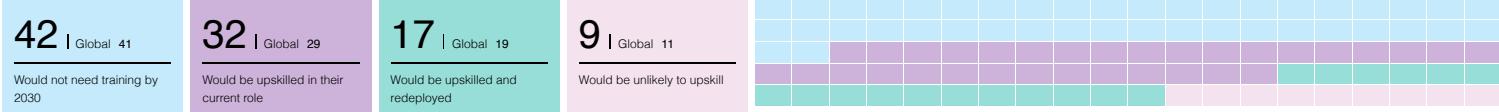


Czech Republic

7.6

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

Funding for reskilling and upskilling



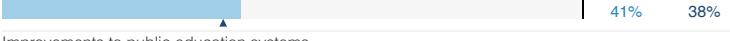
Flexibility on hiring and firing practices



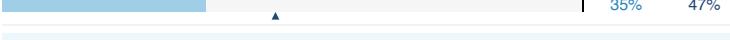
Wage subsidies



Flexibility on setting wages



Improvements to public education systems



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



Organization culture and resistance to change



Inability to attract talent to the industry



Outdated or inflexible regulatory framework



Lack of adequate data and technical infrastructure



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

47 | Global 42

Set DEI goals, targets or quotas

35 | Global 51

Run comprehensive DEI training for managers and staff

29 | 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

71 | Global 69

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

71 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

71 | Global 47

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

Denmark

4.3

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	64%	Secondary Education Attainment	(2022)	77%
Vulnerable employment	(2022)	6%	Tertiary Education Attainment	(2022)	37%
Share of youth not in employment, education, or training (NEET)	(2023)	7%	Ease of finding skilled employees in local labour market	(2024)	5
Unemployment rate	(2023)	4%	Fill vacancies by hiring foreign labour	(2024)	5
Unemployment rate among workers with basic edu.	(2023)	6%	Country investment in mid-career training	(2022)	5
Unemployment rate among workers with advanced edu.	(2023)	4%			

Jobs and Skills outlook

10% | Global 22%

Labour-market churn

Five-year structural labour-force churn

28% | Global 39%

Skill disruption

Shares of core skills which will change

95% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

100% | Global 88%

AI exposure

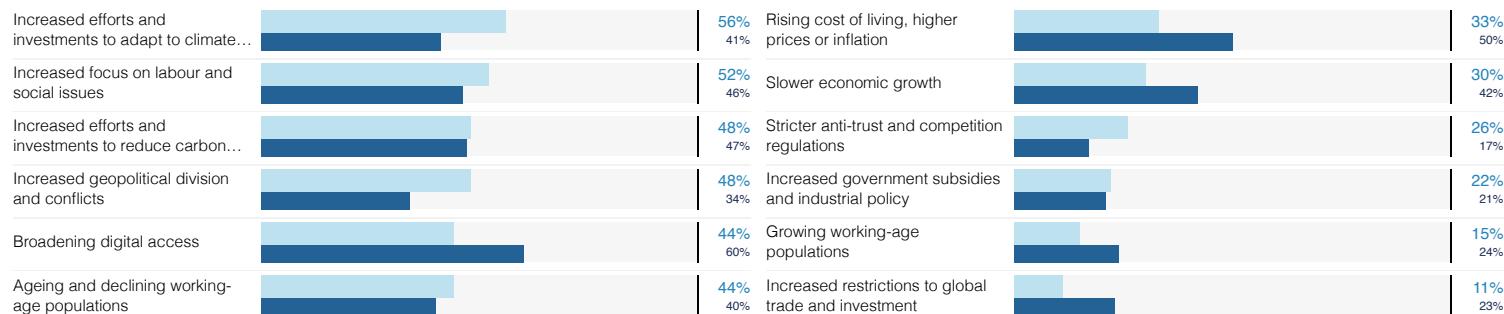
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

