



The Future of Jobs Report 2023

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Introduction

This edition of the *Future of Jobs* report (published bi-annually) discusses the challenges faced by the world's labor markets due to health, economic, and geopolitical volatility, as well as social and environmental pressures. The Fourth Industrial Revolution, changing worker and consumer expectations, and the need for a green energy transition are also reshaping the sectoral composition of the workforce and boosting demand for new occupations and skills. This report offers insights into these transformations and how businesses are expecting to navigate these labor-market changes from 2023 to 2027.

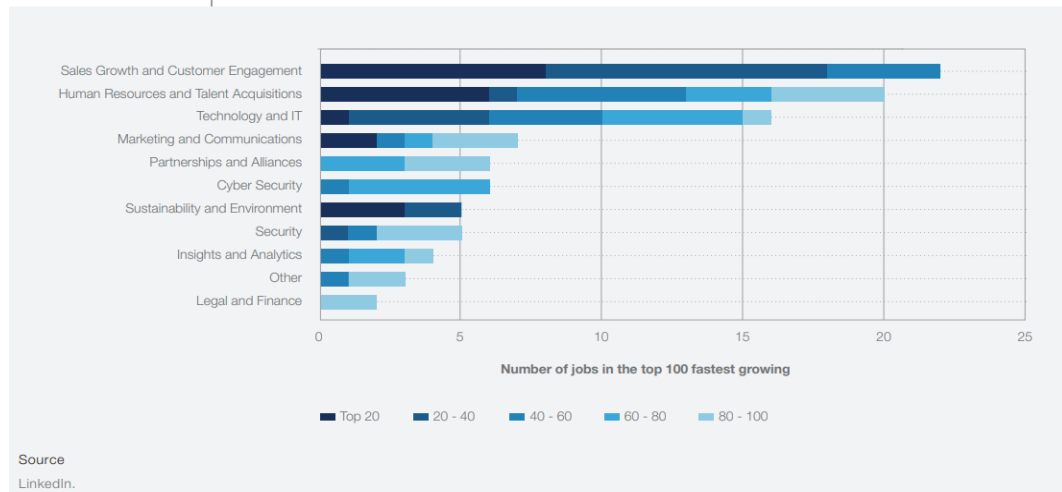
Key Highlights

- **Changes in Employment Across Sectors**

The pandemic has caused volatility in demand and supply of goods and services, resulting in a shift in employment across industries. Generative AI models are likely to continue shaping sectoral changes in employment.

LinkedIn's "Jobs on the Rise" report identifies 100 job types that have experienced significant growth globally, with Sales Growth and Customer Engagement roles topping the list.

FIGURE B1.1 | LinkedIn jobs on the rise, 2018-2022
Growing roles by job type



Sustainability and Environment related roles are notable for being in the top 40, suggesting that green transition is a significant and developing labor-market trend.

- **Growing and Declining Jobs**

It is predicted that there will be a decline in jobs related to data entry, accounting, and payroll due to automation and the use of AI. On the other hand, there will be an increase in jobs related to data analysis, software development, and digital marketing. The report also notes that there will be an increase in demand for healthcare, education, and renewable energy jobs due to social and environmental pressures.

