

Future of Jobs Report 2025

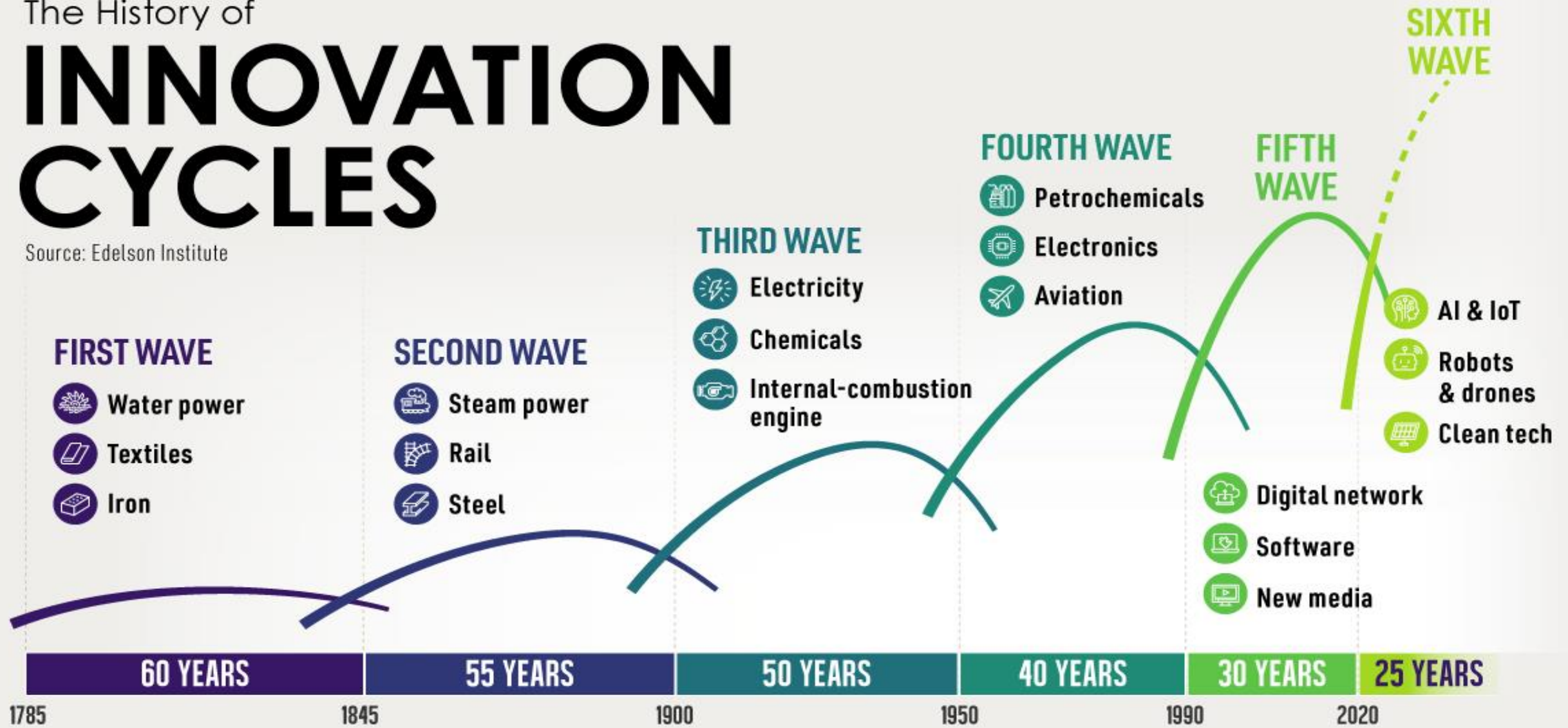
INSIGHT REPORT
JANUARY 2025

گزارش ۲۰۲۵ مجمع جهانی اقتصاد درباره
تغییر و تحول مشاغل و مهارتها، چه می گوید؟



The History of INNOVATION CYCLES

Source: Edelson Institute

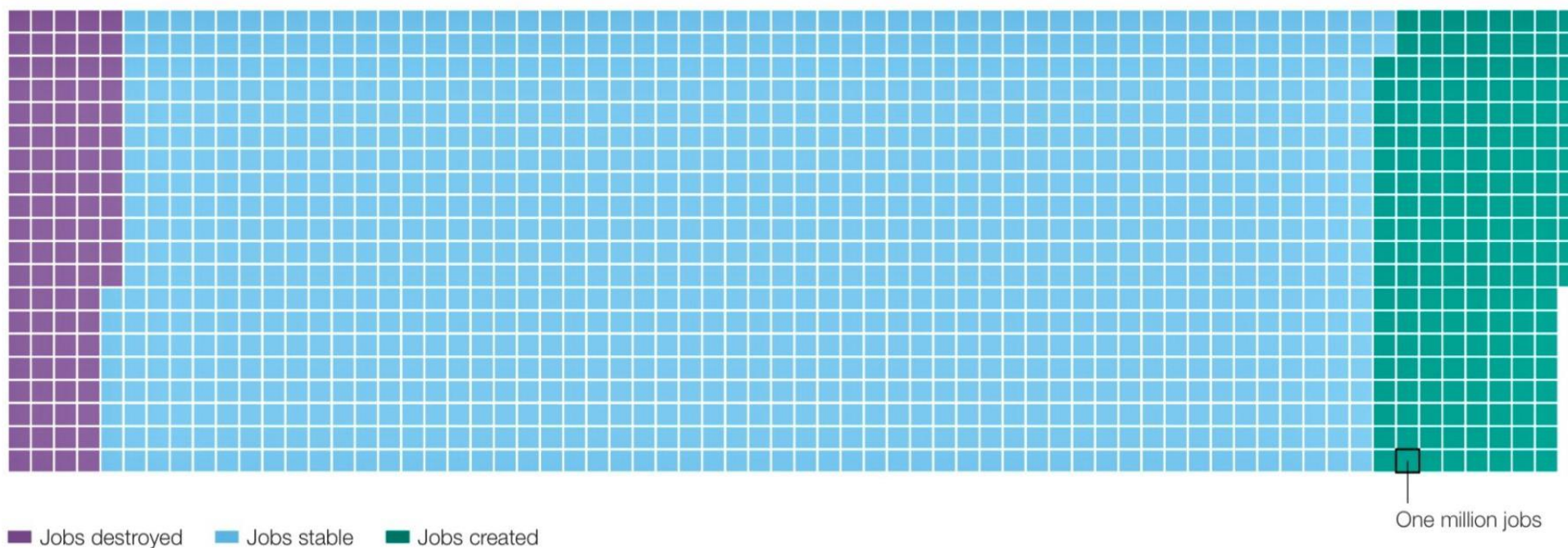


تغییر در تعداد مشاغل

FIGURE 2.1

Global employment change by 2030

In the next five years, 170 million jobs are projected to be created and 92 million jobs to be displaced, constituting a structural labour market churn of 22% of the 1.2 billion formal jobs in the dataset being studied. This amounts to a net employment increase of 7%, or 78 million jobs.



Fastest growing and declining jobs by 2030



Top fastest growing jobs

1	Big data specialists
2	FinTech engineers
3	AI and machine learning specialists
4	Software and applications developers
5	Security management specialists
6	Data warehousing specialists
7	Autonomous and electric vehicle specialists
8	UI and UX designers
9	Light truck or delivery services drivers
10	Internet of things specialists
11	Data analysts and scientists
12	Environmental engineers
13	Information security analysts
14	DevOps engineers
15	Renewable energy engineers



Top fastest declining jobs

1	Postal service clerks
2	Bank tellers and related clerks
3	Data entry clerks
4	Cashiers and ticket clerks
5	Administrative assistants and executive secretaries
6	Printing and related trades workers
7	Accounting, bookkeeping and payroll clerks
8	Material-recording and stock-keeping clerks
9	Transportation attendants and conductors