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

Economy | Global

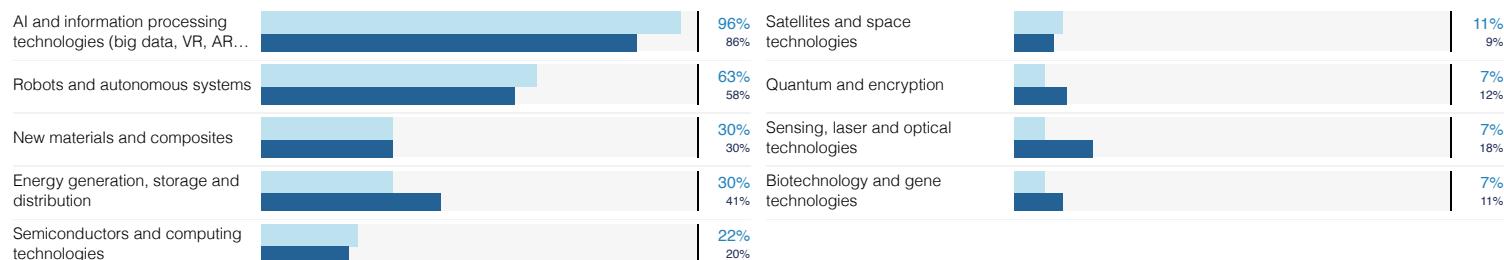


Technology trends

Technology trends driving business transformation

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

Economy | Global



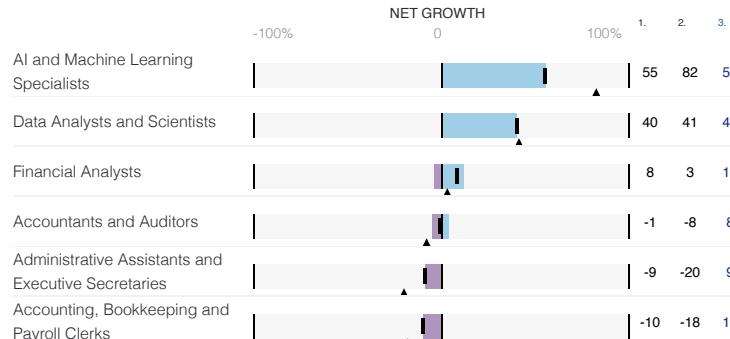
Jobs outlook

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

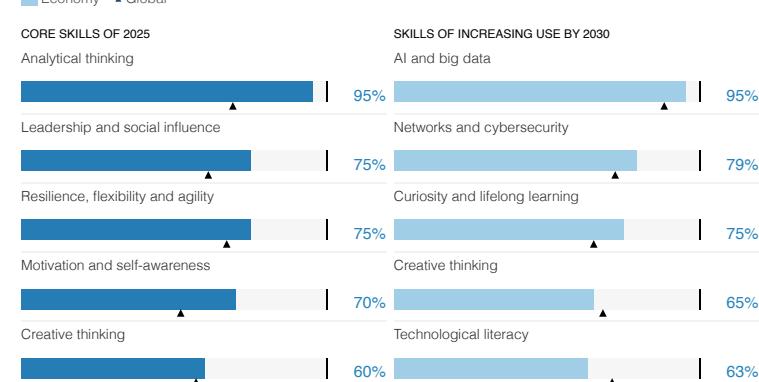


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

Economy | ▲ Global



Denmark

4.3

Upskilling and reskilling outlook



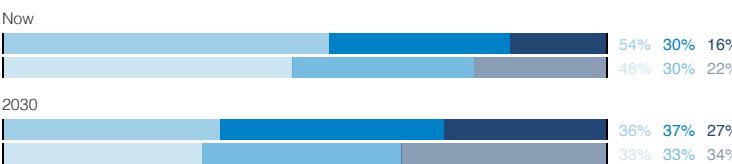
Human-machine frontier

Human-machine frontier

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

Human Global Combination Global Technology Global

ALL TASKS



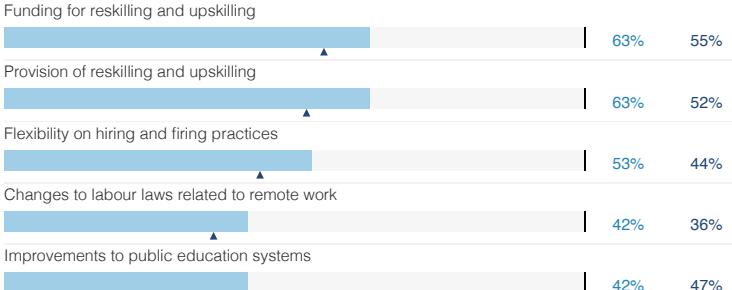
Public policy

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



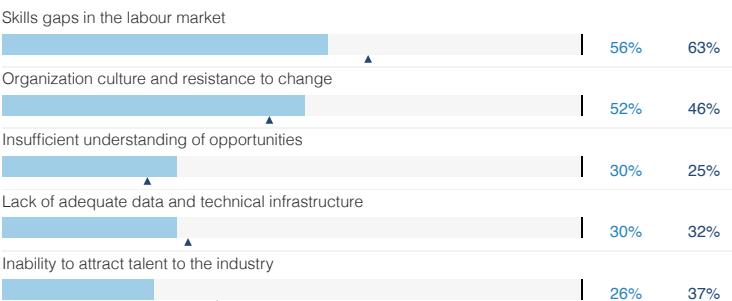
Key barriers for business transformation

