



The Fearless Future: 2025 Global AI Jobs Barometer

Belgium Analysis



Global Insights

The AI Jobs Barometer reveals AI's global impact on jobs, wages, skills, and productivity by examining close to a billion job ads from six continents.



Our data suggests:

The AI revolution is accelerating in all industries including industries less obviously exposed to AI such as agriculture and construction.

AI is redefining job roles faster and faster. Skills sought by employers for AI-exposed jobs are changing 66% faster than for other jobs – up from 25% last year.

AI is associated with gentler growth – but not sharp declines - in job numbers. Like electricity, AI has the potential to create more jobs than it displaces if it is used to pioneer new forms of economic activity. Our data suggests that companies are indeed using AI to help people create more value rather than simply reduce headcount.

AI is helping to democratise opportunity for people who lack the time or resources to obtain formal degrees. Employer demand for formal degrees is declining particularly quickly for jobs exposed to AI, especially jobs more highly automated by AI.

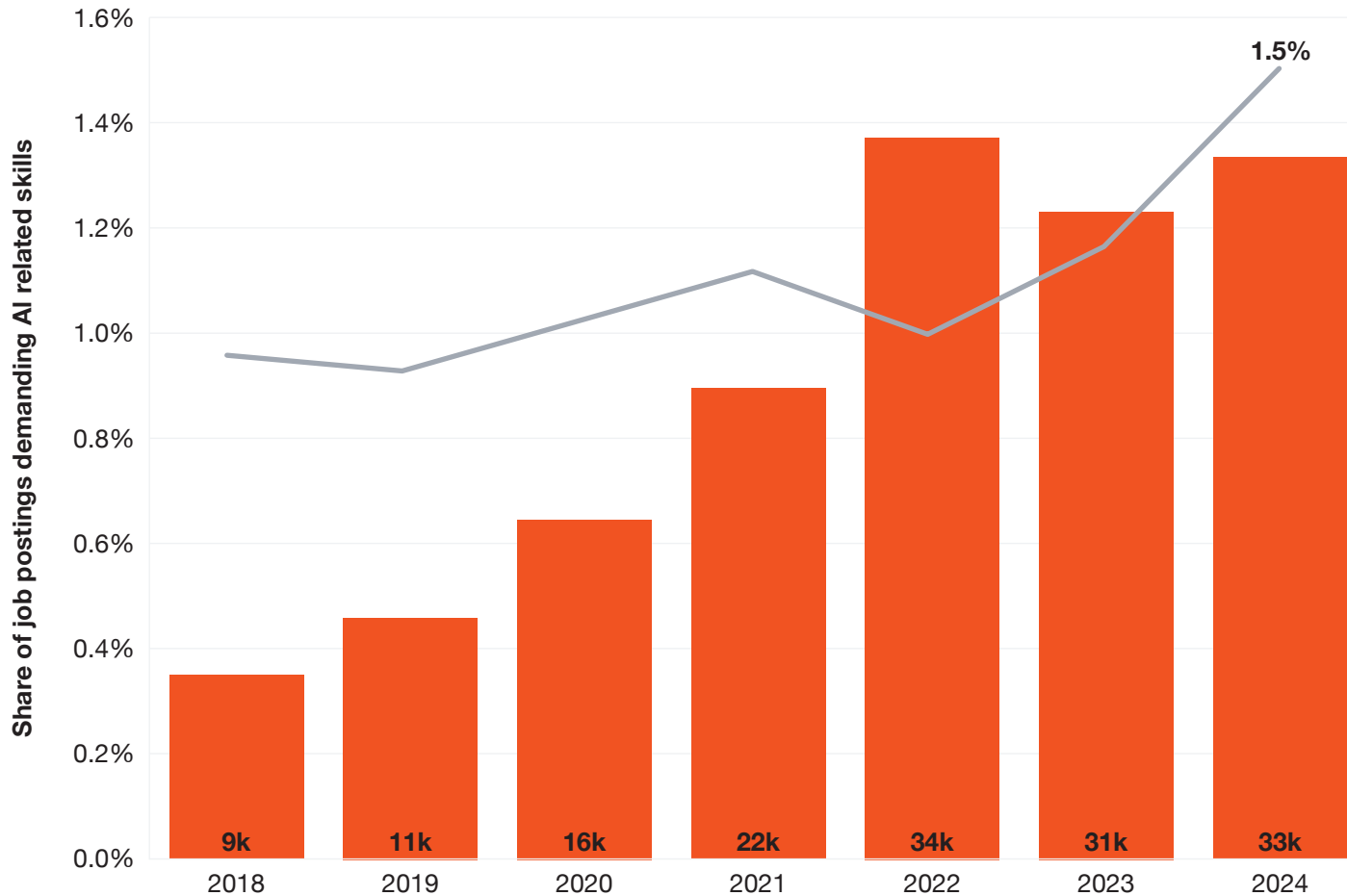
Please see the [global findings report](#) for more insights.