10	Door-to-door sales workers, news and street vendors, and related workers
11	Graphic designers
12	Claims adjusters, examiners and investigators
13	Legal officials
14	Legal secretaries
15	Telemarketers

مشاغلی که سریعترین
رشد و کاهش را دارند

Largest growing and declining jobs by 2030

مشاغلی که
بیشترین و کمترین رشد را دارند

↑ Top largest growing jobs

- 1 Farmworkers, labourers and other agricultural workers
- 2 Light truck or delivery services drivers
- 3 Software and applications developers
- 4 Building framers, finishers and related trades workers
- 5 Shop salespersons
- 6 Food processing and related trades workers
- 7 Car, van and motorcycle drivers
- 8 Nursing professionals
- 9 Food and beverage serving workers
- 10 General and operations managers
- 11 Social work and counselling professionals
- 12 Project managers
- 13 University and higher education teachers
- 14 Secondary education teachers
- 15 Personal care aides

↓ Top largest declining jobs

- 1 Cashiers and ticket clerks
- 2 Administrative assistants and executive secretaries
- 3 Building caretakers, cleaners and housekeepers
- 4 Material-recording and stock-keeping clerks
- 5 Printing and related trades workers
- 6 Accounting, bookkeeping and payroll clerks
- 7 Accountants and auditors
- 8 Transportation attendants and conductors
- 9 Security guards
- 10 Bank tellers and related clerks
- 11 Data entry clerks
- 12 Client information and customer service workers
- 13 Graphic designers
- 14 Business services and administration managers
- 15 Claims adjusters, examiners, and investigators

مشاغلی که در هر دو دسته قرار دارند، یعنی همزمان:

