growth | 2. Global net growth | 3. Churn

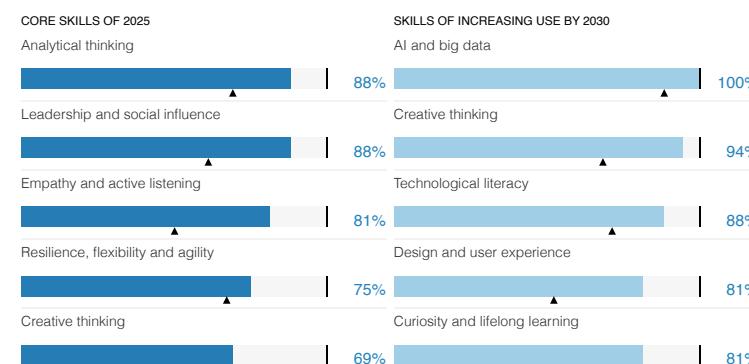


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

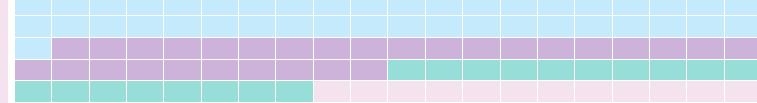
Economy | Global



Argentina

18.2

Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

% of tasks completed by predominantly people, predominantly technology, or a combination of both

█ Human █ Global █ Combination █ Global █ Technology █ Global

ALL TASKS

Now



2030

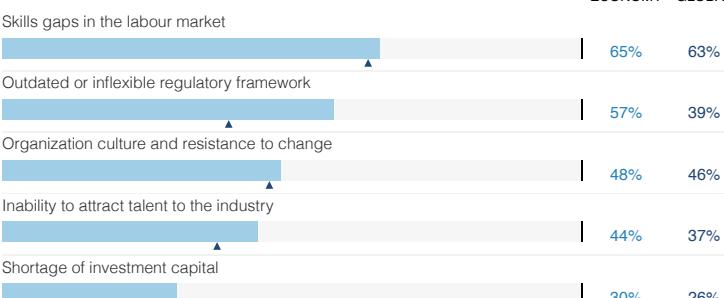
Key barriers for business transformation

Transformation barriers

Share of organisations surveyed expecting the barriers will hinder their organisation transformation

█ Economy ▲ Global

ECONOMY GLOBAL



Talent availability outlook

Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years

█ Improving ▲ Global average █ Worsening ▲ Global average

Talent availability when hiring



Talent development of existing workforce



Talent retention of existing workforce



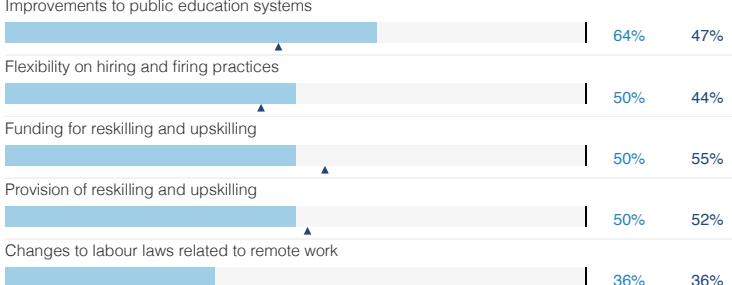
Public policy

Public policies to improve talent availability

Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability

█ Economy ▲ Global

ECONOMY GLOBAL



Wage outlook

Wage trends

Share of organizations projecting the share of wages and other forms of workers' compensation as percentage of the company's total revenues

█ Growing █ Global █ Similar █ Global █ Declining █ Global

21% 79% 0%

52% 41% 8%

DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure

86 | Global 51

Run comprehensive DEI training for managers and staff

71 | Global 39

Pay equity reviews and salary audits

57 | Global 33

Anti-harassment protocols

AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

93 | Global 69

Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills

71 | Global 62

Hiring new people with skills to better work alongside AI

71 | Global 49

Re-oriented your organization to target new business opportunities created by AI

Australia

18.5

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	67%	Secondary Education Attainment	(2023)	79%
Vulnerable employment	(2022)	10%	Tertiary Education Attainment	(2023)	47%
Share of youth not in employment, education, or training (NEET)	(2023)	8%	Ease of finding skilled employees in local labour market	(2024)	5
Unemployment rate	(2023)	3%	Fill vacancies by hiring foreign labour	(2024)	5
Unemployment rate among workers with basic edu.	(2023)	5%	Country investment in mid-career training	(2022)	4
Unemployment rate among workers with advanced edu.	(2023)	2%			