Belgium Insights



Belgium showed a strong increase in the share of jobs requiring AI skills since 2022, peaking at 1.5% in 2024

Total number and share of job postings requiring AI related skills, Belgium, 2018-2024



Key findings

- **Share of AI-Related Job Postings Increasing:** The proportion of job postings requiring AI skills reached 1.5% in 2024, continuing an upward trend despite fluctuations in absolute numbers.
- **Slowdown and Stabilisation Post-2022:** After peaking at 34k in 2022, job postings declined slightly to 31k in 2023 before recovering to 33k in 2024, signalling a plateau in demand.
- **Early adoption:** The number of job postings demanding AI-related skills grew from 9k in 2018 to 34k in 2022, indicating strong early adoption.

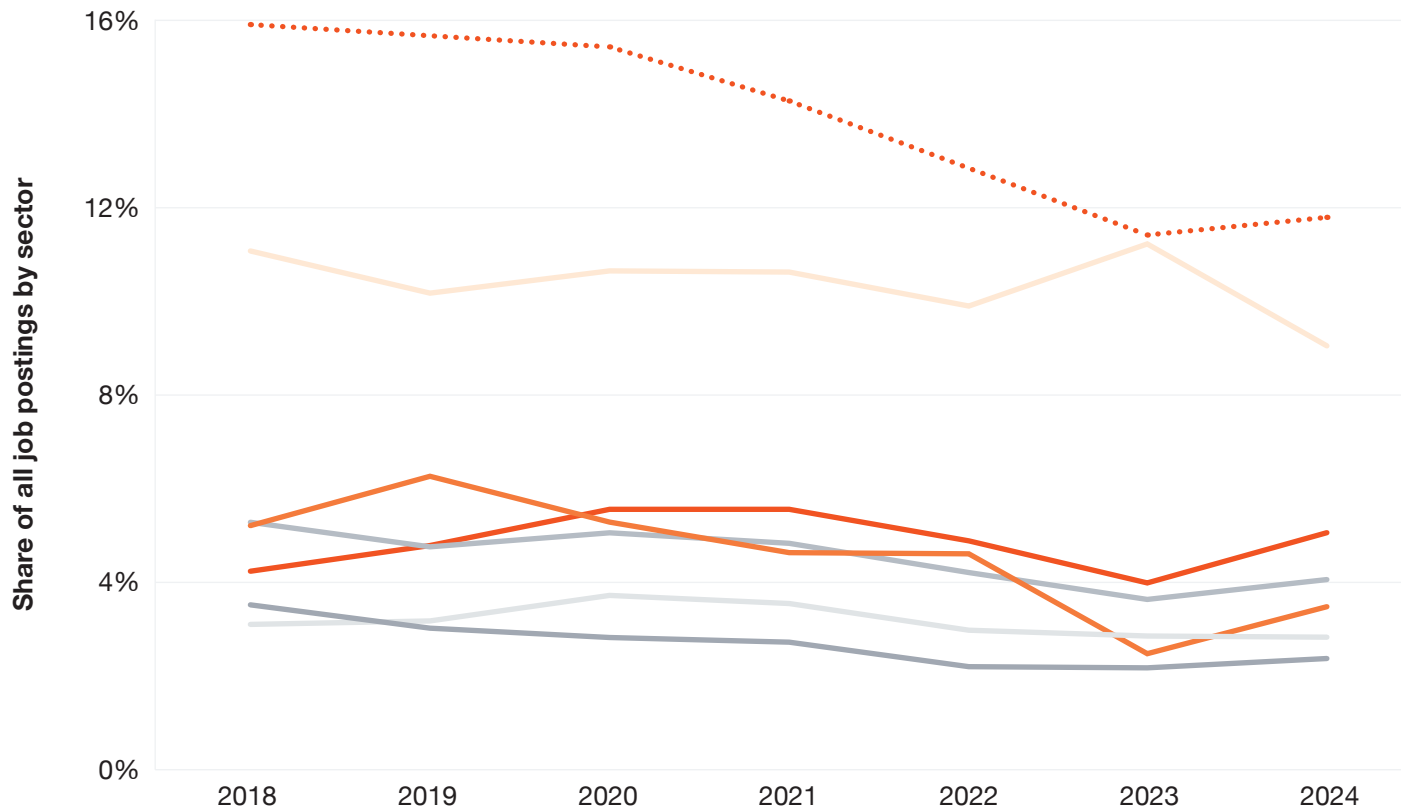
Notes

- We use Lightcast data for jobs postings, including associated skills.

Manufacturing and Professional, Scientific, and Technical Activities sectors see a decline in job postings in Belgium

Share of all job postings by sector, Belgium, 2018-2024

— Human Health and Social Work Activities — Professional, Scientific and Technical Activities — Education
- - - Manufacturing — Information and Communication — Financial and Insurance Activities — Construction



Key findings

- Manufacturing shows a clear downward trend in its share of job postings, dropping significantly from 15.9% in 2018 to 11.8% 2024.
- The Professional, Scientific, and Technical Activities sector decreased its share of all job postings to 9% in 2024, albeit remaining the second highest sector of Belgian economy
- The Financial and Insurance Activities sector has plateaued and shows little change in its share of job postings between 2023 and 2024.