Transformation barriers

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

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

Growing Global Similar Global Declining 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

63% | -100% ▲ Global average | +100% | 16% ▲ Global average

Talent development of existing workforce

0% | -100% ▲ Global average | +100% | 79% ▲ Global average

Talent retention of existing workforce

21% | -100% ▲ Global average | +100% | 26% ▲ Global average

DEI Actions

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

74 | Global 51

Run comprehensive DEI training for managers and staff

58 | Global 48

Targeted recruitment, retention and progression initiatives

47 | Global 39

Pay equity reviews and salary audits

AI Strategy

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

90 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

84 | 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

Egypt

51.4

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2022)	50%	Secondary Education Attainment	(2022)	54%
Vulnerable employment	(2022)	24%	Tertiary Education Attainment	(2022)	17%
Share of youth not in employment, education, or training (NEET)	(2022)	27%	Ease of finding skilled employees in local labour market	(2024)	5
Unemployment rate	(2022)	5%	Fill vacancies by hiring foreign labour	(2024)	4
Unemployment rate among workers with basic edu.	(2023)	3%	Country investment in mid-career training	(2022)	4
Unemployment rate among workers with advanced edu.	(2022)	11%			

Jobs and Skills outlook

17% | Global 22%

Labour-market churn

Five-year structural labour-force churn

48% | Global 39%

Skill disruption

Shares of core skills which will change

70% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

78% | Global 88%

AI exposure

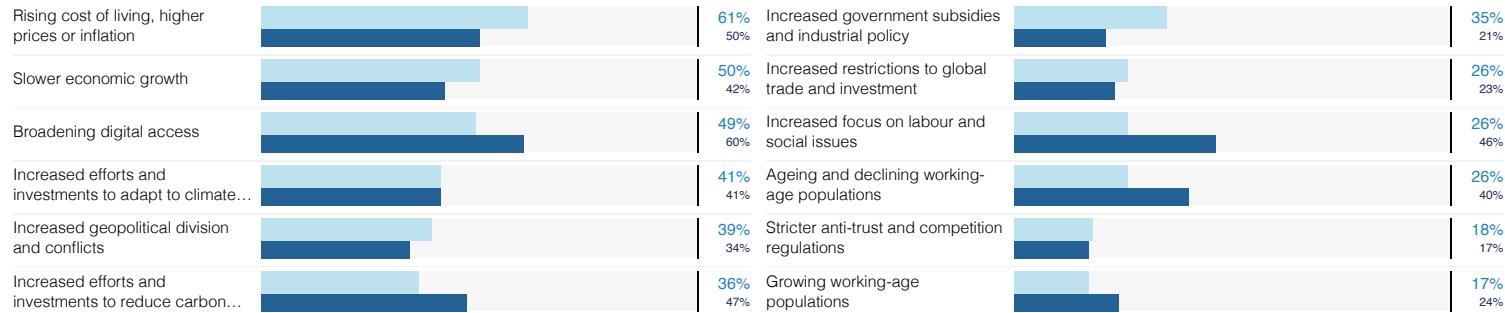
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

