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AURA Industry Benchmarking Report

Deep-dive into trends across key metrics in Hiring and Existing Workforce for 2023

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Executive Summary

During rapid technological advancements affecting companies' people climate and workforce dynamics, having an accurate and comprehensive understanding of the labor market is critical and may differentiate it from competitors. Yet, obtaining high-quality, granular data on talent and workforce trends remains a significant challenge for many organizations – with many having to scrape the data from various websites manually or rely on providers with unreliable data sources. Aura's 2023 Industry Benchmarking Report aims to address this gap, leveraging our unique capabilities to provide unparalleled insights into the global job market.

This report dives into the intricacies of workforce dynamics, focusing on various characteristics from two primary angles: Hiring Trends and Existing Workforce. By analyzing the data sourced from our multiple vendors, we aim to offer a detailed and nuanced view of the current labor market landscape.

This report is designed to be a valuable resource for all professionals dealing with workforce intelligence, especially those in Management Consulting, Private Equity, Investment Funds, and Hedge Funds. By offering a comprehensive and data-driven view of the job market, we aim to equip you with the insights needed to make informed decisions, identify investment opportunities, and develop strategic initiatives.

The practical application of these insights can be seen in:

- **Strategic Planning and Advisory:** Understanding workforce trends helps advise clients on talent acquisition strategies, workforce planning, and organizational restructuring.

- **Investment Decisions:** Identifying sectors and regions with robust hiring trends can signal growth opportunities, while understanding workforce dynamics can highlight potential risks.

- **Operational Improvements:** Insights into contract types and remote work trends can inform operational strategies, helping organizations optimize workforce management.

Key Insights from the Report:

- Global hiring picked up in 2023 compared to 2022 (up by 5%); however, the trend within the year signals that many companies are feeling the effects of the recession and not looking into an aggressive hiring phase.

- AI jobs were down significantly compared to 2022 (over 20% decline) and continued to decline throughout the year. India tops the list overall, indicating growth despite the market decline, while most developed countries saw a significant decrease in hiring.

- Remote jobs were also down compared to 2022 (~-13%), with January's figures double those of December. This signals that more employers are switching back to an in-person working regime.

- The Active Workforce increased significantly in 2023 (~17% increase vs. 2022), driven mostly by growth in developing countries in Latin America and Asia and strong European economies.

- Diversity in the workforce is approximately 45% for Female and 55% for Male workers, varying significantly in different sectors. The picture is different for Diversity in Leadership, where the share of Female Leaders decreased from ~45% in 2022 to ~40% in 2023.

- Overall promotions were on the decline in 2023 compared to 2022; most promotions are linked to performance review cycles and the start of the fiscal year, peaking in January and March. The picture is similar to employee exits, with an overall decline in 2023 vs. 2022 and the timing of exits.

- There remains a gap between total and Female promotions, highlighting ongoing gender disparities in career progression across various sectors. Female promotions also experienced significant monthly fluctuations, with peaks in January and March, similar to overall promotions.

Thanks to our advanced data collection and analysis capabilities, Aura is uniquely positioned to provide these insights. We believe that Aura's 2023 Industry Benchmarking Report will not only serve as a valuable tool for your current projects but also introduce you to the depth and breadth of our workforce intelligence.

As we navigate the stage set by 2023, staying on top of these workforce trends will be crucial. Aura remains committed to providing the most accurate and actionable data, helping you stay ahead of the curve in an increasingly competitive landscape.

Thank you for engaging with Aura's 2023 Industry Benchmarking Report; we're eager to deliver insights for thriving in workforce management and investment and appreciate your trust and collaboration.

For more detailed data and specific insights, please refer to the sections following this Executive Summary.

Contents

Aura Industry Benchmarking Report

Introduction

Introduction

Objectives of report

This report summarizes key benchmarks across global and Industry hiring and Workforce trends for 2023 (1 January to 31 December) for the purpose of comparing your company / organization against Industry performance.

Methodology

The metrics in this report have been computed leveraging the extensive Workforce data provided by Aura, which has been collected from publicly available sources, such as, LinkedIn, Crunchbase and Indeed. As a result, some Industries and geographies naturally have better coverage than others depending on how present the respective professionals are on these platforms. Please see metric definitions below:

Hiring metrics

Job openings	Total number of job posts of the respective period
AI job openings	Total number of active job openings where the title includes "Artificial Intelligence", "AI", "Machine Learning", "Natural Language Processing", "Computer Vision", "Neural Network", "Transfer Learning", "Image Recognition", "Optical Character Recognition", "Software Engineer", "Developer", "Programmer", "Tech Lead", "Computer Science", "Deep Learning", "Pattern Recognition", "Recommendation System"

Introduction

How to use this report

The purpose of this report is to enable comparison against Industry averages as well as peers (a company report can be prepared on request). The first step is therefore to understand which Industry your organization falls under using the below list – for the full list, please refer to Appendix A.

Technology	Cybersecurity, Cloud Computing, Program Development
Finance & Investment	Banking, Capital Markets, Insurance
Professional Services	Accounting, Human Resources, Management Consulting
Retail & Consumer Goods	Consumer Electronics, Cosmetics, Wholesale
Healthcare	Health, Wellness & Fitness, Medical Devices, Hospital & Healthcare
Education	Education Management, E-Learning, Higher Education
Public Sector	Civic & Social Organization, Government Administration, Philanthropy
Energy, Resources & Utilities	Mining & Metals, Oil & Energy, Utilities
Advanced Manufacturing & Services	Automotive, Construction, Mechanical / Industrial engineering
Entertainment & Media	Hospitality, Restaurants, Design

Once you have established which Industry your organization falls under, refer to Report Highlights for comparison to global average metrics and to the relevant Industry section in Detailed Sector View for comparison to specific Industry metrics.

Should you wish to have a detailed company benchmarking analysis done for your organization, please reach out to info@auraintel.com. Refer to Sample Company Reports for an example of what this could look like.

Industry Benchmarking

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Report highlights

Summary of Insights – Hiring Trends

Overall Hiring Trends

- 186M new jobs were posted in 2023, up 4.9% from 2022, with a peak in March at 17.4M posts followed by a steady decline for the remainder of the year, a trend that was followed for most Sectors.

- US had the highest share of new job posts at 24.0%, both overall as well as at the Sector level.

- Professional Services saw the highest share in new jobs (14.3%), up 2.4% from 2022, followed by Advanced Manufacturing & Services (5.2%) and Retail & Consumer Goods (4.1%). Finance & Investment, Education and Energy, Resources & Utilities were in the bottom three in terms of share of new job posts (1.6%, 1.3% and 0.7% respectively).

- Full-time jobs continue to dominate, both overall and at the Sector level, followed by Temporary and Part-time job posts.
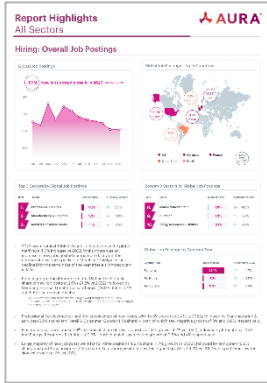
AI Hiring Trends

- 5M new AI jobs were posted in 2023, with a consistent decline seen compared to last year, both at the overall level as well as the Sector level. New AI jobs peaked in January at 500K after which it steadily declined for the remainder of the year.

- Whilst India had the highest share of new AI job posts overall (27.6%), US often tops the list at the Sector level although appears to be a declining market where India is growing (-40% for US vs +13.6% for India) compared to 2022.

- At the Sector level, Technology had the highest share of new AI jobs, followed closely by Professional Services (16.2% vs 14.5%). Similarly to the overall job market, Education and Energy, Resources & Utilities ranked 9th and 10th with 1.1% and 0.6% share respectively.

Remote Job Hiring Trends

- Whilst there were more remote job posts in 2023 compared to AI posts (11M vs 5M), this segment also saw a decline vs 2022 and continued to decline throughout the year

- The US had the largest share of remote jobs, both overall (42.7% share) as well as for every Sector. That said, it did see a consistent decline, with 31.1% drop vs 2022.

- Professional Services had the largest share of new remote jobs at 15.1%, followed by Advanced Manufacturing & Services (9.8%) and Technology (9.8%). Similarly to overall hiring and AI hiring, Education and Energy, Resources & Utilities ranked 9th and 10th (1.7% and 1.2% respectively).
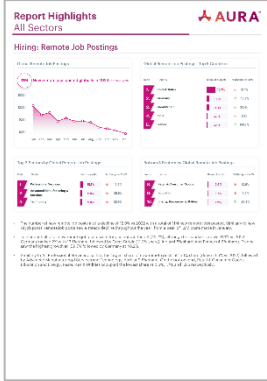
Top Skills Required Trends

- The set of Top 10 skills required is largely the same at both the overall and Sector levels, with Communication, Management and Sales being in the Top 3 skills required across most Sectors. Healthcare and Finance & Investment Sectors seem to require more specialized skills vs generalist skills such as Sales and Leadership.

- Customer service and Leadership appear to be declining in demand across most Sectors, with the set of growing skills varying more significantly across Industries.

Summary of Insights – Workforce Trends

Overall Workforce Trends

- The Global Workforce has increased significantly from 182 million in 2022 to 213 million in 2023, marking a 16.9% increase. This growth is concentrated significantly in the US and shows substantial increases across several key countries and Sectors.

- Advanced Manufacturing & Services continue to lead in headcount growth with significant increases, Professional Services and Technology Sectors also exhibit robust growth, emphasizing their critical role in the evolving economic landscape.

- Bottom 3 Sectors were Public Sector, Education and Energy, Resources & Utilities; the latter showed the highest growth (19.2% vs 2022), surpassing Global average.
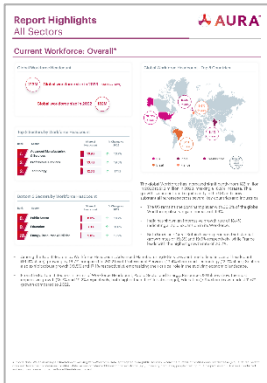
Current Workforce Diversity Trends

- The data suggests a slight decrease in Female participation in the overall Workforce from 2022 to 2023, from 45.3% to 45.1%, with the diversity among Sectors varying significantly. There's a slight decrease in Female Workforce representation year-over-year, while Male representation marginally increased from 54.7% in 2022 to 54.9% in 2023.

- The data reflects a near stationary state in overall Workforce diversity over the one-year span. Public Sector, Professional Services and Retail & Consumer Goods show the most balanced gender distribution.

- Technology, Advanced Manufacturing & Services and Energy, Resources & Utilities continue to be Male-dominated Sectors, having approximately 30-35% of Female employees on average.
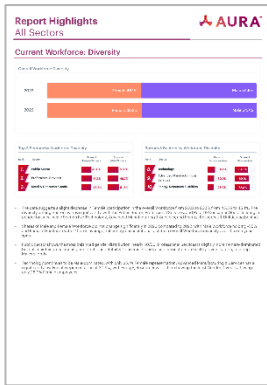
Current Workforce Diversity in Leadership Trends

- The data highlights a decrease in Female representation in Leadership positions from 44.6% in 2022 to 39.4% in 2023, indicating a shift towards Male dominance in Leadership roles which increased from 55.4% to 60.6%.

- The Public Sector shows a relatively balanced gender representation with Females at 46.0%, Professional Services and Retail & Consumer Goods also feature notable Female Leadership proportions (45.9% and 43.8% respectively).

- Technology, Advanced Manufacturing & Services, and Energy, Resources & Utilities show low Female Leadership presence, indicating Sectors where Gender Diversity could be significantly improved.
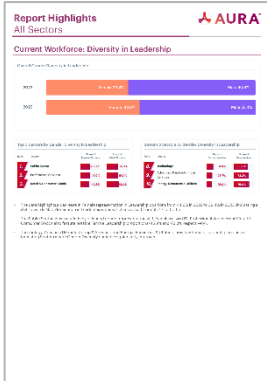
Current Workforce Career Progression Trends

- Promotions peaked in January and March, likely linked to the start of fiscal quarters; a significant decline in promotions from September to December indicated a slowdown towards the year's end. The overall decrease in promotions in 2023 compared to previous years could suggest economic tightening or shifts in organizational strategies.

- Employee exits spiked significantly in January, March, and May, which may be due to post-holiday reassessments, fiscal adjustments, or spring restructuring.

- There remains a gap between total promotions and Female promotions, highlighting ongoing gender disparities in career progression across various Sectors. Female promotions also experienced significant monthly fluctuations, with peaks in January and March, similar to overall promotions.

Hiring: Overall Job Postings

Global Job Postings

186M New jobs posted globally in 2023 *(+4.9% vs. 2022)*
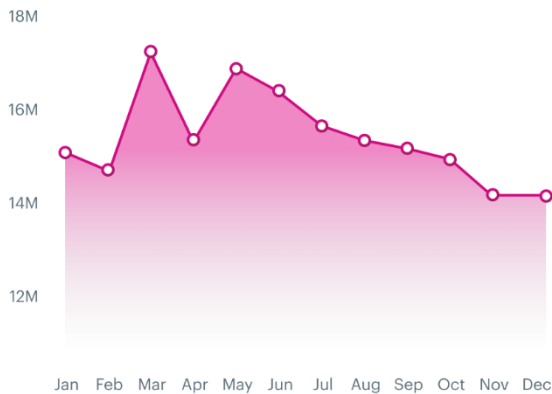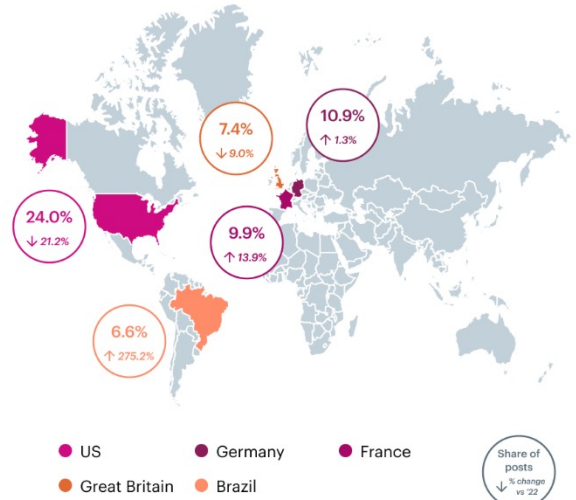
Chart axis: 18M, 16M, 14M, 12M — Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Global Job Postings - Top 5 Countries

Map callouts: 7.4% ↓ 9.0%; 10.9% ↑ 1.3%; 24.0% ↓ 21.2%; 9.9% ↑ 13.9%; 6.6% ↑ 275.2%

- US
- Germany
- France
- Great Britain
- Brazil

Share of posts / % change vs '22

Top 3 Sectors by Global Job Postings

Rank	Sector	Share of posts	% Change vs 2022
1.	Professional Services	14.3%	↑ 2.4%
2.	Advanced Manufacturing & Services	5.2%	↓ 3.0%
3.	Retail & Consumer Goods	4.1%	↓ 0.8%

Bottom 3 Sectors by Global Job Postings

Rank	Sector	Share of posts	% Change vs 2022
8.	Finance & Investment	1.6%	↓ 14.7%
9.	Education	1.3%	↑ 9.8%
10.	Energy, Resources & Utilities	0.7%	↑ 4.0%

- 2023 saw a total of 186M new jobs posted across the globe, marking a 4.9% increase vs 2022. Whilst there was an increase in new jobs posted compared to 2022, the number of new posts peaked in March at 17.4M posts and declined for the remainder of the year after a slight recovery in May.

- From a geographical standpoint, the US had the highest share of new job posts at 24% (-21.2% vs 2022), followed by Germany, France, Great Britain and Brazil (10.9%, 9.9%, 7.4% and 6.6% share respectively)
  - While Brazil appears to be the fastest growing hiring market at 275% increase in new job posts vs 2022, this is large in part due to access to larger data sets in the region

Global Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022
Full-time	89.1%	↑ 4.7%
Part-time	4.3%	↑ 3.0%
Temporary	6.6%	↑ 8.4%

- Professional Services Sector had the largest share of new posts, with 14.3% share (up 2.4% vs 2022), followed by Manufacturing & services (5.2% share) and Retail & Consumer Goods (4.1% share) – both of which saw negative growth of 3% and 0.8% respectively.

- Finance & Investment ranked 8th in terms of share of new job posts at 1.6% (down 14.7% vs 2022), followed by Education at 1.3% and Energy, Resources & Utilities at 0.7% - both of which saw positive growth of 9.8% and 4% respectively.

- Large majority of new job posts were for full-time positions (89.1% share, 4.7% growth vs 2022), followed by temporary (6.6% share) and part-time positions (4.3% share). Temporary positions saw the highest growth at 8.4% vs 2022 while part-time saw the slowest growth at 3% vs 2022.

Hiring: AI Job Postings

Global AI Job Postings

5M **New AI jobs posted globally in 2023** *(-21.4% vs. 2022)*

Global AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	India	27.6%	↑ 13.6%
2.	United States	23.9%	↓ 40.0%
3.	Great Britain	7.9%	↓ 47.7%
4.	Germany	4.8%	↓ 30.7%
5.	France	3.8%	↑ 11.9%

Top 3 Sectors by Global AI Job Postings

Rank	Sector	Share of posts	% Change vs 2022
1.	Technology	16.2%	↓ 25.9%
2.	Professional Services	14.5%	↓ 25.6%
3.	Advanced Manufacturing & Services	5.3%	↓ 26.5%

Bottom 3 Sectors by Global AI Job Postings

Rank	Sector	Share of posts	% Change vs 2022
8.	Public Sector	1.4%	↓ 27.2%
9.	Education	1.1%	↓ 13.1%
10.	Energy, Resources & Utilities	0.6%	↓ 17.0%

- The number of new AI related job postings saw a decline throughout 2023 (-21.4% vs 2022) with a total of 5M new posts made over the year.

- The majority of new AI job posts were made in India and the US at 27.6% and 23.9% share of AI posts respectively. Great Britain and the US saw the largest decline in new posts compared to 2022 at -47.7% and -40.0% respectively, followed by Germany at -30.7%. The remainder of the Top 5 countries in terms of share of new AI posts include Great Britain, Germany and France at 7.9%, 4.8% and 3.8% respectively

- Looking at Sectors, the Technology Sector had the highest share of new AI job posts (16.2%) followed by Professional Services (14.5%) and Advanced Manufacturing & Services (5.3%). On the bottom end, Public Sector, Education and Energy, Resources & Utilities had the lowest share of new AI posts at 1.4%, 1.1% and 0.6% respectively. All six of these Sectors witnessed a decline vs 2022 ranging from 13 to 27% drops.

Hiring: Remote Job Postings

Global Remote Job Postings

11M **New remote jobs posted globally in 2023** *(-12.9% vs. 2022)*

Global Remote Job Postings - Top 5 Countries

Rank	Country	Share of AI posts		% Change vs 2022
1.	United States	42.7%	↓	31.1%
2.	Germany	13.1%	↑	48.2%
3.	Great Britain	11.3%	↓	25.4%
4.	India	4.8%	↓	1.5%
5.	France	4.6%	↑	159.7%

Top 3 Sectors by Global Remote Job Postings

Rank	Sector	Share of posts		% Change vs 2022
1.	Professional Services	15.1%	↓	13.5%
2.	Advanced Manufacturing & Services	9.8%	↓	25.9%
3.	Technology	9.8%	↓	25.9%

Bottom 3 Sectors by Global Remote Job Postings

Rank	Sector	Share of posts		% Change vs 2022
8.	Retail & Consumer Goods	2.6%	↓	10.9%
9.	Education	1.7%	↓	3.2%
10.	Energy, Resources & Utilities	1.2%	↑	20.3%

- The number of new remote job posts also a decline of 12.9% vs 2022 with a total of 11M new remote jobs posted. Similarly to new AI job posts, remote job posts saw a steady decline throughout the year, from a peak of 1.2M posts made in January.

- Just under half of all new remote job posts were for positions in the US (42.7%), although this market is down 31.1% vs 2022. Germany ranked 2nd with 13.1% share, followed by Great Britain (11.3% share), India (4.8% share) and France (4.6% share). France saw the highest growth at 159.7% followed by Germany at 48.2%.

- Similarly to AI, Professional Services also had the largest share of new remote posts at 15.1% share (down 13.5% vs 2022), followed by Advanced Manufacturing &Services and Technology, both at 9.8% share. On the bottom end, Retail & Consumer Goods, Education and Energy, Resources & Utilities occupied the lowest share at 2.6%, 1.7% and 1.2% respectively.

Hiring: Job Postings by Skills

Global Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent sector
1.	Communication	18.6%		↓	3.0%	Professional Services
2.	Management	14.3%		↑	0.5%	Professional Services
3.	Sales	12.0%		↑	12.7%	Professional Services
4.	Customer Service	10.3%		↓	10.6%	Professional Services
5.	English Language	8.6%		↑	2.5%	Professional Services
6.	Planning	7.6%		↑	2.1%	Professional Services
7.	Operations	7.6%		↓	7.0%	Professional Services
8.	Leadership	6.8%		↓	7.1%	Professional Services
9.	Microsoft Excel	5.7%		↑	5.5%	Professional Services
10.	Microsoft Office	5.0%		↓	4.5%	Professional Services

- Communication is the top skill in demand globally with 18.6% of new job posts, although down 3.0% from 2022.

- The Top 3 skills further includes Management and Sales at 14.3% and 12.0% respectively; both of which saw an increase in demand at 0.5% and 12.7% growth vs 2022 respectively.

- All of the Top 10 skills required were most prominent in the Professional Services Sector; however this is expected as most new job posts were for positions in this Sector (14.3% share of all posts made in 2023).

- The bottom end of the Top 10 include Leadership, Microsoft Excel and Microsoft Office (6.8%, 5.7% and 5.0% share respectively); of these, only Microsoft Excel saw an increase in demand at 5.5% growth vs 2022 whilst Leadership declined by 7.1% and Microsoft Office at 4.5%.

- Of the Top 10 skills required, Customer Service saw the largest decline (-10.6%) compared to 2022, where Sales saw the highest growth (12.7%).
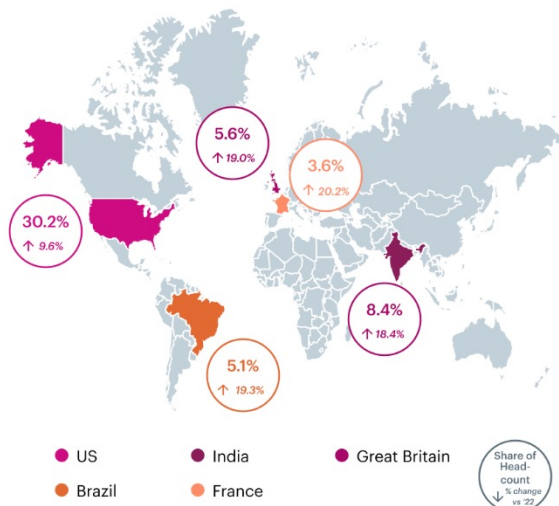
AURA

Current Workforce: Overall*

Global Workforce Headcount

213M **Global workforce size in 2023** *(+16.9% vs. 2022)*

Global workforce size in 2022 **182M**

Global Workforce Headcount - Top 5 Countries

Country	Share of Headcount	% change vs '22
US	30.2%	↑ 9.6%
	5.6%	↑ 19.0%
France	3.6%	↑ 20.2%
India	8.4%	↑ 18.4%
Brazil	5.1%	↑ 19.3%

- US
- India
- Great Britain
- Brazil
- France

Share of Headcount ↓ % change vs '22

Top 3 Sectors by Workforce Headcount

Rank	Sector	Share of Headcount	% Change vs 2022
1.	Advanced Manufacturing & Services	16.9%	↑ 16.7%
2.	Professional Services	13.4%	↑ 19.5%
3.	Technology	12.3%	↑ 17.1%

Bottom 3 Sectors by Workforce Headcount

Rank	Sector	Share of Headcount	% Change vs 2022
8.	Public Sector	8.0%	↑ 18.7%
9.	Education	7.9%	↑ 11.6%
10.	Energy, Resources & Utilities	3.8%	↑ 19.2%

The global Workforce has increased significantly from 182 million in 2022 to 213 million in 2023, marking a 16.9% increase. This growth is concentrated significantly in the US and shows substantial increases across several key countries and Industries.

- The US remains the dominant player with 30.2% of the global Workforce, observing an increase of 9.6%.

- India has shown an impressive growth rate of 18.4%, indicating a rapid expansion in its Workforce.

- Both Brazil and Great Britain have experienced substantial growth rates of 19.3% and 19.0% respectively, while France leads with the highest growth rate of 20.2%.

- Among the Top 3 Sectors by Workforce Headcount, Advanced Manufacturing & Services continue to lead in overall headcount (16.9% share), growing by 16.7% compared to 2022 level. Professional Services (13.4% share) and Technology (12.3% share) Sectors also exhibit robust growth (19.5% and 17.1% respectively), emphasizing their critical role in the evolving economic landscape.

- From the Bottom 3 Sectors in terms of Workforce Headcount, Public Sector and Energy, Resources & Utilities show the most impressive growth (18.7% and 19.2% respectively, both higher than the Global average); Education (7.9% share) saw modest 11.6% growth compared to 2022.

Current Workforce: Diversity

Overall Workforce Diversity
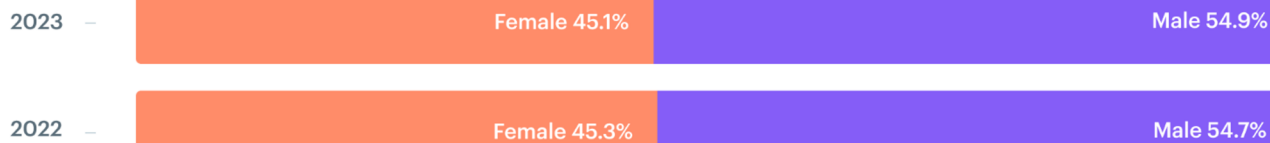
2023	Female 45.1%	Male 54.9%
2022	Female 45.3%	Male 54.7%

Top 3 Sectors by Workforce Diversity

Rank	Sector	Share of Female Workers	Share of Male Workers
1.	Public Sector	49.0%	51.0%
2.	Professional Services	51.3%	48.7%
3.	Retail & Consumer Goods	48.2%	51.8%

Bottom 3 Sectors by Workforce Diversity

Rank	Sector	Share of Female Workers	Share of Male Workers
8.	Technology	35.1%	64.9%
9.	Advanced Manufacturing & Services	30.9%	69.1%
10.	Energy, Resources & Utilities	28.0%	72.0%

- The data suggests a slight decrease in Female participation in the overall Workforce from 2022 to 2023, from 45.3% to 45.1%. The diversity among Sectors varies significantly, with the Public Sector, Professional Services, and Retail & Consumer Goods leading in gender balance, while Sectors like Technology, Advanced Manufacturing & Services, and Energy, Resources & Utilities lag behind.

- Shares of Male and Female Workforce did not change significantly in 2023 compared to 2022, with Male Workforce holding ~55% and Female Workforce with ~45% on average, reflecting a near stationary state in overall Workforce diversity over the one-year span.

- Public Sector shows the most balanced gender distribution, nearly 50/50, Professional Services is slightly more Female-dominated but still maintains a balanced gender ratio and Retail & Consumer Goods also demonstrates a healthy diversity ratio, favoring Males slightly.

- Technology continues to be Male-dominated, with only 35.1% Female representation, Advanced Manufacturing & Services has a significantly low Female representation at 30.9%, with Energy, Resources & Utilities showing the least Gender Diversity, having only 28.0% Female employees.

Current Workforce: Diversity in Leadership

Overall Gender Diversity in Leadership

2023	Female 39.4%	Male 60.6%
2022	Female 44.6%	Male 55.4%
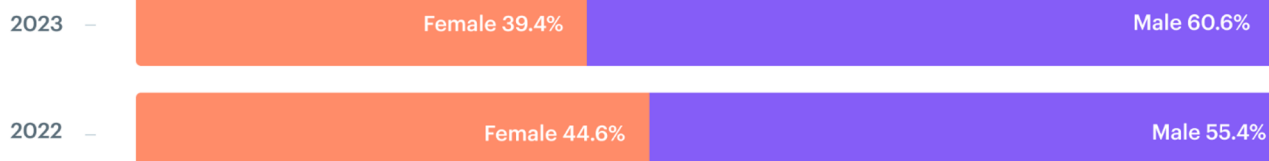
Top 3 Sectors by Gender Diversity in Leadership

Rank	Sector	Share of Female Workers	Share of Male Workers
1.	Public Sector	46.0%	54.0%
2.	Professional Services	45.9%	54.1%
3.	Retail & Consumer Goods	43.8%	56.2%

Bottom 3 Sectors by Gender Diversity in Leadership

Rank	Sector	Share of Female Workers	Share of Male Workers
8.	Technology	31.4%	68.6%
9.	Advanced Manufacturing & Services	26.7%	73.3%
10.	Energy, Resources & Utilities	25.0%	75.0%

- The data highlights a decrease in Female representation in Leadership positions from 44.6% in 2022 to 39.4% in 2023, indicating a shift towards Male dominance in Leadership roles which increased from 55.4% to 60.6%.

- The Public Sector shows a relatively balanced gender representation with Females at 46.0%, Professional Services and Retail & Consumer Goods also feature notable Female Leadership proportions (45.9% and 43.8% respectively).

- Technology, Advanced Manufacturing & Services, and Energy, Resources & Utilities show low Female Leadership presence, indicating Sectors where Gender Diversity could be significantly improved.

Current Workforce: Career Progression*

Overall Promotions per Month

■ 2023 ■ 2022

4.1% — **Finance & Investment** had the *highest share* of promotions in 2023

Education had the *lowest share* of promotions in 2023 — **2.1%**

Overall Employee Exits per Month

■ 2023 ■ 2022
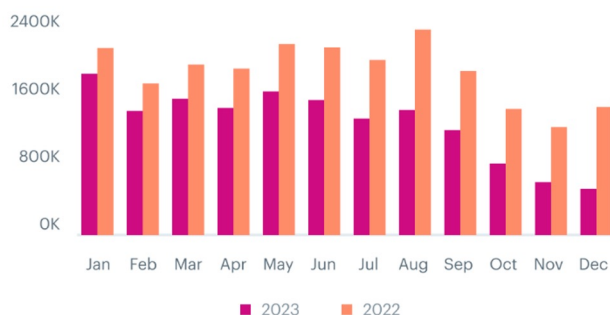
8.5% — **Technology** had the *highest share* of employee exits in 2023

Energy, Resources & Utilities had the *lowest share* of employee exits in 2023 — **5.6%**

Overall Promotions of Females

■ 2023 ■ 2022
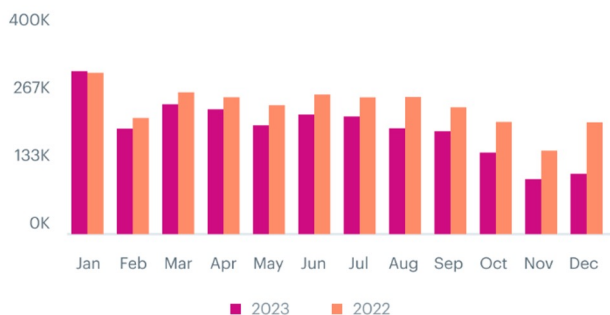
47.3% — **Healthcare** had the *highest share* of promotions of Females in 2023

Energy, Resources & Utilities had the *lowest share* of promotions of Females in 2023 — **25.7%**

- Finance & Investment led with the highest number of promotions in 2023 (4.1%), while Education struggled with the lowest rate of promotion at only 2.1%. Promotions peaked in January and March, likely linked to the start of fiscal quarters; a significant decline in promotions from September to December indicated a slowdown towards the year's end. The overall decrease in promotions in 2023 compared to previous years could suggest economic tightening or shifts in organizational strategies.

- Technology noted the highest exit rate in 2023 at 8.5%, and Energy, Resources & Utilities saw the lowest employee exits, at 5.6%, potentially reflecting higher job satisfaction or limited job opportunities. Employee exits spiked significantly in January, March, and May, which may be due to post-holiday reassessments, fiscal adjustments, or spring restructuring.

- Healthcare boasted the highest share of Female promotions at 47.3%, with Energy, Resources & Utilities recording the lowest at 25.7%, signaling areas needing improvement in Gender Diversity. Female promotions also experienced significant monthly fluctuations, with peaks in January and March, similar to overall promotions.

- There remains a gap between total promotions and Female promotions, highlighting ongoing gender disparities in career progression across various Sectors.

Industry Benchmarking

Detailed Sector view

Industry Benchmarking: Detailed Sector view
—
Technology

Sector deep-dives
Technology

AURA℠

Hiring: Overall Job Postings

Sector Job Postings

7.2M **New jobs posted globally in 2023** *(-9.1% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts		% Change vs 2022	
1.	IT & Services	54.3%	↓		8.9%
2.	Internet	20.5%	↓		15.9%
3.	Computer Software	14.9%	↓		10.2%
4.	Information Services	6.0%	↑		33.5%
5.	Computer & Network Security	1.1%	↓		21.8%
6.	Computer Networking	0.8%	↓		12.2%
7.	Computer Games	0.7%	↓		7.2%
8.	Computer Hardware	0.6%	↓		2.9%
9.	Wireless	0.5%	↓		33.7%
10.	Program Development	0.5%	↑		33.4%
	Others	0.2%	↓		2.4%
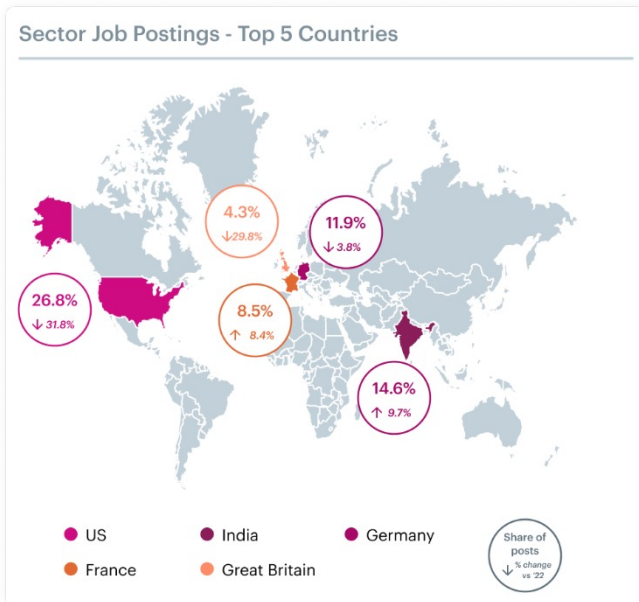
Sector Job Postings - Top 5 Countries

- US
- India
- Germany
- France
- Great Britain

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts		% Change vs 2022	
Full-time	84.0%	↓		8.7%
Part-time	5.1%	↓		12.1%
Temporary	10.9%	↓		10.1%

- The Technology Sector saw a total of 7.2M new job postings in 2023, down by 9.1% vs 2022.

- New posts peaked in May at 666K after which it steadily declined for the rest of the year.

- Within the Technology Sector, IT & Services occupied the large majority of new job posts at 54.3%, although down 8.9% vs 2022. Internet and Computer Software follow at 20.5% and 14.9% respectively. All the Top 3 Industries saw a decline in new posts compared to 2022 at -8.9%, -15.9% and -10.2% respectively.

- The only Industries that saw an increase in new job posts include Information Services (33.5%) and Program Development (33.4%). Wireless saw the largest decline at -33.7% and only occupied 0.5% share of new job posts in the Technology Sector.