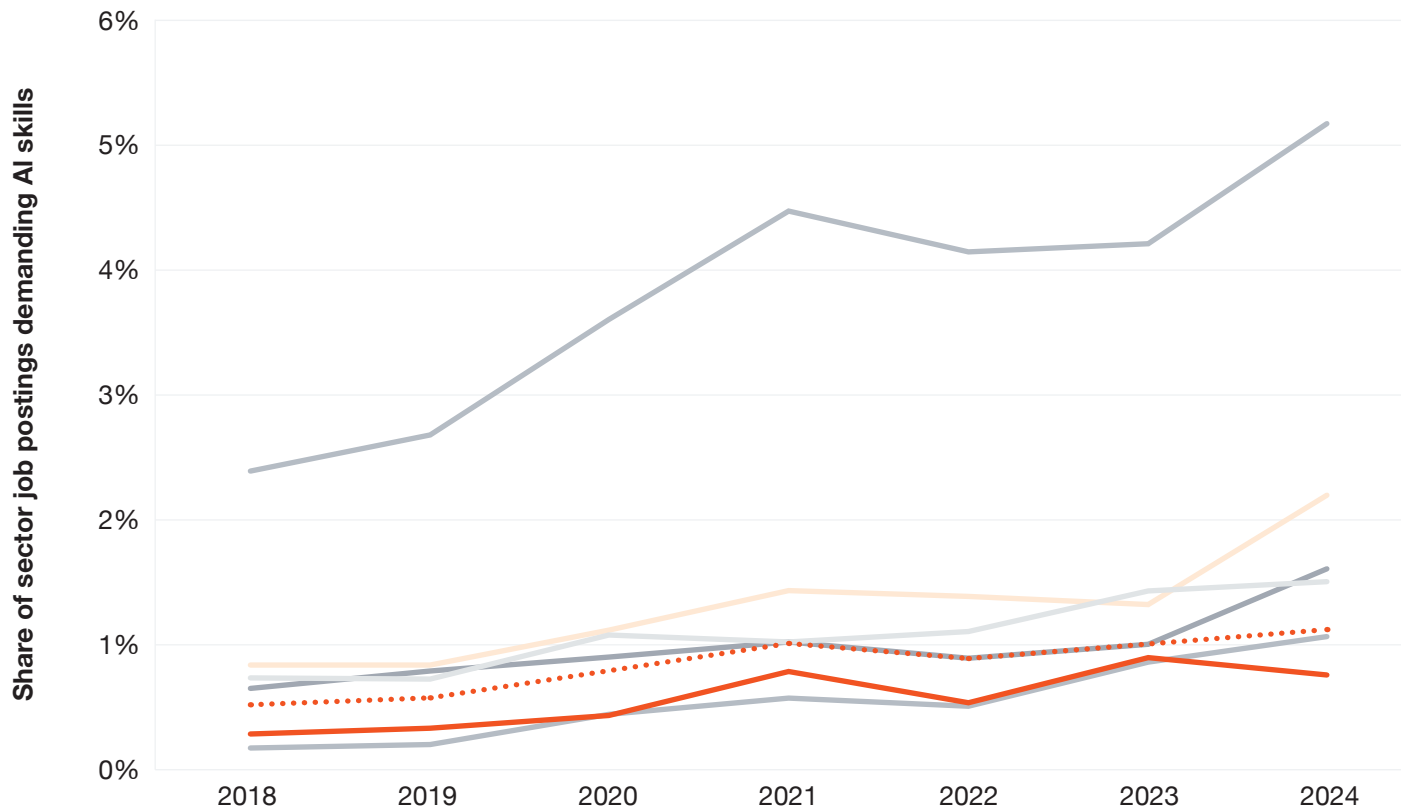
Notes

- The number of uncategorised jobs changes over time, causing shifts in the shares of other sectors in our data.

AI demand is highest in Information and Communication, with growth in Professional, Scientific, and Financial sectors, while others lag

Share of AI job postings by sector, Belgium, 2018-2024

— Human Health and Social Work Activities — Professional, Scientific and Technical Activities — Education
- - - Manufacturing — Information and Communication — Financial and Insurance Activities — Construction