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

Economy | Global

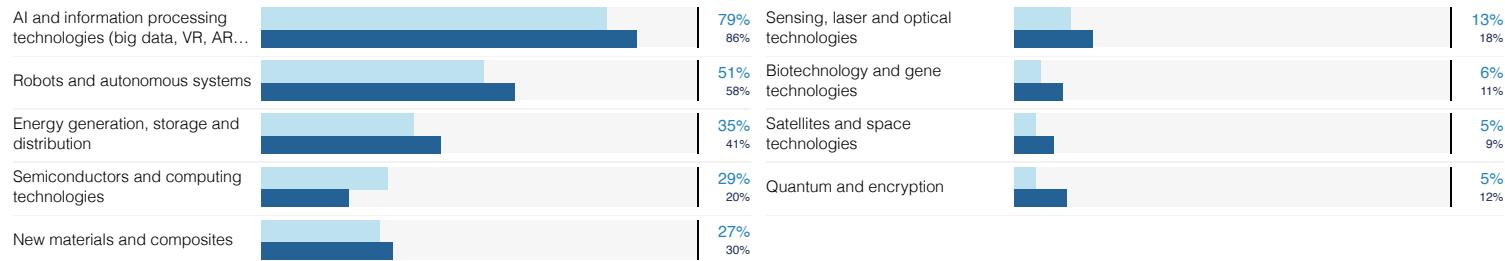


Technology trends

Technology trends driving business transformation

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

Economy | Global



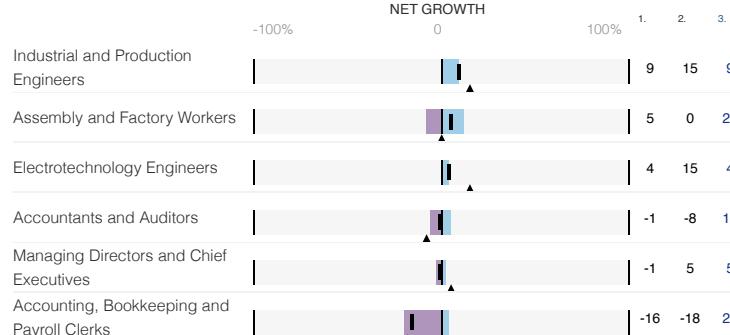
Jobs outlook

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

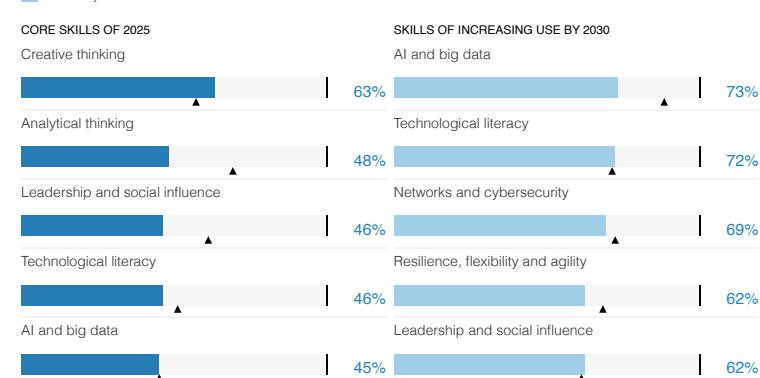


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

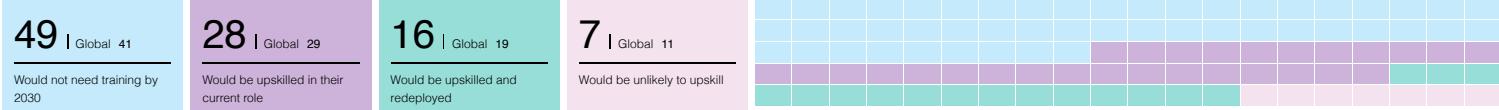
Economy | Global



Egypt

51.4

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

Funding for reskilling and upskilling

54% 55%

Provision of reskilling and upskilling

54% 52%

Improvements to public education systems

52% 47%

Wage subsidies

46% 26%

Flexibility on setting wages

40% 38%

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

73% 63%

Inability to attract talent to the industry

33% 37%

Organization culture and resistance to change

33% 46%

Lack of adequate data and technical infrastructure

33% 32%

Outdated or inflexible regulatory framework

31% 39%

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

33 | Global 42

Set DEI goals, targets or quotas

33 | Global 26

Support workers with caregiving responsibilities

32 | 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

65 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

50 | Global 69

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

50 | Global 62

Hiring new people with skills to better work alongside AI

Estonia

1.0

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	70%	Secondary Education Attainment	(2022)	86%
Vulnerable employment	(2022)	6%	Tertiary Education Attainment	(2022)	40%
Share of youth not in employment, education, or training (NEET)	(2023)	10%	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)	9%	Country investment in mid-career training	(2022)	4
Unemployment rate among workers with advanced edu.	(2023)	4%			