- From a geographic perspective, most new job posts were in the US at 26.8%, although down by 31.8% vs 2022. Next is India (14.6%), Germany (11.9%), France (8.5%) and Great Britain (4.3%). India and France appear to be growing markets for Technology with 9.7% and 8.4% growth respectively, where Germany (-3.8%) and Great Britain (-29.8%) declined in addition to the US.

- The large majority of new Technology job posts are still for full-time positions (84.0% share), followed by Temporary (10.9%) and Part-time (5.1%). All three contract type categories saw a decline in line with the overall Sector performance.

Sector deep-dives
Technology

AURA

Hiring: AI Job Postings

Sector AI Job Postings

819K **New Sector AI jobs posted in 2023** *(-25.9% vs. 2022)*

- The Technology Sector saw 819K new job postings for AI related jobs, down by 25.9% compared to 2022.

- New AI job postings saw a steady decline throughout the year, with a peak of 80.2K new AI job posts in January.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	India	32.3%	↑ 6.0%
2.	United States	29.3%	↓ 45.7%
3.	Germany	5.2%	↓ 24.7%
4.	Great Britain	3.9%	↓ 49.0%
5.	Poland	3.3%	↓ 23.1%

- Whilst the US had the highest share of new job posts in the Technology Sector overall (26.8%), India had the highest share of new AI job posts (32.3%), up 6.0% compared to 2022.

- New AI job posts saw a decline in the remainder of the Top 5 markets, with Great Britain witnessing the highest dip (-49.0%) followed by the US (-45.7%).

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	IT & Services	62.3%	↓ 23.6%
2.	Computer Software	20.8%	↓ 16.0%
3.	Internet	10.8%	↓ 45.0%
4.	Information Services	2.7%	↓ 29.3%
5.	Computer & Network Security	0.9%	↓ 44.1%
6.	Computer Networking	0.8%	↓ 36.5%
7.	Computer Games	0.8%	↓ 19.0%
8.	Computer Hardware	0.5%	↓ 13.2%
9.	Wireless	0.3%	↓ 53.4%
10.	Program Development	0.1%	↓ 16.7%
	Others	0.0%	↓ 29.8%

- IT & Services also had the highest share of new AI job posts at 62.3%, down by 23.6% compared to 2022.

- All Industries within Technology Sector saw a decline in number of new AI job posts vs 2022, with the biggest declines in Wireless (-53.4%), Internet (-45%) and Computer & Network Security (-44.1%).

- The rest of the top three Industries include Computer Software (20.8%) and Internet (10.8% share).

Sector deep-dives
Technology

Hiring: Remote Job Postings

Sector Remote Job Postings

1M   **New sector remote jobs posted in 2023** *(-25.9% vs. 2022)*
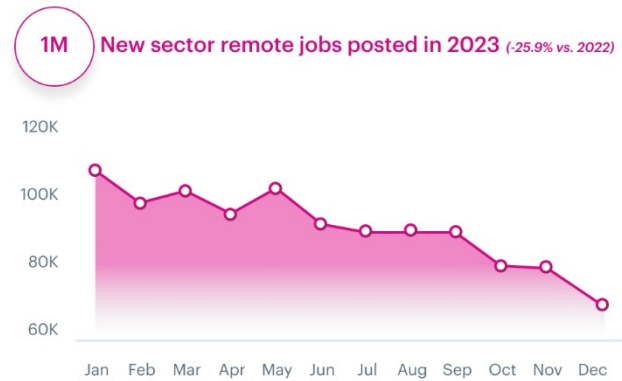
- The Technology Sector saw 1M new job postings for remote jobs, also down by 25.9% compared to 2022.

- New remote job postings also saw a steady decline throughout the year, with a peak of 104.8K new remote job posts in January.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022	
1.	United States	44.7%	↓	43.3%
2.	Germany	11.9%	↑	25.2%
3.	India	9.2%	↑	2.3%
4.	Great Britain	5.9%	↓	38.4%
5.	France	3.9%	↑	85.2%

- In line with the overall geography rankings for the Technology Sector, the US had the highest share of remote job posts (44.7%), down 43.3% vs 2022.

- France saw the largest increase in new remote job posts at 85.2% growth, followed by Germany at 25.2%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022	
1.	IT & Services	56.8%	↓	24.1%
2.	Computer Software	22.1%	↓	29.8%
3.	Internet	12.2%	↓	30.7%
4.	Information Services	4.0%	↓	5.9%
5.	Computer & Network Security	1.9%	↓	35.4%
6.	Computer Networking	1.1%	↓	10.7%
7.	Computer Games	0.9%	↓	18.3%
8.	Computer Hardware	0.5%	↓	18.3%
9.	Wireless	0.2%	↓	69.9%
10.	Think Tanks	0.2%	↓	15.3%
	Others	0.2%	↑	6.1%

- IT & Services also had the highest share of new remote job posts at 56.8%, down by 24.1% compared to 2022.

- Most Industries within Technology Sector saw a decline in number of new remote job posts vs 2022, with the biggest declines in Wireless (-69.9%), Computer & Network Security (-35.4%) and Internet (-30.7%).

- The rest of the top three Industries include Computer Software (22.1%) and Internet (12.2% share).

Sector deep-dives
Technology

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		30.0%	↓	11.0%	IT & Services
2.	Management		21.3%	↓	10.4%	IT & Services
3.	Sales		15.9%	↓	13.1%	IT & Services
4.	English Language		14.8%	↓	2.5%	IT & Services
5.	Customer Service		11.8%	↓	20.9%	IT & Services
6.	Operations		11.5%	↓	16.8%	IT & Services
7.	Planning		11.2%	↓	7.0%	IT & Services
8.	Leadership		11.0%	↓	21.8%	IT & Services
9.	Problem Solving		10.2%	↓	17.5%	IT & Services
10.	Project Management		9.7%	↓	19.2%	IT & Services

- In line with the Top 10 skills required overall, Communication, Management and Sales occupy the Top 3 skills in the Technology Sector at 30.0%, 21.3% and 15.9% share respectively.

- As expected, the IT & Services Industry is the most prominent Industry in which all of the Top 10 skills are required, given the majority of new Technology job posts were within this Industry.

- All of the Top 10 skills saw a decline over the last year, with the biggest dip in Leadership (-21.8%) followed closely by Customer Service (-20.9%) and Project Management (-19.2%).

- The bottom end of the Top 10 include Leadership, Problem Solving and Project Management (11.0%, 10.2% and 9.7% share respectively).

Sector deep-dives
Technology

Current Workforce: Overall*
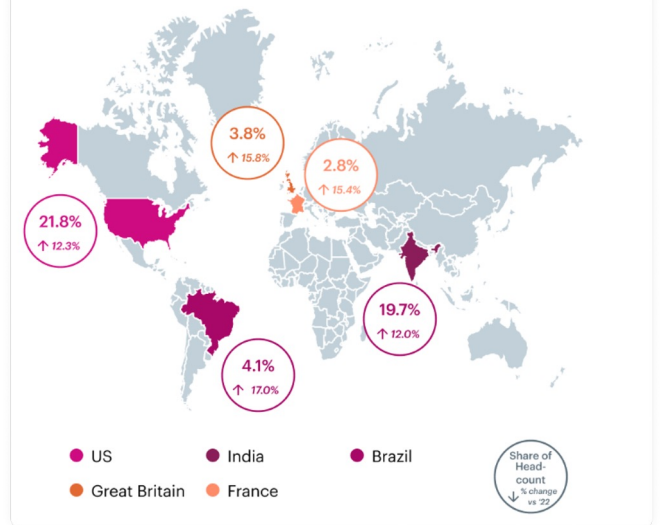
Sector Workforce Headcount

26M Sector workforce size in 2023 *(+17.1% vs. 2022)*

Sector workforce size in 2022 **22M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Information Technology & Services	57.2%	↑ 18.9%
2.	Computer Software	17.5%	↑ 15.5%
3.	Internet	15.9%	↑ 11.6%
4.	Information Services	2.3%	↑ 23.1%
5.	Computer & Network Security	1.8%	↑ 26.6%
6.	Computer Games	1.5%	↑ 30.8%
7.	Computer Hardware	1.2%	↑ 8.8%
8.	Computer Networking	1.0%	↑ 7.2%
9.	Think Tanks	0.7%	↑ 27.6%
10.	Wireless	0.5%	↑ 0.4%
	Others	0.5%	↑ 16.1%

Sector Workforce Headcount - Top 5 Countries

- 3.8% ↑ 15.8%
- 2.8% ↑ 15.4%
- 21.8% ↑ 12.3%
- 19.7% ↑ 12.0%
- 4.1% ↑ 17.0%

- ● US
- ● India
- ● Brazil
- ● Great Britain
- ● France

Share of Headcount / % change vs '22

- The US (21.8% share, +12.3% growth) and India (19.7% share, +12.0% growth) dominate the Sector Workforce distribution, emphasizing their role as major hubs for the Technology Sector and primary targets for business expansion and talent acquisition strategies.

- Despite smaller shares, Great Britain (3.8% share, +15.8% growth) and France (2.8% share, +15.4% growth) exhibit some of the highest growth rates, highlighting these countries as emerging influential players in the Technology Sector.

- Brazil holds a 4.1% share with the highest growth rate of 17.0%, signifying its substantial and rapidly growing involvement in the Technology Sector, which could represent a strategic opportunity for market entry or expansion.

- The distribution of Workforce across these Top 5 countries underlines the global nature of the Technology Sector, showcasing diverse geographical strategies for recruitment, marketing, and operations. The varying growth rates and market shares across these countries suggest potential for businesses to strategically expand their presence or focus their resources in specific regions to capitalize on local growth dynamics.

- Information Technology & Services holds the majority share at 57.2%, with a substantial year-over-year growth of 18.9%. This indicates a robust and expanding IT Industry.

- Computer & Network Security (1.8% share, 26.6% growth) and Computer Games (1.5% share, 30.8% growth) Industries show the highest growth rates, suggesting these niches are rapidly expanding and likely ripe for investment or development opportunities.

- Industries like Computer Software (17.5% share) and Internet (15.9% share) have also seen significant growth at 15.5% and 11.6%, respectively. This consistent growth demonstrates the ongoing demand for digital products and online services.

- Despite a smaller overall share (2.3%), Information Services has witnessed a remarkable growth of 23.1%, indicating a surge in demand for data processing, hosting, and related services, possibly driven by increased digitalization and data reliance across Industries.

- Industries like Wireless and Think Tanks have smaller shares but show varied growth trends, suggesting niche opportunities that may be underexplored or emerging areas of innovation.

Author's Note: We acknowledge a limitation of working with Workforce data, aggregated from public sources, where the number of profiles does not decrease (e.g., a retired person does not delete their professional profile), while we see constant additions to the Workforce (e.g., university graduates, people creating multiple profiles etc.). Analysis conducted and insights drawn with the mentioned limitations in mind.

Sector deep-dives
Technology

Current Workforce: Diversity

Sector Workforce Diversity

Year	Female	Male
2023	Female 35.1%	Male 64.9%
2022	Female 35.3%	Male 64.7%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Think Tanks	49.3%	50.7%
2.	Information Services	44.2%	55.8%
3.	Program Development	42.5%	57.5%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
9.	Wireless	28.5%	71.5%
10.	Computer Games	27.5%	72.5%
11.	Computer & Network Security	26.6%	73.4%

- The Technology Sector has seen a very small change in gender distribution from 2022 to 2023. Female representation marginally decreased from 35.3% to 35.1%, while Male representation increased from 64.7% to 64.9%.

- With Female representation at 49.3% and Male at 50.7%, Think Tanks is the leading Industry in Gender Diversity within the Technology Sector, being the closest to achieving gender parity.

- Information Services and Program Development show relatively higher Female participation, making up 44.2% and 42.5% of the Workforce, respectively. Although not at parity, these Industries are above the Sector average for Female representation.

- Industries such as Wireless, Computer Games, and Computer & Network Security show significantly lower Female representation, with percentages at 28.5%, 27.5%, and 26.6% respectively. This suggests a notable gender gap in these fields.

Sector deep-dives
Technology

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

	Female	Male
2023	Female 31.4%	Male 68.6%
2022	Female 31.0%	Male 69.0%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Think Tanks	45.0%	55.0%
2.	Information Services	39.5%	60.5%
3.	Program Development	37.7%	62.3%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
9.	Computer Hardware	25.9%	74.1%
10.	Computer & Network Security	24.4%	75.6%
11.	Computer Games	23.3%	76.7%

- The Technology Sector has witnessed a very slight progression in Gender Diversity in Leadership roles from 2022 to 2023. Female representation has increased marginally from 31.0% to 31.4%, while Male representation has slightly decreased from 69.0% to 68.6%. This subtle change underscores a slow movement toward gender balance in Leadership within the Sector.

- Think Tanks lead with the highest Female representation at 45.0%, demonstrating a significant stride towards gender parity compared to other Industries in the Technology Sector. This Industry serves as a benchmark with nearly balanced gender representation in Leadership.

- Information Services follows closely, with women constituting 39.5% of Leadership roles. This Industry exceeds the Technology Sector average, showcasing effective initiatives in promoting Gender Diversity; Program Development also features prominently, with 37.7% Female Leadership. While not at parity, it is indicative of a positive trend towards inclusivity.

- At the lower end of the spectrum, Computer Games, Computer & Network Security, and Computer Hardware have significantly less Female representation in Leadership roles, with 23.3%, 24.4%, and 25.9%, respectively. These figures highlight a pronounced gender disparity and suggest that these areas are lagging in diversity and inclusion efforts.

Current Workforce: Career Progression*

Overall Promotions per Month

■ 2023 ■ 2022
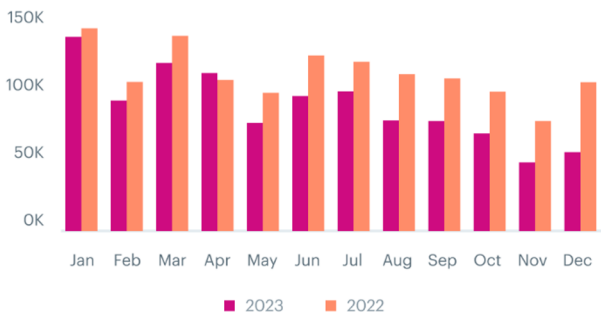
5.2% — **Computer Software** had the *highest share* of promotions in 2023

Wireless had the *lowest share* of promotions in 2023 — **3.2%**

Overall Employee Exits per Month

■ 2023 ■ 2022
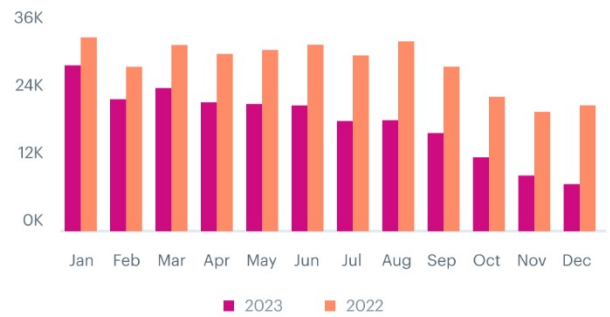
10.3% — **Computer Games** had the *highest share* of employee exits in 2023

Computer Networking had the *lowest share* of employee exits in 2023 — **4.8%**

Overall Promotions of Females
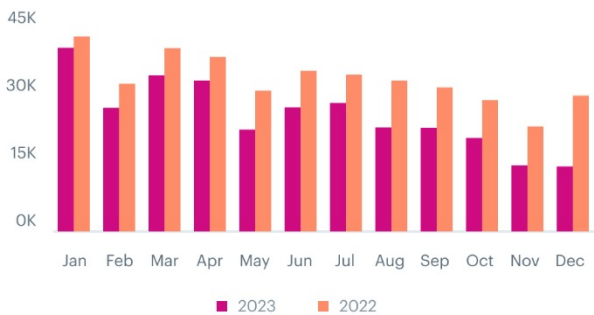
■ 2023 ■ 2022

43.8% — **Think Tanks** had the *highest share* of promotions of Females in 2023

Computer & Network Security had the *lowest share* of promotions of Females in 2023 — **21.0%**

- From 2022 to 2023, the Technology Sector experienced moderate shifts, with fewer promotions and increased employee turnover, suggesting rising job dissatisfaction or better opportunities elsewhere, underscoring challenges in maintaining a competitive and equitable Workforce.

- Computer Software led with the highest promotion rates in 2023 (5.2%), suggesting robust growth or development opportunities, while Wireless reported the lowest rate of promotions in 2023 (3.2%), possibly indicating stagnation or less aggressive growth strategies in this segment*.

- The Computer Games Industry experienced the highest employee turnover in 2023 (10.3%), and The Computer Networking Industry had the lowest turnover rate in 2023 (4.8%), which might indicate better job satisfaction or less competitive pressures. Employee exits in 2023 were consistently higher than in 2022, suggesting increasing job market dynamics or internal challenges leading to higher turnover*.

- Think Tanks showed a significantly higher promotion rate for Females in 2023 (43.8%), suggesting effective gender inclusion strategies, with Computer & Network Security showing the lowest Female promotion rates (21.0%), indicating potential areas for improvement in Gender Diversity initiatives.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Information Technology & Services	0.3	6.7	1.7
2.	Computer Software	0.2	4.4	2.1
3.	Internet	0.3	5.1	1.5
4.	Information Services	0.4	3.2	1.8
5.	Computer & Network Security	0.3	3.8	1.6
6.	Computer Games	0.4	4.9	0.9
7.	Computer Hardware	0.3	4.5	2.2
8.	Computer Networking	0.2	5.7	2.0
9.	Think Tanks	0.7	2.2	1.2
10.	Program Development	0.4	4.0	1.0
	Others	0.3	3.2	3.0

- The Technology Sector displays varied organizational structures across different Industries, as indicated by the ratios of Junior Employees to Managers, Managers to Senior Executives, and Senior Executives to Top Managers. These differences emphasize the importance of tailoring Management strategies to enhance operational efficiency and adapt to dynamic market demands.

Junior Employees to Managers

- Industries like Information Technology & Services, Computer Software, and Computer Networking show a lower ratio of Junior Employees to Managers (0.2 to 0.3), indicating a more focused supervision.

Senior Executive to Manager Ratios

- The ratio of Managers to Senior Executives is notably high in Information Technology & Services (6.7) and Computer Networking (5.7), suggesting a thicker middle Management layer. This might indicate the potential for bureaucracy but also shows strong mid-tier Leadership that could be leveraged for the effective execution of strategies. Information Services (3.2) and Think Tanks (2.2), on the other hand, seem to have a thick Senior Executive level.

Top Management Layers

- The ratio of Senior Executives to Top Managers varies, with Computer Games showing the lowest at 0.9, indicating a flatter Top Leadership structure that could lead to faster decision-making and more agile responses to Industry changes.

Implications for Business Strategy

- Companies in Industries with higher ratios of Managers to Senior Executives may need to evaluate the effectiveness of their middle Management and consider flattening the hierarchy to reduce costs and improve communication.

- Companies in Industries with lower Junior-to-Manager ratios might need to ensure that the Management workload is sustainable and that this structure does not lead to Manager burnout or decreased employee morale due to micromanagement.

Industry Benchmarking: Detailed Sector view
—
Finance

Sector deep-dives
Finance & Investment

Hiring: Overall Job Postings

Sector Job Postings

3.0M **New jobs posted globally in 2023** *(-14.7% vs. 2022)*

(Line chart showing monthly job postings from Jan to Dec, y-axis 150K to 350K)

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts	% Change vs 2022	
1.	Financial Services	44.7%	↓	20.7%
2.	Banking	25.8%	↓	14.9%
3.	Insurance	23.5%	↓	4.9%
4.	Investment Management	3.4%	↑	5.5%
5.	Venture Capital & Private Equity	1.4%	↑	11.8%
6.	Investment Banking	0.8%	↓	22.2%
7.	Capital Markets	0.4%	↑	4.6%

Sector Job Postings - Top 5 Countries
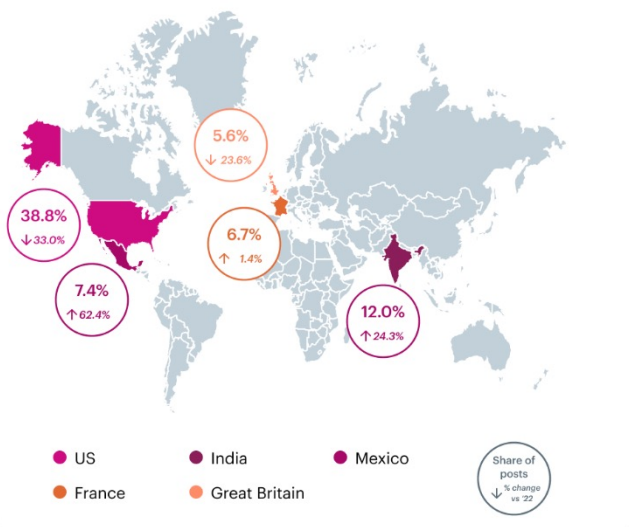
- 5.6% ↓ 23.6%
- 38.8% ↓ 33.0%
- 7.4% ↑ 62.4%
- 6.7% ↑ 1.4%
- 12.0% ↑ 24.3%

- ● US
- ● India
- ● Mexico
- ● France
- ● Great Britain

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022	
Full-time	82.3%	↓	15.5%
Part-time	8.1%	↓	1.5%
Temporary	9.6%	↓	17.5%

- The Finance & Investment Sector saw a total of 3.0M new job postings in 2023, down by 14.7% vs 2022.

- New posts peaked in May at 301.2K after which it steadily declined for the rest of the year.

- Within the Finance & Investment Sector, 94.0% of new job posts were in the Financial Services (44.7%), Banking (25.8%) and Insurance (23.5%) Industries – all of which were down compared to 2022 at -20.7%, -14.9% and -4.9% respectively.

- Investment Banking Industry saw the largest decline compared to 2022 at -22.2%, only occupying 0.8% of new job posts in the Finance & Investment Sector.

- From a geographic perspective, most new job posts were in the US at 38.8%, although down by 33.0% vs 2022. Next is India (12.0%), Mexico (7.4%), France (6.7%) and Great Britain (5.6%). Mexico, India and France appear to be growing markets for Finance & Investment with 62.4%, 24.3% and 1.4% growth respectively, where Great Britain (-23.6%) declined in addition to the US.

- The large majority of new Finance job posts are still for full-time positions (82.3% share), followed by Temporary (9.6%) and Part-time (8.1%). All three contract type categories saw a decline in line with the overall Sector performance.

Sector deep-dives
Finance & Investment

Hiring: AI Job Postings

Sector AI Job Postings

200K **New Sector AI jobs posted in 2023** *(-30.9% vs. 2022)*
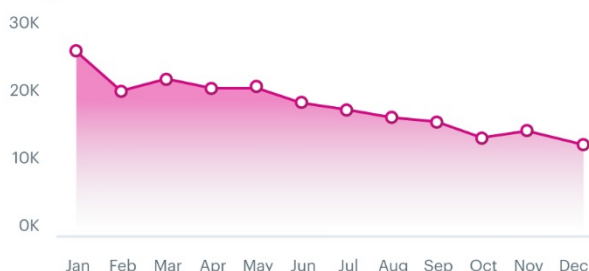
- The Finance & Investment Sector saw 200K new job postings for AI related jobs, down by 30.9% compared to 2022.

- Similarly to the overall AI job market, new AI job postings in the Finance & Investment Sector saw a steady decline throughout the year, with a peak of 24.7K new AI job posts in January.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	51.1%	↓ 33.2%
2.	India	14.5%	↓ 24.4%
3.	Great Britain	5.0%	↓ 44.5%
4.	France	3.5%	↑ 11.3%
5.	Singapore	3.3%	↓ 64.4%

- Similarly to the Finance & Investment Sector overall, the US had the highest share of new AI job posts (51.1%), down 33.2% compared to 2022.

- Apart from France (+11.3%), all geographies in the Top 5 saw a decline in the number of new AI job posts, with Singapore witnessing the largest decline (64.4%), followed by Great Britain (-44.5%).

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Financial Services	64.4%	↓ 27.0%
2.	Insurance	15.7%	↓ 23.8%
3.	Banking	14.7%	↓ 48.5%
4.	Investment Management	2.3%	↓ 22.2%
5.	Venture Capital & Private Equity	1.7%	↓ 4.9%
6.	Investment Banking	0.8%	↓ 64.3%
7.	Capital Markets	0.4%	↓ 15.9%

- Financial Services also had the highest share of new AI job posts at 64.4%, down by 27.0% compared to 2022.

- All Industries within the Finance & Investment Sector saw a decline in the number of new AI job posts vs 2022, with the biggest declines in Investment Banking (-64.3%), Banking (-48.5%) and Financial Services (-27.0%).

- The rest of the top three Industries by share include Insurance (15.7%) and Banking (14.7% share).

Hiring: Remote Job Postings

Sector Remote Job Postings

386K **New sector remote jobs posted in 2023** *(-28.2% vs. 2022)*
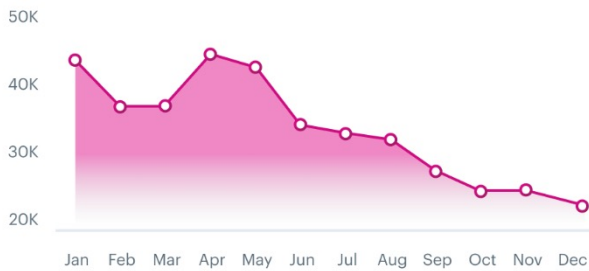
- The Finance & Investment Sector saw 386K new job postings for remote jobs, also down by 28.2% compared to 2022.

- After a short recovery in April, new remote job postings saw a steady decline throughout the year, with a peak of 43.3K new remote job posts in April.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	68.6%	↓ 37.2%
2.	Great Britain	6.0%	↓ 17.8%
3.	Germany	4.7%	↑ 47.9%
4.	France	4.0%	↑ 174.8%
5.	Canada	3.1%	↓ 5.8%

- In line with the overall geography rankings for the Finance & Investment Sector, the US had the highest share of remote job posts (68.6%), down 37.2% vs 2022.

- France saw the largest increase in new remote job posts at 174.8% growth, followed by Germany at 47.9%.

- In addition to the US, Great Britain and Canada are also down compared to 2022 at -17.8% and -5.8% respectively.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Financial Services	45.5%	↓ 35.0%
2.	Insurance	35.2%	↓ 14.4%
3.	Banking	14.1%	↓ 39.5%
4.	Investment Management	3.0%	↑ 22.0%
5.	Venture Capital & Private Equity	1.4%	↑ 14.6%
6.	Capital Markets	0.4%	↓ 8.6%
7.	Investment Banking	0.4%	↓ 41.2%

- Financial Services also had the highest share of new remote job posts at 45.5%, down by 35.0% compared to 2022.

- Most Industries within the Finance & Investment Sector saw a decline in number of new remote job posts vs 2022, with the biggest declines in Investment Banking (-41.2%), Banking (-39.5%) and Financial Services (-35.0%).

- The rest of the top three Industries include Insurance (35.2%) and Banking (14.1% share).

- Investment Management and Venture Capital & Private Equity did however grow compared to 2022 at 22.0% and 14.6% respectively.

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		38.9%	↓	18.7%	Financial Services
2.	Management		31.6%	↓	17.5%	Financial Services
3.	Sales		28.3%	↓	1.7%	Financial Services
4.	Customer Service		23.1%	↓	16.8%	Financial Services
5.	Operations		20.1%	↓	19.5%	Financial Services
6.	Leadership		16.6%	↓	17.8%	Financial Services
7.	Finance		15.0%	↓	21.4%	Financial Services
8.	Problem Solving		14.0%	↓	27.5%	Financial Services
9.	Microsoft Excel		13.1%	↓	18.5%	Financial Services
10.	Financial Services		12.6%	↓	26.4%	Financial Services

- In line with the Top 10 skills required overall, Communication, Management and Sales occupy the Top 3 skills in the Finance & Investment Sector at 38.9%, 31.6% and 28.3% share respectively.

- As expected, the Financial Services Industry is the most prominent Industry in which all of the Top 10 skills are required, given the large majority of new Finance job posts were within this Industry.

- All of the Top 10 skills saw a decline over the last year, with the biggest dip in Problem Solving (-27.5%) followed closely by Financial Services (-26.4%).

- The bottom end of the Top 10 include Problem Solving , Microsoft Excel and Financial Services (14.0%, 13.1% and 12.6% share respectively).

- Finance appears to be the only Sector specific in the list of Top 10 skills required in this Sector, ranking 7th at 15.0% share of new job posts (-21.4% compared to 2022).

Sector deep-dives
Finance & Investment

Current Workforce: Overall*

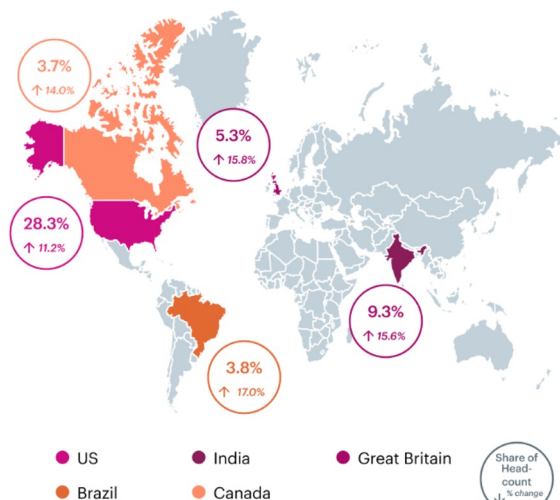### Sector Workforce Headcount

20M Sector workforce size in 2023 *(+18.6% vs. 2022)*

Sector workforce size in 2022 **17M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount		% Change vs 2022
1.	Financial Services		45.7%	↑ 21.9%
2.	Banking		27.7%	↑ 14.9%
3.	Insurance		20.4%	↑ 15.3%
4.	Investment Management		3.4%	↑ 39.7%
5.	Investment Banking		1.2%	↑ 20.3%
6.	Venture Capital & Private Equity		1.0%	↓ 10.0%
7.	Capital Markets		0.6%	↑ 34.6%

Sector Workforce Headcount - Top 5 Countries

- 3.7% ↑ 14.0%
- 5.3% ↑ 15.8%
- 28.3% ↑ 11.2%
- 9.3% ↑ 15.6%
- 3.8% ↑ 17.0%

● US   ● India   ● Great Britain
● Brazil   ● Canada

Share of Headcount / % change vs '22

- United States was the largest contributor with 28.3% of the Sector Workforce, growing by 11.2% over the last year, India and Great Britain followed with 9.3% and 5.3% of the Workforce, respectively, and with marked growth rates of 15.6% and 15.8%

- Brazil and Canada contribute less overall (3.8% and 3.7%, respectively); however, their presence is vital, with Brazil showing a notable growth rate of 17.0%.

- The Finance & Investment Sector has witnessed a robust growth of 18.6% in one year, escalating the Workforce from 17 million in 2022 to 20 million in 2023. This substantial increase suggests a growing demand for financial services and the Sector's resilience.

- Financial Services dominates the Sector with 45.7% of the Workforce and saw a 21.9% increase over the previous year.

- Although Investment Management holds a smaller share in Workforce (3.4%), it experienced the highest growth rate at 39.7%.

- Banking and Insurance continue to grow steadily with Workforce increases of 14.9% and 15.3%, respectively.

- Venture Capital & Private Equity, despite being a smaller player (1.0% share), noted a decrease in Workforce by 10.0%. This might indicate shifting investor interests or market conditions affecting this Industry.

- Capital Markets, despite having the smallest share (0.6%), are experiencing substantial growth at 34.6%, indicating a growing interest or recovery in capital markets activities.

Sector deep-dives
Finance & Investment

AURA ℠

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 45.2%	Male 54.8%
2022	Female 45.8%	Male 54.2%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Insurance	51.1%	48.9%
2.	Banking	46.2%	53.8%
3.	Financial Services	43.4%	56.6%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
5.	Venture Capital & Private Equity	34.3%	65.7%
6.	Investment Banking	32.5%	67.5%
7.	Capital Markets	30.5%	69.5%

- The Finance & Investment Sector shows a slight decrease in Female representation in the Workforce from 2022 to 2023, along with varying levels of Male and Female Workforce distribution across different Industries within the Sector. Insurance holds the highest percentage of Female workers, while Capital Markets has the lowest.

- From 2022 to 2023, the percentage of Female workers decreased slightly from 45.8% to 45.2%, indicating a small shift towards a more Male-dominated Workforce (increasing slightly from 54.2% to 54.8%).

- Insurance has the highest Female participation at 51.1%, suggesting a more gender-balanced environment; Banking and Financial Services follow, with 46.2% and 43.4% Female workers respectively.

- The Capital Markets Industry has the lowest Female representation at 30.5%; Investment Banking and Venture Capital & Private Equity also have low Female Workforce percentages at 32.5% and 34.3%, respectively.

- Businesses in the bottom-tier Industries for Female representation may need to consider strategies to enhance diversity and inclusivity; monitoring these trends can help firms identify and address potential disparities or biases in hiring and retention practices.

Sector deep-dives
Finance & Investment

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

	Female	Male
2023	Female 40.8%	Male 59.2%
2022	Female 40.9%	Male 59.1%
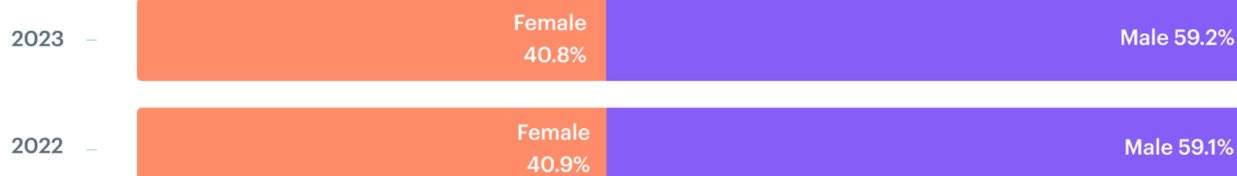
Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Insurance	46.8%	53.2%
2.	Banking	41.6%	58.4%
3.	Financial Services	39.6%	60.4%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
5.	Venture Capital & Private Equity	29.7%	70.3%
6.	Capital Markets	27.9%	72.1%
7.	Investment Banking	27.5%	72.5%

- The Finance & Investment Sector shows a very slight decrease in Female Leadership from 2022 to 2023, with a minor drop from 40.9% to 40.8%. Notably, there is significant variation in Gender Diversity across different Industries within the Sector. Insurance leads with relatively higher Female Leadership, while Investment Banking lags significantly behind.

- The overall Gender Diversity in Leadership within the Sector is stable, with Female representation at nearly 41% and Male representation slightly decreasing from 59.1% in 2022 to 59.2% in 2023.

- Top 3 Industries in the Finance & Investment Sector are: The Insurance Industry displays the highest Female representation in Leadership roles (46.8% of positions), Banking (41.6%) and Financial Services (39.6%) follow with more balanced representation of Female leaders.

- As for Industries with low Gender Diversity, Investment Banking exhibits the lowest Female representation at just 27.5%; Capital Markets shows a marginally higher Female presence, with 27.9% of Female Leadership roles. Meanwhile, the Venture Capital & Private Equity Industry features a Female representation of 29.7%, underscoring a significant gap compared to the top-performing Industries.