Jobs and Skills outlook

24% | Global 22%

Labour-market churn

Five-year structural labour-force churn

35% | Global 39%

Skill disruption

Shares of core skills which will change

88% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

88% | Global 88%

AI exposure

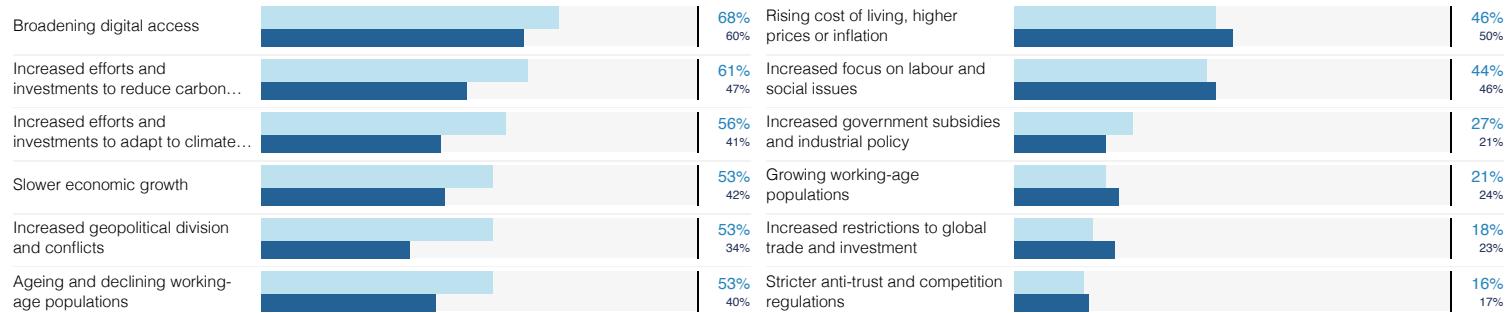
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

Economy | Global

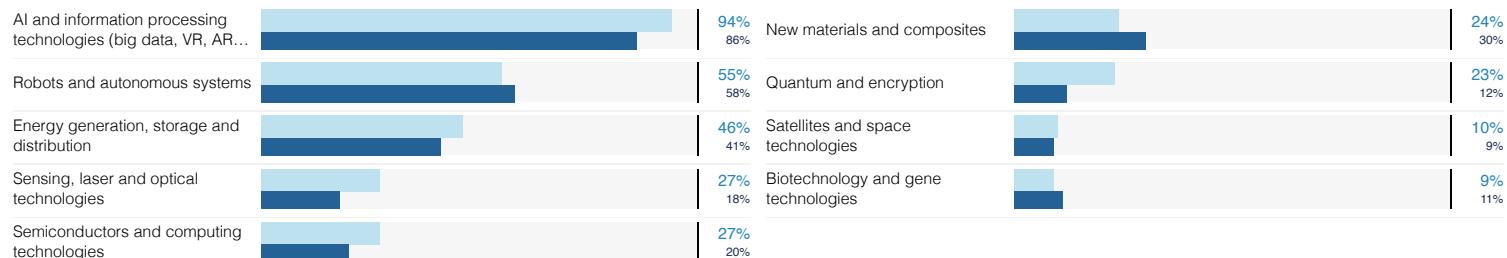


Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

Economy | Global



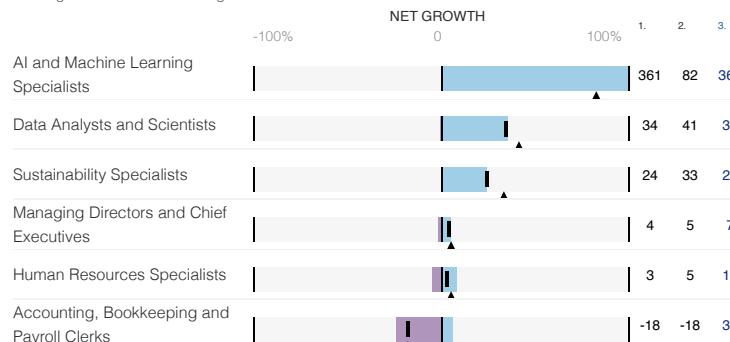
Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth | Job Growth | Job displacement | Net Growth | ▲ Global net growth

