

Future of Jobs Report 2025

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Introduction

The report provides a comprehensive examination of the ongoing transformation in global labor markets. It delves into the changes being driven by technological advancements, shifts towards environmental sustainability, and the evolving needs of industries worldwide. As economies rebuild from the disruptions caused by the COVID-19 pandemic, this report offers a forward-looking perspective on how these transformations will redefine the nature of work, the skills required, and the sectors poised for growth or decline. It highlights not only the opportunities created by innovations such as artificial intelligence, automation, and green technologies but also the challenges posed by widening skill gaps, economic inequalities, and gender disparities. By identifying emerging trends, key challenges, and actionable strategies, the report serves as a roadmap for governments, businesses, and individuals aiming to adapt to and thrive in a rapidly evolving employment landscape.

Key Findings

Labor Market Trends:

- The global labor market is undergoing significant disruption, with 85 million jobs projected to be displaced due to automation by 2025. Simultaneously, 97 million new roles are anticipated to emerge, emphasizing technology and sustainability.
- The COVID-19 pandemic has accelerated the adoption of hybrid and remote work models, creating opportunities for flexible employment but also raising concerns about digital accessibility and employee well-being.
- Industries such as healthcare, technology, and renewable energy are witnessing substantial growth, while traditional sectors reliant on manual labor face stagnation.

Top Emerging Jobs:

- Roles in data analytics, artificial intelligence (AI), and machine learning are experiencing explosive growth, reflecting the increasing reliance on data-driven decision-making.
- The shift towards sustainability has led to the emergence of positions such as solar energy specialists, environmental scientists, and green policy advisors.
- Cybersecurity experts and cloud computing professionals are in high demand as organizations prioritize digital security and infrastructure.

Top Declining Jobs:

- Routine-based roles, such as data entry clerks, administrative secretaries, and traditional factory workers, are increasingly automated.
- Positions reliant on physical proximity, such as cashiers and travel agents, are declining due to the rise of e-commerce and digital self-service platforms.
- Jobs in fossil-fuel-related industries face long-term decline as the world transitions to renewable energy sources.

Skills in Demand:

- The demand for critical thinking and problem-solving remains paramount, with employers emphasizing the need for innovative and adaptive employees.
- Digital literacy, including proficiency in AI tools, coding, and data visualization, is essential across industries.
- Interpersonal and self-management skills, such as resilience, stress tolerance, and emotional intelligence, are critical in navigating workplace changes.

Challenges

- Widening skill gaps between workers in advanced and developing economies pose a significant barrier to global economic equality.
- Gender disparities persist, with women underrepresented in high-growth sectors such as technology and engineering.
- The digital divide limits access to remote work opportunities and hinders participation in online training programs.

Case Studies

The report features success stories from various countries and industries:

- In Germany, vocational training programs have successfully integrated digital skills into traditional apprenticeships, preparing workers for hybrid roles.
- In Kenya, community-driven solar energy projects have created jobs while addressing local energy needs.
- Companies like Microsoft and Amazon are leading the way in employee reskilling, offering robust internal training programs focused on AI and cloud computing.

Recommendations

- Governments should invest heavily in reskilling and upskilling initiatives to equip workers with future-relevant skills. Programs should prioritize marginalized groups, including women and low-income workers.
- Public-private partnerships can play a vital role in scaling training opportunities and fostering innovation in education systems.
- Organizations must adopt inclusive hiring practices and ensure equitable access to technology to bridge the digital divide.
- Policymakers should incentivize the adoption of green technologies and create frameworks that support sustainable economic growth.

Conclusion

The report emphasizes the need for coordinated efforts among governments, businesses, and educational institutions to navigate the complexities of a transforming workforce. Embracing technological innovations, prioritizing sustainability, and fostering inclusivity are critical to ensuring that workers and industries thrive in the years ahead. By addressing skill gaps and promoting equitable opportunities, stakeholders can pave the way for a resilient and future-ready global economy.

Read more: [WEF Future of Jobs Report 2025](#)

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