Jobs and Skills outlook

13% | Global 22%

Labour-market churn

Five-year structural labour-force churn

37% | Global 39%

Skill disruption

Shares of core skills which will change

95% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

95% | Global 88%

AI exposure

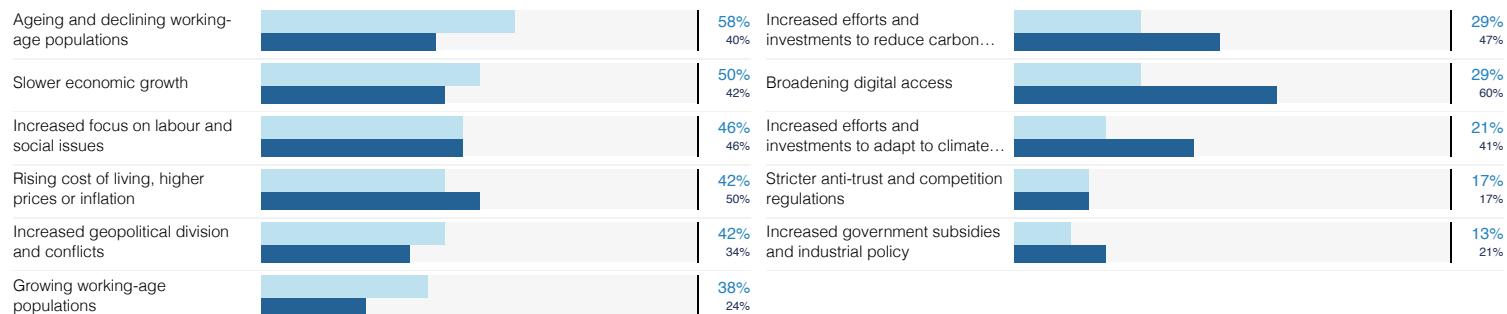
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