Sector deep-dives
Finance & Investment

AURA

Current Workforce: Career Progression*

Overall Promotions per Month

■ 2023 ■ 2022
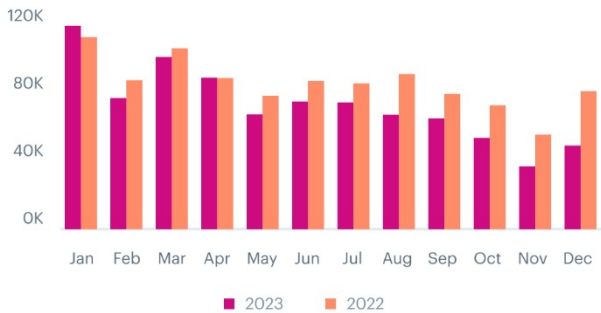
4.5% **Financial Services** had the *highest share* of promotions in 2023

Capital Markets had the *lowest share* of promotions in 2023 **3.1%**

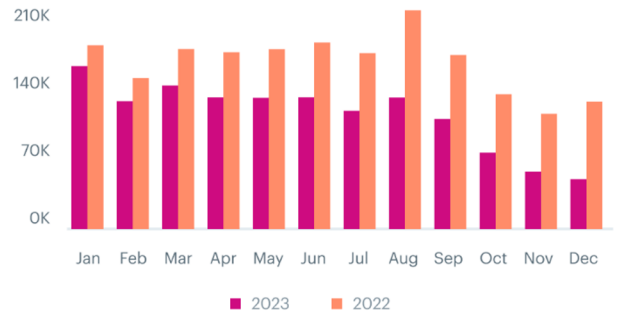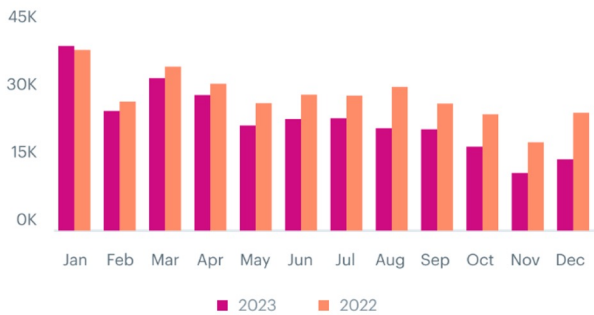### Overall Employee Exits per Month

■ 2023 ■ 2022

9.7% **Venture Capital & Private Equity** had the *highest share* of employee exits in 2023

Insurance had the *lowest share* of employee exits in 2023 **5.4%**

Overall Promotions of Females

■ 2023 ■ 2022

32.7% **Banking** had the *highest share* of promotions of Females in 2023

Venture Capital & Private Equity had the *lowest share* of promotions of Females in 2023 **31.1%**

- Financial Services achieved the highest promotion rate in 2023 at 4.5%, signaling strong career growth opportunities in this Sector; on the other hand, Capital Markets observed the lowest promotion rates, only 3.1%, suggesting potential issues in career advancement or Sector stability. The promotion trends depict a general decrease from the beginning to the end of the year in both 2022 and 2023, indicating possible seasonal impacts or fiscal year-end adjustments affecting promotion decisions.

- Employee exits generally increased towards the middle of the year, with notable peaks in August for both observed years, which may align with Industry-specific fiscal assessments or performance review periods. The year 2023 saw an overall higher rate of employee exits compared to 2022 across several months, suggesting increasing volatility or changing dynamics in the job market*.

- Venture Capital & Private Equity experienced the highest employee turnover in 2023, with 9.7% of the Workforce exiting, which could be indicative of less favorable working conditions or dissatisfaction. Insurance showed the lowest turnover rate at 5.4%, potentially reflecting better employee satisfaction or job security within this Sector.

- Banking stands out positively regarding Gender Diversity in promotions, with the highest share of Female promotions at 32.7% in 2023; in contrast, Venture Capital & Private Equity shows the least inclination towards promoting Females, with only 31.1% of their promotions in 2023 going to Females, possibly highlighting a gap in diversity and inclusion efforts.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

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Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Financial Services	0.4	2.9	2.3
2.	Banking	0.3	4.2	1.6
3.	Insurance	0.4	3.7	2.0
4.	Investment Management	0.6	1.7	1.5
5.	Venture Capital & Private Equity	0.6	0.8	2.2
6.	Investment Banking	1.0	1.1	2.4
7.	Capital Markets	0.5	2.4	1.2
	Others	1.3	5	3.0

- The Finance & Investment Sector exhibits noticeable differences in career mobility ratios across various Industries. For example, Investment Banking displays the highest accessibility to Management roles, with a 1.0 ratio of Junior Employees to Managers, indicating easier progression. In contrast, Banking presents a more competitive scenario with the lowest ratio of 0.3, signaling tougher advancement.

- Capital Markets are highlighted by their significantly higher opportunities for ascending to Top Management, with a 3.0 ratio of Senior Executives to Top Managers. Meanwhile, Venture Capital & Private Equity show a restrictive movement from Managerial to Senior Executive levels. Each Industry within the Sector thus showcases unique dynamics in terms of career progression opportunities.

- Financial Services features a lower ratio of Junior Employees to Managers at 0.4 but offers better ratios at higher levels - 2.9 from Managers to Senior Executives and 2.3 from Senior Executives to Top Managers, indicating smoother mobility into upper-level positions.

- Banking exhibits the most challenging career progression, with the lowest Junior to Manager ratio at 0.3 and a high Manager to Senior Executive ratio at 4.2, suggesting congestion and a competitive environment in middle Management.

- The Insurance Sector presents a balanced ratio across all career stages, maintaining a consistent pathway from Junior positions to Top Management.

- Investment Management and Venture Capital & Private Equity both show similar ratios from Juniors to Managers at 0.6 but differ significantly at higher career levels. Venture Capital & Private Equity show a lower ratio of Managers to Senior Executives at 0.8, compared to 1.7 in investment Management.

- Investment Banking is notable for its 1.0 ratio of Junior Employees to Managers, indicating high accessibility to Management roles. It also offers reasonable mobility to higher positions with ratios of 1.1 to Senior Executives and 2.4 to Top Managers.

- Capital Markets possess the highest ratio of Senior Executives to Top Managers at 3.0, suggesting it provides substantial opportunities for reaching the uppermost echelons of Management.

- When comparing all Industries, Capital Markets and Insurance appear to provide relatively better opportunities for ascending to the highest positions within organizations.

- Both Banking and Investment Management display potential bottlenecks at the Senior Executive level, which could be critical for strategic human resource planning.

- The data suggests that Financial Services and Insurance might offer the most consistent career progression opportunities across all stages.

- Each Industry demonstrates distinct patterns of career mobility, which could significantly influence recruitment strategies, talent Management, and individual career planning within the Finance & Investment Sector.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on individuals creating profiles and keeping them up to date. It is acknowledged that majority of people on Junior positions (incl. "blue collar jobs") may not create profiles on professional social media platforms, which creates a skewed view for the analysis. Analysis conducted and insights drawn with the mentioned limitations in mind.
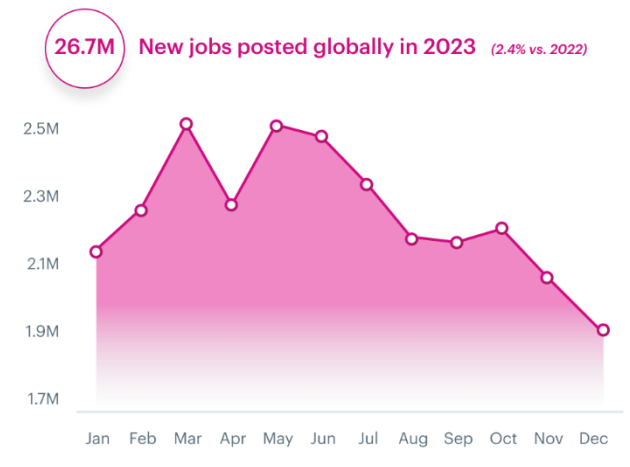
Industry Benchmarking: Detailed Sector view

Professional Services

AURA

Hiring: Overall Job Postings

Sector Job Postings

26.7M **New jobs posted globally in 2023** *(2.4% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts		% Change vs 2022
1.	Staffing & recruiting	57.8%	↓	1.5%
2.	Human Resources	17.4%	↑	21.7%
3.	Marketing & Advertising	4.3%	↓	5.4%
4.	Management Consulting	3.8%	↓	1.7%
5.	Real Estate	2.8%	↑	0.1%
6.	Individual & Family Services	2.4%	↑	27.7%
7.	Accounting	1.8%	↓	9.0%
8.	Outsourcing / Offshoring	1.7%	↑	12.2%
9.	Professional Training & Coaching	1.3%	↓	3.2%
10.	Environmental Services	1.3%	↓	0.5%
	Others	5.4%	↓	1.0%

Sector Job Postings - Top 5 Countries
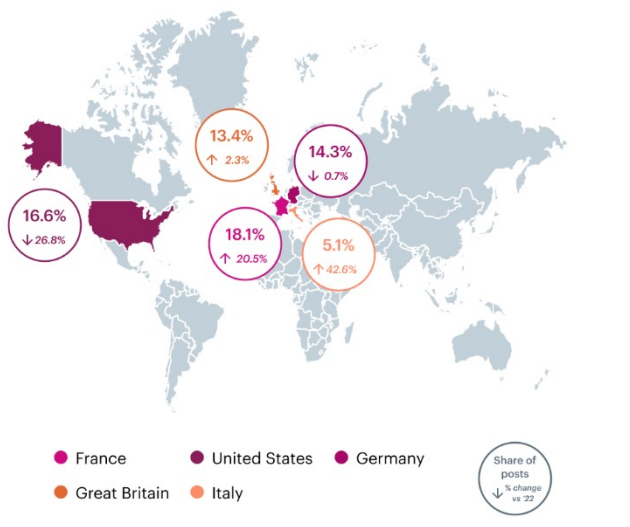
- France
- United States
- Germany
- Great Britain
- Italy

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts		% Change vs 2022
Full-time	69.7%	↓	3.2%
Part-time	6.5%	↑	23.1%
Temporary	23.8%	↑	16.8%

- The Professional Services Sector saw a total of 26.7M new job postings in 2023, up by 2.4% vs 2022.

- New posts peaked in March and May at 2.5M new job posts, after which it steadily declined for the rest of the year.

- Within the Professional Services Sector, Staffing & Recruiting occupies the large majority of new job posts at 57.8%, down 1.5% compared to 2022. Followed by Human Resources at 17.4% and Marketing & Advertising at 4.3%.

- Most Industries experienced a decline in the number of new job posts, although at a lower pace compared to other Sectors. Accounting experienced the highest decline (-9.0%), followed by Marketing & Advertising (-5.4%) and Professional Training & Coaching (-3.2%).

- Individual & Family Services experienced the highest growth (27.7%) followed by Human Resources (21.7%) and Outsourcing / Offshoring (12.2%).

- From a geographical perspective, France had the highest share of new job postings at 18.1%, followed by the US (16.6%), Germany (14.3%), Great Britain (13.4%) and Italy (5.1%). Italy had the highest growth with 42.6% compared to 2022 whilst the US had the biggest decline at 26.8%.

- Most new job posts were for full-time positions at 69.7%, followed by Temporary (23.8%) and Part-time (6.5%). Full-time posts experienced a decline at -3.2% whilst Part-time and Temporary grew at 23.1% and 16.8% respectively.

Sector deep-dives
Professional Services

Hiring: AI Job Postings

Sector AI Job Postings

734K New Sector AI jobs posted in 2023 *(-25.6% vs. 2022)*

- The Professional Services Sector saw 734K new AI job postings, down by 25.6% compared to 2022.

- New AI job postings saw a steady decline throughout the year, with a peak of 74.8K new AI job posts in January.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts		% Change vs 2022	
1.	United States	25.3%		↓	42.6%
2.	Great Britain	19.2%		↓	39.5%
3.	India	15.2%		↑	14.3%
4.	France	6.5%		↑	26.8%
5.	Germany	3.8%		↓	46.7%

- While France had the largest Professional Services market, it ranked 4th in terms of number of new AI job posts with 6.5%, where the US is 1st with 25.3%

- Most of the Top 5 geographies saw a decline in the number of new AI job posts in this Sector, with Germany having the largest decline (-46.7%), followed by the US (-42.6%) and Great Britain (-39.5%).

- France did see the highest growth at 26.8% followed by India at 14.3%.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts		% Change vs 2022	
1.	Staffing & Recruiting	55.7%		↓	34.5%
2.	Human Resources	12.2%		↑	5.3%
3.	Management Consulting	9.3%		↓	20.5%
4.	Marketing & Advertising	7.7%		↓	14.2%
5.	Real Estate	3.4%		↑	13.0%
6.	Accounting	2.7%		↓	31.5%
7.	Outsourcing / Offshoring	2.0%		↓	3.7%
8.	Environmental Services	1.0%		↓	8.7%
9.	Professional Training & Coaching	0.9%		↓	21.3%
10.	Leisure, Travel & Tourism	0.7%		↓	18.2%
	Others	4.3%		↓	10.5%

- Staffing & Recruiting also had the highest share of new AI job posts at 55.7%, although saw the largest decline at -34.5%.

- The Top 3 Industries also include Human Resources (12.2%) and Management Consulting (9.3%).

- Most Industries saw a decline in the number of new AI job posts with Accounting (-31.5%), Professional Training & Coaching (-21.3%) and Management Consulting (-20.5%) following Staffing & Recruiting.

- Real Estate and Human Resources were the only Industries that saw positive growth at 13.0% and 5.3% respectively.

Sector deep-dives
Professional Services

Hiring: Remote Job Postings

Sector Remote Job Postings

1.6M **New sector remote jobs posted in 2023** *(-13.5% vs. 2022)*
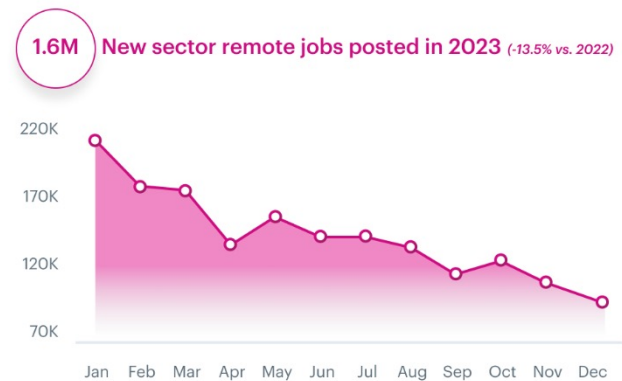
- The Professional Services Sector saw 1.6M new job postings for remote jobs, down by 13.5% compared to 2022.

- New remote job postings also saw a steady decline throughout the year, with a peak of 205.4K new remote job posts in January.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts		% Change vs 2022
1.	United States	32.8%	↓	40.8%
2.	Great Britain	21.5%	↓	17.9%
3.	Germany	17.5%	↑	34.6%
4.	France	7.5%	↑	134.8%
5.	Netherlands	2.6%	↑	234.8%

- Similarly to new AI jobs, the US had the largest share of new remote job posts at 32.8%, followed by Great Britain at 21.5% share; both experienced a decline of -40.8% and -17.9%, respectively.

- Netherlands and France both experienced exceptional growth at 234.8% and 134.8%

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts		% Change vs 2022
1.	Staffing & Recruiting	50.6%	↓	25.5%
2.	Human Resources	12.4%	↑	79.5%
3.	Management Consulting	8.0%	↓	4.6%
4.	Marketing & Advertising	7.2%	↓	10.0%
5.	Accounting	4.0%	↓	37.7%
6.	Real Estate	2.2%	↓	27.5%
7.	Individual & Family Services	1.9%	↑	111.0%
8.	Environmental Services	1.7%	↓	32.6%
9.	Law Practice	1.5%	↑	11.6%
10.	Leisure, Travel & Tourism	1.4%	↑	7.3%
	Others	9.0%	↑	2.6%

- Also similarly to new AI job posts, Staffing & Recruiting had most new remote job posts (50.6%)

- The Top 3 Industries also include Human Resources (12.4%) and Management Consulting (8.0%).

- Individual & Family Services saw the highest growth at 111.0% followed by Human Resources at 79.5%

- Most Industries experienced a decline, with Accounting seeing the largest dip (-37.7%) followed by Environmental Services (-32.6%) and Real Estate (-27.5%)

Sector deep-dives
Professional Services

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		20.5%	↑	0.8%	Staffing & Recruiting
2.	Management		18.0%	↑	7.6%	Staffing & Recruiting
3.	Sales		12.0%	↑	12.8%	Staffing & Recruiting
4.	English Language		10.7%	↑	1.0%	Staffing & Recruiting
5.	Customer Service		9.7%	↓	2.9%	Staffing & Recruiting
6.	Planning		9.5%	↑	6.9%	Staffing & Recruiting
7.	Operations		7.8%	↓	2.2%	Staffing & Recruiting
8.	Leadership		7.7%	↓	1.6%	Staffing & Recruiting
9.	Microsoft Excel		7.0%	↓	4.4%	Staffing & Recruiting
10.	Microsoft Office		6.9%	↓	4.3%	Staffing & Recruiting

- Communication, Management and Sales were the Top 3 skills required for new jobs in the Professional Services Sector at 20.5%, 18.0% and 12.0% respectively.

- Similarly to the overall Top 10 skills required, the bottom end of the list is occupied by Leadership (7.7% share), Microsoft Excel (7.0%) and Microsoft Office (6.9%); all of which declined over the last year (-1.6%, -4.4% and -4.3% respectively).

- Sales experienced the highest growth at 12.8% followed by Management at 7.6% and Planning at 6.9%.

- Staffing & Recruiting was the most prominent Industry within the Professional Services Sector.

Sector deep-dives
Professional Services

Current Workforce: Overall*

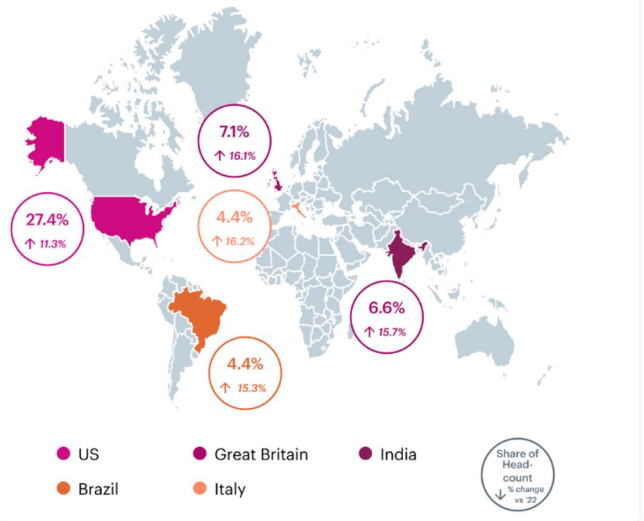### Sector Workforce Headcount

29M Sector workforce size in 2023 *(+19.5% vs. 2022)*

Sector workforce size in 2022 **24M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Real Estate	15.8%	↑ 24.4%
2.	Marketing & Advertising	11.7%	↑ 17.3%
3.	Management Consulting	9.3%	↑ 19.4%
4.	Accounting	7.7%	↑ 19.9%
5.	Staffing & Recruiting	6.8%	↑ 22.6%
6.	Law Practice	6.0%	↑ 10.5%
7.	Environmental Services	4.7%	↑ 29.2%
8.	Professional Training & Coaching	4.2%	↑ 19.4%
9.	Outsourcing / Offshoring	4.1%	↑ 16.7%
10.	Human Resources	4.1%	↑ 14.8%
	Others	25.6%	↑ 19.8%

Sector Workforce Headcount - Top 5 Countries

7.1% ↑ 16.1%
27.4% ↑ 11.3%
4.4% ↑ 16.2%
6.6% ↑ 15.7%
4.4% ↑ 15.3%

● US   ● Great Britain   ● India
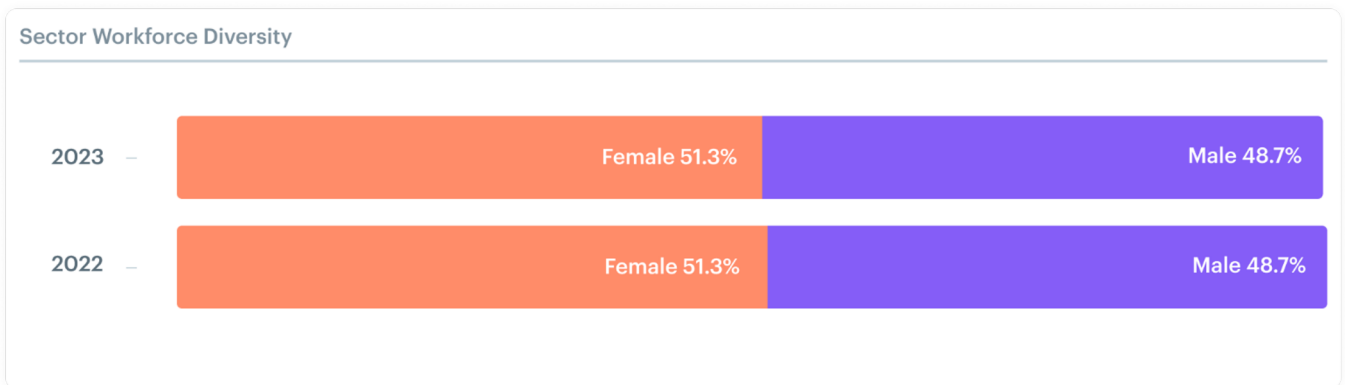● Brazil   ● Italy

Share of Head-count ↓ % change vs '22

- United States: Largest contributor with 27.4% of the Sector Workforce, which grew by 11.3% over the last year.

- Brazil: While only contributing 4.4% of the Workforce, it demonstrates significant growth at 15.3%.

- Great Britain: Commands 7.1% of the Workforce with one of the highest growth rates at 16.1%.

- Italy: Matches Brazil's Workforce share at 4.4%, exhibiting growth at 16.2%.

- India: Represents 6.6% of the Sector Workforce, with a robust growth rate of 15.7%.

- The Professional Services Sector has experienced substantial growth in its Workforce, expanding from 24 million in 2022 to 29 million in 2023, an increase of 19.5%. This surge suggests robust demand and the Sector's vibrant dynamic across the job market.

- Real Estate remains the dominant Industry within the Sector, holding 15.8% of the Workforce and an impressive growth rate of 24.4%, Marketing & Advertising (11.7% share, 17.3% growth) and Management Consulting (9.3% share, 19.4% growth) maintain strong positions.

- Accounting is an essential part of the Sector with 7.7% share, showing strong growth at 19.9%; Environmental Services, although smaller with a 4.7% share, leads growth rates at 29.2%.

- Geographical Distribution and Growth: although growth is positive in all regions, particularly in Great Britain and India, which show strong growth rates above 15%, none of the Top 5 countries outpaced the Sector growth (up by 19.6% vs 2022); this signals that smaller countries had more aggressive growth compared to Sector average.

- Real Estate and Environmental Services are not only leading in Workforce share but also in growth, being the Leading Industries of the Sector.

- Overall Professional Services Sector is experiencing broad and vigorous growth, indicating healthy market demand and significant opportunities for further expansion and investment in these areas.

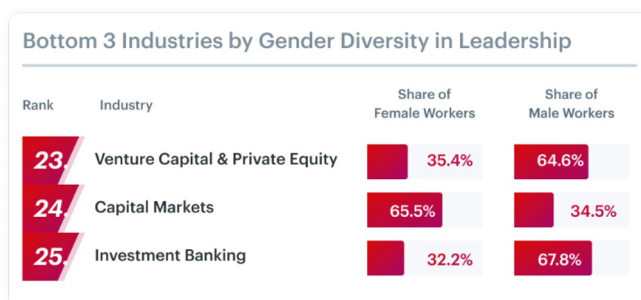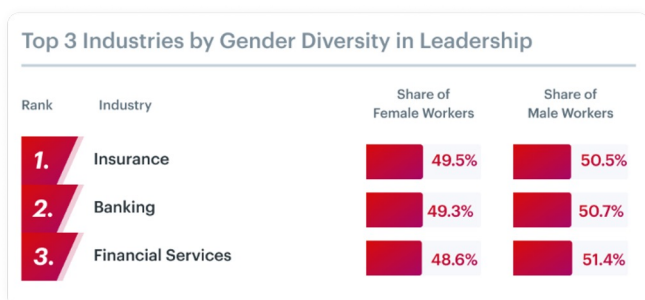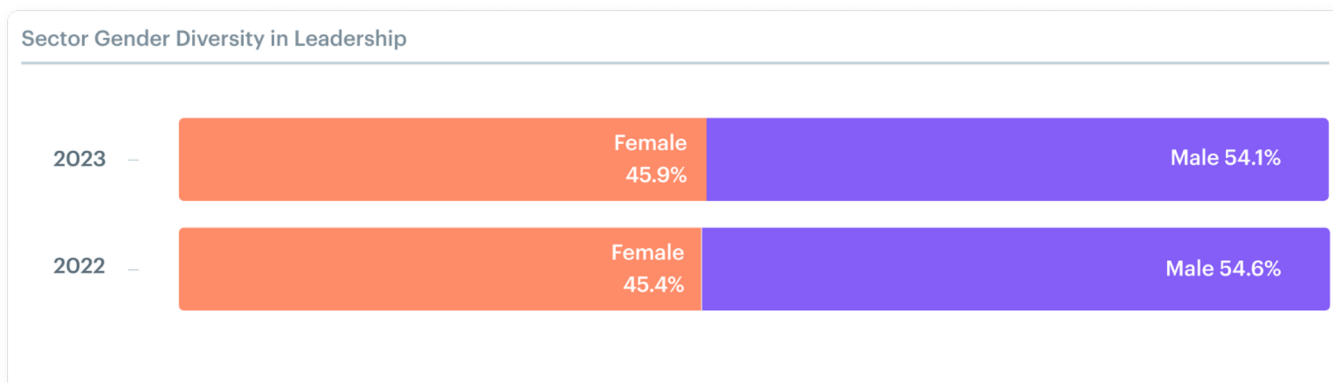Author's Note: We acknowledge a limitation of working with Workforce data, aggregated from public sources, where the number of profiles does not decrease (e.g., a retired person does not delete their professional profile), while we see constant additions to the Workforce (e.g., university graduates, people creating multiple profiles etc.). Analysis conducted and insights drawn with the mentioned limitations in mind.

Sector deep-dives
Professional Services

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 51.3%	Male 48.7%
2022	Female 51.3%	Male 48.7%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Marketing & Advertising	49.9%	50.1%
2.	Real Estate	50.3%	49.7%
3.	Accounting	51.1%	48.9%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
23.	Translation & Localization	62.6%	37.4%
24.	Museums & Institutions	65.3%	34.7%
25.	Individual & Family Services	70.0%	30.0%

- The gender distribution in the Professional Services Sector shows a stable mix, with no changes between the years 2022 and 2023. However, Industry-specific examination presents a broader spectrum of diversity, from nearly balanced conditions to more Female-dominated environments.

- Marketing & Advertising had an almost equal gender representation with Females at 49.9%, Real Estate was slightly Female-leaning, with women making up 50.3% of the Workforce and Accounting had the highest Female representation among the top three at 51.1%.

- Translation & Localization exhibited a high Female presence, constituting 62.6% of the Workforce, Museums & Institutions and Individual & Family Services are significantly Female-dominated, with 65.3% and 70.0% Female workers respectively.

- Industries with lower Female representation might explore initiatives to enhance diversity, and businesses in highly Female-dominated Industries should ensure inclusive practices to retain diverse talent.

- Monitoring trends within each Industry can reveal valuable insights for targeted diversity strategies – striving for a balanced Workforce could enhance company culture and appeal to a broader client base.

- Stability in Sector-wide gender ratios suggests effective existing diversity policies, but room for improvement at the Industry level remains.

Sector deep-dives
Professional Services

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

Year	Female	Male
2023	Female 45.9%	Male 54.1%
2022	Female 45.4%	Male 54.6%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Insurance	49.5%	50.5%
2.	Banking	49.3%	50.7%
3.	Financial Services	48.6%	51.4%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
23.	Venture Capital & Private Equity	35.4%	64.6%
24.	Capital Markets	65.5%	34.5%
25.	Investment Banking	32.2%	67.8%

- The Professional Services Sector has seen a slight increase in Female Leadership from 2022 to 2023, rising from 45.4% to 45.9%. Notably, there is considerable variation in Gender Diversity across different Industries within the Sector, with some Industries showing relatively high Female Leadership and others lagging significantly.

- Insurance leads the Sector with a notable 49.5% Female representation in Leadership roles. This near-parity in gender distribution underscores the Industry's advanced position in fostering an inclusive Leadership culture, possibly influencing broader organizational dynamics and decision-making processes.

- Banking closely follows, showcasing 49.3% Female Leadership. This high level of Female representation not only sets a progressive standard within the Financial Sectors but also reflects successful implementation of Gender Diversity policies, which can serve as a model for other Sectors striving for equality.

- Financial Services, with 48.6% Female Leadership, demonstrates a strong commitment to Gender Diversity. The inclusion of women in key decision-making roles may enhance problem-solving and innovation, vital for staying competitive in a dynamic market.

- Investment Banking, with just 32.2% Female Leadership, significantly lags behind other Industries. This stark contrast points to potential systemic barriers or outdated corporate cultures that might be hindering Gender Diversity, emphasizing the need for urgent and tailored diversity-enhancing strategies.

- Capital Markets, although slightly better, still shows a low Female Leadership rate at 34.5%. This suggests that while some efforts might be in place, there is a considerable need for stronger, more effective diversity initiatives to elevate women into Leadership positions consistently.

- The slight annual increase in Female Leadership indicates progressive changes within the Professional Services Sector. However, maintaining this momentum requires ongoing commitment to strategic diversity practices and adapting them as necessary to meet evolving organizational and societal expectations.

- Encouraging active engagement from all stakeholders in diversity discussions and initiatives can dramatically enhance the effectiveness of gender parity efforts. A committed dialogue with Senior Leadership, HR, and all employees can foster a more inclusive culture that supports diversity at every level of the organization.

Sector deep-dives
Professional Services

Current Workforce: Career Progression*

Overall Promotions per Month
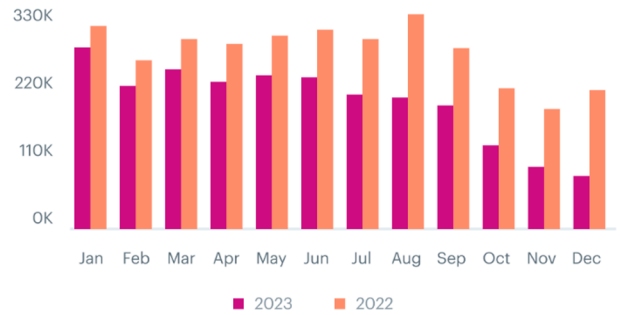

■ 2023   ■ 2022
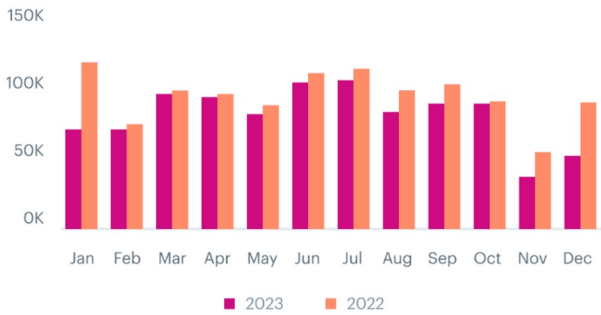
4.4% — **Public Relations & Communication** had the *highest share* of promotions in 2023

Graphic Design had the *lowest share* of promotions in 2023 — **0.4%**

Overall Employee Exits per Month

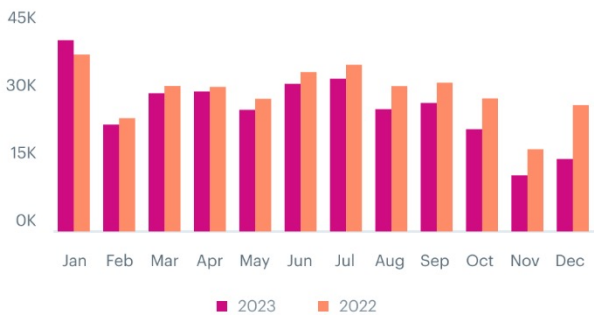

■ 2023   ■ 2022

6.9% — **Staffing & Recruiting** had the *highest share* of employee exits in 2023

Graphic Design had the *lowest share* of employee exits in 2023 — **2.2%**

Overall Promotions of Females

■ 2023   ■ 2022

60.2% — **Public Relations & Communications** had the *highest share* of promotions of Females in 2023

Outsourcing / Offshoring had the *lowest share* of promotions of Females in 2023 — **30.6%**

- The data reflects a significant variation in both employee promotions and exits across different Industries within the professional services Sector. Public Relations & Communication stands out with the highest rate of promotions (4.4%), especially for Females (60.2%), whereas Staffing & Recruiting exhibits the highest employee turnover (6.9%).

- The number of promotions in 2023 generally declined compared to 2022 across almost all months, indicating a possible tightening in promotional opportunities Sector-wide*, with promotions heavily skewed towards particular Industries, with some like Public Relations & Communication significantly outperforming others such as Graphic Design.

- Females in Public Relations & Communication received a remarkably high proportion of promotions (60.2%), suggesting effective gender inclusivity policies or growth dynamics in this Industry.

- Overall employee exits were markedly lower in 2023 compared to 2022, suggesting an improvement in employee retention across the Sector*. Most exits occurred during January, March, May, and June, potentially aligning with key business cycles or financial assessment periods.

- Staffing & Recruiting's high turnover rate could be a critical area for intervention to enhance retention strategies.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Real Estate	0.5	2.6	1.6
2.	Marketing & Advertising	0.4	1.8	1.8
3.	Management Consulting	0.3	3.3	2.2
4.	Accounting	0.6	3.4	3.2
5.	Staffing & Recruiting	0.5	3.7	2.0
6.	Law Practice	0.8	1.6	4.7
7.	Environmental Services	0.4	3.9	1.5
8.	Professional Training & Coaching	0.4	2.2	1.0
9.	Human Resources	0.4	3.9	1.9
10.	Leisure, Travel & Tourism	0.3	4.0	1.3
	Others	0.5	2.9	1.7

- Industries such as Real Estate and Accounting show a higher ratio of Junior Employees to Managers (0.7 each), suggesting fewer Managers per Junior employee, which may indicate a more streamlined supervisory approach.

- Management Consulting, in contrast, shows a lower ratio (0.3), implying a relatively higher proportion of Managers, which could denote more focused supervision and potentially enhanced Management coverage.

- Law Practice displays a notably high ratio of Managers to Senior Executives (4.7), suggesting a thicker layer of mid-tier Management. This could point to potential bureaucratic challenges but also indicates a strong Leadership presence that could be leveraged for effective strategy execution. Other Industries such as Staffing & Recruiting and Human Resources also show high ratios (3.7 and 3.9 respectively), pointing to significant Managerial layers.

- The ratio of Senior Executives to Top Managers varies, with Law Practice again showing a high ratio (4.7), indicating a substantial upper Management structure that may slow decision-making but also provide extensive Leadership depth. Conversely, Leisure, Travel and Tourism exhibit a lower ratio (1.3), suggesting a flatter top Leadership structure that could enable faster decision-making and more agile responses to Industry changes.

- Environmental Services and Professional Training & Coaching maintain moderate Manager-to-Senior Executive ratios (3.9 and 2.2 respectively), reflecting differing Managerial depth that could influence operational dynamics and strategic implementation.