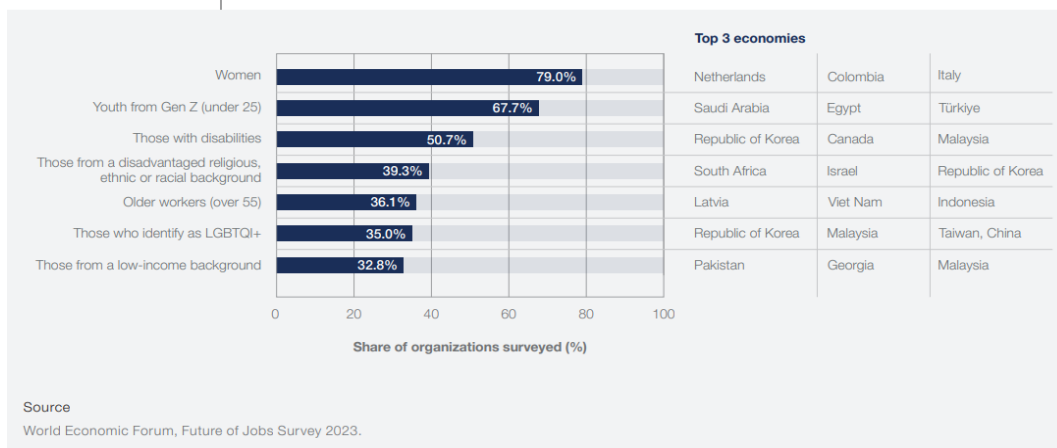
- **Prospects of Skills**

- There will be an increase in demand for skills related to digitalization, sustainability, and human interaction.
- Research conducted by Coursera shows that learners prioritize technical skills like programming, resource management, and design, as well as foundational skills like reading, writing, and math.
- Emerging technologies are reshaping workforce demands, and employers are placing greater emphasis on "soft" skills. The supply side of the market is equalizing itself, with socio-emotional skills steadily increasing their share of learning hours.

● **Diversity, Equity & inclusion (DEI)**

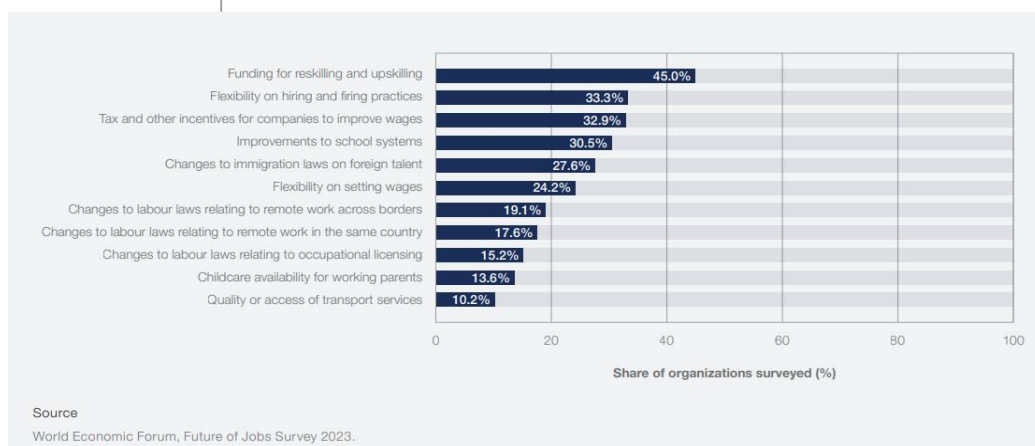
DEI is not only morally crucial but also an important element in business, as it can lead to increased innovation, better decision-making, and improved financial performance.

FIGURE 5.7 Diversity, equity and inclusion (DEI) priority groups, 2023-2027
 Share of organizations surveyed which will prioritize these groups in DEI programmes in the next five years. Top three economies with the highest share of organizations that identify the group as the focus of the DEI programme



Women are the top priority group for DEI programs globally, followed by youth from Gen Z, while those from low-income backgrounds are the lowest priority, according to a survey of organizations across all regions and industries.

FIGURE 5.8 Public policies to increase talent availability
 Share of organizations surveyed that identify these public policies as promising ways to increase talent availability in the next five years



There is a shortage of workers with the necessary skills to fill open positions and this gap is expected to widen in the coming years. The report suggests that governments can address this issue by investing in education and training programs, promoting diversity and inclusion, and creating policies that encourage the mobility of workers across borders. Businesses can also play a role in addressing the talent gap by investing in their own training programs and by partnering with educational institutions.

- **Talent Development - Training, Skilling & Re-Skilling**

Technological advancements and automation are expected to significantly impact the job market, and workers will need to develop new skills to remain employable. There is emphasis given to soft skills, such as creativity and leadership, in the future job market.

- **Availability and Effectiveness of Skill Training:** Only 41% of current workers have completed training that effectively bridges skills gaps, according to a survey of organizations, despite increasing investments in skills training. Companies expect to upskill and reskill a representative sample of 100 employees, with 18 being upskilled in their post by 2027 and 16 being reskilled and successfully redeployed to growing roles within their organization by 2027.
- **Motivation & Productivity:** The report notes that workers who are motivated and self-aware are more productive and adaptable to change. It suggests that businesses can promote motivation and self-awareness by providing opportunities for personal and professional development, creating a positive work environment, and offering incentives and rewards for good performance.

The *Future of Jobs* Report 2023 presents a mixed picture with regard to the 2023-2027 outlook for the global labor-market landscape. The report notes that global macro trends and disruptions create an ever-more complex environment for policymakers, employers, and workers to navigate, and uncertainty and volatility remain high.

Read More: [The Future of Jobs Report 2023](#)

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