1. Net growth | 2. Global net growth | 3. Churn

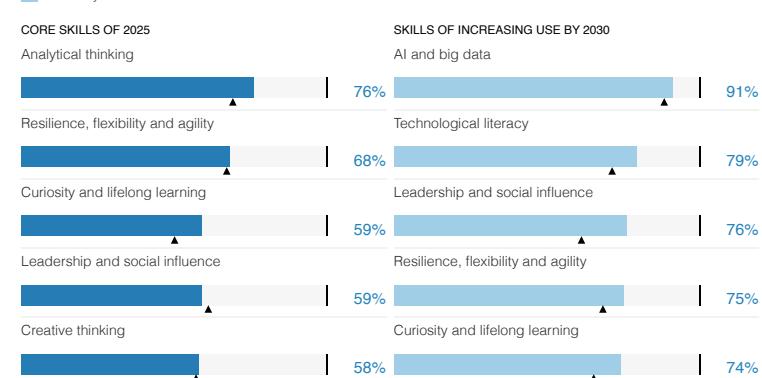


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

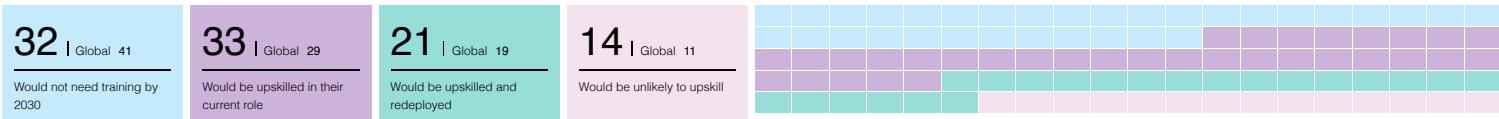
Economy | Global



Australia

18.5

Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

% of tasks completed by predominantly people, predominantly technology, or a combination of both

█ Human █ Global █ Combination █ Global █ Technology █ Global

ALL TASKS

Now



2030



Public policy

Public policies to improve talent availability

Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability

█ Economy ▲ Global

ECONOMY GLOBAL

Flexibility on hiring and firing practices

49% 44%

Funding for reskilling and upskilling

49% 55%

Provision of reskilling and upskilling

49% 52%

Changes to immigration laws

45% 26%

Changes to labour laws related to remote work

37% 36%

Key barriers for business transformation

Transformation barriers

Share of organisations surveyed expecting the barriers will hinder their organisation transformation

█ Economy ▲ Global

ECONOMY GLOBAL

Skills gaps in the labour market



Inability to attract talent to the industry



Organization culture and resistance to change



Lack of adequate data and technical infrastructure



Inability to attract talent to my firm



Talent availability outlook

Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years

█ Improving ▲ Global average █ Worsening ▲ Global average

Talent availability when hiring



Talent development of existing workforce



Talent retention of existing workforce



DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure

65 | Global 42

Set DEI goals, targets or quotas

63 | Global 51

Run comprehensive DEI training for managers and staff

61 | Global 48

Targeted recruitment, retention and progression initiatives

AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

92 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

86 | Global 69

Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills

68 | Global 62

Hiring new people with skills to better work alongside AI

Austria

6.8

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	62%	Secondary Education Attainment	(2023)	83%
Vulnerable employment	(2022)	8%	Tertiary Education Attainment	(2023)	21%
Share of youth not in employment, education, or training (NEET)	(2023)	13%	Ease of finding skilled employees in local labour market	(2024)	4
Unemployment rate	(2023)	5%	Fill vacancies by hiring foreign labour	(2024)	4
Unemployment rate among workers with basic edu.	(2023)	11%	Country investment in mid-career training	(2022)	5
Unemployment rate among workers with advanced edu.	(2023)	3%			