- Human Resources portrays a higher ratio of Senior Executives to Top Managers (1.9), suggesting an extensive stratification at higher Management levels.

- Companies in Industries with higher ratios of Managers to Senior Executives, such as Law Practice and Human Resources, may need to assess the efficiency of their middle Management and consider strategies to streamline these layers to reduce costs and enhance communication and decision-making.

- Industries with lower Junior-to-Manager ratios, such as Management Consulting and Leisure, Travel & Tourism, might need to ensure that the Management workload is sustainable to prevent Manager burnout and ensure that close supervision does not negatively impact employee morale.
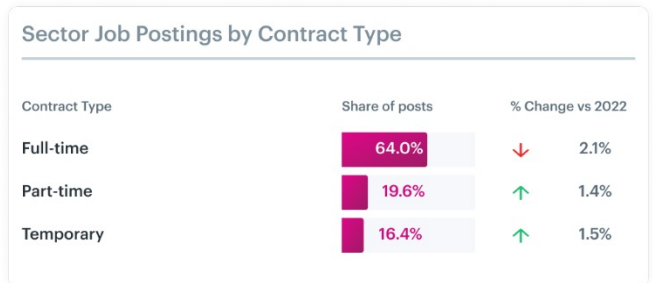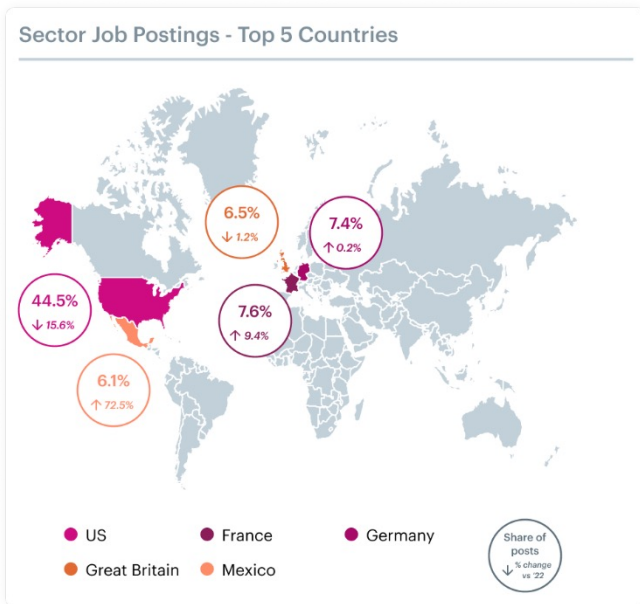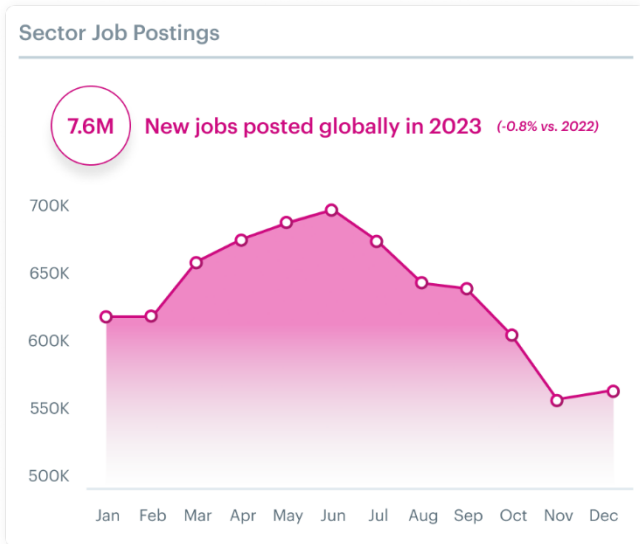
Industry Benchmarking: Detailed Sector view

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Retail & Consumer Goods

Sector deep-dives
Retail & Consumer Goods

Hiring: Overall Job Postings

Sector Job Postings

7.6M **New jobs posted globally in 2023** *(-0.8% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts		% Change vs 2022
1.	Retail	46.0%	↓	1.7%
2.	Food & Beverages	11.0%	↑	6.1%
3.	Sporting Goods	6.8%	↓	14.8%
4.	Food Production	5.6%	↑	6.5%
5.	Consumer Goods	5.5%	↑	2.3%
6.	Apparel & Fashion	4.7%	↑	8.5%
7.	Wholesale	4.4%	↓	2.3%
8.	Consumer Services	4.3%	↓	10.1%
9.	Supermarkets	3.4%	↑	9.9%
10.	Furniture	1.7%	↓	1.2%
	Others	6.7%	↓	0.5%

Sector Job Postings - Top 5 Countries

- US
- France
- Germany
- Great Britain
- Mexico

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts		% Change vs 2022
Full-time	64.0%	↓	2.1%
Part-time	19.6%	↑	1.4%
Temporary	16.4%	↑	1.5%

- In 2023, the Retail & Consumer Goods Sector globally posted 7.6 million new jobs, marking a 0.8% decrease compared to 2022. Hiring was relatively stable in January and February, significantly increased in March, and peaked in June with approximately 700,000 job postings. However, the second half of 2023 saw a sharp decline, dropping to about 550,000 in November, with a slight increase in December.

- From a geographical standpoint, the US had the highest share of new job posts at 45%, followed by France, Germany, Great Britain and Mexico (7.6%, 7.4%, 6.5% and 6.1% share respectively), with most of the countries showing a negative/ flat trend of job postings.
  - While Mexico appears to be the fastest growing hiring market at 72.5% increase in new job posts vs 2022, this is largely in part due to access to larger data sets in the region.

- A detailed examination of the Retail & Consumer Goods Sector reveals that the Top 10 Industries account for over 90% of job postings. Retail alone constitutes nearly half of these postings (46%, and a 1.7% decrease from 2022). Other Industries in the Top 10 have a significantly smaller share: Sporting Goods (6.8%) and Consumer Services (4.3%) saw the largest decline, dropping by 14.8% and 10.1% respectively from 2022. On the other hand, Apparel & Fashion (4.7%) and Supermarkets (3.4%) saw an increase in job postings, with gains of 8.5% and 9.9% respectively.

- A significant majority of new job posts were for full-time positions, which had a 64.0% share, with a 2.1% decline from 2022. This was followed by part-time positions (19.6% share) and temporary positions (16.4% share). Both part-time and temporary positions saw moderate growth from 2022, with increases of 1.4% and 1.5%, respectively.

Sector deep-dives
Retail & Consumer Goods

Hiring: AI Job Postings

Sector AI Job Postings

94K   **New Sector AI jobs posted in 2023** *(-29.2% vs. 2022)*

- The Retail & Consumer Goods Sector reported 94K new postings for AI-related jobs, a decrease of 29.2% compared to 2022. This is a steeper decline compared to the overall job market.

- The number of new AI job postings showed a general downward trend throughout the year. However, there were periods of increase in April-June, peaking at 9K postings, and again in September and November.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	28.7%	↓ 43.9%
2.	India	11.6%	↑ 0.2%
3.	Germany	10.0%	↓ 21.0%
4.	Great Britain	9.3%	↓ 47.0%
5.	France	6.5%	↑ 12.6%

- In line with the overall geography rankings for the Retail & Consumer Goods job postings, the US leads in AI job postings, comprising 28.7% of the total. US AI job postings declined by 43.9% compared to 2022.

- Although India didn't make the Top 5 countries list for overall job postings, it had the second highest share of new AI job postings at 11.6%, with an increase of 0.2% from 2022.

- The trends in new AI job postings varied among the rest of the Top 5 markets compared to 2022. Great Britain experienced the biggest drop (-47.0%) followed by Germany (-21.0%), while France saw an increase of 12.6%.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Retail	23.6%	↓ 38.6%
2.	Sporting Goods	18.1%	↓ 41.9%
3.	Consumer Electronics	10.9%	↓ 33.0%
4.	Consumer Goods	9.7%	↓ 4.2%
5.	Food & Beverages	9.5%	↓ 9.4%
6.	Food Production	5.3%	↓ 21.0%
7.	Apparel & Fashion	5.0%	↓ 24.0%
8.	Wholesale	4.7%	↓ 14.7%
9.	Consumer Services	4.5%	↓ 15.4%
10.	Luxury Goods & Jewelry	1.5%	↓ 16.3%
	Others	7.3%	↓ 18.4%

- In the Industry lens, Retail had the highest proportion of new AI job posts at 23.6%, with a decrease of 38.6% compared to 2022.

- The Sporting Goods Industry was second in AI job postings, holding an 18.1% share. However, it ranked third in overall job postings, with a 6.8% share.

- Consumer Electronics came third in AI job postings, making up 10.9% of the total. Despite this, it didn't make the Top 10 Industries for overall job postings in the Retail & Consumer Goods Sector.

- All Industries within the Retail & Consumer Goods Sector experienced a drop in new AI job posts compared to 2022. The most significant declines were in the Sporting Goods (-41.9%), Retail (-38.6%), and Consumer Electronics (-33.0%) Industries.
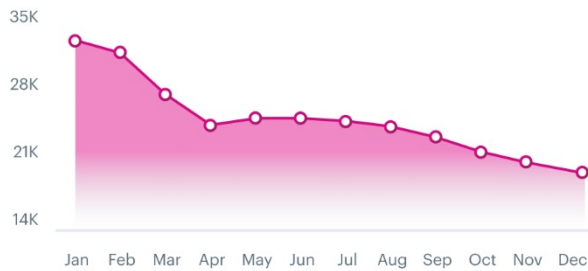
Hiring: Remote Job Postings

Sector Remote Job Postings

284K **New sector remote jobs posted in 2023** *(-10.9% vs. 2022)*

- The Retail & Consumer Goods Sector posted 284K new job ads for remote positions, a decline of 10.9% compared to 2022. This decline is less than that of the overall job market.

- The number of new remote job postings fluctuated throughout the year, peaking at 33K in January and showing a brief increase in May.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	50.4%	↓ 20.9%
2.	Germany	10.1%	↑ 10.1%
3.	Great Britain	8.7%	↓ 31.1%
4.	France	6.3%	↑ 242.1%
5.	Canada	4.4%	↓ 21.8%

- In line with the overall geography rankings for the Retail & Consumer Goods Sector, the US had the highest proportion of remote job posts at 50.4%, with their volume decreasing by 20.9% compared to 2022.

- Among the Top 5 countries for remote job postings, Canada is the only one that did not make it to the Top 5 for overall job postings. It had a 4.4% share, number of job posts decreasing by 21.8% from 2022.

- France experienced the most significant increase in new remote job posts with a growth of 242.1%, followed by Germany at 10.1%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Retail	28.3%	↓ 16.2%
2.	Consumer Goods	12.3%	↑ 4.0%
3.	Food & Beverages	12.3%	↓ 4.6%
4.	Sporting Goods	12.2%	↓ 33.7%
5.	Food Production	6.5%	↑ 14.4%
6.	Consumer Services	5.8%	↓ 8.2%
7.	Apparel & Fashion	5.3%	↓ 15.1%
8.	Wholesale	4.5%	↓ 7.1%
9.	Consumer Electronics	3.0%	↓ 9.0%
10.	Supermarkets	2.1%	↑ 172.6%
	Others	7.6%	↓ 6.9%

- In terms of Industries, Retail had the highest proportion of new remote job posts in 2023, at 28.3%. Number of remote job posts decreased by 16.2% compared to 2022.

- Most Industries within the Retail & Consumer Goods Sector experienced a drop in the number of new remote job postings compared to 2022. The most significant declines were in Sporting Goods (-33.7%), Retail (-16.2%), and Apparel & Fashion (-15.1%).

- Despite the overall downward trend in 2023 compared to 2022, some Industries saw an increase in remote job postings. Notably, Supermarkets (with a 2.1% share) and Food Production (with a 6.5% share) increased by 172.6% and 14.4%, respectively.

Sector deep-dives
Retail & Consumer Goods

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Sales		36.1%	↑	1.6%	Retail
2.	Customer Service		31.9%	↓	9.6%	Retail
3.	Communication		27.8%	↓	7.2%	Retail
4.	Management		23.7%	↑	1.0%	Retail
5.	Merchandising		19.5%	↓	8.0%	Retail
6.	Leadership		14.3%	↓	3.1%	Retail
7.	Operations		13.3%	↓	4.7%	Retail
8.	English Language		9.2%	↑	4.2%	Retail
9.	Planning		8.4%	↓	7.4%	Retail
10.	Marketing		7.9%	↓	2.0%	Retail

- The top four skills required in the Retail & Consumer Goods Sector align with the overall Top 10 skills. These are Sales, Customer Service, Communication, and Management, with a share of 36.1%, 31.9%, 27.8%, and 23.7%, respectively.

- Sector-specific skills, such as Merchandising (19.5% share) and Marketing (7.9% share), are not as prominent in the overall job market. Both skills saw a decline from 2022, by 8.0% and 2.0%, respectively.

- As expected, the Retail Industry is the primary Industry requiring all top ten skills. This is due to the majority of new Retail & Consumer Goods job postings being in this Industry.

- Most of the top ten skills saw a decline over the past year. Customer Service had the largest drop (-9.6%), followed by Merchandising (-8.0%) and Planning (-7.4%).

- From the Top 10 skills, Sales (1.6%), Management (1.0%), and English Language (4.2%) saw an increase in demand.
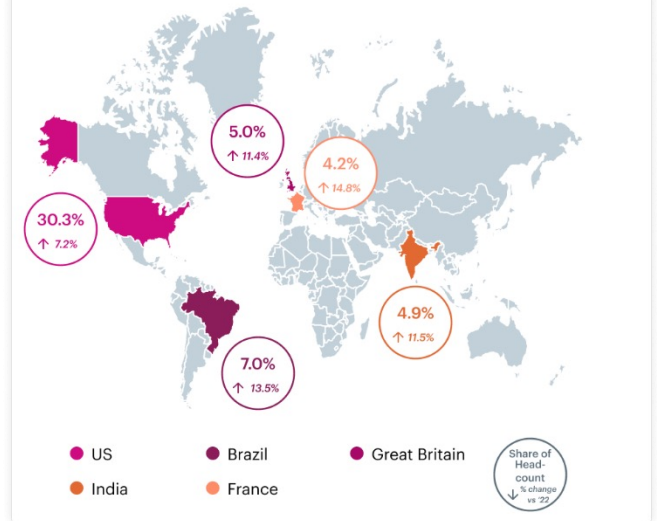
Sector deep-dives
Retail & Consumer Goods

Current Workforce: Overall*

Sector Workforce Headcount

22M Sector workforce size in 2023 *(+16.2% vs. 2022)*

Sector workforce size in 2022 **19M**

Sector Workforce Headcount - Top 5 Countries

- 5.0% ↑ 11.4%
- 4.2% ↑ 14.8%
- 30.3% ↑ 7.2%
- 4.9% ↑ 11.5%
- 7.0% ↑ 13.5%

● US ● Brazil ● Great Britain
● India ● France

Share of Headcount
↓ % change vs '22

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Retail	36.0%	↑ 15.7%
2.	Food & Beverages	11.9%	↑ 16.8%
3.	Consumer Goods	9.8%	↑ 17.2%
4.	Food Production	7.3%	↑ 18.2%
5.	Apparel & Fashion	5.6%	↑ 14.0%
6.	Wholesale	5.1%	↑ 26.4%
7.	Consumer Services	4.4%	↑ 16.1%
8.	Consumer Electronics	3.4%	↑ 11.7%
9.	Farming	3.3%	↑ 27.7%
10.	Cosmetics	3.1%	↑ 7.6%
	Others	10.1%	↑ 12.7%

- The United States (30.3% share, +7.2% growth) and Brazil (7.0% share, +13.5% growth) comprise the majority of the Sector Workforce distribution.

- Brazil (7.0% share, +13.5% growth), Great Britain (5.0% share, +11.4% growth), India (4.9% share, +11.5% growth) and France (4.2% share, +14.8% growth) outpaced the US in terms of growth, indicating a shift in Sector focus from a geographic standpoint.

- The Retail & Consumer Goods Sector witnessed a 16.2% growth in Workforce, growing from 19M in 2022 to 22M in 2023.

- Retail holds the majority share at 36.0%, with a considerable year-over-year growth of 15.7%. This indicates a robust and expanding Retail Industry, despite economic headwinds facing customers.

- Farming (27.7% growth) and Wholesale (26.4% growth) Industries show the highest growth rates, suggesting these segments are rapidly expanding and likely ripe for investment or development opportunities.

- Food Production and Consumer Goods, closely followed by Food & Beverages have also seen significant growth at 18.2%, 17.2%, and 16.8% respectively. This consistent growth demonstrates the ongoing demand for food and household goods.

- Sectors like Cosmetics and Consumer Electronics had smaller growth compared to the rest of the Retail & Consumer Goods Sector, indicating consumers have been constrained, prioritizing staple goods over luxury items.

Sector deep-dives
Retail & Consumer Goods

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 48.2%	Male 51.8%
2022	Female 48.7%	Male 51.3%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Supermarkets	48.7%	51.3%
2.	Consumer Services	45.9%	54.1%
3.	Consumer Goods	45.6%	54.4%

Bottom 3 Industries by Workforce Diversity

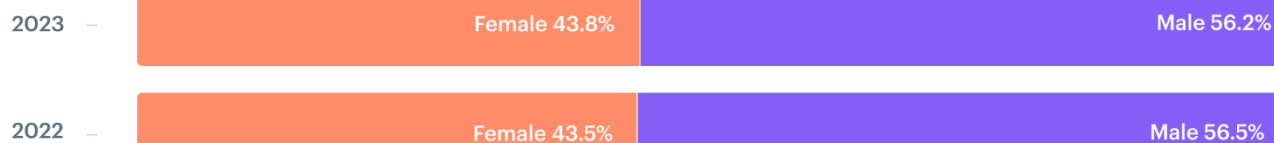| Rank	Industry	Share of Female Workers	Share of Male Workers
17.	Fishery	35.7%	64.3%
18.	Consumer Electronics	31.8%	68.2%
19.	Cosmetics	76.7%	23.3%
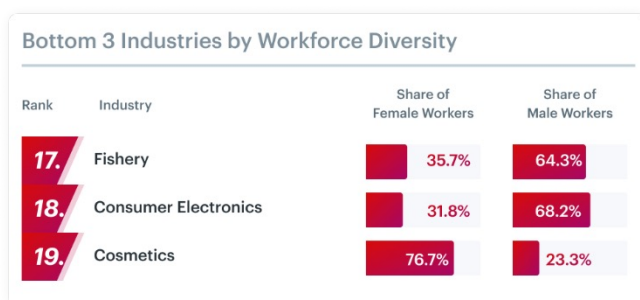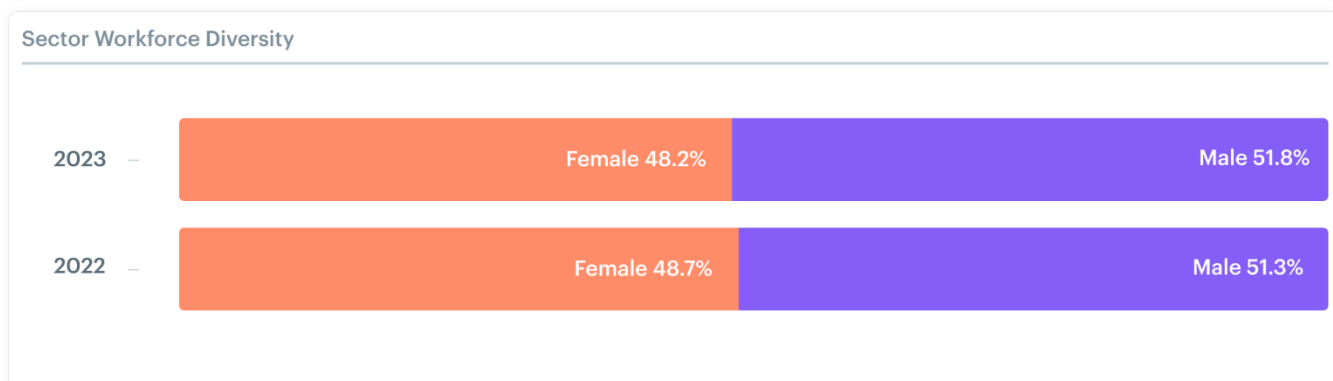
- The Retail & Consumer Goods Sector has an almost 50/50 split between Male and Female workers, with a slight change in gender distribution witnessed from 2022 to 2023. Female representation marginally decreased from 48.7% to 48.2%, while Male representation increased from 51.3% to 51.8%.

- The Top 3 Industries regarding Gender Diversity (i.e., closest to 50/50 split) include Supermarkets, Consumer Services and Consumer Goods, all of which have a higher share of Males vs Females.

- Conversely, the Bottom 3 include Fishery, Consumer Electronics and Cosmetics. Fisher and Consumer Electronics are skewed towards Males with 64.3% and 68.2% share respectively; Cosmetics, on the other hand, is significantly skewed towards Females with 76.7% representation.

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

2023	Female 43.8% / Male 56.2%
2022	Female 43.5% / Male 56.5%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Retail	48.1%	51.9%
2.	Apparel & Fashion	55.1%	44.9%
3.	Consumer Goods	43.7%	56.3%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
17.	Farming	29.6%	70.4%
18.	Consumer Electronics	28.5%	71.5%
19.	Cosmetics	75.5%	24.5%

- Looking at Leadership within the Retail & Consumer Goods Sector, there is a skew towards Males with 56.2% representation in 2023, down slightly from 2022 (56.5%).

- The Retail Industry is closest to a 50/50 split with 51.9% Male and 48.1% Females in Leadership.

- The rest of the Top 3 includes Apparel & Fashion and Consumer Goods; Apparel & Fashion is skewed towards Females with 55.1% representation in Leadership, whilst Consumer Goods is skewed towards Males with 56.3% representation.

- The Bottom 3 Industries comprises Farming, Consumer Electronics and Cosmetics. Farming and Consumer Electronics have mostly Males in Leadership with 70.4% and 71.5% share, respectively. Similarly to the overall Workforce view, Leadership in Cosmetics is largely skewed towards Females with 75.5% representation.

Sector deep-dives
Retail & Consumer Goods

Current Workforce: Career Progression*

Overall Promotions per Month
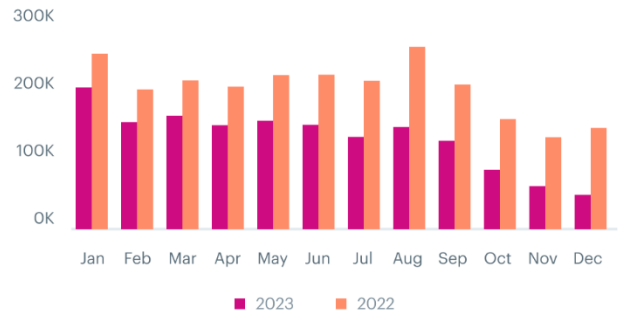

■ 2023 ■ 2022

7.9% — **Tobacco** had the *highest share* of promotions in 2023

Supermarkets had the *lowest share* of promotions in 2023 — **1.8%**
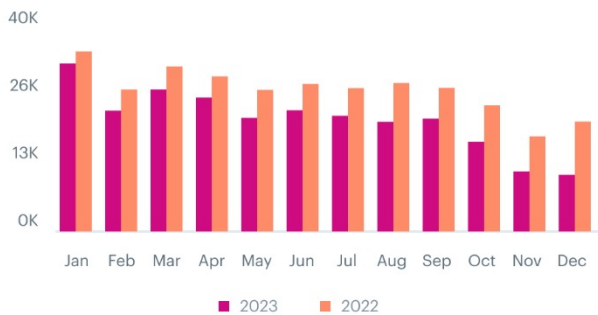
Overall Employee Exits per Month

■ 2023 ■ 2022

8.6% — **Apparel & Fashion** had the *highest share* of employee exits in 2023

Tobacco had the *lowest share* of employee exits in 2023 — **5.4%**

Overall Promotions of Females

■ 2023 ■ 2022

57.0% — **Cosmetics** had the *highest share* of promotions of Females in 2023

Consumer Electronics had the *lowest share* of promotions of Females in 2023 — **27.0%**

- Compared to 2022, the number of promotions is lower on a month-by-month basis, with the majority of promotions occurring in January of both years (a significant portion of December promotions are likely only reflected in January as people update their profiles).

- The Tobacco Industry had the highest share of promotions at 7.9% whilst Supermarkets had the lowest share at 1.8%.

- Considering employee exits, 2023 also saw a lower number of exits compared to 2022 indicating more stability in the Sector*. The number of exits peaked in January followed by a decline each month for the rest of 2023. 2022 however, saw a peak in August.

- The Apparel & Fashion Industry had the highest share of employee exits at 8.6%, whilst Tobacco had the lowest share of exits at 5.4%, indicating that the Tobacco Industry had a strong year from a career progression point of view

- From a Gender Diversity perspective, there were also fewer Females promoted in 2023 vs 2022, with a peak in January. The Cosmetics Industry had the highest share of promotions of Females at 57.0% whilst Consumer Electronics had the lowest share at 27.0%.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Sector deep-dives
Retail & Consumer Goods

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers		# of Managers / # of Senior Executives		# of Senior Executives / # of Top Managers	
1.	Retail		0.6		7.9		1.2
2.	Food & Beverages		0.4		4.9		1.5
3.	Consumer Goods		0.4		4.8		1.8
4.	Food Production		0.5		5.4		1.7
5.	Apparel & Fashion		0.5		4.1		1.2
6.	Wholesale		0.5		4.5		1.6
7.	Consumer Services		0.5		4.2		0.8
8.	Farming		0.6		5.2		1.1
9.	Consumer Electronics		0.3		6.2		1.6
10.	Cosmetics		0.4		4.1		1.8
	Others		0.5		4.3		1.6

- Looking at ratio of Junior Employees to Managers, the Retail and Farming Industries have the highest ratio at 0.6, indicating sufficient number of Managers overseeing Junior staff, whilst Consumer Electronics had the worst ratio at 0.3.

- For the ratio of Managers to Senior Executives, the Retail and Consumer Electronics have a high number of Managers vs Senior Executives with a ratio of 7.9 and 6.2 respectively, whereas the Apparel & Fashion and Cosmetics Industries have a lower number of Managers vs Senior Executives at 4.1.

- Considering the number of Senior Executives vs Top Managers, Consumer Goods and Cosmetics have the highest ratio at 1.8, whereas Consumer Services and Farming have the lowest ratio at 0.8 and 1.1 respectively.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on individuals creating profiles and keeping them up to date. It is acknowledged that majority of people on Junior positions (incl. "blue collar jobs") may not create profiles on professional social media platforms, which creates a skewed view for the analysis. Analysis conducted and insights drawn with the mentioned limitations in mind.

Industry Benchmarking: Detailed Sector view
—
Healthcare

Sector deep-dives
Healthcare

Hiring: Overall Job Postings

Sector Job Postings

6.9M **New jobs posted globally in 2023** *(-6.3% vs. 2022)*

650K
600K
550K
500K
450K

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts	% Change vs 2022	
1.	Hospital & Healthcare	66.9%	↓	8.2%
2.	Health, Wellness & Fitness	10.2%	↑	0.3%
3.	Pharmaceuticals	9.8%	↓	4.1%
4.	Medical Devices	5.2%	↓	3.5%
5.	Medical Practice	3.8%	↓	3.8%
6.	Mental Health Care	2.9%	↓	1.3%
7.	Veterinary	0.9%	↓	0.8%
8.	Alternative Medicine	0.3%	↑	0.9%

Sector Job Postings - Top 5 Countries

2.2% ↑ 9.6%
12.6% ↓ 12.0%
3.9% ↓ 1.6%
62.1% ↓ 10.2%
2.5% ↑ 4.6%

● United States ● Great Britain ● Germany
● France ● Canada

Share of posts ↓ % change vs '22
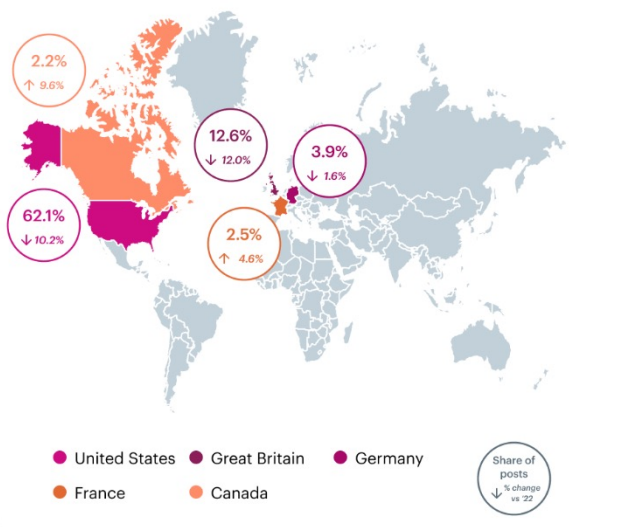
Sector Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022	
Full-time	71.7%	↓	8.1%
Part-time	18.9%	↓	0.1%
Temporary	9.4%	↓	4.3%

• The Healthcare Sector saw a total of 6.9M new job postings in 2023, down by 6.3% vs 2022.

• New posts peaked in May at 630.0K after which it steadily declined up to October (511.0K), making a slight recovery towards December (512.5K).

• Within the Healthcare Sector, Hospital & Healthcare occupied the large majority of new job posts at 66.9%, although down 8.2% vs 2022. Health, Wellness & Fitness and Pharmaceuticals follow at 10.2% and 9.8% respectively.

• Most Industries saw a decline compared to 2022, apart from Health, Wellness & Fitness (+0.3%) and Alternative Medicine (+0.9%). Hospital & Healthcare witnessed the largest decline (8.2%), followed by Pharmaceuticals (-4.1%) and Medical Practice (-3.8%).

• From a geographic perspective, most new job posts were in the US at 62.1%, although down by 10.2% vs 2022. Next is Great Britain (12.6%), Germany (3.9%), France (2.5%) and Canada (2.2%). France and Canada appear to be growing markets for Healthcare with 4.6% and 9.6% growth respectively, where Great Britain (-12.0%) and Germany (-1.6%) declined in addition to the US.

• The large majority of new Healthcare job posts are still for full-time positions (71.7% share), followed by Part-time (18.9%) and Temporary (9.4%). All three contract type categories saw a decline in line with the overall Sector performance.

Sector deep-dives
Healthcare

Hiring: AI Job Postings

Sector AI Job Postings

93K **New Sector AI jobs posted in 2023** *(-30.6% vs. 2022)*

- The Healthcare Sector saw 93K new job postings for AI related jobs, down by 30.6% compared to 2022.

- New AI job postings saw a steady decline throughout the year, with a peak of 9.7K new AI job posts in January.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	50.1%	↓ 40.7%
2.	India	14.3%	↓ 8.6%
3.	Great Britain	7.8%	↓ 42.4%
4.	Germany	3.2%	↓ 25.5%
5.	France	2.6%	↓ 1.6%

- Similarly to the Healthcare Sector overall, the US had the highest share of new AI job posts (50.1%), down 40.7% compared to 2022.

- All geographies in the Top 5 saw a decline in the number of new AI job posts, with Great Britain witnessing the largest decline (42.4%), followed by the US.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Hospital & Healthcare	40.9%	↓ 38.3%
2.	Pharmaceuticals	30.5%	↓ 20.7%
3.	Health, Wellness & Fitness	12.7%	↓ 17.3%
4.	Medical Devices	11.9%	↓ 28.3%
5.	Medical Practice	2.2%	↓ 52.7%
6.	Mental Health Care	1.2%	↓ 25.7%
7.	Alternative Medicine	0.4%	↓ 27.4%
8.	Veterinary	0.2%	↓ 55.7%

- Hospital & Healthcare also had the highest share of new AI job posts at 40.9%, down by 38.3% vs 2022.

- All Industries within the Healthcare Sector saw a decline in the number of new AI job posts vs 2022, with the biggest declines in Veterinary (-55.7%), Medical Practice (-52.7%) and Hospital & Healthcare (-38.3%).

- The rest of the top three Industries by share include Pharmaceuticals (30.5%) and Health, Wellness & Fitness (12.7% share).

Sector deep-dives
Healthcare

Hiring: Remote Job Postings

Sector Remote Job Postings

520K **New sector remote jobs posted in 2023** *(-9.8% vs. 2022)*
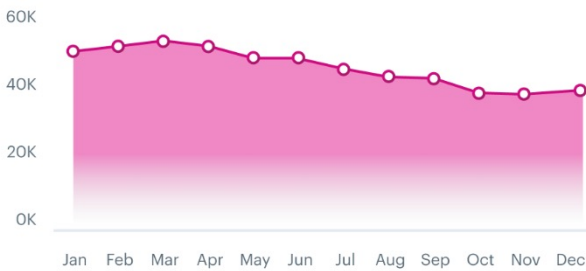
- The Healthcare Sector saw 520K new job postings for remote jobs, also down by 9.8% compared to 2022.

- New remote job postings also saw a steady decline throughout the year, with a peak of 51.6K new remote job posts in March.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	74.9%	↓ 15.8%
2.	Great Britain	9.9%	↑ 4.7%
3.	Germany	3.1%	↑ 43.6%
4.	Canada	2.9%	↑ 9.3%
5.	Australia	1.3%	↑ 35.6%

- In line with the overall geography rankings for the Healthcare Sector, the US had the highest share of remote job posts (74.9%), down 15.8% vs 2022.

- The rest of the Top 5 countries saw positive growth compared to 2022, with Germany seeing the biggest increase at 43.6%, followed by Australia (35.6%), Canada (9.3%) and Great Britain (4.7%).

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Hospital & Healthcare	59.7%	↓ 9.1%
2.	Pharmaceuticals	15.0%	↓ 11.7%
3.	Medical Devices	9.8%	↓ 2.5%
4.	Health, Wellness & Fitness	8.9%	↓ 6.1%
5.	Mental Health Care	2.8%	↓ 24.6%
6.	Medical Practice	2.7%	↓ 29.3%
7.	Veterinary	0.6%	↓ 16.3%
8.	Alternative Medicine	0.4%	↑ 28.1%

- Hospital & Healthcare also had the highest share of new remote job posts at 59.7%, down by 9.1% vs. 2022.

- Most Industries within the Healthcare Sector saw a decline in number of new remote job posts vs 2022, with the biggest declines in Medical Practice (29.3%), Mental Health Care (-24.6%) and Veterinary (-16.3%).

- The rest of the top three Industries include Pharmaceuticals (15.0%) and Medical Devices (9.8%).

- Alternative Medicine did however grow compared to 2022 at 28.1%.

Sector deep-dives
Healthcare

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		35.2%	↓	7.0%	Hospital & Healthcare
2.	Nursing		25.2%	↓	7.5%	Hospital & Healthcare
3.	Management		22.9%	↓	5.2%	Hospital & Healthcare
4.	Registered Nurse		22.7%	↓	7.1%	Hospital & Healthcare
5.	Customer Service		18.0%	↓	13.6%	Hospital & Healthcare
6.	Leadership		15.9%	↓	9.2%	Hospital & Healthcare
7.	Basic Life Support Certificate		13.2%	↓	7.3%	Hospital & Healthcare
8.	Planning		12.5%	↓	6.9%	Hospital & Healthcare
9.	Operations		12.1%	↓	10.2%	Hospital & Healthcare
10.	Problem Solving		9.5%	↓	11.3%	Hospital & Healthcare

- Whilst the Top 3 skills required still include Communication (35.2%) and Management (22.9%), Nursing (25.2%) is also required for the Healthcare Sector.

- As expected, the Hospital & Healthcare Industry is the most prominent Industry in which all of the Top 10 skills are required, given the majority of new Healthcare job posts were within this Industry.