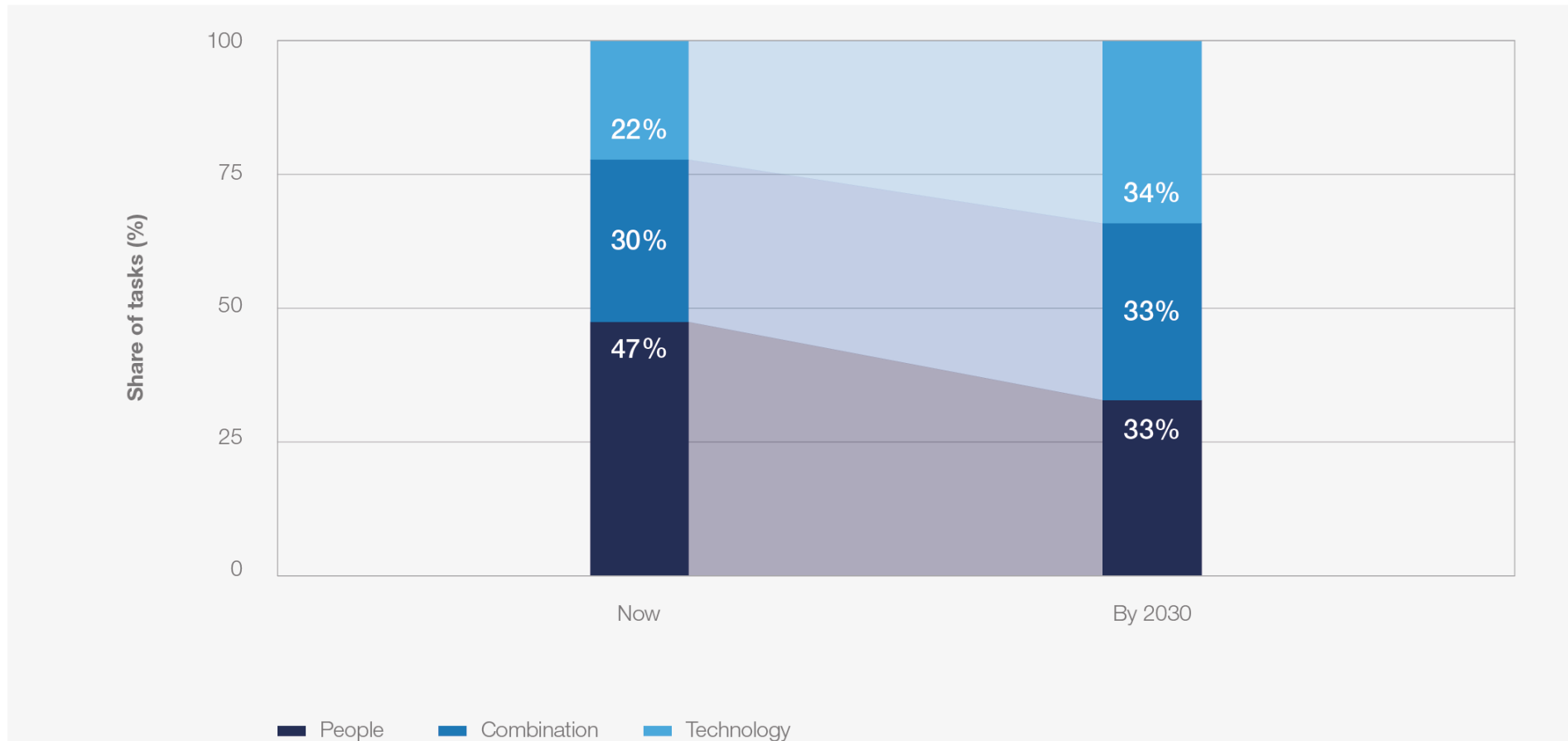
نرخ رشد سریع و افزایش تعداد بالا

- Software and Application Developer
- Light truck or delivery services drivers

تغییر وظایف بین انسان و تکنولوژی

FIGURE 2.7 The shifting human-machine frontier: automation versus augmentation, 2025-2030

Share of total work tasks expected to be delivered predominantly by human workers, by technology (machines and algorithms), or by a combination of both.