Jobs and Skills outlook

10% | Global 22%

Labour-market churn

Five-year structural labour-force churn

38% | Global 39%

Skill disruption

Shares of core skills which will change

100% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

100% | Global 88%

AI exposure

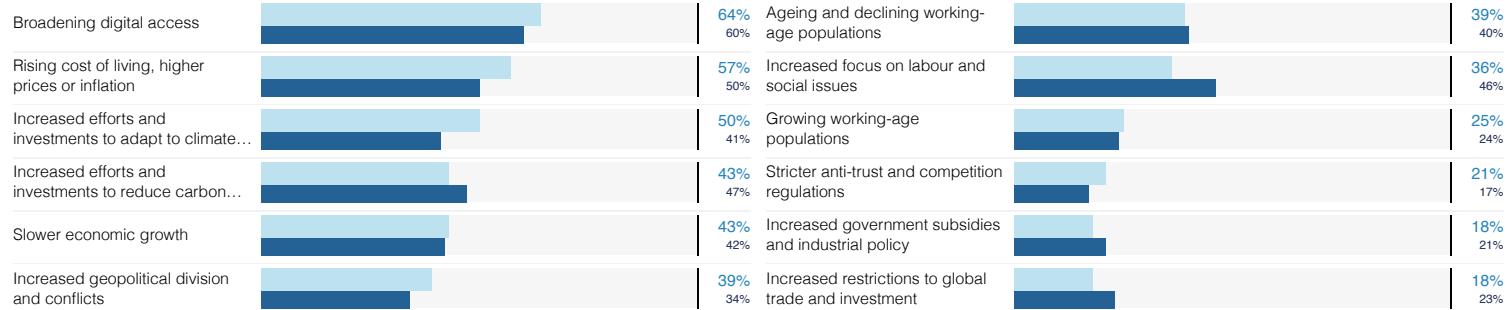
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

Economy | Global

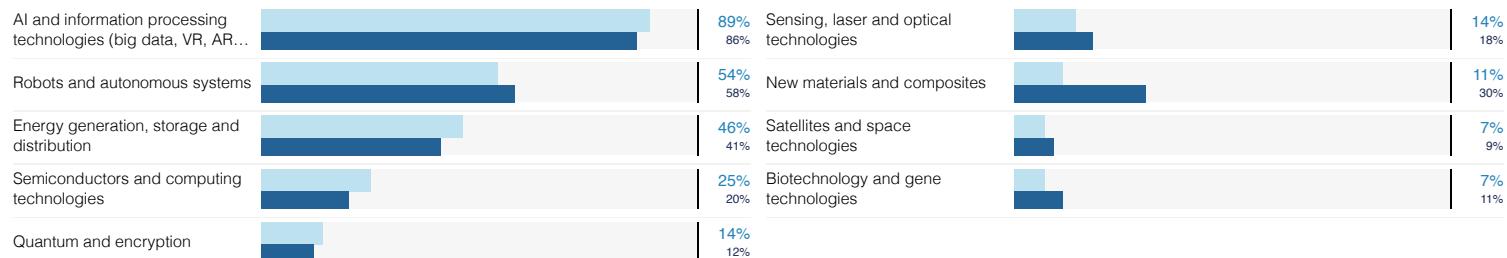


Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

Economy | Global



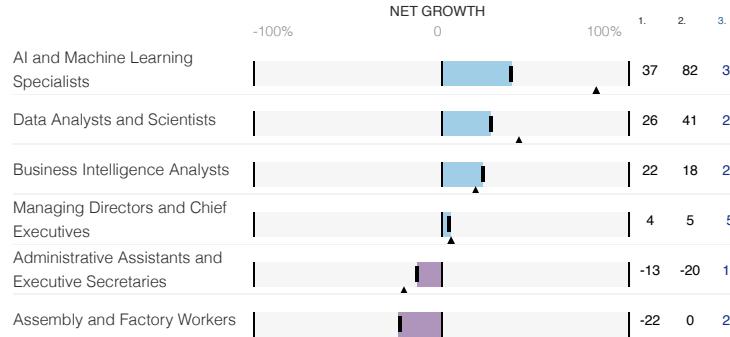
Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth | Job Growth | Job displacement | Net Growth | ▲ Global net growth