- All Top 10 skills saw a decline over the last year, with the biggest dip in Customer Service (-13.6%) followed closely by Problem Solving (-11.3%).

- The bottom end of the Top 10 include Planning, Operations and Problem Solving (12.5%, 12.1% and 9.5% share respectively).

- The Top 10 skills required in the Healthcare Sector appear to feature more Sector specific skills, such as Nursing (25.2%), Registered Nurse (22.7%) and Basic Life Support Certificate (13.2%).

Sector deep-dives
Healthcare

Current Workforce: Overall*
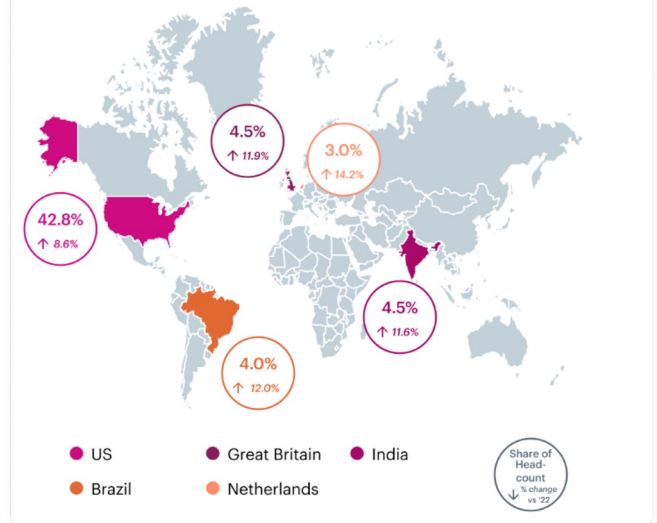
Sector Workforce Headcount

20M **Sector workforce size in 2023** *(+16% vs. 2022)*

Sector workforce size in 2022 **17M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Hospital & Healthcare	52.7%	↑ 14.7%
2.	Pharmaceuticals	14.5%	↑ 18.4%
3.	Health, Wellness & Fitness	13.9%	↑ 18.6%
4.	Medical Devices	7.3%	↑ 15.0%
5.	Medical Practice	5.7%	↑ 11.6%
6.	Mental Healthcare	4.4%	↑ 21.5%
7.	Veterinary	1.0%	↑ 21.0%
8.	Alternative Medicine	0.5%	↑ 15.5%

Sector Workforce Headcount - Top 5 Countries

4.5% ↑ 11.9%
3.0% ↑ 14.2%
42.8% ↑ 8.6%
4.5% ↑ 11.6%
4.0% ↑ 12.0%

● US   ● Great Britain   ● India
● Brazil   ● Netherlands

Share of Headcount ↓ % change vs '22

- The US leads with a significant Workforce share (42.8%) and saw a growth of 8.6%. Brazil and India show similar Workforce shares (4.0% and 4.5%, respectively) but have experienced higher growth rates of 12.0% and 11.6%, suggesting rapid Sector expansion.

- Great Britain and Netherlands show noteworthy growth rates of 11.9% and 14.2%, respectively, which are higher than the US growth rate, indicating faster expansion in the European region.

- The Healthcare Sector shows robust growth and evolution, reflected in the 16% Workforce increase from 17 million in 2022 to 20 million in 2023. Different rates of growth across various countries and Healthcare Industries reveal distinct opportunities and challenges within the global Healthcare landscape.

- Hospital & Healthcare Industry dominates in Workforce share at 52.7% and grew by 14.7% vs 2022.

- Mental Healthcare Industry is particularly dynamic, experiencing the highest growth rate at 21.5% vs 2022.

- Industries such as Health, Wellness & Fitness, and Medical Devices also demonstrate strong growth, highlighting consumer and technological shifts.

- The rising importance of Health, Wellness & Fitness reflects a shifting consumer focus towards preventive Healthcare and well-being, proposing new market niches.

Current Workforce: Diversity
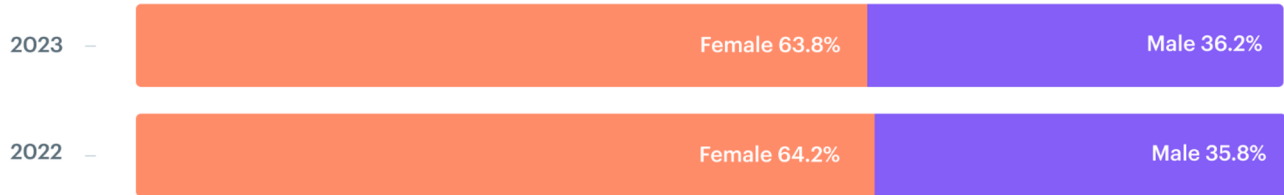
Sector Workforce Diversity

Year	Female	Male
2023	Female 63.8%	Male 36.2%
2022	Female 64.2%	Male 35.8%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Pharmaceuticals	50.3%	49.7%
2.	Medical Devices	43.4%	56.6%
3.	Alternative Medicine	57.6%	42.4%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
6.	Medical Practice	70.3%	29.7%
7.	Veterinary	71.6%	28.4%
8.	Mental Healthcare	75.3%	24.7%

- In the Healthcare Sector, there has been a slight shift in Workforce diversity from 2022 to 2023, with Female representation decreasing slightly from 64.2% to 63.8%, and Male representation increasing from 35.8% to 36.2%. This suggests a minor trend towards gender balance but the Sector remains predominantly Female-dominated.

- The Healthcare Sector Workforce is predominantly Female, with over 63% Female representation in both 2022 and 2023, with a subtle increase in Male representation year-over-year, suggesting efforts or natural trends moving towards a more balanced Workforce.

- Pharmaceuticals have the most balanced gender distribution among the top Sectors, with Females at 50.3% and Males at 49.7%.

- Alternative Medicine shows a significant Female majority at 57.6%, which is higher than the overall Healthcare Sector average.

- Mental Healthcare has the highest Female representation at 75.3%, which is substantially above the average for the Healthcare Sector.

- Veterinary and Medical Practice also have high Female ratios at 71.6% and 70.3% respectively, indicating these fields are significantly Female-dominated.

- The balance in Medical Devices is tilted towards Males (56.6%), unique within the Top 3 Industries and contrasting with the overall Sector trend.

Sector deep-dives
Healthcare

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

2023	Female 55.7% / Male 44.3%
2022	Female 55.6% / Male 44.4%
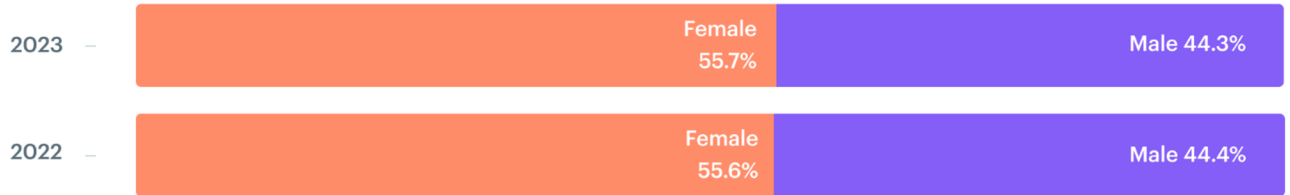
Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Alternative Medicine	48.9%	51.1%
2.	Pharmaceuticals	47.4%	52.6%
3.	Health, Wellness & Fitness	57.0%	43.0%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
6.	Veterinary	61.2%	38.8%
7.	Medical Practice	64.4%	35.6%
8.	Mental Healthcare	70.4%	29.6%

- The Healthcare Sector shows a stable Gender Diversity in Leadership in 2023, closely mirroring the 2022 figures with Females holding a slightly higher percentage over Males. Alternative Medicine, Health, Wellness & Fitness, and Pharmaceuticals top the list for Gender Diversity, while Veterinary, Medical Practice, and Mental Healthcare have higher Female representation but rank lower in diversity.

- Stability in Leadership Gender Diversity suggests successful ongoing diversity initiatives within the Sector; nearly balanced gender representation could foster a more inclusive work environment and potentially improve organizational outcomes – maintaining or improving this balance might be a key focus for future organizational strategies in the Healthcare Sector.

- Female representation in Leadership has slightly increased from 55.6% to 55.7%, while Male representation has correspondingly decreased from 44.4% to 44.3% from 2022 to 2023.

- Alternative Medicine achieves a balanced Leadership with 48.9% Female and 51.1% Male leaders, Pharmaceuticals have a slight Male Leadership majority at 52.6%, with women making up 47.4%; in Health, Wellness & Fitness, women lead slightly more at 57% compared to 43% of men.

- Veterinary Services feature 61.2% Female leaders, with Males at 38.8%, Medical Practice shows a significant Female majority in Leadership at 64.4%, against 35.6% Males and Mental Healthcare has the highest disparity with 70.4% Female Leadership compared to 29.6% Male.

Sector deep-dives
Healthcare

Current Workforce: Career Progression*

Overall Promotions per Month
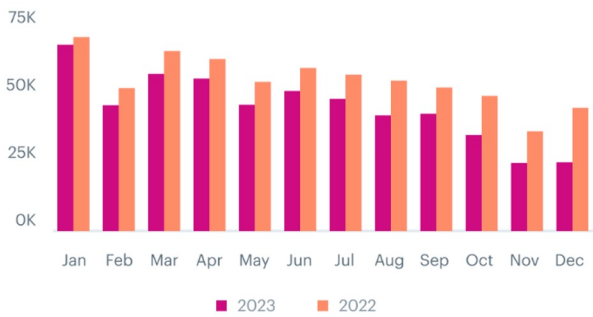
4.8% — **Pharmaceuticals** had the *highest share* of promotions in 2023

Medical Practice had the *lowest share* of promotions in 2023 — **1.1%**
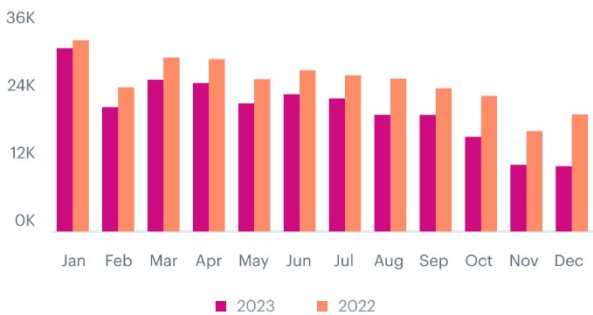
Overall Employee Exits per Month

7.8% — **Mental Healthcare** had the *highest share* of employee exits in 2023

Alternative Medicine had the *lowest share* of employee exits in 2023 — **5.3%**

Overall Promotions of Females

60.5% — **Mental Healthcare** had the *highest share* of promotions of Females in 2023

Medical Devices had the *lowest share* of promotions of Females in 2023 — **37.2%**

- In 2023, the Healthcare Sector witnessed distinct variances in employee progression metrics across its sub-Industries, highlighting varying strategic strengths and challenges. The data reveals significant fluctuations in promotions and employee retention rates, suggesting Leadership focus and operational dynamics differ widely within the Sector*.

- Pharmaceuticals had the highest share of overall promotions in 2023 (4.8%), indicating robust internal growth and career advancement opportunities; in contrast, Medical Practice recorded the lowest promotion share (1.1%), pointing to possible issues with career development within this field.

- Mental Healthcare faced the highest employee exit rates in 2023 (7.8%), which could affect stability and continuity within the Workforce, while Alternative Medicine maintained the lowest turnover rate (5.3%), potentially indicating higher employee satisfaction or fewer opportunities outside the Industry.

- A significant high was seen in Mental Healthcare with a 60.5% promotion rate for Females, suggesting strong gender inclusivity; Medical Devices, however, had the lowest proportion of promotions for Females, at 37.2%, which signals a need for enhanced diversity and inclusion efforts.

- Promotion and turnover rates showed fluctuations throughout the year, peaking around mid-year and towards the end of the year, which might correlate with annual performance reviews or budget cycles.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Sector deep-dives
Healthcare

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Hospital & Healthcare	0.6	3.9	2.8
2.	Pharmaceuticals	0.3	3.7	2.6
3.	Health, Wellness & Fitness	0.5	3.3	1.1
4.	Medical Devices	0.3	4.8	2.5
5.	Medical Practice	0.9	3.5	1.5
6.	Mental Healthcare	0.5	3.6	1.4
7.	Veterinary	1.4	3.8	1.1
8.	Alternative Medicine	0.5	3.1	0.8

Ratio of Junior Employees to Managers

- Industries such as Veterinary display a higher ratio of Junior Employees to Managers (1.4), suggesting a flatter organizational structure at the base, potentially enabling quicker decision-making and greater autonomy for Junior staff.

- Conversely, Pharmaceuticals and Medical Devices show a lower ratio (0.3), indicating a higher concentration of Managers, which may result in more comprehensive supervision and possibly more structured Managerial support.

Senior Executive to Manager Ratios

- The Medical Devices Industry exhibits a notably high ratio of Managers to Senior Executives (4.8), pointing to a substantial middle Management layer. This structure could signify potential bureaucratic challenges, yet it also presents opportunities for leveraging robust mid-tier Leadership for strategic implementations.

- In contrast, the Health, Wellness & Fitness Industry shows a lower ratio of Senior Executives to Top Managers (1.1), indicative of a condensed upper Management layer that might facilitate faster strategic decision-making and increased nimbleness in market reactions.

Overall observations and implications

- Hospital & Healthcare Industry has a moderate Junior-to-Manager ratio (0.6) but a higher Senior Executives to Top Managers ratio (2.8), suggesting a broad top-tier Management that might enhance strategic depth but could also dilute decision-making effectiveness.

- Alternative Medicine demonstrates the lowest Senior Executives to Top Managers ratio (0.8), which may indicate a streamlined Top Management structure, likely enhancing decision-making speed but potentially increasing workload for top-level Managers.

- Companies in Industries with higher Manager to Senior Executive ratios, such as Medical Devices, might need to assess the efficiency of their extensive middle Management layers and contemplate streamlining these to cut costs and improve operational speed.

- Companies in Industries with smaller ratios of Junior Employees to Managers, like Pharmaceuticals, should ensure that the heavy Managerial presence does not lead to oversight overreach, which could stifle innovation and negatively impact Junior employee morale.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on individuals creating profiles and keeping them up to date. It is acknowledged that majority of people on Junior positions (incl. "blue collar jobs") may not create profiles on professional social media platforms, which creates a skewed view for the analysis. Analysis conducted and insights drawn with the mentioned limitations in mind.
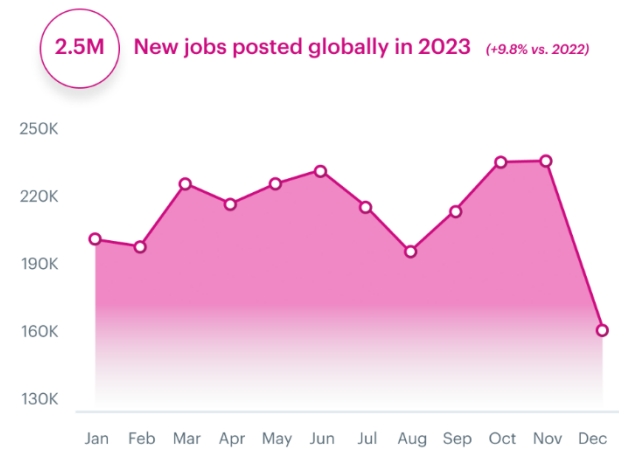
Industry Benchmarking: Detailed Sector view

Education

Hiring: Overall Job Postings

Sector Job Postings

2.5M **New jobs posted globally in 2023** *(+9.8% vs. 2022)*

250K
220K
190K
160K
130K

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts	% Change vs 2022
1.	Higher Education	52.2%	↑ 7.5%
2.	Education Management	36.8%	↑ 14.3%
3.	Primary / Secondary Education	8.2%	↑ 13.5%
4.	E-Learning	2.8%	↓ 11.1%

Sector Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022
Full-time	55.9%	↓ 4.1%
Part-time	22.8%	↑ 25.5%
Temporary	21.3%	↑ 45.1%

Sector Job Postings - Top 5 Countries

3.0% ↑ 16.3%
12.0% ↑ 13.2%
52.2% ↓ 8.1%
13.5% ↑ 206.4%
3.2% ↑ 30.4%

● US ● France ● Great Britain
● India ● Canada

Share of posts ↓ % change vs '22
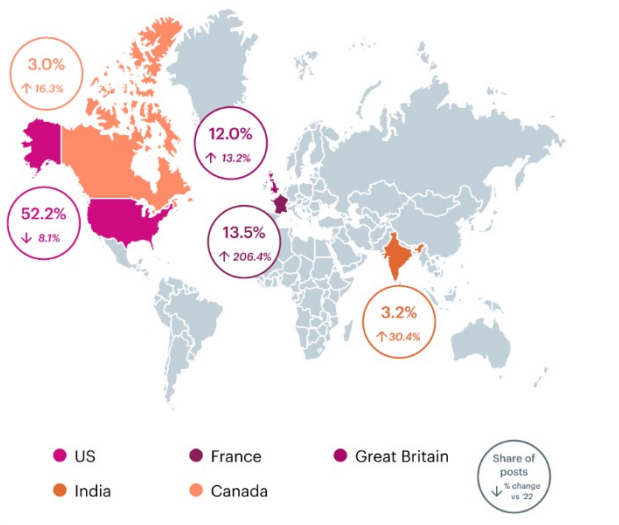
• In 2023, the Education Sector posted 2.5M new jobs worldwide, a 9.8% increase from 2022. Despite flat hiring trends in January and February, there were volatile month-to-month increases from April to June and August to November.

• Job postings peaked in November with approximately 220K posts, but then dropped to around 160K in December, the lowest point of the year.

• Geographically, the US led with about 52% of new job posts. It was followed by France, Great Britain, India, and Canada, which had 13.5%, 12.0%, 3.2%, and 3.0% shares respectively. Most countries showed a strongly positive trend in job postings, with France leading with a 206.4% increase compared to 2022.

• In the Education Sector, Higher Education accounts for over 50% of job postings (52.2%, and a 7.5% increase from 2022). Education Management is the second largest Industry, with 36.8% of job postings. Combined, these two Industries represent almost 90% of all job postings.

• The Top 3 Industries saw growth in job postings compared to 2022: 7.5% in Higher Education, 14.3% in Education Management, and 13.5% in Primary / Secondary Education (which holds an 8.2% share of job postings). E-Learning was the only Industry to see a decline, with an 11.1% decrease in job postings compared to 2022.

• Most of the new job postings were for full-time positions (55.9% share, a 4.1% decline from 2022), followed by part-time (22.8% share) and temporary positions (21.3% share). Both part-time and temporary positions saw significant growth compared to 2022, with increases of 25.5% and 45.1%, respectively. This could reflect the current state of the Education Sector, where employers may be relying more on a temporary Workforce.

Sector deep-dives
Education

Hiring: AI Job Postings

Sector AI Job Postings

54K | **New Sector AI jobs posted in 2023** *(-13.1% vs. 2022)*

- The Education Sector reported 54K new job postings for AI-related jobs, a decrease of 13.1% compared to 2022. However, this decline was less drastic than that of the overall job market.

- The number of new AI job postings showed a general downward trend throughout the year, with increases in March, June, and September-October.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	51.0%	↓ 24.7%
2.	Great Britain	10.6%	↓ 15.6%
3.	India	9.7%	↑ 10.4%
4.	France	8.1%	↑ 81.9%
5.	Singapore	4.4%	↑ 1.4%

- In line with the overall geography rankings for the Education Sector, the US leads in AI job postings, comprising 51.0% of the total. The number of AI job posts in the US saw a decline of 24.7% compared to 2022.

- Although Singapore didn't make the Top 5 countries list for overall job postings, it did so for new AI job postings at 4.4%, with an increase in job posts of 1.4% from 2022.

- The trends in new AI job postings varied among the rest of the Top 5 markets compared to 2022. The United States experienced the biggest drop (-24.7%), followed by Great Britain (-15.6%), while India, France, and Singapore saw increases of 10.4%, 81.9%, and 1.4% respectively compared to 2022.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Higher Education	62.4%	↓ 9.9%
2.	Education Management	25.8%	↓ 17.6%
3.	E-Learning	8.5%	↓ 23.5%
4.	Primary / Secondary Education	3.3%	↓ 4.4%

- In the Industry lens, Higher Education had the highest proportion of new AI job posts at 62.4%, with a decrease of 9.9% compared to 2022.

- The Education Management Industry was second in AI job postings, holding a 25.8% share.

- E-Learning came third in AI job postings, making up 8.5% of the total, even though it only had a 2.8% share of overall job postings.

- All Industries within the Education Sector experienced a drop in new AI job posts compared to 2022: E-Learning by -23.5%, Education Management by -17.6%, and Primary / Secondary Education by -4.4%.

Sector deep-dives
Education

Hiring: Remote Job Postings

Sector Remote Job Postings

187K **New sector remote jobs posted in 2023** *(-3.2% vs. 2022)*

- The Education Sector posted 187K new job ads for remote positions, a decline of 3.2% compared to 2022. This decline is significantly less than that of the overall job market (-12.9%), signaling higher flexibility of jobs in the Sector.

- The number of new remote job postings showed a general downward trend throughout the year. However, increases were observed in March (peaking at ~21.5K job posts), July, and October.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	71.1%	↓ 13.2%
2.	Great Britain	8.8%	↑ 16.0%
3.	France	5.1%	↑ 652.4%
4.	Canada	4.3%	↑ 0.7%
5.	India	1.9%	↓ 11.9%

- In line with the overall geography rankings for the Education Sector, the US had the highest proportion of remote job posts at 71.1%, decreasing by 13.2% compared to 2022.

- Among the Top 5 countries for remote job postings, Canada is the only one that did not make it to the Top 5 for overall job postings. It had a 4.3% share, up by 0.7% from 2022.

- France (5.1% share) experienced the most significant increase in new remote job posts with a growth of 652.4%, followed by Great Britain (8.8% share) at 16.0%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Higher Education	61.9%	↓ 0.3%
2.	Education Management	27.3%	↑ 2.2%
3.	E-Learning	7.8%	↓ 35.3%
4.	Primary / Secondary Education	3.0%	↑ 19.9%

- In the Industry lens, Higher Education had the highest proportion of new remote job posts in 2023, at 61.9%. The number of remote job posts decreased by 0.3% compared to 2022.

- The biggest decline in the Education Sector was observed in E-Learning (7.8% share of job posts), down by 35.3% compared to 2022.

- Two other Industries, Education Management (27.3% share) and Primary / Secondary Education (3.0% share), saw an increase in the number of remote job postings, of 2.2% and 19.9%, respectively.
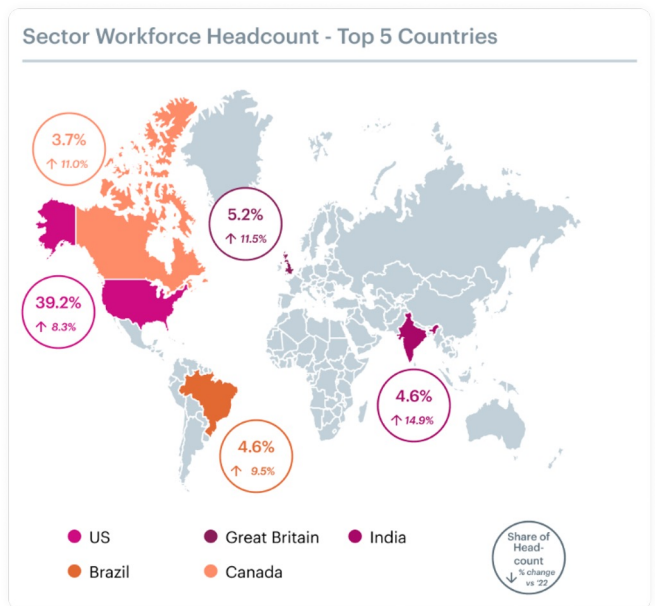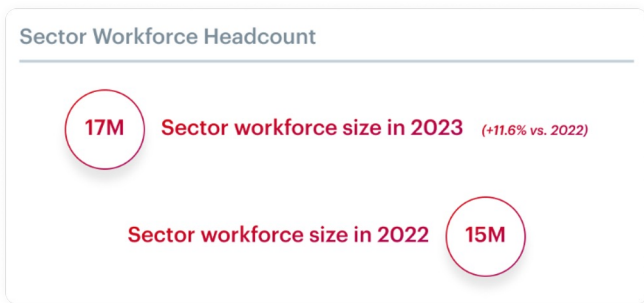
AURA℠

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts	% Change vs 2022	Most prominent industry
1.	Communication	39.0%	↓ 4.0%	Higher Education
2.	Teaching	31.1%	↑ 3.5%	Higher Education
3.	Management	22.8%	↓ 1.6%	Higher Education
4.	Research	21.8%	↓ 9.0%	Higher Education
5.	Leadership	18.9%	↑ 4.4%	Higher Education
6.	Planning	16.0%	↓ 5.9%	Higher Education
7.	English Language	15.1%	↑ 9.7%	Education Management
8.	Writing	14.5%	↓ 13.5%	Higher Education
9.	Customer Service	12.9%	↓ 12.3%	Higher Education
10.	Operations	12.7%	↓ 8.6%	Higher Education

- Communication and Management for the Education Sector are among the most in-demand skills, in line with the overall Top 10 skills, holding a share of 39.0% and 22.8% respectively.

- Sector-specific skills, such as Teaching (31.1% share) and Research (21.8% share), are not as prominent in the overall job market. Teaching became more popular in job postings, with the number of job postings listing this skill as a requirement increasing by 3.5% compared to 2022; Research saw a decline of 9.0% for that same period.

- As expected, Higher Education is the primary Industry requiring most of the top ten skills (with the exception of English Language, which is expected not to be in demand in a number of countries around the world). This is due to the majority of new Education job postings being in this Industry.

- Most of the top ten skills saw a decline over the past year. Writing had the largest drop (-13.5%), followed by Customer Service (-12.3%) and Operations (-8.6%).

- From the Top 10 skills, apart from those mentioned above, Leadership (+4.4%) and English Language (+9.7%) saw an increase in demand.

Sector deep-dives
Education

Current Workforce: Overall*

Sector Workforce Headcount

17M Sector workforce size in 2023 *(+11.6% vs. 2022)*

Sector workforce size in 2022 **15M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Higher Education	56.9%	↑ 11.3%
2.	Education Management	30.2%	↑ 11.6%
3.	Primary / Secondary Education	8.7%	↑ 9.9%
4.	E-Learning	4.1%	↑ 19.3%

Sector Workforce Headcount - Top 5 Countries

- 3.7% ↑ 11.0%
- 5.2% ↑ 11.5%
- 39.2% ↑ 8.3%
- 4.6% ↑ 14.9%
- 4.6% ↑ 9.5%

● US ● Great Britain ● India
● Brazil ● Canada

Share of Head-count ↓ % change vs '22

- The Education Sector Workforce experienced a growth of 11.6% in 2023, rising from 15 million to 17 million.

- The United States holds the largest share, with 39.2% of the global Education Workforce, an increase of 8.3% from the previous year; India and Great Britain also show significant growth rates in this Sector, at 14.9% and 11.5%, respectively.

- Higher Education represents the majority with 56.9% of the Workforce, growing by 11.3% since last year; Education Management follows with 30.2%, also on the rise by 11.6%.

- Notably, E-Learning shows the most dynamic growth, with a 19.3% increase, indicating a rapid adoption of digital learning solutions.

- These insights suggest an overall healthy expansion of the Education Sector, emphasizing a particularly strong surge in e-learning platforms, which may be reshaping the Sector's future. The significant growth in the United States, India, and Canada highlights these countries as key players in the global Education landscape, potentially influencing international Education trends and policies.

Current Workforce: Diversity
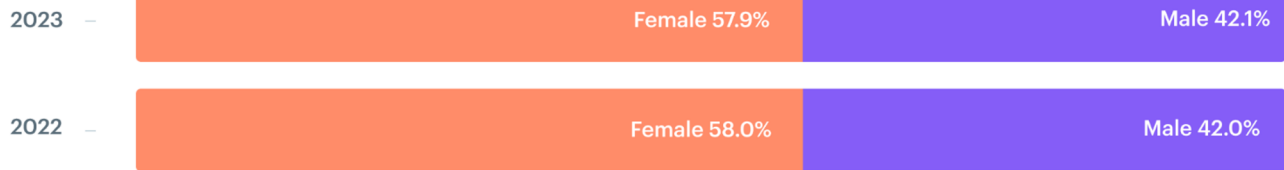
Sector Workforce Diversity

Year		
2023	Female 57.9%	Male 42.1%
2022	Female 58.0%	Male 42.0%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	E-Learning	52.4%	47.6%
2.	Higher Education	53.9%	46.1%
3.	Education Management	62.5%	37.5%

Bottom Industry by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
4.	Primary / Secondary Education	69.7%	30.3%

- In the Education Sector for the year 2023, Workforce diversity shows a nuanced picture, where the Workforce is predominantly Female, with a slight decrease to 57.9% from 58.0% in the previous year, Male representation has seen a nominal increase to 42.1% from 42.0%.

- E-Learning shows a balanced gender distribution with Females at 52.4% and Males at 47.6%, reflecting the Sector's modern approach to Education.

- Higher Education and Education Management have a higher proportion of Female workers, 53.9% and 62.5% respectively, suggesting a strong Female presence in these fields. In contrast, Primary / Secondary Education has the highest Female representation at 69.7%, indicating a significant gender disparity.

- The data indicates a sustained Female majority across the Education Sector, with some variations among specific Industries. It suggests an opportunity for further efforts to balance gender representation, particularly in Primary / Secondary Education, where there is a notable discrepancy.

Sector deep-dives
Education

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

Year	Female	Male
2023	Female 56.2%	Male 43.8%
2022	Female 55.9%	Male 44.1%
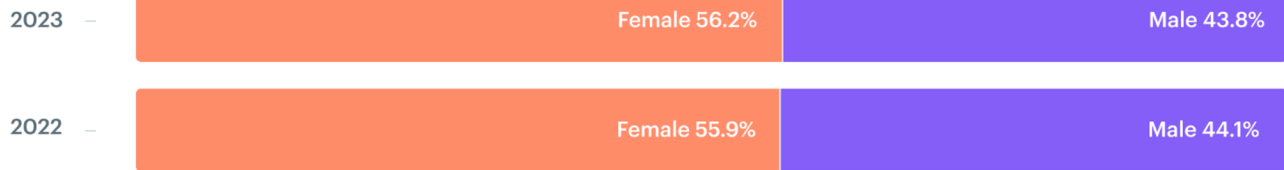
Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	E-learning	45.0%	55.0%
2.	Higher Education	55.2%	44.8%
3.	Education Management	58.1%	41.9%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
4.	Primary / Secondary Education	63.9%	36.1%

- In the Education Sector overall has a majority of Female leaders at 56.2%, slightly up from 55.9% the previous year; Male Leadership constitutes 43.8%, down from 44.1%.

- E-Learning exhibits near parity in Leadership, with Females at 45.0%, Higher Education and Education Management have a stronger Female Leadership presence, with 55.2% and 58.1%, respectively.

- In contrast, Primary / Secondary Education shows less diversity with a significant majority of Female leaders at 63.9%.

- This data underscores a continued trend of strong Female Leadership within the Education Sector, with some Industries showing a greater presence than others. The Leadership roles in e-learning are notably more gender-balanced, suggesting this newer field may have less entrenched gender biases. The significant majority in Primary / Secondary Education Leadership aligns with the broader Workforce composition, suggesting a potential area for encouraging more Male Leadership to balance the scales.

Sector deep-dives
Education

Current Workforce: Career Progression*

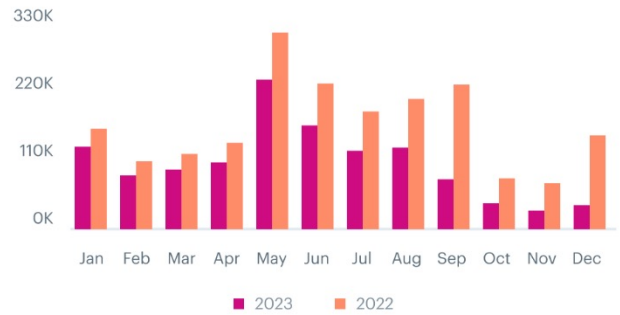### Overall Promotions per Month

■ 2023　■ 2022
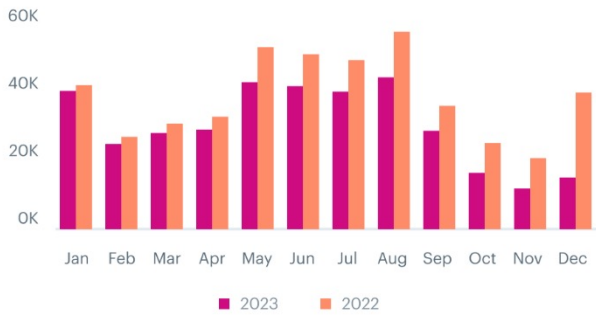
2.6% — **E-Learning** had the *highest share* of promotions in 2023

Primary / Secondary Education had the *lowest share* of promotions in 2023 — **1.3%**

Overall Employee Exits per Month

■ 2023　■ 2022

11.6% — **E-Learning** had the *highest share* of employee exits in 2023

Primary / Secondary Education had the *lowest share* of employee exits in 2023 — **5.0%**

- E-Learning shows the most significant mobility with the highest share of promotions in 2023, signaling a dynamic and growing field; where Primary / Secondary Education records the lowest share of promotions, which may suggest limited upward mobility or a more saturated Leadership landscape in this traditional field*.

- The highest turnover rate is also in E-Learning, hinting at a competitive job market or shifting career interests within this innovative Sector; conversely, Primary / Secondary Education sees the lowest turnover rate, indicating job stability or satisfaction in these foundational areas of Education*.

Overall Promotions of Females

■ 2023　■ 2022
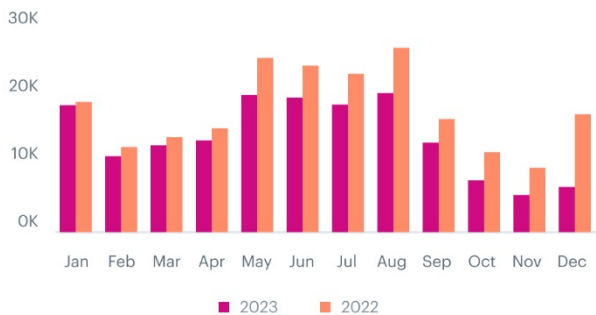
55.1% — **Primary / Secondary Education** had the *highest share* of promotions of Females in 2023

E-Learning had the *lowest share* of promotions of Females in 2023 — **37.7%**

- Primary / Secondary Education has the highest share of Female promotions, aligning with the Sector's overall higher representation of women; where E-Learning notes the lowest share of promotions for Females, which might point to a potential area for developing Gender Diversity strategies in this growing Industry.

- The contrast between high promotion rates and high turnover within E-Learning suggests a rapidly evolving Industry where opportunities for advancement are plentiful but may also lead to frequent job changes. The stability in Primary / Secondary Education reflects a more consistent environment, which, coupled with higher rates of promotions for Females, could indicate an Industry that supports women's career growth effectively.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers		# of Managers / # of Senior Executives		# of Senior Executives / # of Top Managers	
1.	Higher Education		1.4		2.7		2.4
2.	Education Management		0.7		2.5		1.7
3.	Primary / Secondary Education		0.7		1.6		2.0
4.	E-Learning		0.5		3.6		1.2

- Higher Education displays a moderate ratio of Junior Employees to Managers (1:4), indicating a balanced Management approach. The ratio of Managers to Senior Executives (1:2.7) and Senior Executives to Top Managers (1:2.4) suggests a multi-layered hierarchy, typical of traditional academic institutions.