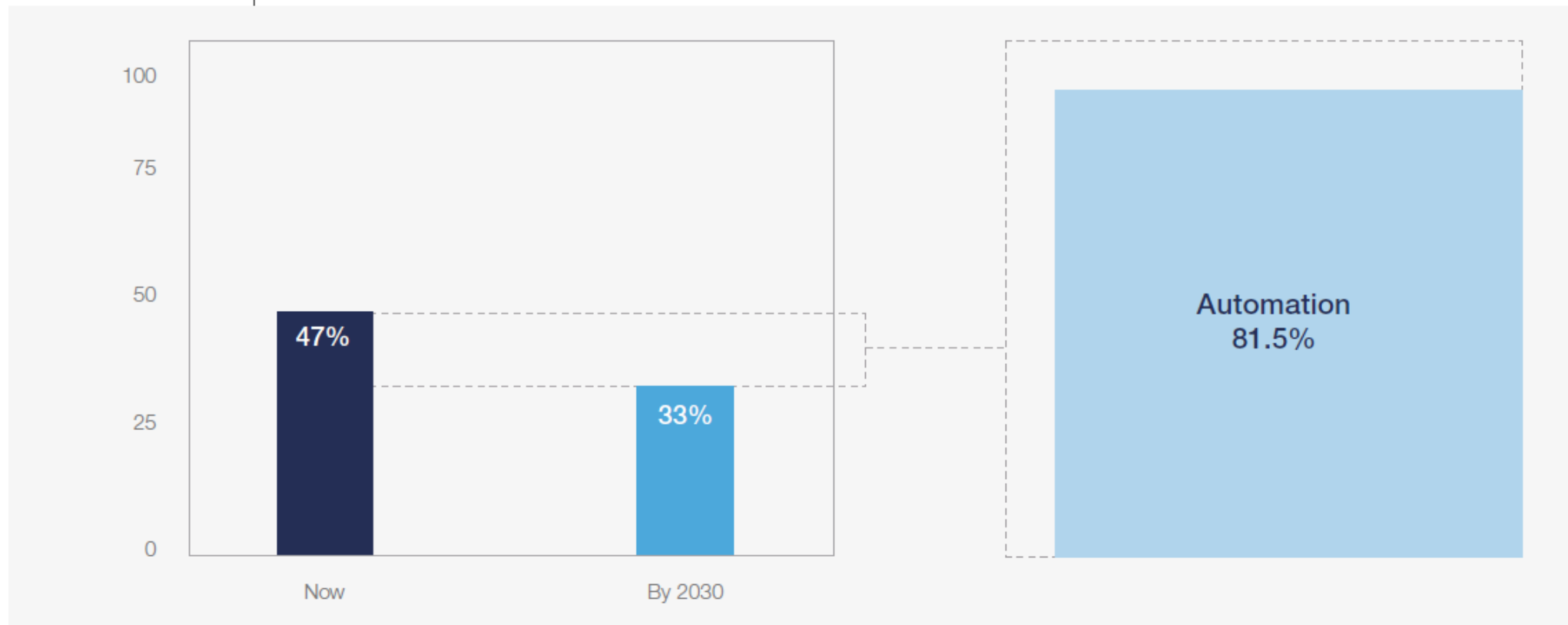


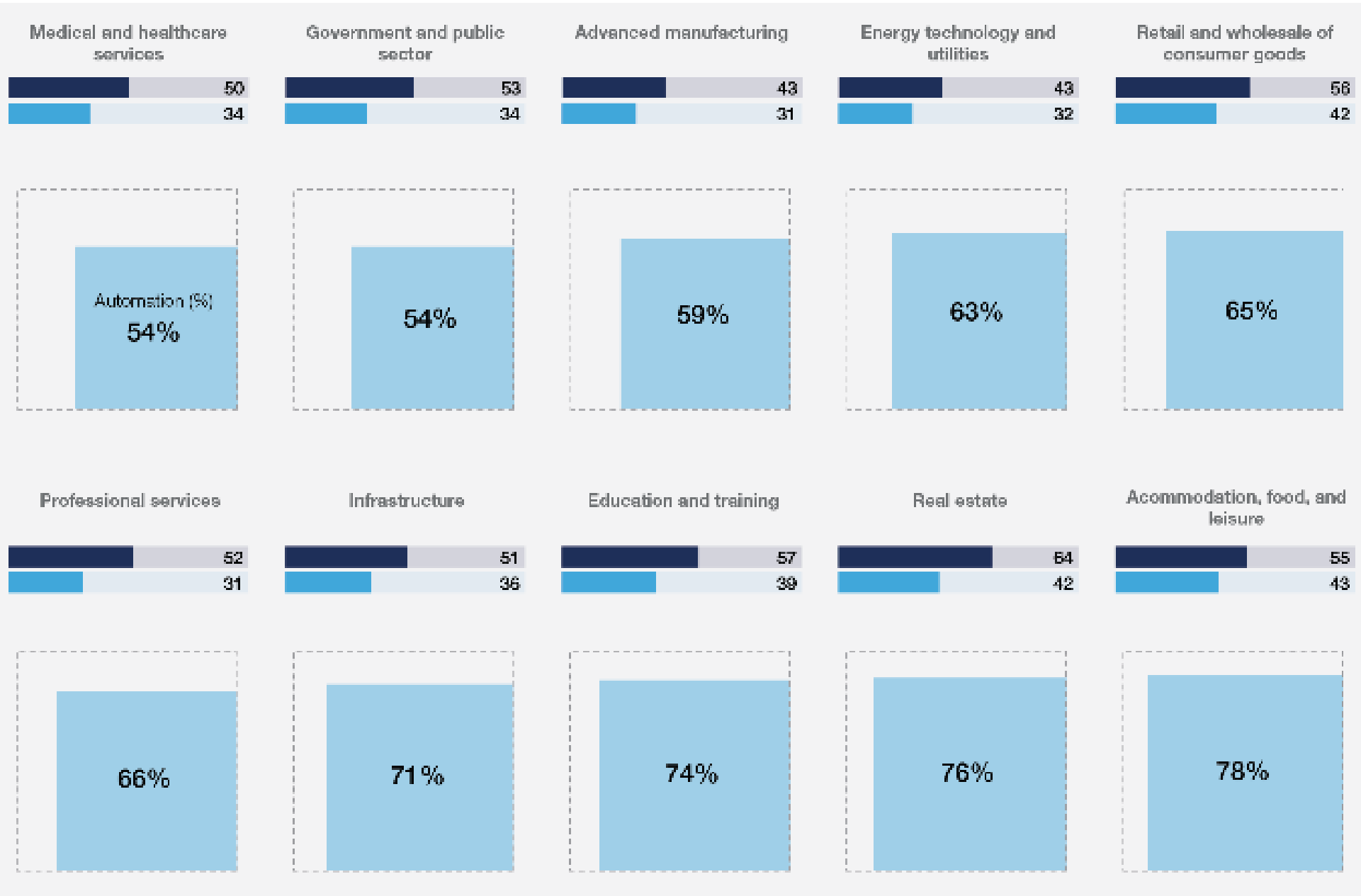
وظایف کاری انسان غالباً خودکار خواهد شد

FIGURE 2.8

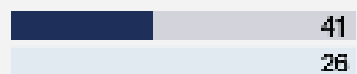
Expected shift in the human share of work task delivery in total firm output driven by automation versus augmentation, 2025-2030, global average

Change in proportion of human-performed tasks attributable to increasing automation.