1. Net growth | 2. Global net growth | 3. Churn

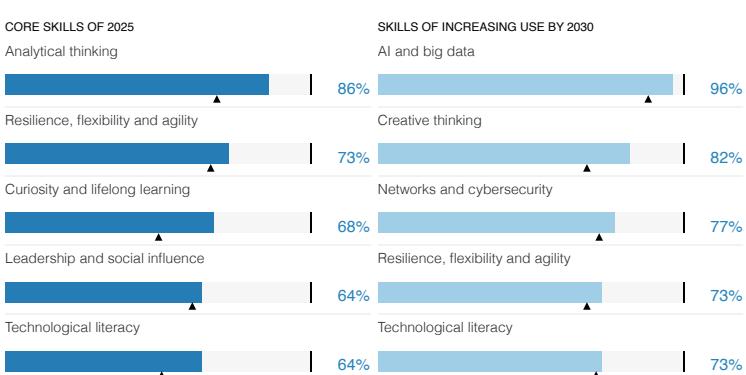


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

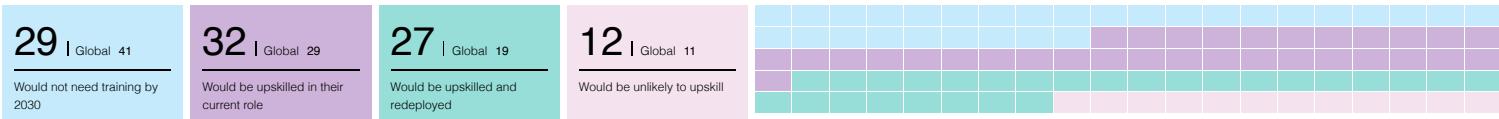
Economy | Global



Austria

6.8

Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

% of tasks completed by predominantly people, predominantly technology, or a combination of both

█ Human █ Global █ Combination █ Global █ Technology █ Global

ALL TASKS

Now



2030



Public policy

Public policies to improve talent availability

Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability

█ Economy █ Global

ECONOMY GLOBAL

Improvements to public education systems

58% 47%

Changes to labour laws related to remote work

53% 36%

Funding for reskilling and upskilling

53% 55%

Flexibility on hiring and firing practices

47% 44%

Wage subsidies

42% 26%

Key barriers for business transformation

Transformation barriers

Share of organisations surveyed expecting the barriers will hinder their organisation transformation

█ Economy █ Global

ECONOMY GLOBAL

Skills gaps in the labour market

64% 63%

Organization culture and resistance to change

57% 46%

Insufficient understanding of opportunities

39% 25%

Inability to attract talent to the industry

29% 37%

Outdated or inflexible regulatory framework

29% 39%

Wage outlook

Wage trends

Share of organizations projecting the share of wages and other forms of workers' compensation as percentage of the company's total revenues

█ Growing █ Global █ Similar █ Global █ Declining █ Global

35% 65% 0%

52% 41% 8%

Talent availability outlook

Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years

█ Improving █ Global average █ Worsening █ Global average

Talent availability when hiring



Talent development of existing workforce



Talent retention of existing workforce



DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure

50 | Global 51

Run comprehensive DEI training for managers and staff

50 | Global 48

Targeted recruitment, retention and progression initiatives

45 | Global 27

Embed DEI goals and solutions across the supply chain

AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

84 | Global 69

Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills

74 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

74 | Global 49

Reorienting your organization to target new business opportunities created by AI

Bahrain

N/A

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	-	NA	Secondary Education Attainment (2023)	67%	
Vulnerable employment	(2022)	1%	Tertiary Education Attainment (2023)	40%	
Share of youth not in employment, education, or training (NEET)	-	NA	Ease of finding skilled employees in local labour market (2024)	5	
Unemployment rate	-	NA	Fill vacancies by hiring foreign labour (2024)	6	
Unemployment rate among workers with basic edu.	-	NA	Country investment in mid-career training	5	
Unemployment rate among workers with advanced edu.	-	NA			