- Education Management exhibits a lower ratio of Junior Employees to Managers (1:0.7), possibly pointing to a leaner Management structure or a focus on Managerial roles. The ratios indicate a streamlined pathway from Management to senior Leadership (1:2.5) and a closer linkage to Top Management (1:1.7), which may facilitate quicker decision-making processes.

- Primary / Secondary Education has similar Junior-to-Manager ratios (1:0.7) as Education Management, which could reflect a focus on administrative efficiency in Education systems. The structure becomes more layered higher up, with the ratio of Managers to Senior Executives (1:1.6) and Senior Executives to Top Managers (1:2.0) implying a traditional hierarchy.

- E-Learning shows the lowest ratio of Junior Employees to Managers (1:0.5), suggesting a flat organizational structure and potentially rapid career progression opportunities. Notably, it has the highest ratio of Managers to Senior Executives (1:3.6), which might reflect an Industry in scaling mode, requiring a broad base of Managerial staff to support growth. The ratio to Top Managers (1:1.2) suggests that despite the broad Managerial layer, the pathway to the highest Leadership levels is relatively direct.

- In summary, these organizational structures reveal how each Industry within the Education Sector aligns its Management and Leadership hierarchies to its operational needs. Higher Education and Primary / Secondary Education maintain traditional, tiered hierarchies, while E-Learning and Education Management seem to adopt flatter, more agile structures, possibly reflecting the innovative and dynamic nature of these newer educational fields.

Industry Benchmarking: Detailed Sector view

Public Sector

Sector deep-dives
Public Sector

Hiring: Overall Job Postings

Sector Job Postings

3.5M **New jobs posted globally in 2023** *(-3.0% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts		% Change vs 2022
1.	Government Administration	▮	37.8%	↑ 1.3%
2.	Non-profit Organization Management	▮	18.8%	↑ 8.1%
3.	Security & Investigations	▮	12.2%	↓ 18.1%
4.	Defense & Space	▮	10.7%	↓ 19.1%
5.	Civic & Social Organization	▮	7.3%	↓ 11.1%
6.	Government Relations	▮	2.7%	↑ 4.8%
7.	Religious Institutions	▮	2.4%	↑ 5.6%
8.	Law Enforcement	▮	1.7%	↑ 12.2%
9.	Public Safety	▮	1.6%	↑ 7.3%
10.	Military	▮	1.0%	↑ 15.5%
	Others	▮	3.8%	↑ 16.0%

Sector Job Postings - Top 5 Countries
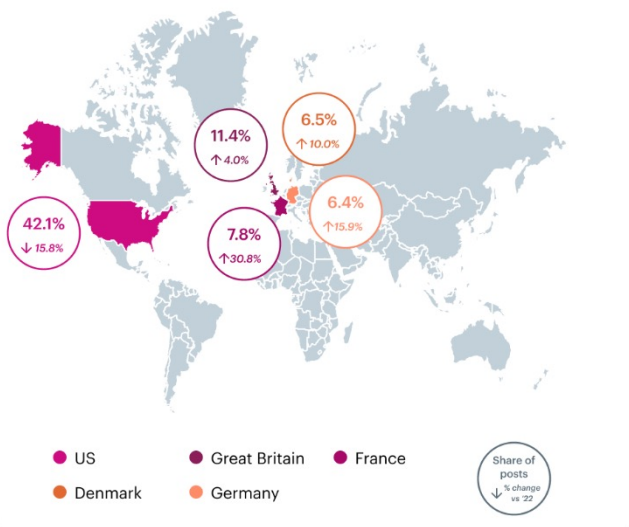
- US
- Great Britain
- France
- Denmark
- Germany

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts		% Change vs 2022
Full-time	▮	68.1%	↓ 3.9%
Part-time	▮	16.7%	↓ 6.4%
Temporary	▮	15.2%	↑ 5.8%

- In 2023, the Public Sector globally posted 3.5 million new jobs, marking a 3.0% decrease compared to 2022. The hiring dynamic was volatile throughout the year, reaching its peak in March at 330K job postings, decreasing over the next months, and reaching the lowest value of 255K posts in December.

- From a geographical standpoint, the US had the highest share of new job posts at 42.1%, followed by Great Britain, France, Denmark, and Germany (11.4%, 7.8%, 6.5%, and 6.4% share respectively), with most of the countries showing a positive trend of job postings.

- A detailed examination of the Public Sector reveals that the top 4 Industries account for just under 80% of job postings. Government Administration is leading with 37.8% of total job postings (increasing by 1.3% from 2022). Other significant Industries in the Top 10 include: Non-profit Organization Management (18.8%), Security & Investigations (12.2%), and Defense & Space (10.7%); the number of job postings in which changed by 8.1%, -18.1%, and -19.1%, respectively, compared to 2022.

- Apart from the aforementioned Industries, Civic & Social Organization (7.3% share) decreased by 11.1% compared to 2022, whereas Law Enforcement (1.7%) and Military (1.0%) saw the biggest increases of 12.2% and 15.5% respectively for the same period.

- A significant majority of new job posts were for full-time positions, which had a 68.1% share, with a 3.9% decline from 2022. This was followed by part-time positions (16.7% share) and temporary positions (15.2% share). Part-time positions saw a decrease in postings of 6.4% from 2022, whereas temporary positions increased by 5.8%.

Sector deep-dives
Public Sector

AURA℠

Hiring: AI Job Postings

Sector AI Job Postings

70K **New Sector AI jobs posted in 2023** *(-27.2% vs. 2022)*

Chart y-axis: 8K, 6.5K, 5K, 3.5K
Chart x-axis: Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

- The Public Sector reported 70K new postings for AI-related jobs, a decrease of 27.2% compared to 2022. This is a steeper decline compared to the overall job market.

- The number of new AI job postings showed a general downward trend throughout the year, starting at its peak of ~8K in January and steadily falling to ~5K in December, with occasional increases in March, June, and November.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	63.3%	↓ 34.7%
2.	Great Britain	9.9%	↓ 12.5%
3.	India	3.8%	↑ 21.7%
4.	Denmark	2.9%	↓ 16.9%
5.	France	2.7%	↑ 7.7%

- In line with the overall geography rankings for Public Sector job postings, the US dominates AI job postings, comprising 63.3% of the total. US AI job postings declined by 34.7% compared to 2022.

- India was third in AI job posts (3.8% share, increase of 21.7% vs 2022), even though it was not in the Top 5 countries for overall job posts – as in other Sectors, it could signal that demand for a Workforce with new technological capabilities is generally higher and less affected in developing countries, compared to the rest.

- The majority of the countries saw a decline in new AI job postings compared to 2022: Great Britain at -12.5%, and Denmark at -16.9%, while France saw an increase of 7.7%.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Defense & Space	46.1%	↓ 42.0%
2.	Government Administration	21.5%	↓ 0.6%
3.	Non-profit Organization Management	13.2%	↓ 9.7%
4.	Security & Investigations	5.3%	↓ 32.7%
5.	Government Relations	3.0%	↓ 19.4%
6.	Civic & Social Organization	2.4%	↑ 6.4%
7.	Law Enforcement	2.3%	↑ 92.3%
8.	Public Safety	1.3%	↓ 8.6%
9.	Philanthropy	0.9%	↑ 86.4%
10.	Religious Institutions	0.8%	↓ 9.9%
	Others	3.0%	↓ 18.6%

- In the Industry lens, Defense & Space had the highest proportion of new AI job posts at 46.1% (with a decrease of 42.0% compared to 2022) – especially surprising, considering this Industry only had ~10% of overall job posts. This could be linked to AI being on the cutting-edge of Technology, necessary for this Industry.

- Even though the Military was in the Top 10 Industries for overall job postings in the Public Sector, it didn't make it to the Top 10 in AI posts – instead, Philanthropy was placed ninth (0.9% share, up by 86.4% compared to 2022).

- The majority of Industries within the Public Sector experienced a decrease in new AI job posts compared to 2022. The most significant declines were in Security & Investigations (-32.7%) and Government Relations (-19.4%).

- Some Industries showed a positive trend: notably, Law Enforcement (2.3% share) with a 92.3% increase, as well as Civic & Social Organization (2.4%) with a 6.4% increase compared to 2022.

Sector deep-dives
Public Sector

Hiring: Remote Job Postings

Sector Remote Job Postings

355K **New sector remote jobs posted in 2023** *(-2.7% vs. 2022)*
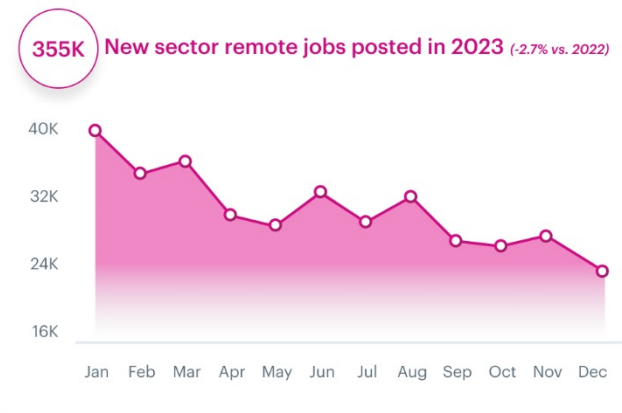
- The Public Sector posted 355K new job ads for remote positions, a decline of 2.7% compared to 2022. This decline is significantly less than that of the overall job market.

- The number of new remote job postings fluctuated throughout the year, peaking at 40K in January and showing an overall declining trend, reaching its lowest value of 24K in December, with in-year positive fluctuations in March, June, August, and November.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	69.6%	↓ 10.8%
2.	Great Britain	12.0%	↑ 14.2%
3.	France	4.2%	↑ 72.2%
4.	Canada	3.9%	↑ 4.8%
5.	Germany	2.6%	↑ 139.1%

- In line with the overall geography rankings for the Public Sector, the US had the highest proportion of remote job posts at 69.6%, with their volume decreasing by 10.8% compared to 2022.

- Among the Top 5 countries for remote job postings, Canada is the only one that did not make it to the Top 5 for overall job postings. It had a 3.9% share, with the number of remote job posts increasing by 4.8% from 2022.

- Germany experienced the most significant increase in new remote job posts with a growth of 139.1%, followed by France at 72.2%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Government Administration	36.8%	↑ 6.4%
2.	Non-profit Organization Management	21.5%	↑ 15.3%
3.	Defense & Space	20.9%	↓ 31.1%
4.	Security & Investigations	4.3%	↓ 15.3%
5.	Government Relations	3.6%	↑ 4.4%
6.	Law Enforcement	3.4%	↑ 71.1%
7.	Civic & Social Organization	3.1%	↑ 28.7%
8.	Public Safety	1.4%	↑ 8.6%
9.	Religious Institutions	1.1%	↑ 8.7%
10.	Fundraising	0.9%	↑ 17.5%
	Others	2.8%	↓ 9.9%

- In terms of Industries, Government Administration had the highest proportion of new remote job posts in 2023, at 36.8%. The number of remote job posts decreased by 6.4% compared to 2022.

- Most Industries within the Public Sector experienced an increase in the number of new remote job postings compared to 2022. The most significant increases were in Law Enforcement (71.1%), Civic & Social Organization (28.7%), and Fundraising (17.5%).

- Despite the overall upward trend in 2023 compared to 2022, some Industries saw a decrease in remote job postings. Notably, Defense & Space (20.9% share) and Security & Investigations (4.3% share) decreased by 31.1% and 15.3%, respectively.

Sector deep-dives
Public Sector

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		32.5%	↓	7.3%	Government Administration
2.	Management		26.0%	↑	2.1%	Government Administration
3.	Customer Service		18.8%	↓	16.4%	Security & Investigations
4.	Planning		16.3%	↓	1.7%	Government Administration
5.	Valid Driver's License		16.1%	↓	24.8%	Government Administration
6.	Operations		16.0%	↓	3.2%	Government Administration
7.	Leadership		12.3%	↓	0.3%	Government Administration
8.	English Language		10.6%	↓	3.4%	Government Administration
9.	Problem Solving		10.5%	↓	14.6%	Security & Investigations
10.	Writing		9.6%	↓	7.0%	Government Administration

- The top two skills required in the Public Sector align with the overall Top 10 skills: Communication and Management, with shares of 32.5% and 26.0%, respectively.

- Upon analyzing the Public Sector skill demand, new skills (not included in the overall Top 10) were identified: Valid Driver's License (16.1% share), Problem Solving (10.5% share), and Writing (9.6% share). All three saw a decrease in demand by 24.8%, 14.6%, and 7.0%, respectively.

- As expected, the Government Administration Industry is the primary Industry requiring most of the top ten skills – this is due to the majority of new Public Sector job postings being in this Industry.

- Most of the top ten skills saw a decline over the past year. Valid Driver's License had the largest drop (-24.8%), followed by Customer Service (-16.4%) and Problem Solving (-14.6%).

- Of the Top 10 skills, only Management (2.1%) saw an increase in demand.
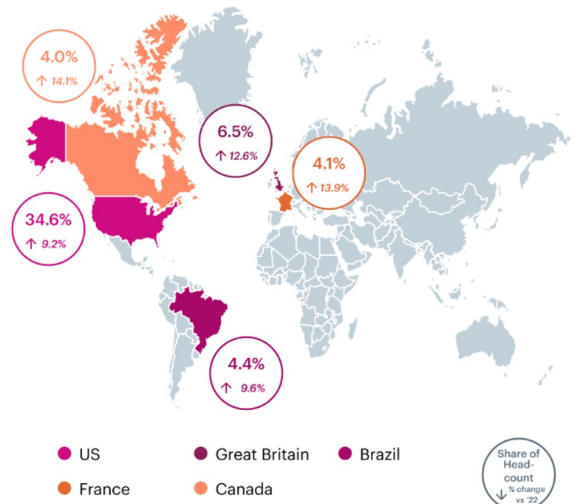
Sector deep-dives
Public Sector

Current Workforce: Overall*

Sector Workforce Headcount

17M Sector workforce size in 2023 *(+18.7% vs. 2022)*

Sector workforce size in 2022 **14M**

Sector Workforce Headcount by Industry
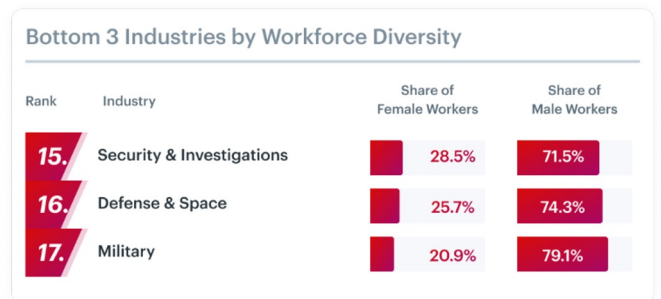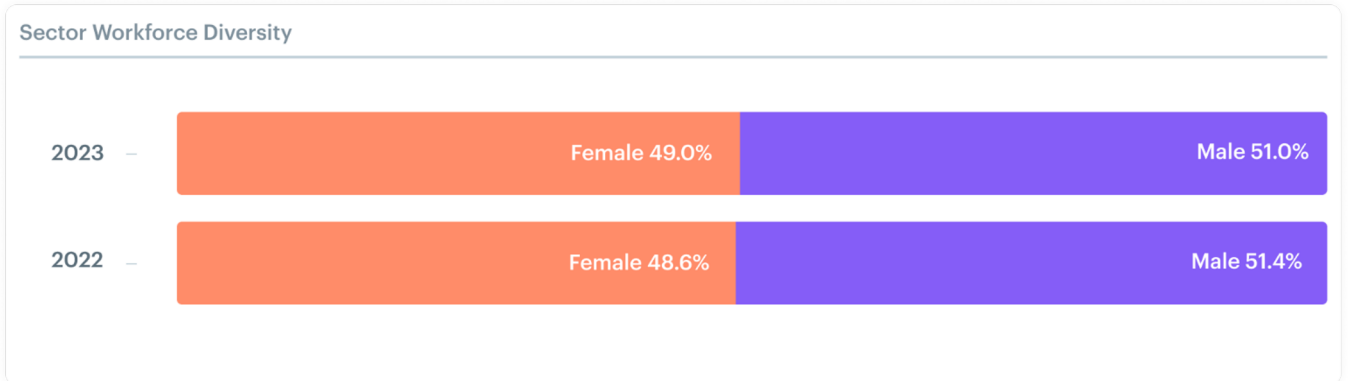
Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Government Administration	40.4%	↑ 22.0%
2.	Non-profit Organization Management	18.7%	↑ 19.7%
3.	Defense & Space	7.6%	↑ 15.1%
4.	Military	6.8%	↑ 11.1%
5.	Civic & Social Organization	5.1%	↑ 20.2%
6.	Security & Investigations	4.8%	↑ 13.7%
7.	Law Enforcement	3.1%	↑ 20.3%
8.	Religious Institutions	2.8%	↑ 11.6%
9.	Public Safety	2.2%	↑ 26.4%
10.	Government Relations	1.8%	↑ 10.5%
	Others	6.5%	↑ 13.9%

Sector Workforce Headcount - Top 5 Countries

Canada 4.0% ↑ 14.1%
Great Britain 6.5% ↑ 12.6%
France 4.1% ↑ 13.9%
US 34.6% ↑ 9.2%
Brazil 4.4% ↑ 9.6%

- US
- Great Britain
- Brazil
- France
- Canada

Share of Headcount / % change vs '22

- The Public Sector Workforce experienced significant growth in 2023, and here's what the data tells us: there's been a substantial 18.7% increase in the Public Sector Workforce size, growing from 14 million in 2022 to 17 million in 2023.

- The United States leads with 34.6% of the global Public Sector Workforce, up by 9.2% vs 2022; notable Workforce size increases are also seen in Great Britain (6.5%) and Canada (4.0%) at 12.6% and 14.1%, respectively.

- Government Administration comprises the largest share at 40.4%, growing 22.0% from the previous year, indicating expansion and possible increased government functions or initiatives. Non-profit Organization Management (18.7% share) and Defense & Space (7.6% share) also saw growth, at 19.7% and 15.1%, respectively.

- Remarkably, Public Safety observed the highest growth rate at 26.4%, which may reflect increased investment in community safety and emergency services.

- This overview suggests an invigorated investment in public services, with notable expansions across key Industries that contribute to the functioning and safety of society.

Sector deep-dives
Public Sector

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 49.0% / Male 51.0%
2022	Female 48.6% / Male 51.4%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Legislative Office	50.3%	49.7%
2.	Government Relations	50.5%	49.5%
3.	Political Organization	51.1%	48.9%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
15.	Security & Investigations	28.5%	71.5%
16.	Defense & Space	25.7%	74.3%
17.	Military	20.9%	79.1%

- Female representation in the Workforce is nearly equal to Male representation, with Females making up 49.0% of the Workforce, a marginal increase from 48.6% in 2022. Male representation has slightly decreased to 51.0%, down from 51.4%.

- Legislative Office, Government Relations, and Political Organization show the most gender-balanced Workforce, each with just over 50% Female representation, indicating progressive gender inclusion in these areas. At the lower end of the spectrum, Military has the lowest proportion of Female workers at 20.9%, with Defense & Space, and Security & Investigations also showing less than 30% Female representation.

- These figures indicate a trend towards gender parity within certain segments of the Public Sector, particularly those involved in governance and policy-making. However, more traditionally Male-dominated fields like the military and defense exhibit significant gender gaps, highlighting areas where diversity efforts could be intensified.

Sector deep-dives
Public Sector

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

2023	Female 46.0%	Male 54.0%
2022	Female 45.3%	Male 54.7%
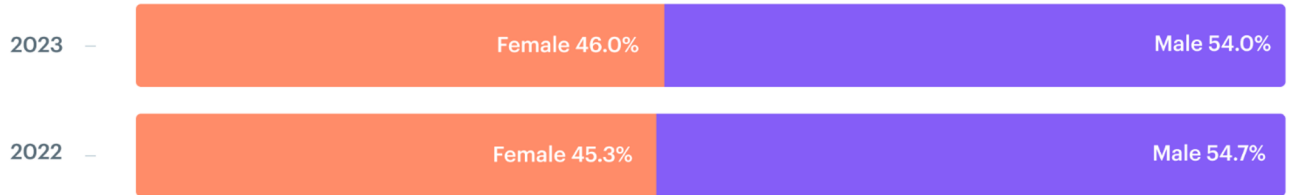
Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Judiciary	50.3%	49.7%
2.	Legislative Office	49.5%	50.5%
3.	Government Administration	50.7%	49.3%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
15.	Military	21.8%	78.2%
16.	Defense & Space	23.7%	76.3%
17.	Security & Investigations	24.7%	75.3%

- A slight increase in Female Leadership is observed in the Sector, from 45.3% in 2022 to 46.0% in 2023; Male Leadership remains predominant at 54.0%, but the gap is closing.

- The Judiciary and Legislative Offices show a balanced gender representation in Leadership, with women holding 50.3% and 49.5% of these roles, respectively; Government Administration is not far behind, with 50.7% of Leadership roles occupied by women.

- The Military, Defense & Space, and Security & Investigations Industries have the lowest Female representation in Leadership, with 21.8%, 23.7%, and 24.7% respectively. These fields remain significantly Male-dominated at the Leadership level.

- The upward trend in Female Leadership within key governance Industries suggests an ongoing commitment to gender equality. However, the persistent gender disparities in certain Industries, particularly those traditionally Male-dominated, underscore a need for continued efforts towards achieving Leadership balance.

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Current Workforce: Career Progression*

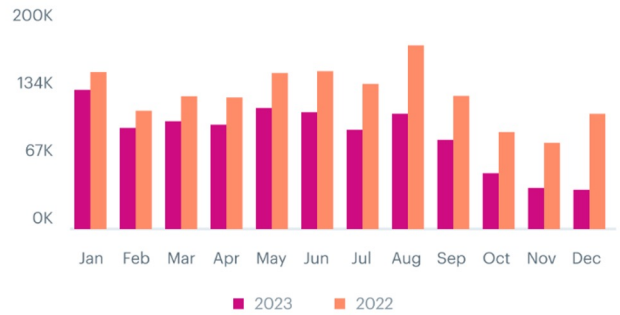## Overall Promotions per Month

■ 2023   ■ 2022
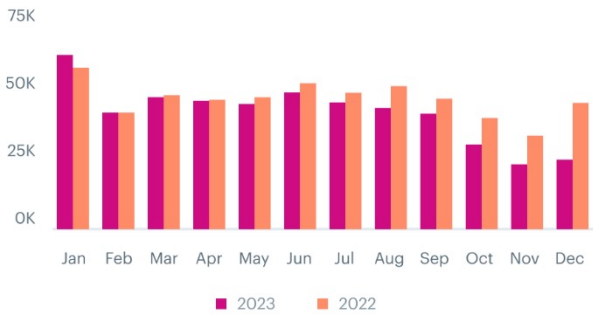
7.1% — **Legislative Office** had the *highest share* of promotions in 2023

Religious Institutions had the *lowest share* of promotions in 2023 — **1.1%**
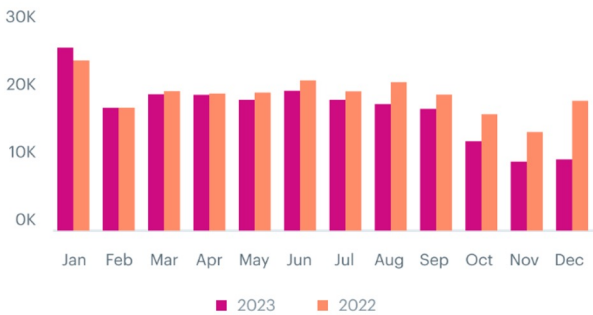
Overall Employee Exits per Month

■ 2023   ■ 2022

14.6% — **Legislative Office** had the *highest share* of employee exits in 2023

Religious Institutions had the *lowest share* of employee exits in 2023 — **3.6%**

Overall Promotions of Females

■ 2023   ■ 2022

61.4% — **Libraries** had the *highest share* of promotions of Females in 2023

Military had the *lowest share* of promotions of Females in 2023 — **16.2%**

- Legislative Office saw the highest rate of promotions, indicating robust career progression opportunities in this Industry; conversely, Religious Institutions reported the lowest share of promotions, suggesting limited advancement paths or a stable, established Leadership.

- In terms of turnover, the Legislative Office also had the highest rate of employee exits, which could reflect a dynamic, changing political climate or career moves within the Industry; Religious Institutions experienced the lowest turnover, perhaps due to the long-term vocational nature of roles in this field.

- Libraries stand out with the highest share of Female promotions, a significant 61.4%, showcasing an Industry that may be more progressive in terms of gender equality in career advancement, while the Military has the lowest share of promotions for Females at 16.2%, possibly reflecting the ongoing challenges in achieving gender parity in traditionally Male-dominated Industries.

- These patterns highlight areas within the Public Sector where there are robust opportunities for career growth and other areas where there may be room for development, particularly in terms of Gender Diversity in advancement.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Government Administration	0.5	5.8	1.5
2.	Non-profit Organization Management	0.5	2.4	1.9
3.	Defense & Space	0.3	7.2	1.5
4.	Military	0.3	18.0	0.4
5.	Civic & Social Organization	0.6	2.2	1.9
6.	Security & Investigations	0.4	5.3	1.6
7.	Law Enforcement	0.3	10.8	0.5
8.	Religious Institutions	0.8	1.3	5.0
9.	Public Safety	0.4	5.4	1.0
10.	Government Relations	0.5	3.3	1.9
	Others	0.7	2.2	1.7

- The Military has an extremely high ratio of Managers to Senior Executives (18.0), indicating a significant middle Management layer, which could either denote a strong support structure or potential bureaucracy.

- In contrast, the Military's low Senior Executives to Top Managers ratio (0.4) suggests a narrow top Leadership cadre or a streamlined path to the top Leadership.

- Religious Institutions have the highest ratio of Senior Executives to Top Managers (5.0), implying a considerable distance between senior Leadership and the highest Management levels, which might reflect a hierarchical governance structure.

- Government Administration and Non-profit Organization Management have moderate to high Manager to Senior Executive ratios (5.8 and 2.4, respectively), indicating a potentially multi-layered structure that could affect decision-making speed.

- Across most Industries, the ratio of Junior Employees to Managers is relatively low (ranging from 0.3 to 0.8), which may suggest either a lean Workforce or a significant emphasis on Managerial roles within the Public Sector.

- These ratios reflect the complexity and diversity of organizational structures within the Public Sector, highlighting the differences in Management depth and potential impact on organizational efficiency and agility.
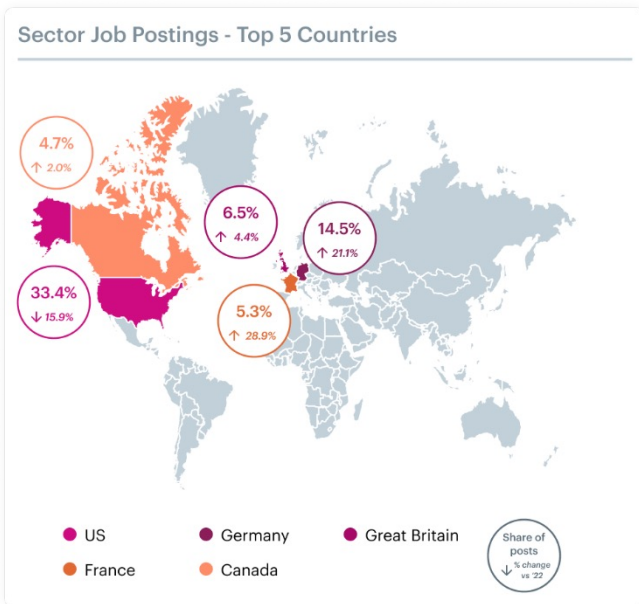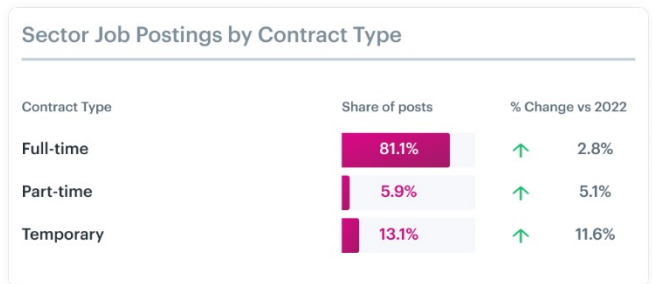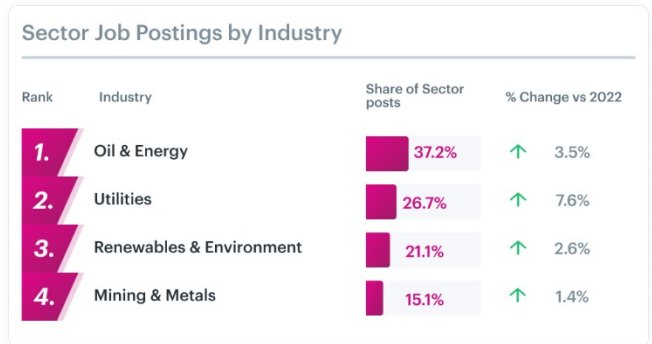
Industry Benchmarking: Detailed Sector view

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Energy, Resources & Utilities

Sector deep-dives
Energy, Resources & Utilities

Hiring: Overall Job Postings

Sector Job Postings

1.3M **New jobs posted globally in 2023** *(+4.0% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts	% Change vs 2022
1.	Oil & Energy	37.2%	↑ 3.5%
2.	Utilities	26.7%	↑ 7.6%
3.	Renewables & Environment	21.1%	↑ 2.6%
4.	Mining & Metals	15.1%	↑ 1.4%

Sector Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022
Full-time	81.1%	↑ 2.8%
Part-time	5.9%	↑ 5.1%
Temporary	13.1%	↑ 11.6%

Sector Job Postings - Top 5 Countries

- US
- Germany
- Great Britain
- France
- Canada

Share of posts ↓ % change vs '22

- In 2023, the Energy, Resources & Utilities Sector posted 1.3M new jobs worldwide, a 9.8% increase from 2022. 2023 started with an increasing trend, reaching a plateau from February to May, then declining for the rest of the year.

- Job postings peaked in March with approximately 130K posts, but then dropped to around 90K in December, the lowest point of the year.

- Geographically, the US led with 33.4% of new job posts, however, with a decrease of 15.9% compared to 2022. It was followed by Germany, Great Britain, France, and Canada, which had 14.5%, 6.5%, 5.3%, and 4.7% shares respectively. Most countries showed a strongly positive trend in job postings, with France leading with a 28.9% increase compared to 2022.

- In the Energy, Resources & Utilities Sector, Oil & Energy accounts for 37.2% of job postings, with a 3.5% increase from 2022. Utilities is the second-largest Industry, with 26.7% of job postings. Combined, these two Industries represent over 60% of all job postings.

- All Industries in the Sector saw growth in job postings compared to 2022: 7.8% in Utilities, 2.6% in Renewables & Environment (21.1% of job posts), and 1.4% in Mining & Metals (15.1% share of job postings).

- The majority of the new job postings were for full-time positions (81.1% share, a 2.8% increase from 2022), followed by temporary (13.1% share) and part-time positions (5.9% share). All three types of contracts saw growth vs 2022: 2.8% for full-time, 11.6% for temporary, and 5.1% for part-time. The strongest increase in temporary contracts is understandable in view of existing economic uncertainty.

Sector deep-dives
Energy, Resources & Utilities

Hiring: AI Job Postings

Sector AI Job Postings

31K **New Sector AI jobs posted in 2023** *(-17.0% vs. 2022)*
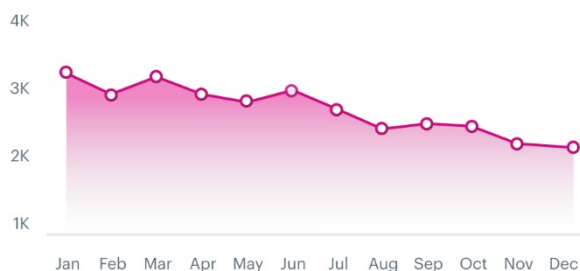
- The Energy, Resources & Utilities Sector reported 31K new job postings for AI-related jobs, a decrease of 17.0% compared to 2022 – however, this decline was less drastic than that of the overall job market.

- The number of new AI job postings showed a general downward trend throughout the year, with increases in March and June.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	32.5%	↓ 34.5%
2.	Germany	13.8%	↑ 14.2%
3.	India	10.4%	↓ 15.9%
4.	Great Britain	9.8%	↓ 23.6%
5.	Italy	3.6%	↑ 19.8%

- In line with the overall geography rankings for the Energy, Resources & Utilities Sector, the US leads in AI job postings, comprising 32.5% of the total. The number of AI job posts in the US saw a decline of 34.5% compared to 2022.

- Two countries that didn't make the Top 5 countries list for overall job posts, appeared in the Top 5 for AI job posts: India with a 10.4% share (down by 15.9% from 2022) and Italy with a 3.6% share (up by 19.8% from 2022).

- Germany had a 13.8% share of postings, seeing an increase in postings by 14.2% vs 2022, whereas Great Britain, with a 9.8% share of posts, saw a decline of 23.6% compared to 2022.
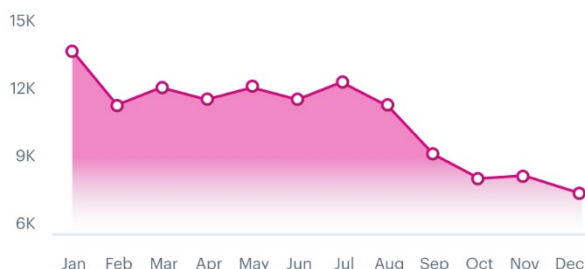
Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Oil & Energy	38.5%	↓ 25.1%
2.	Utilities	30.8%	↓ 12.3%
3.	Renewables & Environment	22.8%	↓ 7.4%
4.	Mining & Metals	8.0%	↓ 16.2%

- In the Industry lens, Oil & Energy had the highest proportion of new AI job posts at 38.5%, with a decrease of 25.1% compared to 2022.

- Other Industries were spread in the same order as for overall job postings: Utilities (30.8% share), Renewables & Environment (22.8% share), and Mining & Metals (8.0% share).

- All Industries within the Energy, Resources & Utilities Sector experienced a drop in new AI job posts compared to 2022: Utilities by -12.3%, Renewables & Environment by -7.4%, and Mining & Metals by -16.2%.

Hiring: Remote Job Postings

Sector Remote Job Postings

124K New sector remote jobs posted in 2023 *(+20.3% vs. 2022)*

- The Energy, Resources & Utilities Sector posted 124K new job ads for remote positions, an increase of 20.3% compared to 2022. This increase is diametrically opposed to that of the overall job market (-12.9%), signaling an increase in job flexibility in the Sector.

- The number of new remote job postings showed a general downward trend throughout the year, peaking at 13K job posts in January. However, it plateaued from February until July, then significantly declined to reach its lowest value of 7K job posts in December.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	45.3%	↓ 2.2%
2.	Germany	21.1%	↑ 111.5%
3.	Great Britain	8.9%	↑ 38.3%
4.	Canada	6.9%	↓ 19.2%
5.	Australia	3.4%	↑ 44.7%

- In line with the overall geography rankings for the Energy, Resources & Utilities Sector, the US had the highest proportion of remote job posts at 45.3%, decreasing by 2.2% compared to 2022.