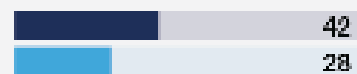


Information and technology services



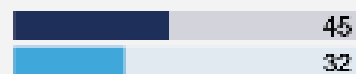
80%

Mining and metals



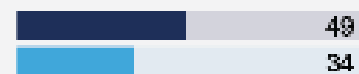
84%

Production of consumer goods



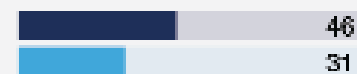
85%

Supply chain and transportation



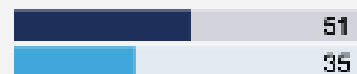
87%

Automotive and aerospace



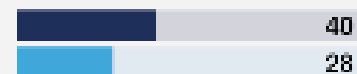
89%

Agriculture, forestry, and fishing



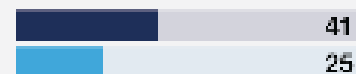
93%

Telecommunications



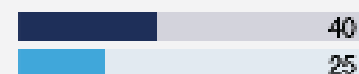
96%

Insurance and pensions management



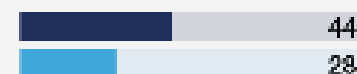
97%

Electronics



100%

Financial services and capital markets

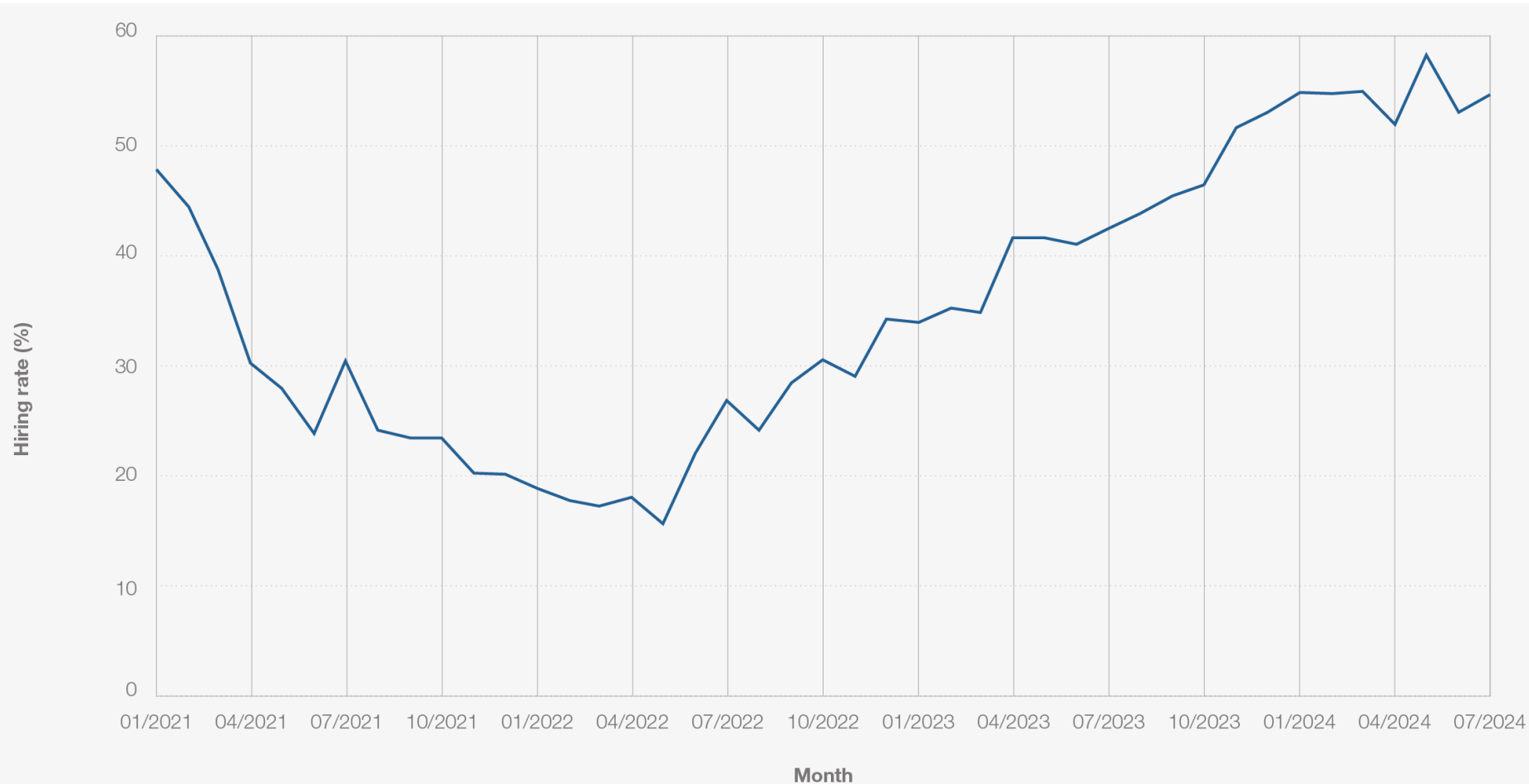


100%

نرخ رشد مشاغل اقتصاد سبز

FIGURE B2.1 Green hiring rates

Outperformance in hiring rate for LinkedIn members with green skills versus all LinkedIn members, percent, January 2021 to July 2024