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

Economy | Global

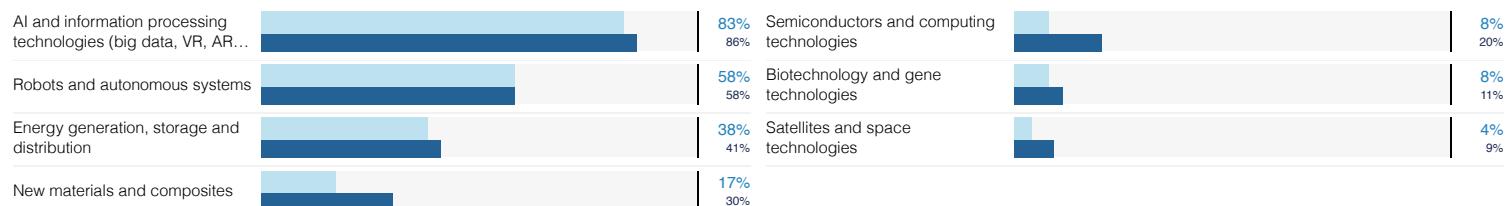


Technology trends

Technology trends driving business transformation

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

Economy | Global



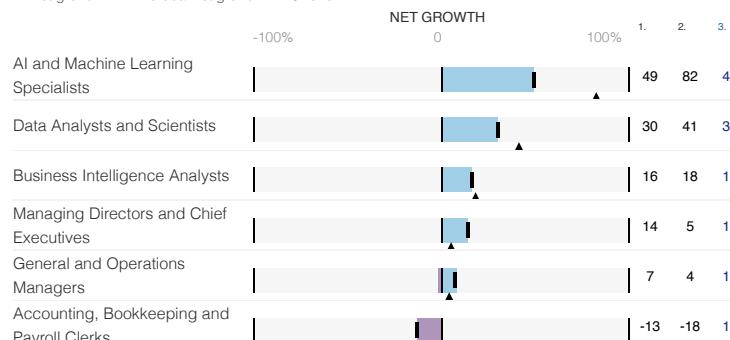
Jobs outlook

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

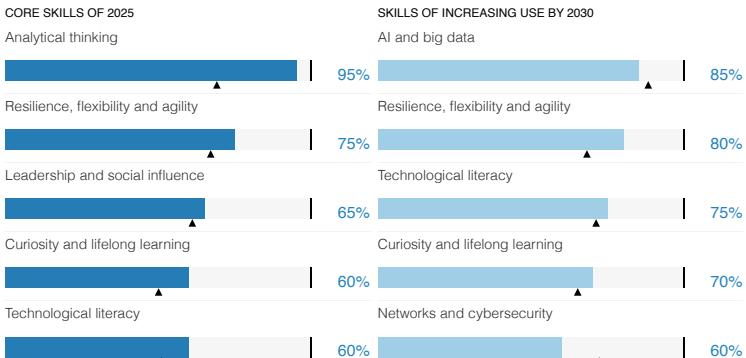


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

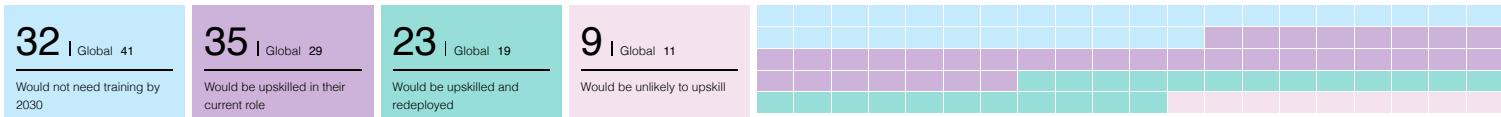
Economy | ▲ Global



Estonia

1.0

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

50% 44%

Funding for reskilling and upskilling

50% 55%

Provision of reskilling and upskilling

50% 52%

Improvements to public education systems

50% 47%

Changes to labour laws related to remote work

45% 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



Organization culture and resistance to change



Inability to attract talent to the industry



Outdated or inflexible regulatory framework



Lack of adequate data and technical infrastructure



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

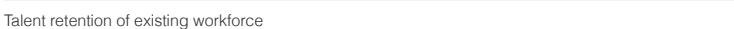
Talent availability when hiring



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

60 | Global 39

Pay equity reviews and salary audits

55 | Global 48

Targeted recruitment, retention and progression initiatives

50 | Global 42

Set DEI goals, targets or quotas

AI Strategy

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

75 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

60 | Global 47

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

55 | Global 69

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

France

47.2

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	59%	Secondary Education Attainment	(2023)	78%
Vulnerable employment	(2022)	8%	Tertiary Education Attainment	(2023)	37%
Share of youth not in employment, education, or training (NEET)	(2023)	12%	Ease of finding skilled employees in local labour market	(2024)	4
Unemployment rate	(2023)	6%	Fill vacancies by hiring foreign labour	(2024)	4
Unemployment rate among workers with basic edu.	(2023)	11%	Country investment in mid-career training	(2022)	4
Unemployment rate among workers with advanced edu.	(2023)	5%			

Jobs and Skills outlook

19% | Global 22%

Labour-market churn

Five-year structural labour-force churn

33% | Global 39%

Skill disruption

Shares of core skills which will change

93% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

95% | Global 88%

AI exposure

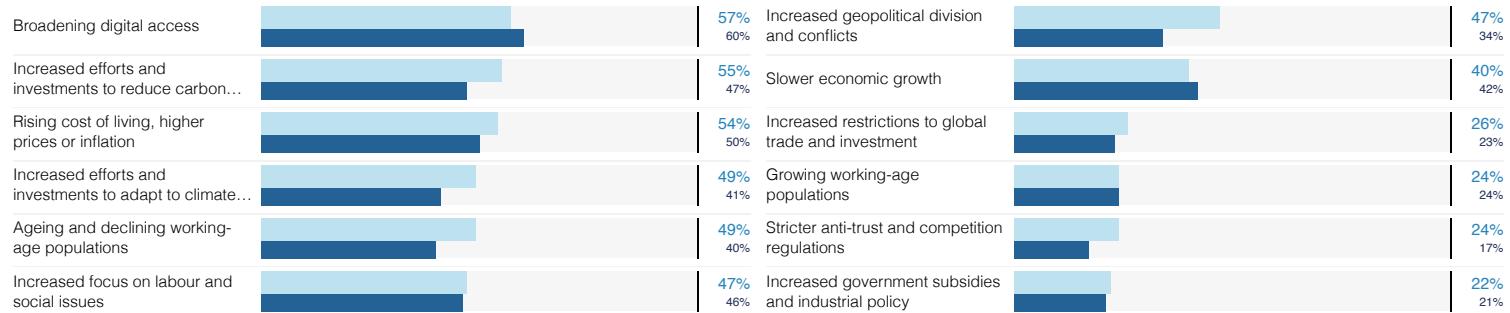
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