- Among the Top 5 countries for remote job postings, Australia is the only one that did not make it to the Top 5 for overall job postings. It had a 3.4% share, up by 44.7% from 2022.

- Germany (21.1% share) experienced the most significant increase in new remote job posts with a growth of 111.5%, followed by Australia and Great Britain (8.9% share) at 16.0%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Utilities	33.0%	↑ 24.8%
2.	Oil & Energy	32.8%	↑ 14.8%
3.	Renewables & Environment	26.4%	↑ 27.2%
4.	Mining & Metals	7.8%	↑ 6.1%

- In the Industry lens, Utilities had the highest proportion of new remote job posts in 2023, at 33.0%. The number of remote job posts increased by 24.8% compared to 2022.

- Directly after was the Oil & Energy Industry with a 32.8% share of job posts and an increase in postings of 14.8% compared to 2022.

- Two other Industries, Renewables & Environment (26.4% share) and Mining & Metals (7.8% share), saw an increase in the number of remote job postings, of 27.2% and 7.8%, respectively.
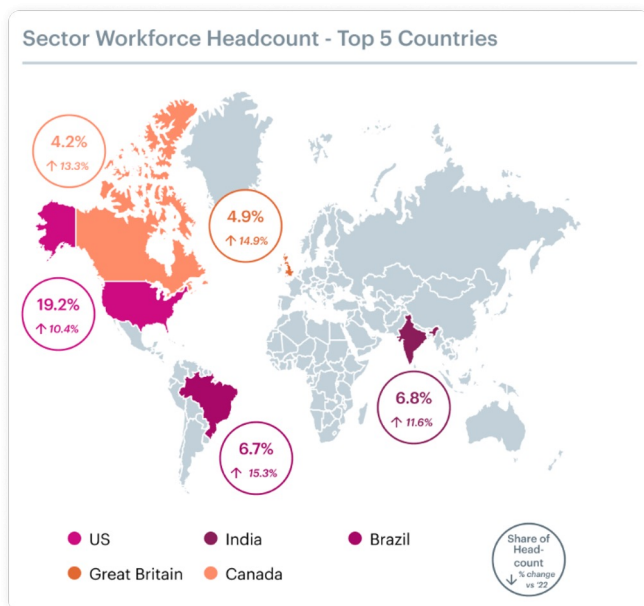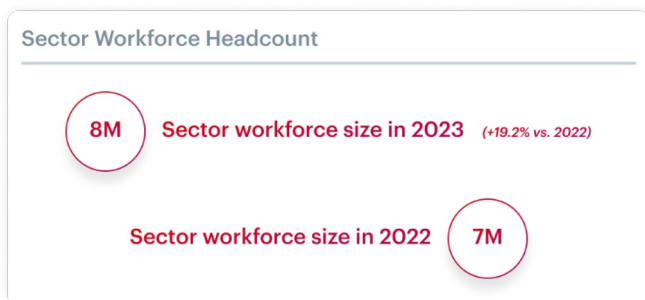
Sector deep-dives
Energy, Resources & Utilities

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		33.3%	↑	3.2%	Oil & Energy
2.	Management		27.8%	↑	7.1%	Oil & Energy
3.	Operations		23.8%	↑	1.7%	Oil & Energy
4.	Planning		18.1%	↑	7.9%	Oil & Energy
5.	English Language		14.8%	↑	15.0%	Oil & Energy
6.	Customer Service		13.9%	↓	4.8%	Oil & Energy
7.	Leadership		13.8%	↓	4.4%	Oil & Energy
8.	Project Management		12.9%	↑	2.9%	Oil & Energy
9.	Sales		12.8%	↑	5.8%	Oil & Energy
10.	Microsoft Office		12.5%	↑	4.7%	Oil & Energy

- The top two skills required in the Energy, Resources & Utilities Sector align with the overall Top 10 skills. These are Communication and Management, with shares of 33.2% and 27.8%, respectively.

- Upon analyzing the Energy, Resources & Utilities Sector skill demand, no Sector-specific (different from the overall Top 10) skills were identified. However, important skills for this Sector, such as Operations and Planning, are in high demand, with shares of job postings listing them at 23.8% and 18.1%, respectively.

- As expected, the Oil & Energy Industry is the primary Industry requiring all top ten skills. This is due to the majority of new Energy, Resources & Utilities job postings being in this Industry.

- Most of the top ten skills saw an increase in demand over the past year, in line with the overall growth of job postings in the Sector. The English Language had the largest increase (15.0%), followed by Planning (7.9%) and Sales (5.8%).

- From the Top 10 skills, Customer Service (-4.8%) and Leadership (-4.4%) saw a decrease in demand.
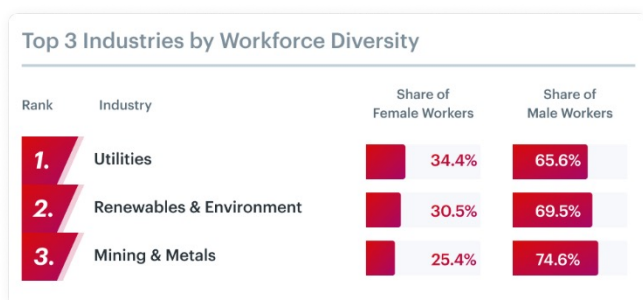
Sector deep-dives
Energy, Resources & Utilities

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Current Workforce: Overall*

Sector Workforce Headcount

8M — **Sector workforce size in 2023** *(+19.2% vs. 2022)*

Sector workforce size in 2022 — **7M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Oil & Energy	47.6%	↑ 17.3%
2.	Utilities	21.6%	↑ 23.4%
3.	Mining & Metals	18.4%	↑ 16.4%
4.	Renewables & Environment	12.4%	↑ 23.9%

Sector Workforce Headcount - Top 5 Countries

- 4.2% ↑ 13.3%
- 4.9% ↑ 14.9%
- 19.2% ↑ 10.4%
- 6.8% ↑ 11.6%
- 6.7% ↑ 15.3%

● US   ● India   ● Brazil
● Great Britain   ● Canada
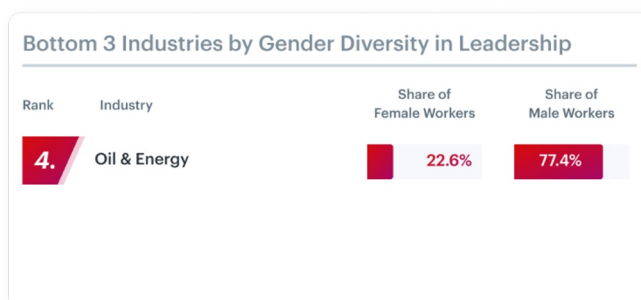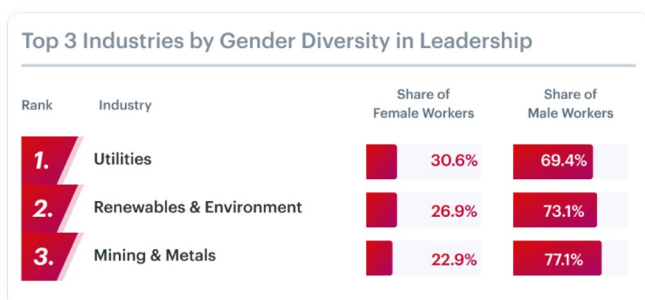
Share of Headcount ↓ % change vs '22

- The Sector saw a significant increase in Workforce size, up from 7 million in 2022 to 8 million in 2023, marking a 19.2% rise.

- The United States has the largest share of the Sector's Workforce, accounting for 19.2%, with a 10.4% increase compared to the previous year. Notable increases are observed in India (6.8% share, up by 11.6% vs 2022) and Brazil (6.7% share, up by 15.3% vs 2022), reflecting their growing impact in the Sector.

- Oil & Energy holds the largest share with 47.6% of the Workforce, experiencing a 17.3% increase compared to previous year.

- The Utilities and Renewables & Environment Industries also saw robust growth, outpacing the Sector, at 23.4% and 23.9% respectively, which may indicate a strong focus on sustainable energy and infrastructure development.

- Mining & Metals remains a significant portion of the Workforce at 18.4%, with a 16.4% growth, suggesting ongoing demand for raw materials and commodities.

- The data suggests a healthy expansion within the Energy, Resources & Utilities Sector, with a particularly strong push towards renewables and sustainable practices as reflected in Workforce growth. Emerging economies like India and Brazil are becoming increasingly significant players in this global Sector.

Sector deep-dives
Energy, Resources & Utilities

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 28.0%	Male 72.0%
2022	Female 27.9%	Male 72.1%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Utilities	34.4%	65.6%
2.	Renewables & Environment	30.5%	69.5%
3.	Mining & Metals	25.4%	74.6%

Bottom Industry by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
4.	Oil & Energy	25.2%	74.8%

- The Workforce diversity within the Energy, Resources & Utilities Sector for 2023 indicates a slight increase in Female participation, with Female Workforce representation seeing a minor increase to 28.0% from 27.9% in the previous year; Male representation has marginally decreased from 72.1% to 72.0%.

- The small incremental change in overall Gender Diversity suggests that while there is progress, there is still substantial room for improvement in equal gender representation within the Sector.

- The stronger Female representation in Utilities and Renewables & Environment indicates a trend towards diversity in Industries that are focusing on sustainable development.

- The lower levels of Female participation in traditional energy Industries highlight a potential focus area for diversity and inclusion efforts.

- Utilities has the highest Female representation at 34.4%, suggesting more balanced gender inclusion in this Industry.

- The Renewables & Environment Industry follows closely with 30.5% Female Workforce participation, which may reflect the growing appeal of sustainable Industries to a diverse talent pool.

- Oil & Energy remains more Male-dominated, being the least diverse Industry in the Sector, with Female representation at 25.2%.

Sector deep-dives
Energy, Resources & Utilities

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

Year	Female	Male
2023	Female 25.0%	Male 75.0%
2022	Female 24.3%	Male 75.7%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Utilities	30.6%	69.4%
2.	Renewables & Environment	26.9%	73.1%
3.	Mining & Metals	22.9%	77.1%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
4.	Oil & Energy	22.6%	77.4%

- For the Energy, Resources & Utilities Sector in 2023, the diversity in Leadership roles shows an increase in Female Leadership to 25.0% from 24.3% in 2022.

- The Utilities Industry leads with 30.6% Female Leadership representation.

- Renewables & Environment follows with 26.9%, indicating progressive strides in Gender Diversity within these forward-thinking Sectors.

- Mining & Metals has 22.9% Female Leadership, while still on the lower end, showing some improvement.

- The Oil & Energy Industry remains the least gender-diverse in Leadership roles, with women holding 22.6% of these positions.

- This data underscores a slow yet positive shift towards Gender Diversity in Leadership within the Sector, with a noticeable difference between more traditional Industries and those aligned with sustainable practices.

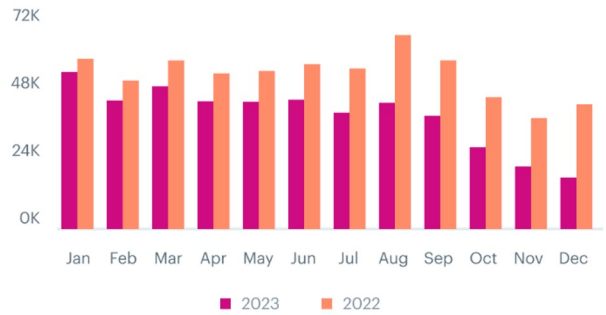# Current Workforce: Career Progression*

Overall Promotions per Month

■ 2023 ■ 2022
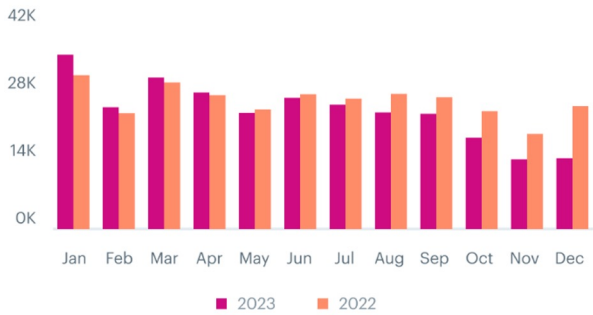
4.3% **Renewables & Environment** had the *highest share* of promotions in 2023

Oil & Energy had the *lowest share* of promotions in 2023 **3.1%**

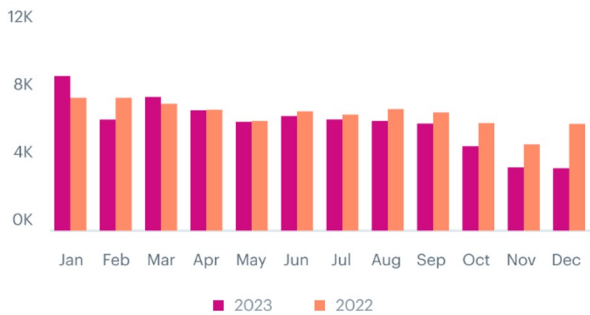### Overall Employee Exits per Month

■ 2023 ■ 2022

8.7% **Renewables & Environment** had the *highest share* of employee exits in 2023

Oil & Energy had the *lowest share* of employee exits in 2023 **5.1%**

Overall Promotions of Females

■ 2023 ■ 2022

29.8% **Utilities** had the *highest share* of promotions of Females in 2023

Oil & Energy had the *lowest share* of promotions of Females in 2023 **23.4%**

- Renewables & Environment saw the highest share of promotions in 2023 at 4.3%, which may reflect growth and investment in sustainable Sectors. Oil & Energy had the lowest share of promotions at 3.1%, indicating possibly slower growth or fewer opportunities for upward mobility in this traditional Sector.*

- Renewables & Environment also experienced the highest employee turnover at 8.7%, which could suggest a volatile job market or a shift towards different opportunities within the green sector. In contrast, Oil & Energy reported the lowest turnover at 5.1%, possibly due to more stable employment or less movement within the Industry*.

- Utilities stood out with the highest share of promotions for Females at 29.8%, showing progressive gender inclusion in terms of career advancement. Conversely, Oil & Energy had the lowest share of promotions for Females at 23.4%, pointing to areas for improvement in gender parity within this Sector.

- These insights highlight a dynamic employment landscape within the Energy, Resources & Utilities Sector, with significant movements in sustainable Industries and a call to enhance gender equality in career progression.

Sector deep-dives
Energy, Resources & Utilities

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers		# of Managers / # of Senior Executives		# of Senior Executives / # of Top Managers	
1.	Oil & Energy		0.3		9.0		1.3
2.	Utilities		0.4		7.1		1.6
3.	Mining & Metals		0.4		7.3		1.4
4.	Renewables & Environment		0.3		4.6		1.2

- The Oil & Energy Industry shows a high Manager to Senior Executive ratio, indicating a potentially tall hierarchy that may slow decision-making but provides clear Managerial oversight.

- Utilities have a slightly larger ratio of Junior Employees to Managers, which could suggest a wider span of control and potentially more direct oversight from Management.

- Mining & Metals demonstrate similar ratios to Utilities, which may indicate a traditional approach to organizational structure within these established Industries.

- Renewables & Environment shows a leaner Management structure, with the lowest Manager to Senior Executive ratio, pointing to a flatter organization that might foster agility and quick decision-making — key in fast-evolving Industries.

- The organizational design within this Sector reflects the diverse nature of the Industries, from traditional, established fields to rapidly growing, innovative fields. The data suggests that while traditional energy fields maintain more hierarchical structures, the renewables are leaning towards more streamlined, agile Management practices.

Industry Benchmarking: Detailed Sector view

Advanced Manufacturing & Services

Sector deep-dives
Advanced Manufacturing & Services

Hiring: Overall Job Postings

Sector Job Postings

9.7M **New jobs posted globally in 2023** *(-3.0% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts		% Change vs 2022
1.	Construction	17.9%	↓	0.1%
2.	Automotive	12.4%	↑	0.5%
3.	Transportation / Trucking / Railroad	11.0%	↑	5.3%
4.	Electrical / Electronic Manufacturing	6.8%	↓	5.9%
5.	Mechanical / Industrial Engineering	6.7%	↑	2.9%
6.	Facilities Services	5.3%	↑	1.5%
7.	Machinery	5.3%	↓	4.1%
8.	Logistics & Supply Chain	4.3%	↓	3.2%
9.	Aviation & Aerospace	3.8%	↓	11.5%
10.	Civil Engineering	3.3%	↑	5.7%
	Others	23.1%	↓	10.8%
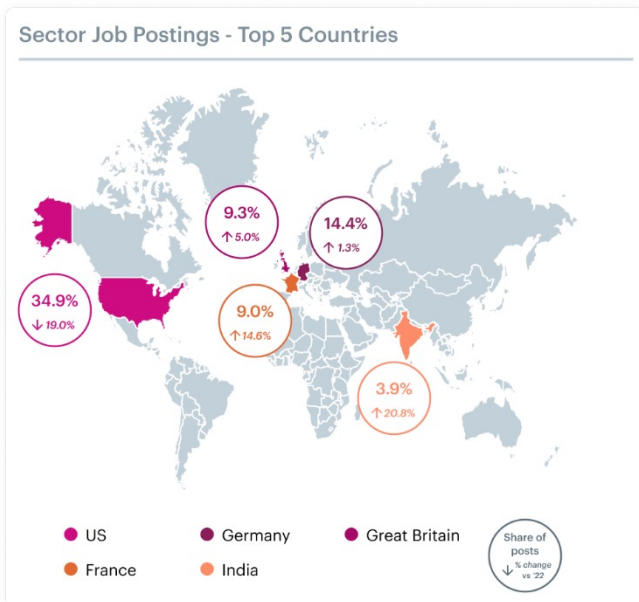
Sector Job Postings - Top 5 Countries

- US
- Germany
- Great Britain
- France
- India

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts		% Change vs 2022
Full-time	80.7%	↓	3.2%
Part-time	7.3%	↑	0.8%
Temporary	12.0%	↓	3.5%

- In 2023, the Advanced Manufacturing & Services Sector globally posted 9.7 million new jobs, marking a 3.0% decrease compared to 2022. Hiring was relatively stable in January and February, significantly increased in March, and peaked in May-June with approximately 900,000 job postings, followed by a steady decline, reaching ~670,000 postings in December.

- From a geographical standpoint, the US had the highest share of new job posts at 34.9%, followed by Germany, Great Britain, France and India (14.4%, 9.3%, 9.0% and 3.9% share respectively), with most of the countries showing a positive trend of job postings.

- A detailed examination of the Advanced Manufacturing & Services Sector reveals that the Top 10 Industries account for a little under 80% of job postings. Construction is leading with 17.9% of total job postings (decreasing by 0.1% from 2022). Other significant Industries in the Top 10 include: Automotive (12.4%) and Transportation / Trucking / Railroad (11.0%), number of job postings in which increased by 0.5% and 5.3% respectively.

- Apart from beforementioned Industries, Civil Engineering (3.3% share) increased by 5.7% compared to 2022, whereas Aviation & Aerospace (3.8%) and Electrical / Electronic Manufacturing (6.8%) saw biggest decreases of 11.5% and 5.9% respectively for the same period.

- A significant majority of new job posts were for full-time positions, which had an 80.7% share, with a 3.2% decline from 2022. This was followed by temporary positions (12.0% share) and part-time positions (7.3% share). Both part-time and temporary positions saw moderate growth from 2022, with increases of 1.4% and 1.5% respectively.

Sector deep-dives
Advanced Manufacturing & Services

AURA℠

Hiring: AI Job Postings

Sector AI Job Postings

268K **New Sector AI jobs posted in 2023** *(-26.5% vs. 2022)*

- The Advanced Manufacturing & Services Sector reported 268K new postings for AI-related jobs, a decrease of 26.5% compared to 2022. This is a steeper decline compared to the overall job market.

- The number of new AI job postings showed a general downward trend throughout the year, starting at its peak of ~27K in January and steadily falling to ~17K in December, with a significant dip in April.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	32.8%	↓ 36.9%
2.	India	16.6%	↓ 8.3%
3.	Germany	9.9%	↓ 25.9%
4.	Great Britain	9.4%	↓ 33.3%
5.	France	4.9%	↑ 10.7%

- In line with the overall geography rankings for the Advanced Manufacturing & Services job postings, the US leads in AI job postings, comprising 32.8% of the total. US AI job postings declined by 36.9% compared to 2022.

- India came second with a notable 16.6% share of posts (albeit a decline of 8.3% compared to 2022). This could signal about demand for Workforce with new technological capabilities being generally higher and less affected in developing countries, compared to the rest.

- Majority of the countries saw a decline in new AI job postings compared to 2022: Great Britain at -33.3%, and Germany at -25.9%, while France saw an increase of 10.7%.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Construction	15.7%	↓ 22.5%
2.	Automotive	11.6%	↓ 26.2%
3.	Electrical / Electronic Manufacturing	11.6%	↓ 34.4%
4.	Mechanical / Industrial Engineering	10.3%	↓ 26.2%
5.	Aviation & Aerospace	7.6%	↓ 29.8%
6.	Research	6.2%	↓ 13.0%
7.	Transportation / Trucking / Railroad	5.7%	↓ 7.4%
8.	Semiconductors	5.0%	↓ 42.6%
9.	Machinery	4.9%	↓ 23.6%
10.	Biotechnology	3.0%	↓ 41.2%
	Others	18.4%	↓ 23.5%

- In the Industry lens, Construction had the highest proportion of new AI job posts at 15.7%, with a decrease of 22.5% compared to 2022.

- The Aviation & Aerospace Industry was fifth in AI job postings, holding a 7.6% share. However, it ranked ninth in overall job postings, with a 3.8% share.

- Semiconductors came eighth and Biotechnology tenth in AI job postings, making up 5.0% and 3.0% of the total respectively, however, not making to the Top 10 Industries for overall job postings in the Advanced Manufacturing & Services Sector.

- All Industries within the Advanced Manufacturing & Services Sector experienced a drop in new AI job posts compared to 2022. The most significant declines were in the Semiconductors (-42.6%), Biotechnology (-41.2%), and Electric / Electronic Manufacturing (-34.4%) Industries.
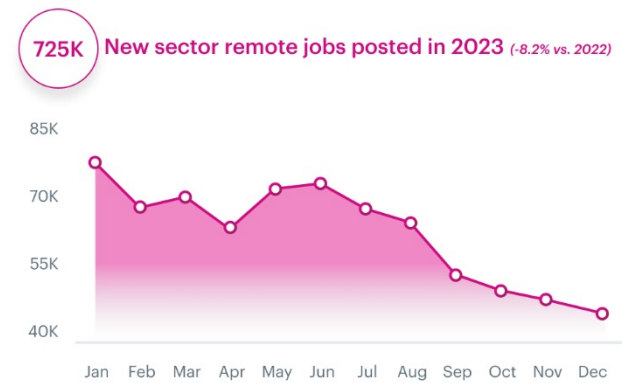
Sector deep-dives
Advanced Manufacturing & Services

AURA

Hiring: Remote Job Postings

Sector Remote Job Postings

725K **New sector remote jobs posted in 2023** *(-8.2% vs. 2022)*

- The Advanced Manufacturing & Services Sector posted 725K new job ads for remote positions, a decline of 8.2% compared to 2022. This decline is less than that of the overall job market.

- The number of new remote job postings fluctuated throughout the year, peaking at 77K in January and showing an overall declining trend, reaching its lowest value of 45K in December, with in-year fluctuations in March and May-June.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	46.8%	↓ 27.9%
2.	Germany	15.4%	↑ 67.8%
3.	Great Britain	10.4%	↓ 17.0%
4.	France	4.7%	↑ 239.4%
5.	Canada	3.3%	↓ 4.7%

- In line with the overall geography rankings for the Advanced Manufacturing & Services Sector, the US had the highest proportion of remote job posts at 46.8%, with their volume decreasing by 27.9% compared to 2022.

- Among the Top 5 countries for remote job postings, Canada is the only one that did not make it to the Top 5 for overall job postings. It had a 3.3% share, number of job posts decreasing by 4.7% from 2022.

- France experienced the most significant increase in new remote job posts with a growth of 239.4%, followed by Germany at 67.8%.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Construction	13.8%	↓ 18.2%
2.	Electrical / Electronic Manufacturing	13.4%	↓ 9.3%
3.	Transportation / Trucking / Railroad	11.0%	↑ 79.3%
4.	Automotive	9.6%	↓ 7.9%
5.	Civil Engineering	7.8%	↓ 5.9%
6.	Mechanical / Industrial Engineering	6.8%	↓ 11.9%
7.	Machinery	5.3%	↓ 9.3%
8.	Aviation & Aerospace	5.1%	↓ 10.0%
9.	Research	4.2%	↓ 24.7%
10.	Biotechnology	3.9%	↓ 33.9%
	Others	19.0%	↓ 12.2%

- In terms of Industries, Construction had the highest proportion of new remote job posts in 2023, at 13.8%. Number of remote job posts decreased by 18.2% compared to 2022.

- Most Industries within the Advanced Manufacturing & Services Sector experienced a drop in the number of new remote job postings compared to 2022. The most significant declines were in Biotechnology (-33.9%) and Research (-24.7%).

- Despite the overall downward trend in 2023 compared to 2022, some Industries saw an increase in remote job postings. Notably, Transportation / Trucking / Railroad (with a 11.0% share) increased by 79.3%.

Sector deep-dives
Advanced Manufacturing & Services

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022		Most prominent industry
1.	Communication		27.8%	↓	7.1%	Construction
2.	Management		21.3%	↓	3.9%	Construction
3.	Customer Service		15.4%	↓	12.5%	Automotive
4.	Sales		14.9%	↓	2.8%	Automotive
5.	Operations		13.8%	↓	8.9%	Construction
6.	English Language		12.9%	↑	2.8%	Automotive
7.	Leadership		12.7%	↑	2.6%	Research
8.	Planning		12.1%	↓	2.5%	Construction
9.	Microsoft Office		10.3%	↓	5.5%	Construction
10.	Microsoft Excel		9.3%	↓	5.5%	Construction

- The top four skills required in the Advanced Manufacturing & Services Sector align with the overall Top 10 skills. These are Communication, Management, Customer Service, and Sales, with a share of 27.8%, 21.3%, 15.4%, and 14.9%, respectively.

- Analyzing the Advanced Manufacturing & Services Sector skill demand, no Sector-specific (different from the overall Top 10) skills were identified; however, skills, important for this Sector, such as Operations, Leadership and Planning, are in high demand, with shares of job postings listing them of 13.8%, 12.7% and 12.1%, respectively.

- As expected, the Construction Industry is the primary Industry requiring all top ten skills – this is due to the majority of new Advanced Manufacturing & Services job postings being in this Industry.

- Most of the top ten skills saw a decline over the past year. Customer Service had the largest drop (-12.5%), followed by Operations (-8.9%) and Communication (-7.1%).

- From the Top 10 skills, Leadership (2.6%) and English Language (2.8%) saw an increase in demand.

Sector deep-dives
Advanced Manufacturing & Services

Current Workforce: Overall*

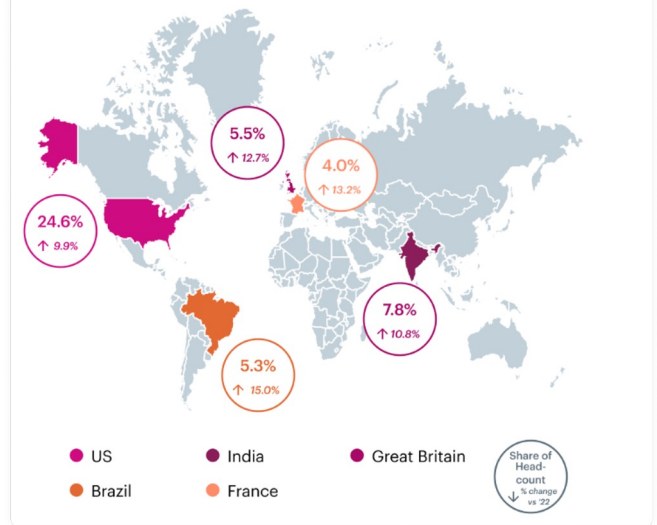### Sector Workforce Headcount

34M Sector workforce size in 2023 *(+16.7% vs. 2022)*

Sector workforce size in 2022 **31M**

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Construction	15.7%	↑ 20.0%
2.	Automotive	11.9%	↑ 16.5%
3.	Electrical / Electronic Manufacturing	6.8%	↑ 12.3%
4.	Mechanical / Industrial Engineering	6.3%	↑ 17.9%
5.	Research	5.8%	↑ 12.6%
6.	Logistics & Supply Chain	5.5%	↑ 16.4%
7.	Transportation / Trucking / Railroad	5.4%	↑ 14.8%
8.	Civil Engineering	4.1%	↑ 17.4%
9.	Machinery	4.1%	↑ 17.2%
10.	Chemicals	4.1%	↑ 16.8%
	Others	30.3%	↑ 17.1%

Sector Workforce Headcount - Top 5 Countries

- 5.5% ↑ 12.7%
- 4.0% ↑ 13.2%
- 24.6% ↑ 9.9%
- 7.8% ↑ 10.8%
- 5.3% ↑ 15.0%

● US ● India ● Great Britain
● Brazil ● France

Share of Headcount / % change vs '22

- The US (24.6% share, +9.9% growth) and India (7.8% share, +10.8% growth) remain dominant in the Sector, reinforcing their roles as major players in advanced manufacturing and strategic centers for business development.

- Brazil (5.3% share, +15.0% growth) not only holds a significant Workforce share but also shows the highest growth rate, suggesting a rapidly strengthening Sector that is ripe for investments.

- Great Britain (5.5% share, +12.7% growth) and France (4.0% share, +13.2% growth) exhibit some of the highest growth rates, highlighting these countries as emerging influential players in the Industry.

- The Advanced Manufacturing & Services Sector is experiencing substantial growth, growing from 31M in 2022 to 34M in 2023 (up by 16.7%), emphasizing the need for companies to invest in scaling operations and Workforce capabilities.

- Construction holds the largest share within the Sector at 15.7%, with an impressive year-over-year growth of 20.0%. This suggests robust construction activities, likely driven by global infrastructure developments. Automotive and Electrical / Electronic Manufacturing also show strong growth rates of 16.5% and 12.3% respectively, signaling escalating manufacturing demands and technological advancements in these fields.

    - The significant Workforce increases in the Construction Industry indicate a booming infrastructure sector, potentially opening avenues for related Industries.

- Research, while occupying a smaller share of 5.8%, shows a healthy growth of 12.6%, highlighting the Sector's focus on innovation and technological research. Other Industries such as Logistics & Supply Chain and Machinery also experience significant Workforce increases, underscoring the diverse and dynamic nature of the Sector.

- High growth rates in the US and India could signal that businesses consolidate and expand their presence in these key markets. Brazil's notable growth rate, the highest among the top countries, presents an opportunity for businesses to explore new investments or expansions in this emerging market.

Author's Note: We acknowledge a limitation of working with Workforce data, aggregated from public sources, where the number of profiles does not decrease (e.g., a retired person does not delete their professional profile), while we see constant additions to the Workforce (e.g., university graduates, people creating multiple profiles etc.). Analysis conducted and insights drawn with the mentioned limitations in mind.

Sector deep-dives
Advanced Manufacturing & Services

Current Workforce: Diversity

Sector Workforce Diversity

2023	Female 30.9%	Male 69.1%
2022	Female 30.9%	Male 69.1%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Research	48.6%	51.4%
2.	Biotechnology	48.5%	51.5%
3.	Textiles	40.7%	59.3%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
27.	Machinery	24.1%	75.9%
28.	Shipbuilding	23.6%	76.4%
29.	Industrial Automation	23.3%	76.7%

- The Advanced Manufacturing & Services Sector has maintained a steady gender distribution from 2022 to 2023. Female representation remained unchanged at 30.9% and Male at 69.1%.

- With Female representation at 48.6% and Male at 51.4%, the Research Industry is the leader in Gender Diversity within the Advanced Manufacturing & Services Sector – this Industry is closest to achieving gender parity.

- Biotechnology and Textiles show relatively higher Female participation, with women making up 48.5% and 40.7% of the Workforce, respectively. Although not at parity, these Industries are above the Sector average for Female representation.

- The Industries of Machinery, Shipbuilding, and Industrial Automation show significantly lower Female representation, with percentages at 24.1%, 23.6%, and 23.3% respectively, suggesting a notable gender gap in these fields.

Sector deep-dives
Advanced Manufacturing & Services

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Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

2023	Female 26.7%	Male 73.3%
2022	Female 26.2%	Male 73.8%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Biotechnology	45.6%	54.4%
2.	Research	45.0%	55.0%
3.	Business Supplies & Equipment	30.2%	69.8%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
27.	Shipbuilding	20.5%	79.5%
28.	Machinery	19.9%	80.1%
29.	Industrial Automation	18.6%	81.4%

- The Advanced Manufacturing & Services Sector has observed a very minimal progression in Gender Diversity in Leadership roles from 2022 to 2023. Female representation has slightly increased from 26.2% to 26.7%, whereas Male representation has slightly decreased from 73.8% to 73.3%. This subtle shift highlights a gradual movement toward gender balance in Leadership within the Sector.

- Biotechnology leads with the highest Female representation at 45.6%, marking a considerable move towards gender parity compared to other Industries within the Sector. This Industry stands as a model with a significantly balanced gender ratio in Leadership.

- Research closely follows, with women holding 45.0% of Leadership roles. This exceeds the average for the Sector, illustrating effective measures in promoting Gender Diversity.

- Business Supplies & Equipment also appears significantly, with 30.2% Female Leadership. While not at parity, it reflects a positive direction towards inclusivity.

- At the lower end of the spectrum, Industrial Automation, Machinery, and Shipbuilding possess considerably less Female representation in Leadership roles, with 18.6%, 19.9%, and 20.5%, respectively. These figures underscore a pronounced gender disparity and indicate that these areas are trailing in diversity and inclusion endeavors.

Current Workforce: Career Progression*
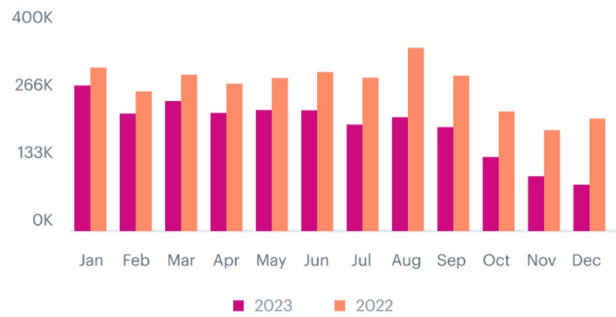
Overall Promotions per Month

■ 2023 ■ 2022
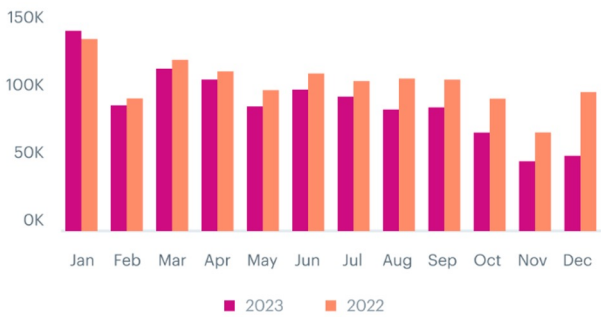
5.7% — **Biotechnology** had the *highest share* of promotions in 2023

Package / Freight Delivery had the *lowest share* of promotions in 2023 — **1.9%**

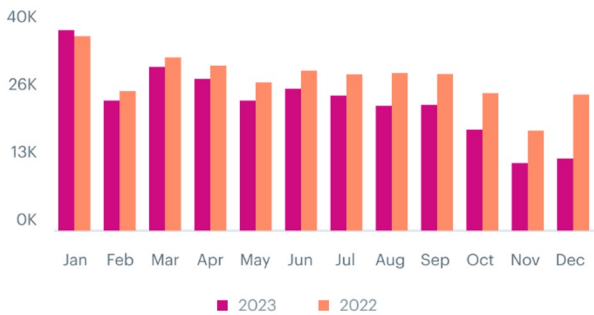## Overall Employee Exits per Month

■ 2023 ■ 2022

9.0% — **Biotechnology** had the *highest share* of employee exits in 2023

Airlines / Aviation had the *lowest share* of employee exits in 2023 — **4.5%**

Overall Promotions of Females

■ 2023 ■ 2022

42.3% — **Biotechnology** had the *highest share* of promotions of Females in 2023

Industrial Automation had the *lowest share* of promotions of Females in 2023 — **18.8%**

- From 2022 to 2023, the Advanced Manufacturing & Services Sector showed notable differences in career progression trends, particularly in promotions and employee turnover across various Industries*. Biotechnology led in both overall promotions and employee exits, suggesting a dynamic but possibly volatile environment, whereas Package / Freight Delivery and Airlines / Aviation Industries showed more stability but less growth in terms of promotions.