Key findings

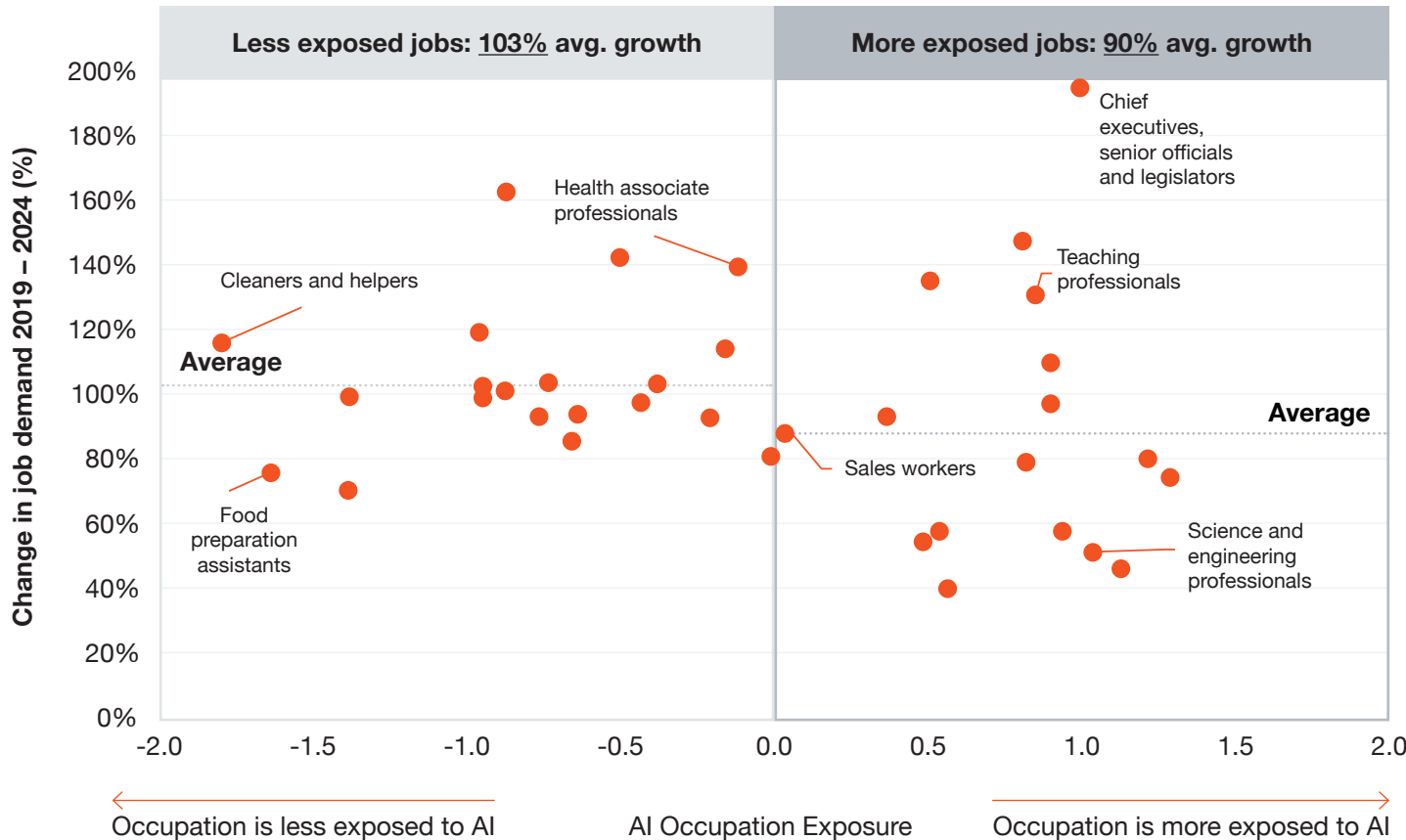
- The Information and Communication sector shows a sharp increase in job postings demanding AI skills to 5.2% in 2024, marking it as the leader in AI adoption among sectors.
- The Professional, Scientific, and Technical Activities sector has consistently increased its share of job postings requiring AI skills, indicating growing integration of AI in these fields, and peaking at 2.2% in 2024.

Notes

- We use Lightcast data for jobs postings, including associated skills and sectors

Job numbers in AI-exposed occupations have grown 90% since 2019 - including positive growth in every type of occupation

Cumulative growth rate in all job postings against exposure to AI, Belgium, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