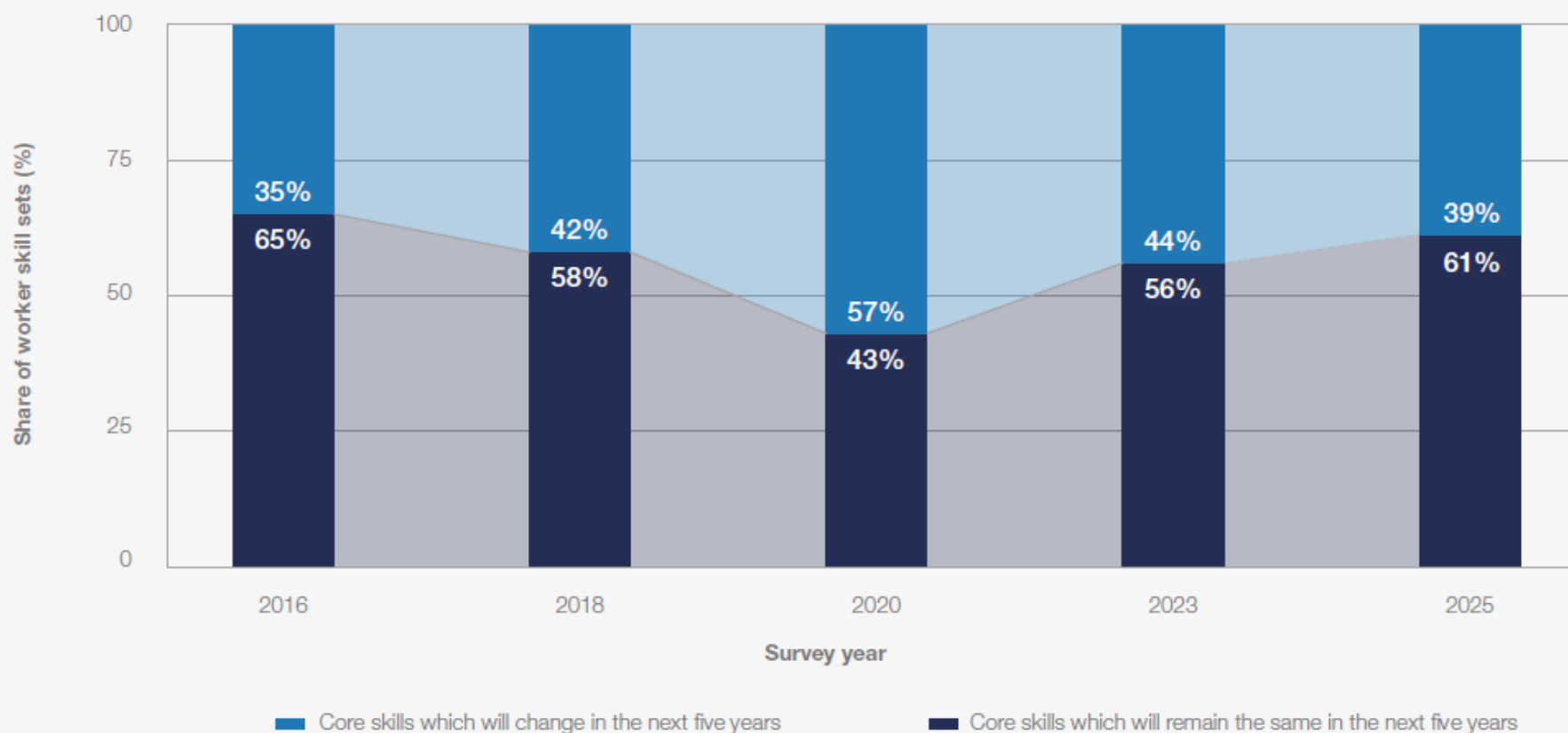
تا اینجا به یک پارادوکس برنخوردید؟!

میزان مهارت‌های نیروی انسانی شاغل که نیاز به تغییر دارند

FIGURE 3.1

Disruptions to skills











Evolution in the share of workers' core skills expected to change and to remain the same within the next five years, 2016-2025.



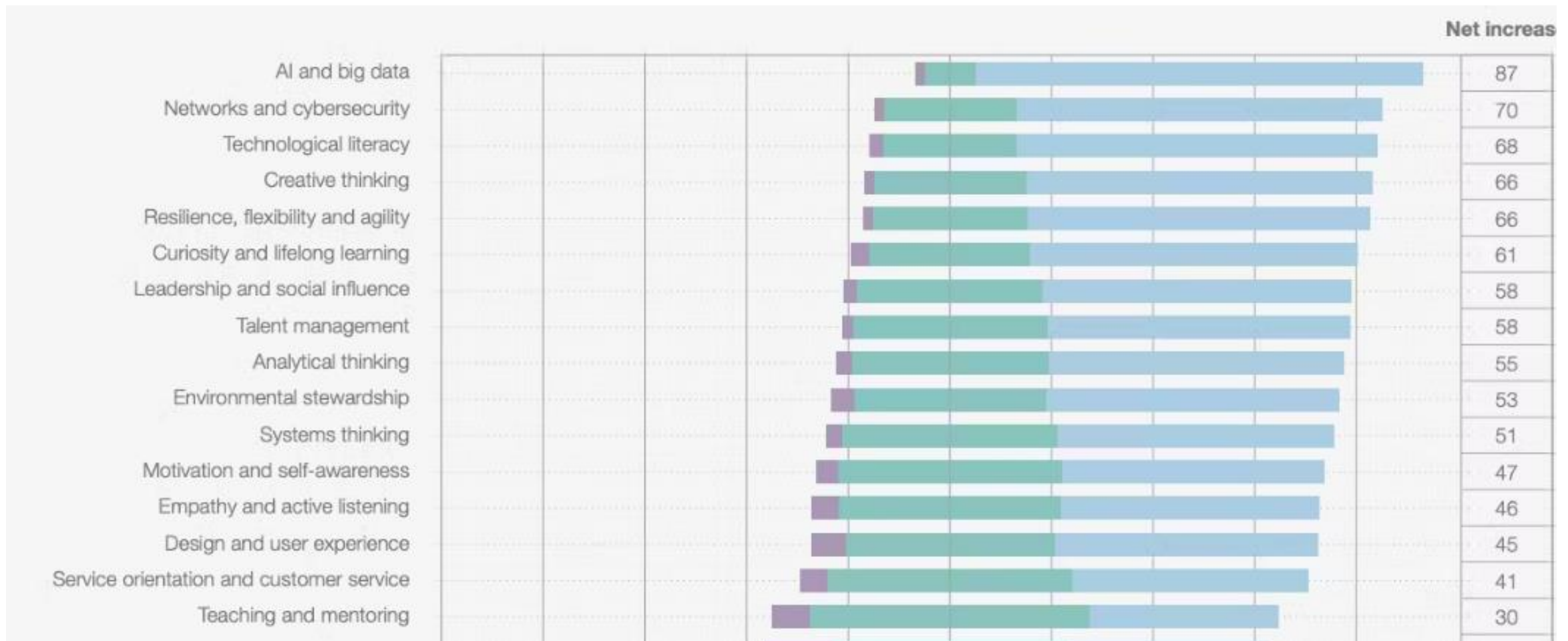
دو دسته از مهارت‌ها

- مهارت‌های اصلی: توانایی‌های ضروری که در صنایع و نقش‌های مختلف شغلی به طور مستمر ارزشمند هستند. این مهارت‌ها پایه‌ای هستند و علیرغم پیشرفت‌های فناوری، برای موفقیت حرفه‌ای همواره حیاتی باقی می‌مانند.
- مهارت‌های در حال رشد: توانایی‌هایی هستند که اهمیت آنها به دلیل پیشرفت فناوری و تغییرات بازار کار افزایش یافته است.

