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The Future of Jobs Report 2025



The World Economic Forum (WEF) launched this morning the Future of Jobs Report 2025. It is the fifth in a series of reports published by the WEF since 2016, and the second launch for Egypt's future jobs profile. It assesses the current global labor market landscape and forecasts the transformations expected to occur between 2025 and 2030. The launch of Egypt's future jobs outlook comes in collaboration with the Egyptian Center for Economic Studies, the forum's sole research partner in Egypt, and the key entity responsible for data collection on the Egyptian labor market.

[Link](#)

The Future of Jobs report this year covers 55 economies from different regions and its results vary across 22 sectors, bringing together the opinions and outlook of over 1000 companies of different sizes in the private sector that employ about 14 million workers.

The report highlights trends in the global labor market that are primarily the result of recent economic, and technological transformations as well as geopolitical developments. These trends affect the structure of skills and jobs that are in demand, and the workforce transformation strategies businesses plan to use in this regard.

In what follows, we will present the key findings on the global labor market trends, followed by trends in the Egyptian labor market.

I. Global Labor Market Trends

- The most significant transformative trend for employment and skills, according to employers, is the technological change. Additionally, geo-economic fragmentation, green transition, demographic shifts, and economic uncertainty are significant drivers in this respect.
 - Boarding digital access is anticipated to be the most transformative trend in all sectors, with 60% of employers anticipating that it will transform the job and skill requirements of their business. Artificial intelligence, robotics, energy storage, and renewable energy generation represent the most demanded specializations.
 - Increasing cost of living is also a major factor, with 50% of employers expecting it to transform their business.
 - Climate change and mitigation is also expected to transform about 47% of businesses with increased demand for renewable energy engineers and technicians.

- Geo-economic fragmentation and geopolitical tensions are also expected to affect about 34% of businesses with employers citing increased restrictions on trade and investment.
 - Demographic shifts are also anticipated to alter labor markets, as the working age population in high-income countries is expected to decrease, while the working age population in low-income countries is expected to increase.
- Overall, these transformations are expected to create 170 million new jobs by 2030 (14% of today's total employment) and displace 92 million current jobs (8% of today's total employment). This will result in a net growth of 78 million jobs. These jobs are expected to be in the following fields:
 - Jobs expected to grow include frontline roles like delivery drivers, construction workers, social care workers, and farmworkers, as well as tech positions like big data specialists, machine learning engineers, and green/environmental engineers.
 - Clerical roles, including cashiers and ticketing clerks, are projected to see the largest decline in demand.
 - Employers also expect that 39% of core and general skills are expected to change by 2030:
 - Analytical thinking is the most sought-after core skill followed by resilience and flexibility.
 - AI and Big Data are the most sought-after general skill followed by cybersecurity and technology literacy.

ii. Egyptian Labor Market Trends

- The labor market in Egypt is expected to be influenced mostly from a broadening digital access and a higher cost of living. This is generally in line with the global trends within the next five years.
- Employers are optimistic they will be able to reskill their employees to meet the skills required in the next five years, with 55% of them anticipating that they will be able to reskill their employees—a figure that is higher than the global average of 29%.

- Egypt is ranked first among 55 in the need to reskill its workforce, with 48% of workforce skills expected to change within the next five years, compared to 39% globally.
- Table 1 below shows the general skills that need upskilling from the perspective of employers in Egypt.

Table 1. General Skills Requiring Improvement from the Perspective of Employers (%)

General skills	2023	2024
Analytical thinking	56%	48%
AI and Big Data	49%	45%
Technological literacy	49%	72%
Leadership and social influence	47%	46%

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

- Employers in Egypt identified upskilling as the most effective workforce strategy to meet those needs instead of replacing workers.
- About 43% of Egyptian employers see a need for resource management and operations compared to 24% globally.
- Egypt is ranked first, among 55 countries, in hiring those from a low-income background and hiring those with disabilities, with 56% and 24% of employers saying they focus on those groups. It is also ranked third in hiring those from a minority ethnic or religious background, with 27% of employees saying they focus on these categories.

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