Jobs and Skills outlook

33% | Global 22%

Labour-market churn

Five-year structural labour-force churn

42% | Global 39%

Skill disruption

Shares of core skills which will change

62% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

92% | Global 88%

AI exposure

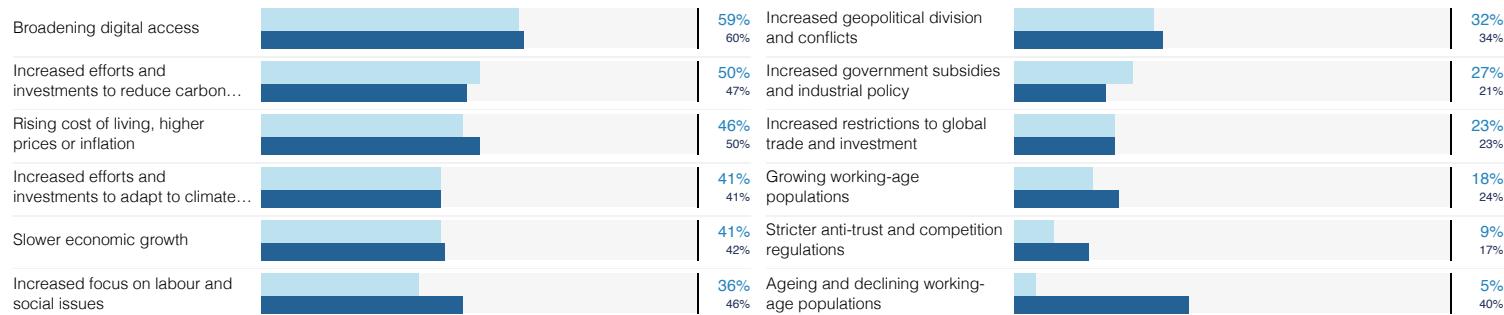
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

Economy Global

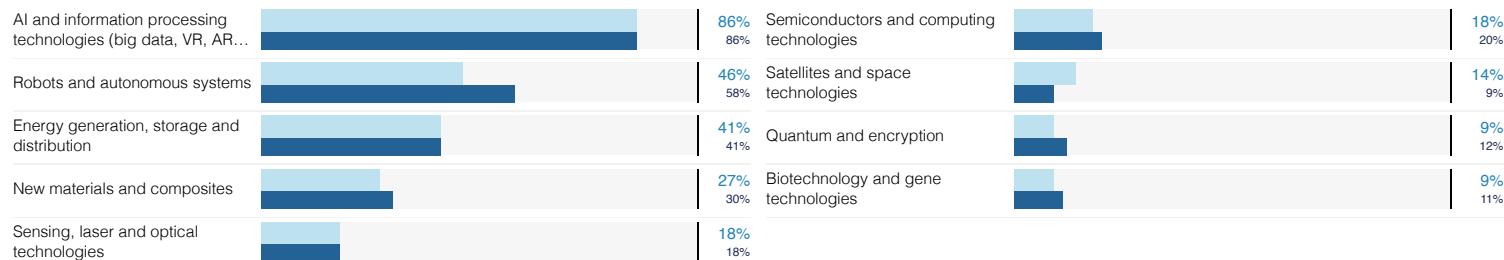


Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

Economy Global



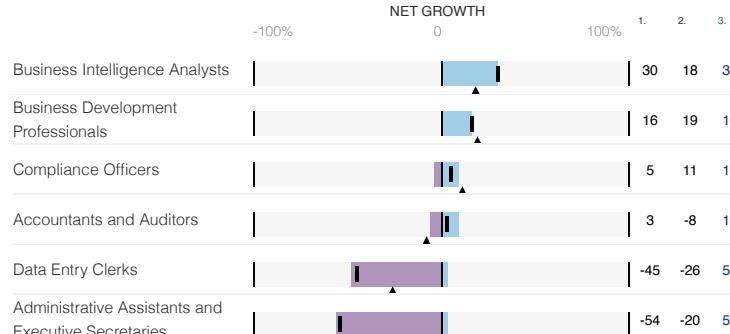
Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth Job Growth Job displacement Net Growth ▲ Global net growth