Core skills in 2025

1.  Analytical thinking
2.  Resilience, flexibility and agility
3.  Leadership and social influence
4.  Creative thinking
5.  Motivation and self-awareness
6.  Technological literacy
7.  Empathy and active listening
8.  Curiosity and lifelong learning
9.  Talent management
10.  Service orientation and customer service

مهارت‌های اصلی

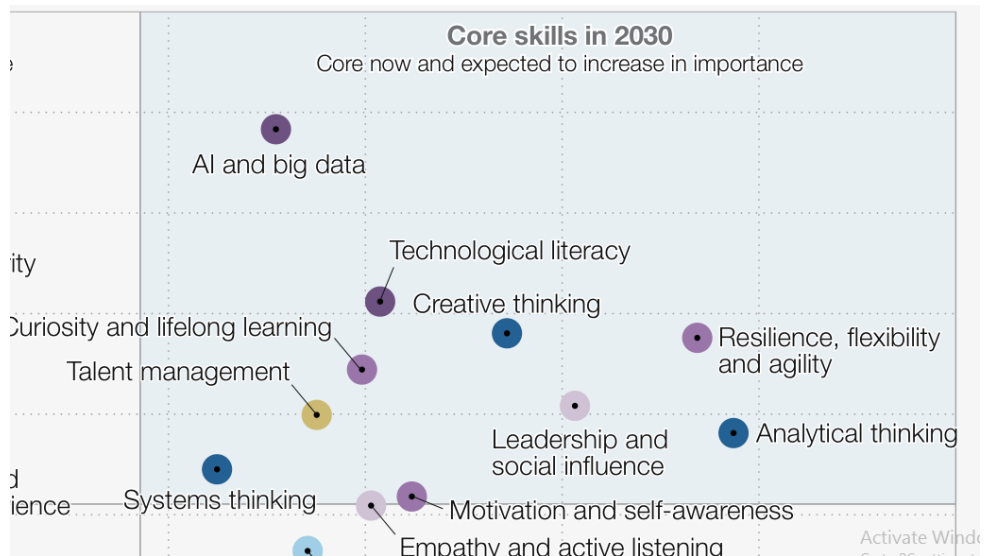


مهارت‌های در حال رشد

مهارت‌های مشترک در هر دو فهرست

- تفکر تحلیلی
- تاب آوری، انعطاف پذیری و چابکی
- رهبری و تاثیرگذاری اجتماعی
- تفکر خلاق
- کنجکاوی و یادگیری مادام العمر
- مدیریت استعداد

مهارت‌های اصلی آینده



هوش مصنوعی و کلان داده ها +

- تفکر تحلیلی
- تاب آوری، انعطاف پذیری و چابکی
- رهبری و تاثیرگذاری اجتماعی
- تفکر خلاق
- انگیزش و خودآگاهی
- سواد فناوری
- همدلی و گوش دادن فعال
- کنجکاوی و یادگیری مادام العمر
- مدیریت استعداد
- تفکر سیستمی