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

Economy | Global

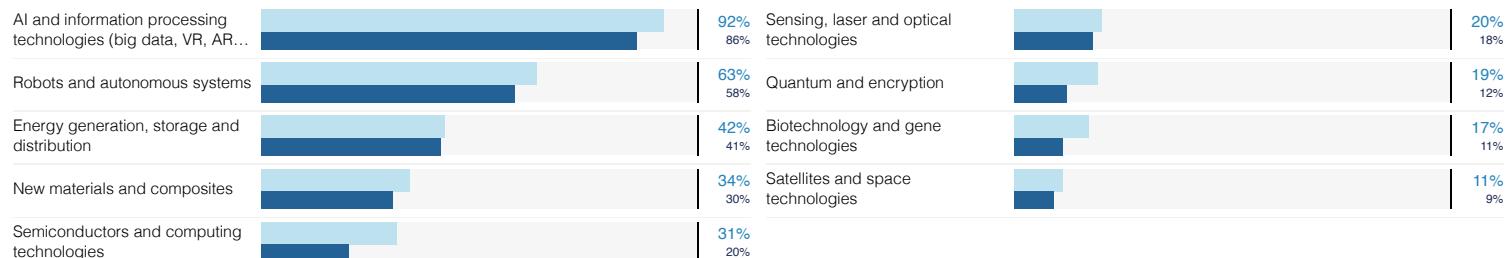


Technology trends

Technology trends driving business transformation

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

Economy | Global



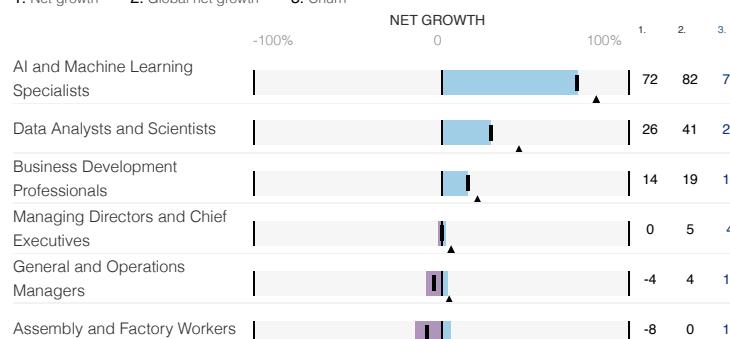
Jobs outlook

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

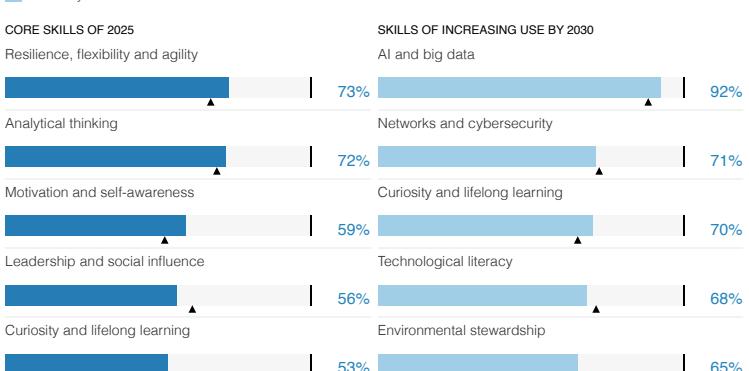


Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

Economy | Global



France

47.2

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



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

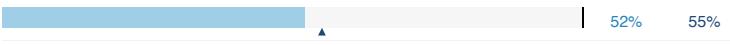
█ Economy █ Global

ECONOMY GLOBAL

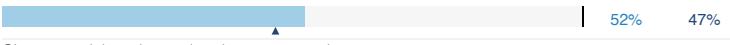
Provision of reskilling and upskilling



Funding for reskilling and upskilling



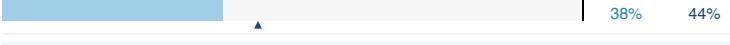
Improvements to public education systems



Changes to labour laws related to remote work



Flexibility on hiring and firing practices



Key barriers for business transformation

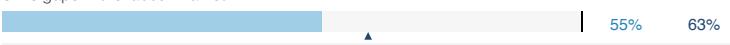
Transformation barriers

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

█ Economy █ Global

ECONOMY GLOBAL

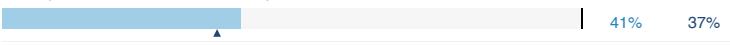
Skills gaps in the labour market



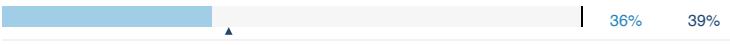
Organization culture and resistance to change



Inability to attract talent to the industry



Outdated or inflexible regulatory framework



Lack of adequate data and technical infrastructure



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

Growing Global Similar Global Declining Global

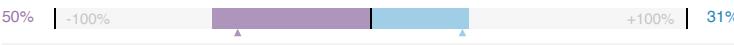
Talent availability outlook

Talent trend

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

█ Improving █ Global average █ Worsening █ Global average

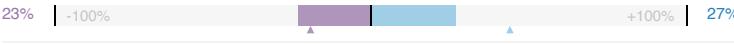
Talent availability when hiring



Talent development of existing workforce



Talent retention of existing workforce



DEI Actions

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

57 Global 48

Targeted recruitment, retention and progression initiatives

55 Global 51

Run comprehensive DEI training for managers and staff

49 Global 39

Pay equity reviews and salary audits

AI Strategy

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

82 Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

76 Global 69

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

70 Global 62

Hiring new people with skills to better work alongside AI

Germany

63.8

Contextual indicators

Regional average | Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation	(2023)	62%	Secondary Education Attainment	(2022)	81%
Vulnerable employment	(2022)	5%	Tertiary Education Attainment	(2022)	30%
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)	3%	Fill vacancies by hiring foreign labour	(2024)	4
Unemployment rate among workers with basic edu.	(2023)	6%	Country investment in mid-career training	(2022)	4
Unemployment rate among workers with advanced edu.	(2023)	2%			