1. Net growth 2. Global net growth 3. Churn

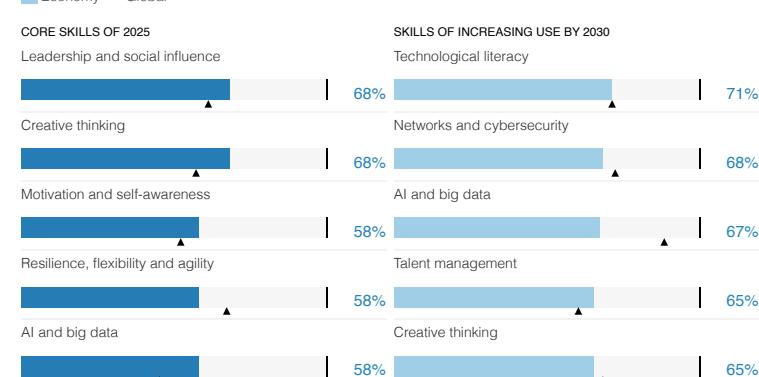


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

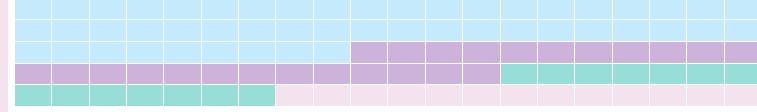
Economy ▲ Global



Bahrain

N/A

Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

% of tasks completed by predominantly people, predominantly technology, or a combination of both

Human Global Combination Global Technology Global

ALL TASKS



2030



Public policy

Public policies to improve talent availability

Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability

Economy ▲ Global

ECONOMY GLOBAL

Funding for reskilling and upskilling

62% 55%

Changes to pension schemes and retirement ages

54% 25%

Flexibility on hiring and firing practices

54% 44%

Improvements to public education systems

54% 47%

Wage subsidies

54% 26%

Key barriers for business transformation

Transformation barriers

Share of organisations surveyed expecting the barriers will hinder their organisation transformation

Economy ▲ Global

ECONOMY GLOBAL

Skills gaps in the labour market

67% 63%

Organization culture and resistance to change

57% 46%

Inability to attract talent to the industry

43% 37%

Insufficient understanding of opportunities

38% 25%

Lack of adequate data and technical infrastructure

38% 32%

Wage outlook

Wage trends

Share of organizations projecting the share of wages and other forms of workers' compensation as percentage of the company's total revenues

Growing ▲ Global Similar ▲ Global Declining ▲ Global

77% 23% 0%

52% 41% 8%

Talent availability outlook

Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years

Improving ▲ Global average Worsening ▲ Global average

Talent availability when hiring

8% | -100% ▲ 38% | +100% | 38%

Talent development of existing workforce

10% | -100% ▲ 69% | +100% | 69%

Talent retention of existing workforce

31% | -100% ▲ 69% | +100% | 69%

DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure

39 | Global 51

Run comprehensive DEI training for managers and staff

31 | Global 42

Set DEI goals, targets or quotas

31 | Global 48

Targeted recruitment, retention and progression initiatives

AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

69 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

62 | Global 47

Transitioning people from jobs that AI will cause to decline, to other roles within your organization

54 | Global 69

Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills

Belgium

8.3

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	59%	Secondary Education Attainment	(2022)	75%
Vulnerable employment	(2022)	11%	Tertiary Education Attainment	(2022)	40%
Share of youth not in employment, education, or training (NEET)	(2023)	7%	Ease of finding skilled employees in local labour market	(2024)	4
Unemployment rate	(2023)	5%	Fill vacancies by hiring foreign labour	(2024)	5
Unemployment rate among workers with basic edu.	(2023)	10%	Country investment in mid-career training	(2022)	5
Unemployment rate among workers with advanced edu.	(2023)	3%			