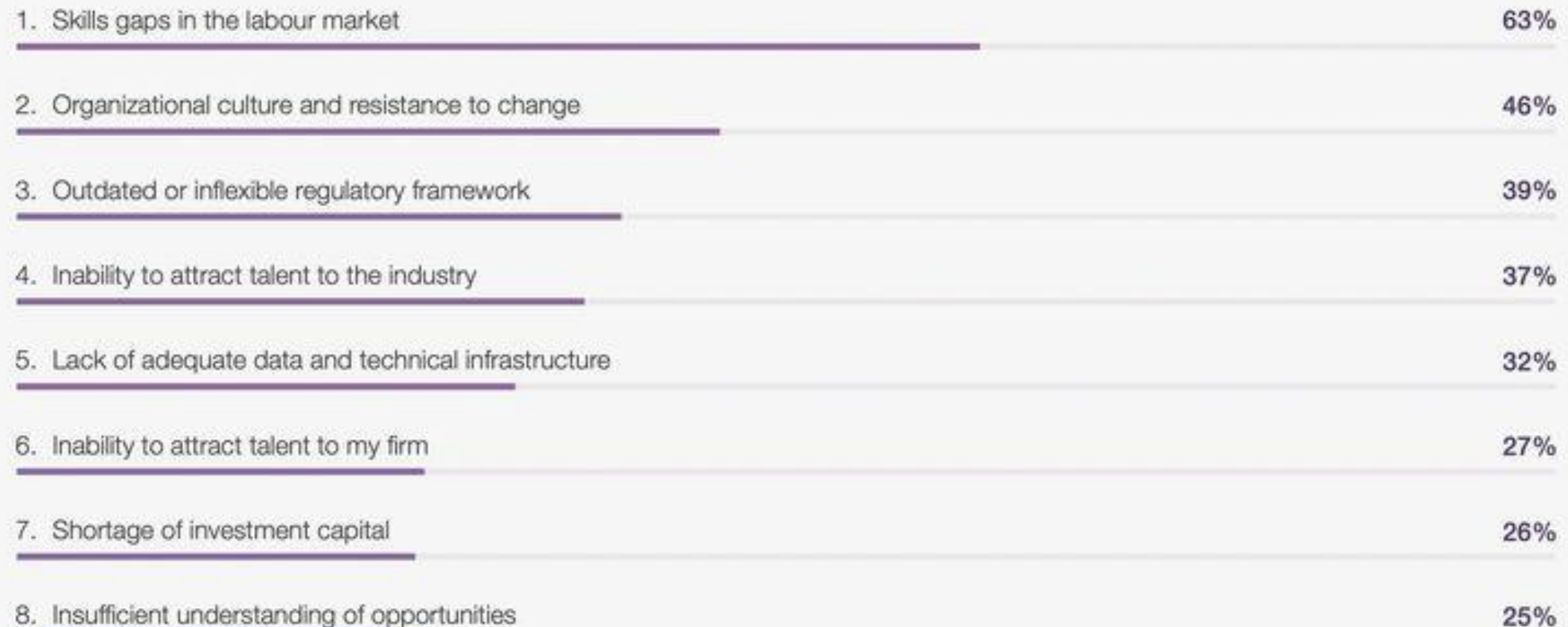
اینجا چطور؟

پارادوکس نمی بینید؟!

فرصت

Barriers to organizational transformation, 2025-2030

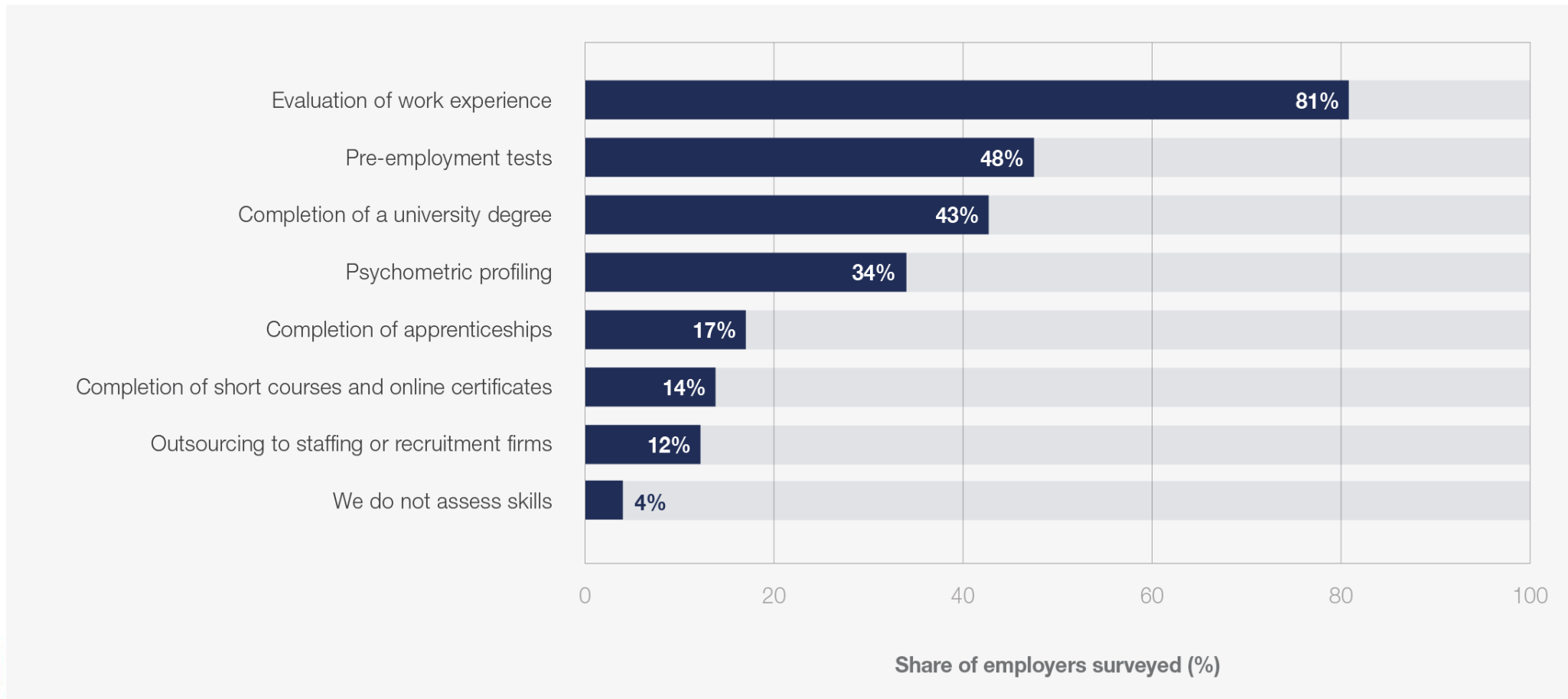
Share of employers surveyed expecting the stated barrier will hinder their organisational transformation.



ارزیابی مهارت‌ها

FIGURE 4.12 Skill assessment mechanisms, 2025-2030

Share of employers surveyed which will prioritize the following ways to assess skills when hiring.



از توجه شما متشکرم

در صورت تمایل به مشاوره و کوچینگ شغلی، با متامن در تلگرام با آیدی زیر در
ارتباط باشید

@metaman_admin

و

در صورت تمایل برای کسب اطلاعات و محتوای مستمر در صفحات زیر عضو شوید

Instagram/Telegram:
@mymetaman