Jobs and Skills outlook

21% | Global 22%

Labour-market churn

Five-year structural labour-force churn

34% | Global 39%

Skill disruption

Shares of core skills which will change

93% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

92% | Global 88%

AI exposure

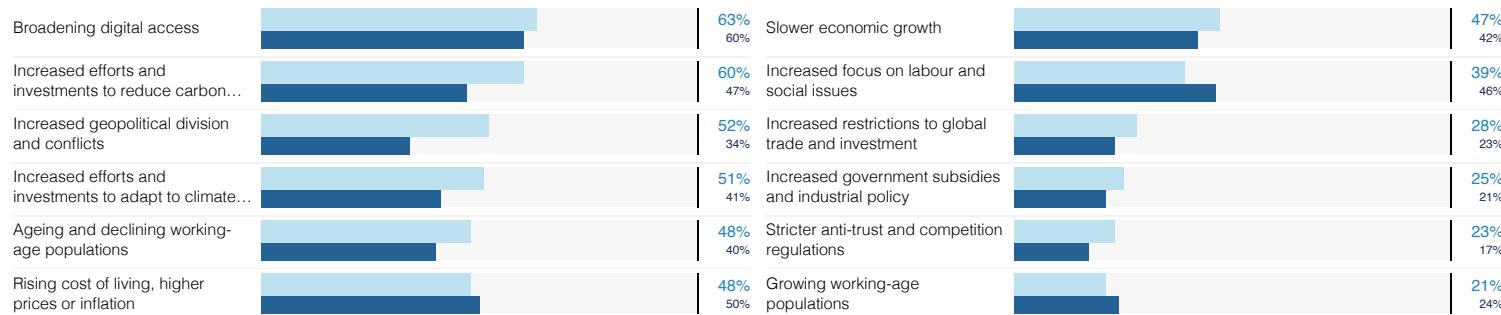
Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

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

Economy | Global

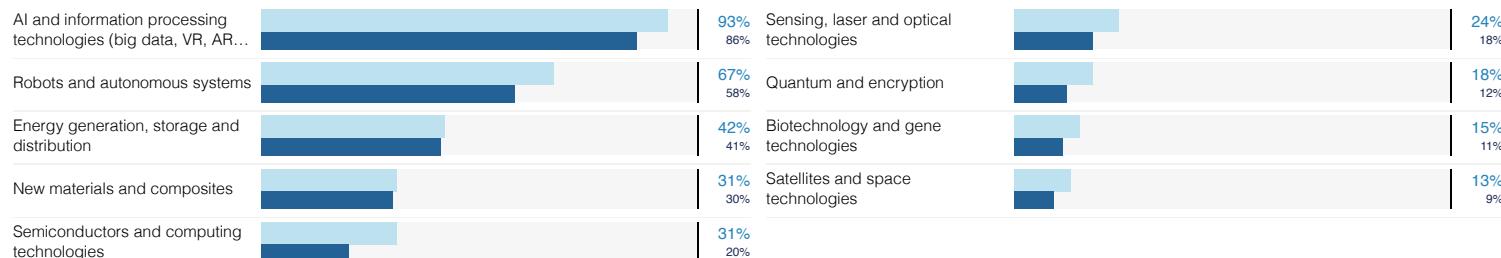


Technology trends

Technology trends driving business transformation

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

Economy | Global



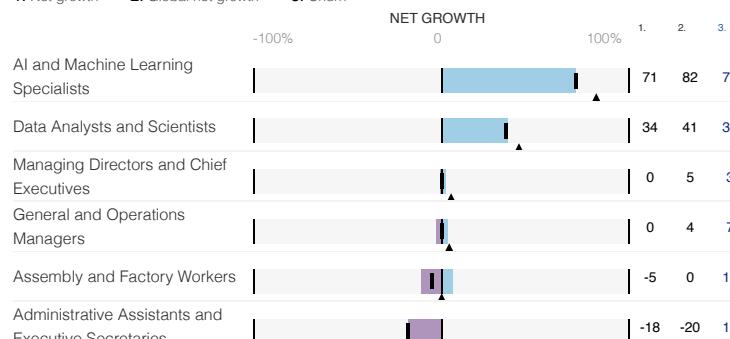
Jobs outlook

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