- Package / Freight Delivery reported the lowest share of promotions in 2023 at only 1.9%, which might reflect limited career progression opportunities within this Industry.

- Airlines / Aviation had the lowest share of employee exits in 2023 at 4.5%, suggesting higher job stability or satisfaction in this Industry compared to others within the Sector. The pattern of employee exits over the year 2023 saw a downward trend, with the lowest rates observed in November and December, suggesting improvements in retention strategies or decreased job market activity towards the year's end.

- The overall higher exit rates in Biotechnology might also be driven by the higher promotion rates, indicating that while promotions are frequent, they might not always align with long-term employee retention.

- Biotechnology notable for the highest promotion rate of Females in 2023 at 42.3%, a positive indicator of gender inclusion and advancement opportunities within this Industry.

Author's Note: We acknowledge a limitation of working with self-reported Workforce data, dependent on when individuals decide to update their profile information. Overview for 2023 may be affected by the fact that not all individuals might have updated their profiles with changes in their position – promotion, exit etc.. Analysis conducted and insights drawn with the mentioned limitations in mind.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Construction	0.3	5.1	1.3
2.	Automotive	0.4	7.7	1.4
3.	Electrical / Electronic Manufacturing	0.3	6.8	1.6
4.	Mechanical / Industrial Engineering	0.3	6.5	1.6
5.	Research	0.8	5.0	1.6
6.	Logistics & Supply Chain	0.4	4.4	2.2
7.	Transportation / Trucking / Railroad	0.4	5.2	1.6
8.	Civil Engineering	0.3	5.1	2.3
9.	Machinery	0.4	6.9	1.4
10.	Chemicals	0.4	6.0	1.9
	Others	0.4	5.2	1.7

Junior Employees to Managers

- Construction and Civil Engineering show lower Junior-to-Manager ratios (0.3), indicating a tighter control or possibly more direct oversight of Junior staff, while Research has a higher ratio (0.8), suggesting a more autonomous environment for Junior Employees or potentially less direct supervision.

- Machinery and Civil Engineering present an opportunity for reassessment of Managerial layers to potentially enhance Junior employee productivity.

- Electrical / Electronic Manufacturing, Logistics & Supply Chain, Automotive and Machinery had a ratio of approximately 0.4, suggesting a balanced supervisory framework conducive to operational efficiency.

Managers to Senior Executives

- Automotive and Machinery have the highest ratios (7.7 and 6.9 respectively), indicating a significant middle Management layer which could impact agility and decision-making speeds. Electrical / Electronic Manufacturing follows closely with a ratio of 6.8, suggesting a potentially bureaucratic layer that may need streamlining for better efficiency.

- Logistics & Supply Chain and Other Industries exhibit lower ratios (4.4 and 5.2 respectively), potentially indicating fewer barriers to strategic decision-making. Research and Transportation / Trucking / Railroad have a mid-range ratio (5.0 and 5.2), which might balance oversight with strategic flexibility. Lower ratios in Research (5.0) suggest a more streamlined Management, possibly facilitating faster strategic responses.

Senior Executives to Top Managers

- Civil Engineering shows the highest ratio (2.3), reflecting a potentially complex hierarchy at the top levels which could slow down decision-making. Research and Transportation / Trucking / Railroad both exhibit ratios that indicate a possibly efficient top-level structure that can aid quick decision-making and agile responses (1.6). Construction and Automotive show lower ratios (1.3 and 1.4), suggesting a flatter Top Management structure conducive to faster strategic implementations.

- Machinery and Chemicals demonstrate higher Senior Executive to Top Managers ratios (1.4 and 1.9), proposing a more layered Top Management that might affect agility.

- The distinct difference in the ratios across Industries like Electrical / Electronic Manufacturing and Machinery suggests varying strategies in Leadership and control at the highest levels.

Industry Benchmarking: Detailed Sector view

Entertainment & Media

Sector deep-dives
Entertainment & Media

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Hiring: Overall Job Postings

Sector Job Postings

4.6M **New jobs posted globally in 2023** *(-5.4% vs. 2022)*

Sector Job Postings by Industry

Rank	Industry	Share of Sector posts	% Change vs 2022	
1.	Hospitality	28.2%	↓	11.1%
2.	Restaurants	22.8%	↓	6.6%
3.	Telecommunications	11.7%	↓	5.5%
4.	Design	6.9%	↓	1.6%
5.	Entertainment	4.3%	↓	11.8%
6.	Sports	3.6%	↑	15.9%
7.	Online Media	2.9%	↑	29.5%
8.	Events Services	2.9%	↓	4.3%
9.	Recreational Facilities & Services	2.8%	↑	54.6%
10.	Media Production	2.2%	↓	6.1%
	Others	11.8%	↓	8.0%

Sector Job Postings - Top 5 Countries
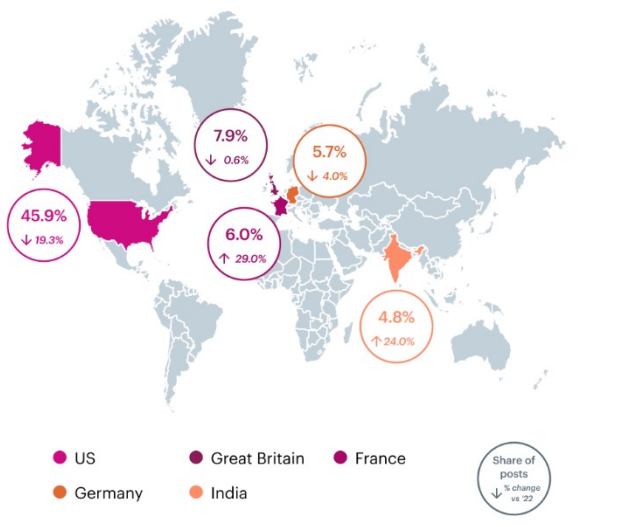
7.9% ↓ 0.6%
5.7% ↓ 4.0%
45.9% ↓ 19.3%
6.0% ↑ 29.0%
4.8% ↑ 24.0%

● US ● Great Britain ● France
● Germany ● India

Share of posts ↓ % change vs '22

Sector Job Postings by Contract Type

Contract Type	Share of posts	% Change vs 2022	
Full-time	68.1%	↓	4.3%
Part-time	19.0%	↓	14.2%
Temporary	12.9%	↑	4.2%

- The Entertainment & Media Sector saw a total of 4.6M new job postings in 2023, down by 5.4% vs 2022.

- After a period of growth from January (382.3K) to May (419.4K), new job posts steadily declined for the rest of the year, reaching a minimum of 320.9K in December.

- Within the Entertainment & Media Sector, 62.7% of new job posts were in the Hospitality (28.2%), Restaurants (22.8%) and Telecommunications (11.7%) Industries – all of which were down compared to 2022 at -11.1%, -6.6% and -5.5% respectively.

- Entertainment Industry saw the largest decline compared to 2022 at -11.8%, occupying 4.3% of new job posts in the Entertainment & Media Sector.

- From a geographic perspective, most new job posts were in the US at 45.9%, although down by 19.3% vs 2022. Next is Great Britain (7.9%), France (6.0%), Germany (5.7%) and India (4.8%). France and India appear to be growing markets for Entertainment & Media with 29.0% and 24.0% growth respectively, where Great Britain (-0.6%) and Germany (-4.0%) declined in addition to the US.

- The large majority of new Entertainment & Media job posts are still for full-time positions (68.1% share), followed by Part-time (19.0%) and Temporary (12.9%). Full-time and Part-time job posts saw a decline (-4.3% and 14.2% respectively) where Temporary posts increased at 4.2% compared to 2022.

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Sector deep-dives
Entertainment & Media

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Hiring: AI Job Postings

Sector AI Job Postings

103K **New Sector AI jobs posted in 2023** *(-17.3% vs. 2022)*

- The Entertainment & Media Sector saw 103K new job postings for AI related jobs, down by 17.3% compared to 2022.

- Converse to the AI job market in other Sectors, new AI job postings in the Entertainment & Media Sector appear to follow a cyclical pattern with a peak every few months followed by a period of steady decline. All three peaks in 2023 were around 10-11K new AI jobs (February, June and November).

- New AI jobs in this Sector hit an all time low of 6.2K in December.

Sector AI Job Postings - Top 5 Countries

Rank	Country	Share of AI posts	% Change vs 2022
1.	United States	24.0%	↓ 38.6%
2.	India	20.9%	↑ 6.9%
3.	Italy	8.2%	↑ 273.6%
4.	Great Britain	6.7%	↓ 35.1%
5.	France	5.5%	↑ 19.1%

- Similarly to the Entertainment & Media Sector overall, the US had the highest share of new AI job posts (24.0%), down 38.6% compared to 2022.

- Most geographies in the Top 5 witnessed an increase in new AI job postings compared to 2022, wit the biggest growth seen in Italy (273.6%), followed by France (19.1%) and India (6.9%).

- Apart from the US, Great Britain also saw a decline of 35.1% compared to 2022.

Sector AI Job Postings by Industry

Rank	Industry	Share of Sector AI posts	% Change vs 2022
1.	Telecommunications	25.7%	↓ 29.5%
2.	Design	18.1%	↓ 21.9%
3.	Hospitality	13.1%	↑ 47.4%
4.	Entertainment	6.6%	↓ 34.6%
5.	Broadcast Media	4.7%	↑ 5.8%
6.	Media Production	4.6%	↓ 19.0%
7.	Motion Pictures & Film	3.4%	↑ 94.4%
8.	Online Media	3.3%	↓ 15.9%
9.	Sports	3.2%	↓ 8.9%
10.	Publishing	3.1%	↓ 24.7%
	Others	14.3%	↓ 25.2%

- Unlike other Sectors, the view of top Industries for new AI jobs differs for Entertainment & Media Sector. Telecommunications occupied the largest share (25.7%), followed by Design (18.1%) and Hospitality (13.1%).

- Most Industries saw a decline compared to 2022, with the biggest dip in Entertainment (-34.6%), followed by Telecommunications (-29.5%) and Publishing (-24.7%).

- Motion Pictures & Film saw the biggest increase at 94.4%, followed by Hospitality (47.4%) and Broadcast Media (5.8%).

Sector deep-dives
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Hiring: Remote Job Postings

Sector Remote Job Postings

358K **New sector remote jobs posted in 2023** *(-16.9% vs. 2022)*

- The Entertainment & Media Sector saw 358K new job postings for remote jobs, also down by 16.9% compared to 2022.

- New remote job postings saw a steady decline throughout the year, with a peak of 38.4K new remote job posts in January.

Sector Remote Job Postings - Top 5 Countries

Rank	Country	Share of Remote posts	% Change vs 2022
1.	United States	46.5%	↓ 23.0%
2.	Great Britain	8.7%	↓ 11.3%
3.	India	8.7%	↑ 18.5%
4.	Canada	6.0%	↓ 4.4%
5.	Germany	5.2%	↑ 26.0%

- In line with the overall geography rankings for the Entertainment & Media Sector, the US had the highest share of remote job posts (46.5%), down 23.0% vs 2022.

- Germany saw the largest increase in new remote job posts at 26.0% growth, followed by India at 18.5%.

- In addition to the US, Great Britain and Canada are also down compared to 2022 at -11.3% and -4.4% respectively.

Sector Remote Job Postings by Industry

Rank	Industry	Share of Sector Remote posts	% Change vs 2022
1.	Hospitality	43.4%	↓ 18.2%
2.	Telecommunications	12.5%	↓ 26.6%
3.	Design	7.5%	↓ 8.4%
4.	Entertainment	5.0%	↓ 20.5%
5.	Broadcast Media	3.4%	↓ 10.1%
6.	Sports	3.2%	↓ 7.9%
7.	Media Production	3.1%	↓ 3.0%
8.	Events Services	2.8%	↓ 24.9%
9.	Motion Pictures & Film	2.8%	↑ 63.1%
10.	Publishing	2.8%	↓ 24.7%
	Others	13.5%	↓ 16.7%

- Similarly to the overall new job posts in the Entertainment & Media Sector, Hospitality Industry had the highest share of new remote job posts at 43.4%, down by 18.2% compared to 2022.

- Most Industries within the Entertainment & Media Sector saw a decline in the number of new remote job posts vs 2022, with the biggest declines in Telecommunications (-26.6%), Events Services (-24.9%) and Publishing (-24.7%).

- The rest of the top three Industries include Telecommunications (12.5%) and Design (7.5% share).

- Motion Pictures & Film was the only Industry to see an increase in remote jobs at 63.1% compared to 2022.

Hiring: Job Postings by Skills

Sector Top 10 Skills Required

Rank	Skill	Share of posts		% Change vs 2022	Most prominent industry
1.	Communication		34.0%	↓ 11.0%	Hospitality
2.	Management		30.5%	↓ 6.7%	Hospitality
3.	Customer Service		28.2%	↓ 14.7%	Hospitality
4.	Sales		20.1%	↓ 6.3%	Telecommunications
5.	Restaurant Operation		17.4%	↓ 15.0%	Restaurants
6.	Operations		17.2%	↓ 11.7%	Hospitality
7.	Leadership		14.2%	↓ 3.6%	Hospitality
8.	English Language		14.1%	↑ 9.1%	Hospitality
9.	Cleanliness		11.4%	↓ 11.3%	Hospitality
10.	Planning		9.9%	↓ 5.8%	Hospitality

- In line with the Top 10 skills required overall, Communication and Management occupy the top 2 skills in the Entertainment & Media Sector at 34.0% and 30.5% share respectively.

- Contrary to other Sectors, the most prominent Industry for this Sector has some variation, with most skills being most prominent in Hospitality, while Sales is most prominent in Telecommunications and Restaurant Operation is most prominent in the Restaurants Industry

- Most of the Top 10 skills saw a decline over the last year, with the biggest dip in Restaurant Operation (-15.0%) followed closely by Customer Service (-14.7%).

- The bottom end of the Top 10 include English Language, Cleanliness and Planning (14.1%, 11.4% and 9.9% share respectively).

- English Language is the only skill which saw an increase compared to 2022 at 9.1% growth.

Sector deep-dives
Entertainment & Media

Current Workforce: Overall*

Sector Workforce Headcount

18M Sector workforce size in 2023 *(+15.9% vs. 2022)*

Sector workforce size in 2022 **16M**

Sector Workforce Headcount - Top 5 Countries

11.0% ↑ 12.7%

7.9% ↑ 13.2%

48.8% ↑ 9.9%

15.4% ↑ 13.2%

10.5% ↑ 15.0%

● US   ● India   ● Great Britain
● Brazil   ● France

Share of Headcount
↓ % change vs '22

Sector Workforce Headcount by Industry

Rank	Industry	Share of Sector Headcount	% Change vs 2022
1.	Telecommunications	21.4%	↑ 16.8%
2.	Hospitality	15.5%	↑ 21.9%
3.	Restaurants	10.4%	↑ 12.1%
4.	Entertainment	7.3%	↑ 14.1%
5.	Sports	5.6%	↑ 16.7%
6.	Broadcast Media	5.1%	↑ 11.5%
7.	Design	4.9%	↑ 14.3%
8.	Media Production	4.7%	↑ 23.3%
9.	Events Services	4.1%	↑ 22.2%
10.	Publishing	3.9%	↑ 11.6%
	Others	17.2%	↑ 12.2%
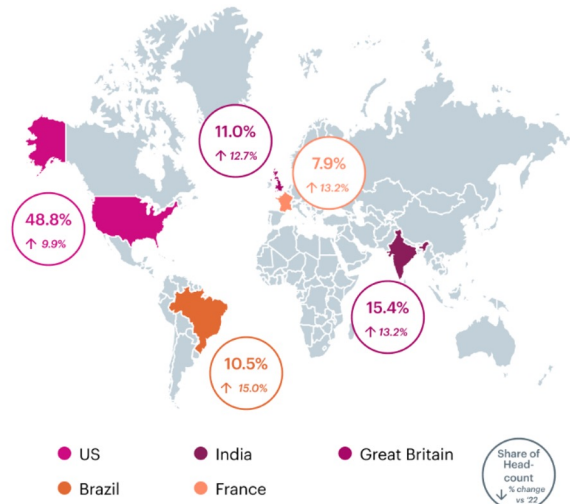
- The United States has the largest share with 48.8% with an increase of 9.9%.

- Notably, India and France have seen increases of 13.2% and 13.2%, respectively, indicating emerging markets for media consumption and content creation.

- Great Britain and Brazil reflect substantial parts of the Workforce at 11.0% and 10.5%, both up by 12.7% and 15.0% respectively, which may be attributed to localized content growth and digital media expansion.

- The Sector has experienced growth, with an increase from 16 million in 2022 to 18 million in 2023, marking a +15.9% year-over-year growth.

- Telecommunications leads with 21.4% of the Sector's Workforce, reflecting an increase of 16.8% from the previous year, suggesting significant technological integration and demand. The Hospitality Industry holds 15.5%, rising by 21.9% — potentially indicative of a recovery and expansion phase post-pandemic.

- Restaurants account for 10.4% of the Workforce, growing by 12.1%, which could signal a resurgence in dining and social experiences. Traditional Entertainment and Sports Industries show a steady increase in Workforce size by 14.1% and 16.7%, respectively, possibly due to the revitalization of live events and sports activities.

- Broadcast Media and Design maintain a solid presence, with 5.1% and 4.9% of the Workforce, up by 11.5% and 14.3%, indicating a sustained demand for visual content and aesthetic innovation.

- The Entertainment & Media Sector is diversifying, with significant growth in telecommunications and digital media. Recovery in Hospitality and Restaurants Industries hints at a return to pre-pandemic engagement levels. The aggressive growth in Workforce across the Brazil, India, and France indicates a shifting global focus towards these emerging media markets.

Author's Note: We acknowledge a limitation of working with Workforce data, aggregated from public sources, where the number of profiles does not decrease (e.g., a retired person does not delete their professional profile), while we see constant additions to the Workforce (e.g., university graduates, people creating multiple profiles etc.). Analysis conducted and insights drawn with the mentioned limitations in mind.
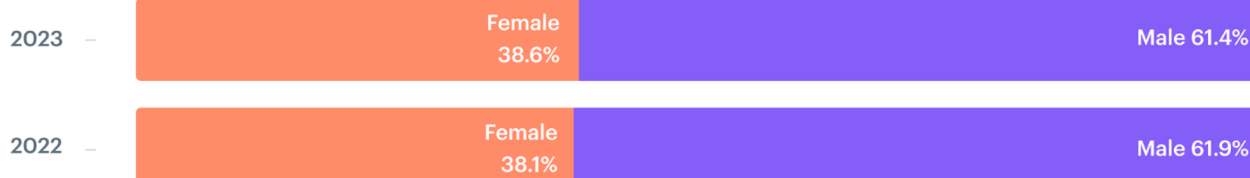
Sector deep-dives
Entertainment & Media

Current Workforce: Diversity

Sector Workforce Diversity

Year	Female	Male
2023	Female 43.8%	Male 56.2%
2022	Female 43.8%	Male 56.2%

Top 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Events Services	50.5%	49.5%
2.	Recreational Facilities & Services	48.7%	51.3%
3.	Newspapers	48.4%	51.6%

Bottom 3 Industries by Workforce Diversity

Rank	Industry	Share of Female Workers	Share of Male Workers
21.	Printing	35.8%	64.2%
22.	Telecommunications	32.8%	67.2%
23.	Sports	32.6%	67.4%
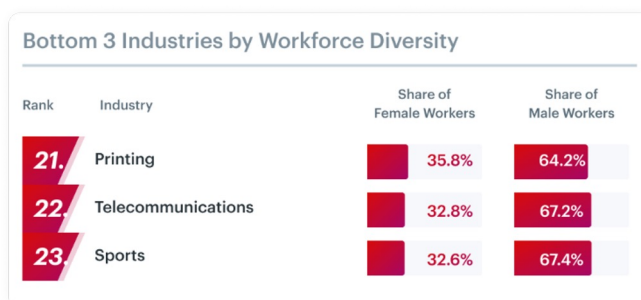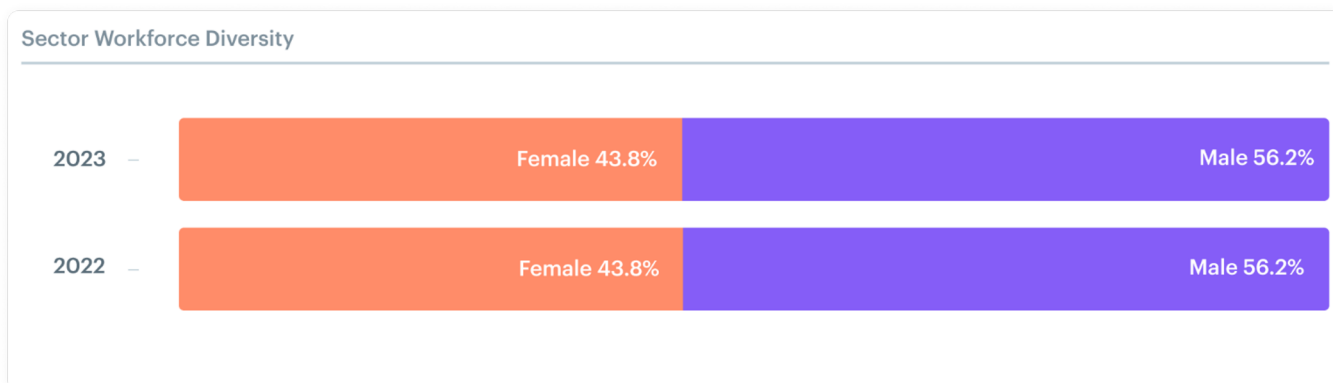
- The Entertainment & Media Sector has shown consistent gender distribution between 2022 and 2023, maintaining a balance of 43.8% Female and 56.2% Male Workforce. However, disparities in gender distribution exist across different Industries within the Sector.

- Events Services leads in Gender Diversity with Females representing 50.5% of its Workforce, almost achieving gender parity. Recreational Facilities & Services follows closely with 48.7% Female participation, signaling a progressive trend towards a more balanced Workforce. The Newspapers Industry holds a solid representation of 48.4% Females, indicating a near-equal gender split which is commendable within the Sector.

- Sports Industry exhibits the lowest Female representation at only 32.6%, which points towards significant gender disparity. Telecommunications also shows low Female Workforce participation at 32.8%, reflecting similar challenges in gender parity as seen in the sports Industry. The Printing Industry has a slightly better representation at 35.8% but still lags behind the Sector's average, indicating room for improvement in diversity initiatives.

- The gender distribution within the Entertainment & Media Sector has remained unchanged year-over-year, hinting at stable but potentially stagnant diversity metrics.

Sector deep-dives
Entertainment & Media

Current Workforce: Diversity in Leadership

Sector Gender Diversity in Leadership

Year	Female	Male
2023	Female 38.6%	Male 61.4%
2022	Female 38.1%	Male 61.9%

Top 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
1.	Events Services	48.1%	51.9%
2.	Publishing	52.1%	47.9%
3.	Newspapers	44.6%	55.4%

Bottom 3 Industries by Gender Diversity in Leadership

Rank	Industry	Share of Female Workers	Share of Male Workers
21.	Sports	31.8%	68.2%
22.	Printing	30.9%	69.1%
23.	Telecommunications	28.9%	71.1%

- For the Entertainment & Media Sector, Gender Diversity in Leadership roles shows slight improvement from 2022 to 2023, increasing from 38.1% to 38.6% for Female representation. This progression, albeit modest, indicates a positive trend towards balancing gender representation in Leadership positions within the Sector.

- Events Services leads with a notable Gender Diversity, having 48.1% Female Leadership, which outstrips the Sector average significantly. Publishing shows strong Female representation at 52.1%, suggesting it is one of the few Industries where Females lead over Males in Leadership roles. Newspapers also exhibits considerable progress, with 44.6% of Leadership roles held by Females, which is higher than the Sector average.

- Telecommunications is at the bottom with only 28.9% of Leadership roles occupied by Females, indicating significant room for improvement in Gender Diversity. Sports and Printing Industries also lag behind in Gender Diversity with 31.8% and 30.9% Female Leadership, respectively, suggesting these areas require targeted diversity efforts.

Current Workforce: Career Progression*
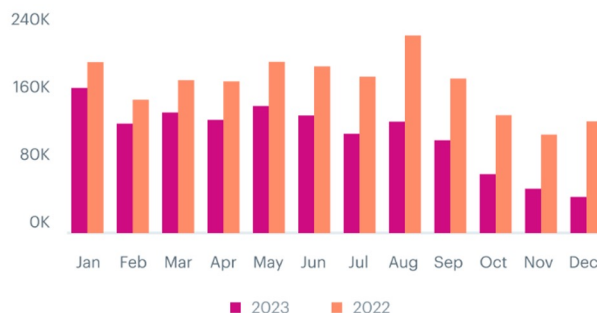
Overall Promotions per Month

■ 2023 ■ 2022

4.0% — **Gambling & Casinos** had the *highest share* of promotions in 2023

Photography had the *lowest share* of promotions in 2023 — **0.7%**
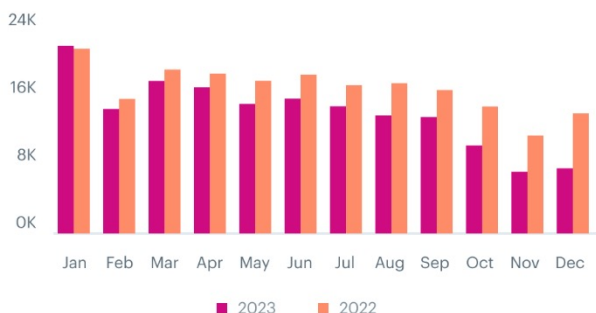
Overall Employee Exits per Month

■ 2023 ■ 2022

10.4% — **Animation** had the *highest share* of employee exits in 2023

Photography had the *lowest share* of employee exits in 2023 — **3.4%**

Overall Promotions of Females

■ 2023 ■ 2022

59.0% — **Fine Art** had the *highest share* of promotions of Females in 2023

Telecommunications had the *lowest share* of promotions of Females in 2023 — **26.1%**

- In 2023, the Entertainment & Media Sector showed notable disparities in both career progression and employee turnover across various Industries, impacting overall Workforce dynamics. Specifically, certain Industries like Gambling & Casinos experienced significant growth in promotions, while others like Photography lagged behind, which could influence talent retention and Industry attractiveness*.

- Gambling & Casinos led with the highest share of promotions in 2023 at 4.0%, which may reflect robust Industry growth or effective employee performance Management, while Photography had a considerably low promotion rate of only 0.7%, potentially indicating Industry challenges or less focus on employee career development. The overall number of promotions in 2023 decreased compared to 2022, suggesting a possible Industry-wide trend of economic tightening or strategic adjustments*.

- Animation experienced the highest share of employee exits in 2023, peaking at 10.4%, which could imply dissatisfaction, competitive job offers from other Industries, or internal issues, and Photography reported the lowest turnover rate at 3.4%, indicating higher job stability or satisfaction within this Industry.

- The significant turnover in Industries with lower promotion rates, such as Photography, could further challenge these fields in retaining skilled workers. Companies in Industries with high turnover and lower promotion rates might need to reassess their employee engagement and retention strategies to enhance organizational stability and attractiveness.

Current Workforce: Spans and Layers*

Spans & Layers by ratio for Sector

Rank	Industry	# of Junior employees / # of Managers	# of Managers / # of Senior Executives	# of Senior Executives / # of Top Managers
1.	Telecommunications	0.3	6.1	1.8
2.	Hospitality	0.3	3.4	2.4
3.	Restaurants	0.3	8.0	1.0
4.	Entertainment	0.5	2.6	1.6
5.	Sports	0.6	2.1	1.2
6.	Broadcast Media	0.7	2.3	2.3
7.	Design	0.6	2.9	1.0
8.	Media Production	0.7	1.8	1.1
9.	Events Services	0.4	2.3	1.1
10.	Publishing	0.8	2.3	1.6
	Others	0.6	2.4	1.1

- Telecommunications' structure is indicative of a steep hierarchy but with a narrow top, potentially facilitating swift strategic decisions while maintaining close Managerial oversight.

- Hospitality shows a balanced structure that likely supports intensive customer service operations with a moderate level of senior Management.

- Restaurants have highly layered middle Management relative to top Leadership, possibly reflecting operational complexity and the need for robust oversight.

- Entertainment suggests a flatter structure conducive to creative processes and agile responses to market changes.

- Sports indicate a broader base of Junior staff to Managers, ideal for handling varied operational tasks within sports organizations.

Key Insights:

- The Entertainment & Media Sector demonstrates a range of organizational structures from steep hierarchies in Telecommunications to flatter ones in Entertainment.

- Restaurants have the highest ratio of Managers to Senior Executives, pointing to a significant middle Management layer.

- The relatively lower ratio of Senior Executives to Top Managers across the Sector suggests a lean top-level Management, which may empower faster decision-making and agility in strategic direction.

- Understanding these Spans & Layers is critical for companies to tailor Leadership development programs, optimizing decision-making processes, and designing effective communication channels within these Industries.

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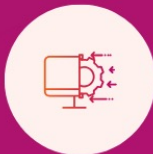
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Empower Your Decision-Making:
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Launched as a spin-out from Bain & Company, one of the world's leading consulting firms, Aura Intelligence is the premier SaaS platform for Workforce Analytics and Insights.

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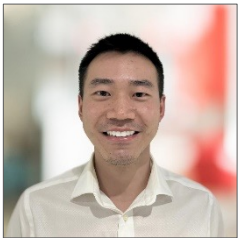**Abylay Jetmekov**

Product Manager

Abylay.Jetmekov@bain.com

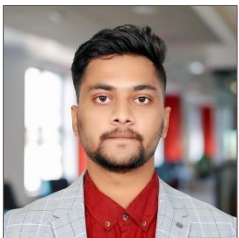**Caro-Joy Barendse**

Project Manager

Caro-Joy.Barendse@bain.com

Aura Industry Benchmarking Report

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Appendices

Appendix A

Remote job openings	Total number of active job posts where the title or job description includes "Remote" and "work from anywhere"

Workforce metrics

Headcount	Total number of employees employed in a given company, Industry or sub-Industry at a given time
Gender Diversity	Total number of individuals who identify as Females in a given company, Industry or sub-Industry
Gender Diversity in Leadership	Total number of individuals who identify as Females as a share of total Leadership in a given company, Industry or sub-Industry
Tenure	Total number of years work experience
Education level	Highest type of qualification achieved (e.g. bachelor's degree, PhD, etc.)
Promotions	Total number of employees moving from one level of seniority to the next within a given company, Industry or sub-Industry
Exits	Total number of employee exits from a given company, Industry or sub-Industry
Spans and layers	Split of headcount occupying each seniority level within a given company, Industry or sub-Industry

Appendix B

Industry mapping to Sectors

Sector	Corresponding Industries
Technology	"Computer & Network Security", "Computer Games", "Computer Hardware", "Computer Networking", "Computer Software", "Information Services", "Information Technology & Services", "Internet", "Program Development", "Software Engineer", "Developer", "Programmer", "Think Tanks", "Wireless"
Finance & Investment	"Banking", "Capital Markets", "Financial Services", "Insurance", "Investment Banking", "Investment Management", "Venture Capital & Private Equity"
Professional Services	"Accounting", "Alternative Dispute Resolution", "Architecture & Planning", "Commercial Real Estate", "Environmental Services", "Executive Office", "Graphic Design", "Human Resources", "Import & Export", "Individual & Family Services", "International Affairs", "International Trade & Development", "Law Practice", "Legal Services", "Leisure, Travel & Tourism", "Management Consulting", "Market Research", "Marketing & Advertising", "Museums & Institutions", "Outsourcing / Offshoring", "Professional Training & Coaching", "Public Relations & Communications", "Real Estate", "Staffing & Recruiting", "Translation & Localization"
Retail & Consumer Goods	"Apparel & Fashion", "Consumer Electronics", "Consumer Goods", "Consumer Services", "Cosmetics", "Dairy", "Farming", "Fishery", "Food & Beverages", "Food Production", "Furniture", "Luxury Goods & Jewelry", "Ranching", "Retail", "Sporting Goods", "Supermarkets", "Tobacco", "Wholesale", "Wine & Spirits"
Healthcare	"Alternative Medicine", "Health, Wellness & Fitness", "Hospital & Health Care", "Medical Devices", "Medical Practice", "Mental Health Care", "Pharmaceuticals", "Veterinary"
Education	"Education Management", "E-Learning", "Higher Education", "Primary / Secondary Education"

Appendix B

Industry mapping to Sectors

Sector	Corresponding Industries
Public Sector	"Civic & Social Organization", "Defense & Space", "Fund-Raising", "Government Administration", "Government Relations", "Judiciary", "Law Enforcement", "Legislative Office", "Libraries", "Military", "Non-Profit Organization Management", "Philanthropy", "Political Organization", "Public Policy", "Public Safety", "Religious Institutions", "Security & Investigations"
Energy, Resources & Utilities	"Mining & Metals", "Oil & Energy", "Renewables & Environment", "Utilities"
Advanced Manufacturing & Services	"Airlines / Aviation", "Automotive", "Aviation & Aerospace", "Biotechnology", "Building Materials", "Business Supplies & Equipment", "Chemicals", "Civil Engineering", "Construction", "Electrical / Electronic Manufacturing", "Facilities Services", "Programmer", "Glass, Ceramics & Concrete", "Industrial Automation", "Logistics & Supply Chain", "Machinery", "Maritime", "Mechanical / Industrial Engineering", "Nanotechnology", "Package / Freight Delivery", "Packaging & Containers", "Paper & Forest Products", "Plastics", "Railroad Manufacture", "Research", "Semiconductors", "Shipbuilding", "Textiles", "Transportation / Trucking / Railroad", "Warehousing"
Entertainment & Media	"Animation", "Arts & Crafts", "Broadcast Media", "Design", "Entertainment", "Events Services", "Fine Art", "Gambling & Casinos", "Hospitality", "Media Production", "Motion Pictures & Film", "Music", "Newspapers", "Online Media", "Performing Arts", "Photography", "Printing", "Publishing", "Recreational Facilities & Services", "Restaurants", "Sports", "Telecommunications", "Writing & Editing"