Jobs and Skills outlook

22% | Global 22%

Labour-market churn

Five-year structural labour-force churn

35% | Global 39%

Skill disruption

Shares of core skills which will change

86% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

93% | Global 88%

AI exposure

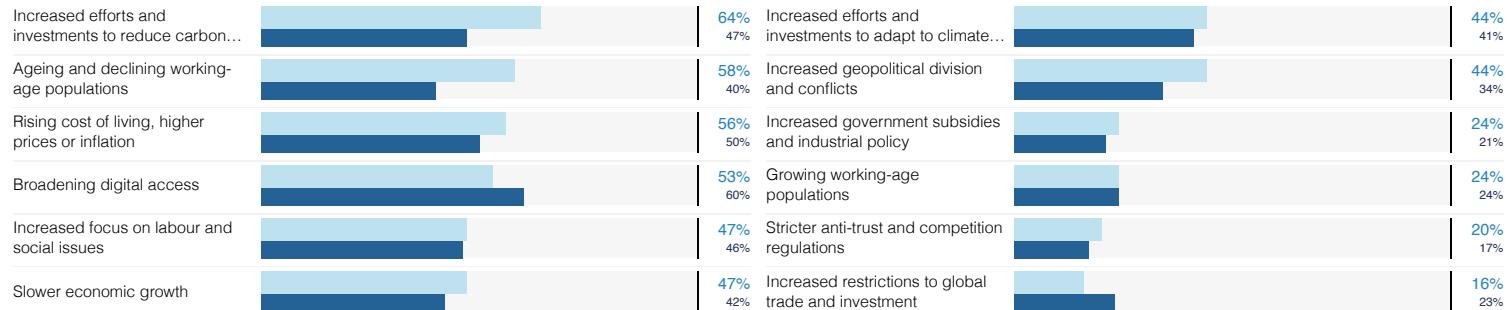
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

Economy | Global

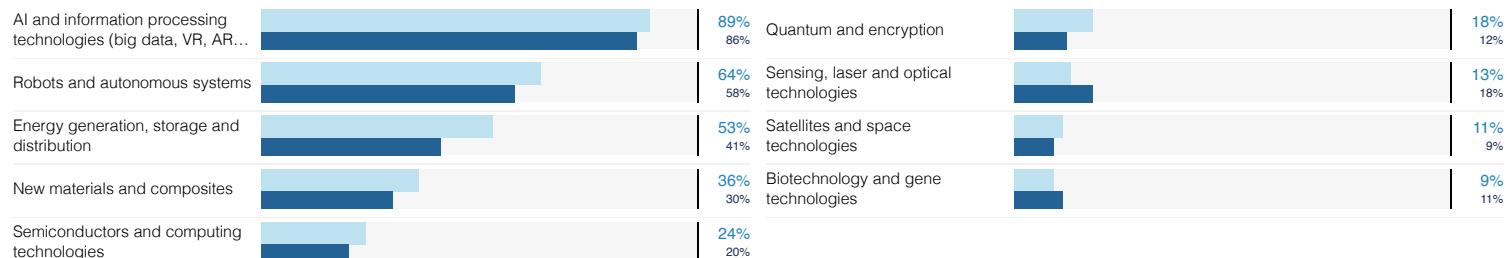


Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

Economy | Global



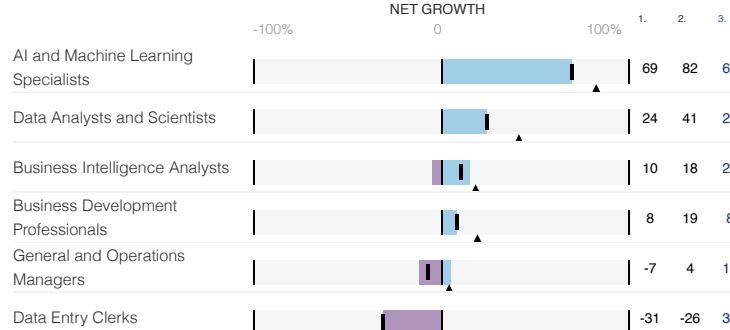
Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth | Job Growth | Job displacement | Net Growth | ▲ Global net growth

1. Net growth | 2. Global net growth | 3. Churn



Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

Economy | Global