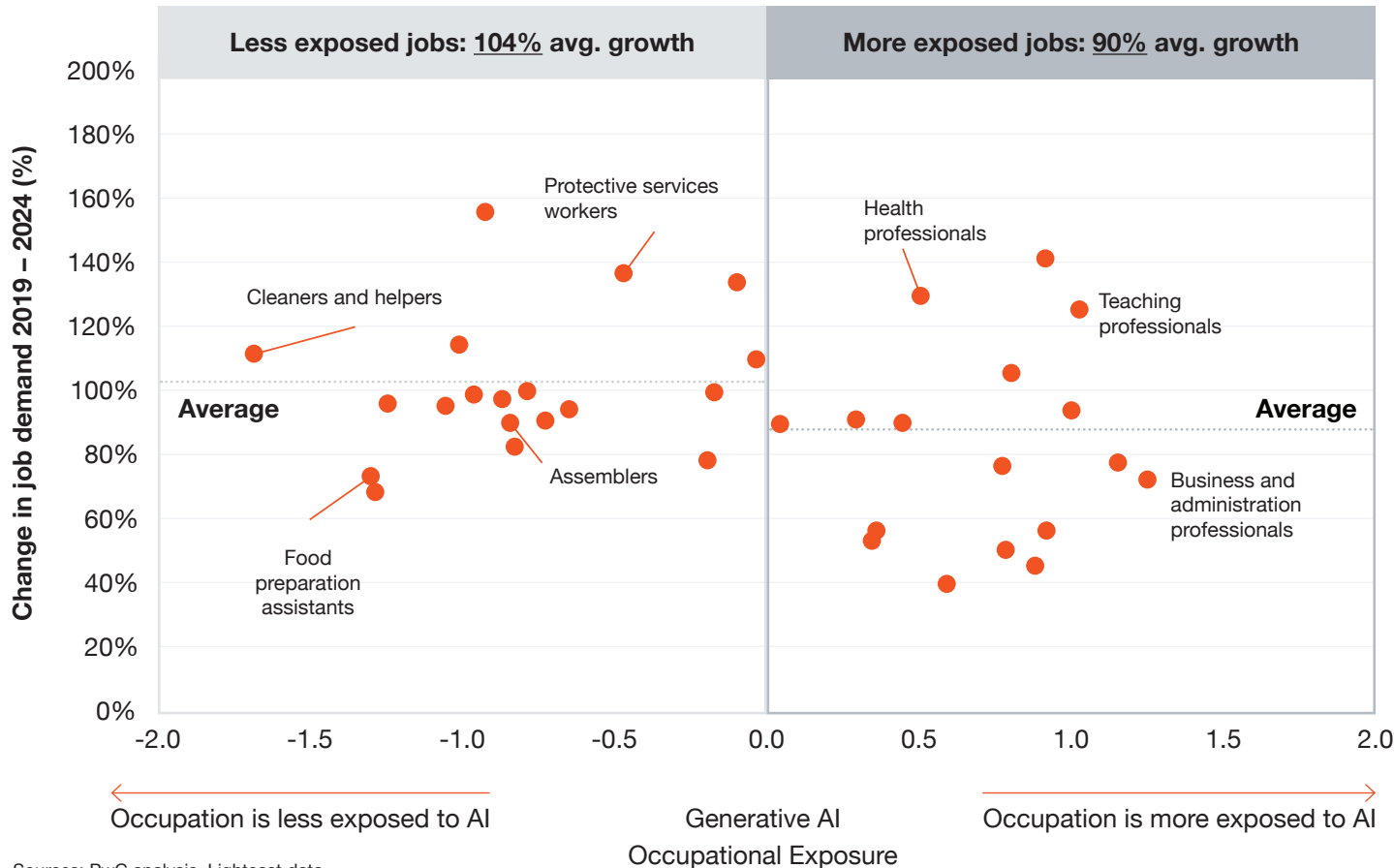
- The correlation coefficient of -0.15 suggests a weak negative relationship between AI occupation exposure and growth in job postings (2019-2024). This implies that occupations with higher AI exposure tend to experience slightly slower job posting growth, but the effect is minor.
- Both low and high AI-exposure occupations show a broad range of job posting growth rates, meaning AI exposure alone does not determine demand shifts.

Notes

- This metric uses ISCO codes at the 2-digit level, whereas the remainder of our analysis uses the 4-digit level
- We remove all errors and observations with zeros to filter the data

Job numbers in Gen-AI exposed occupations have grown 90% since 2019 - including positive growth in every type of occupation

Cumulative growth rate in all job postings against the projected exposure to Generative AI, Belgium, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

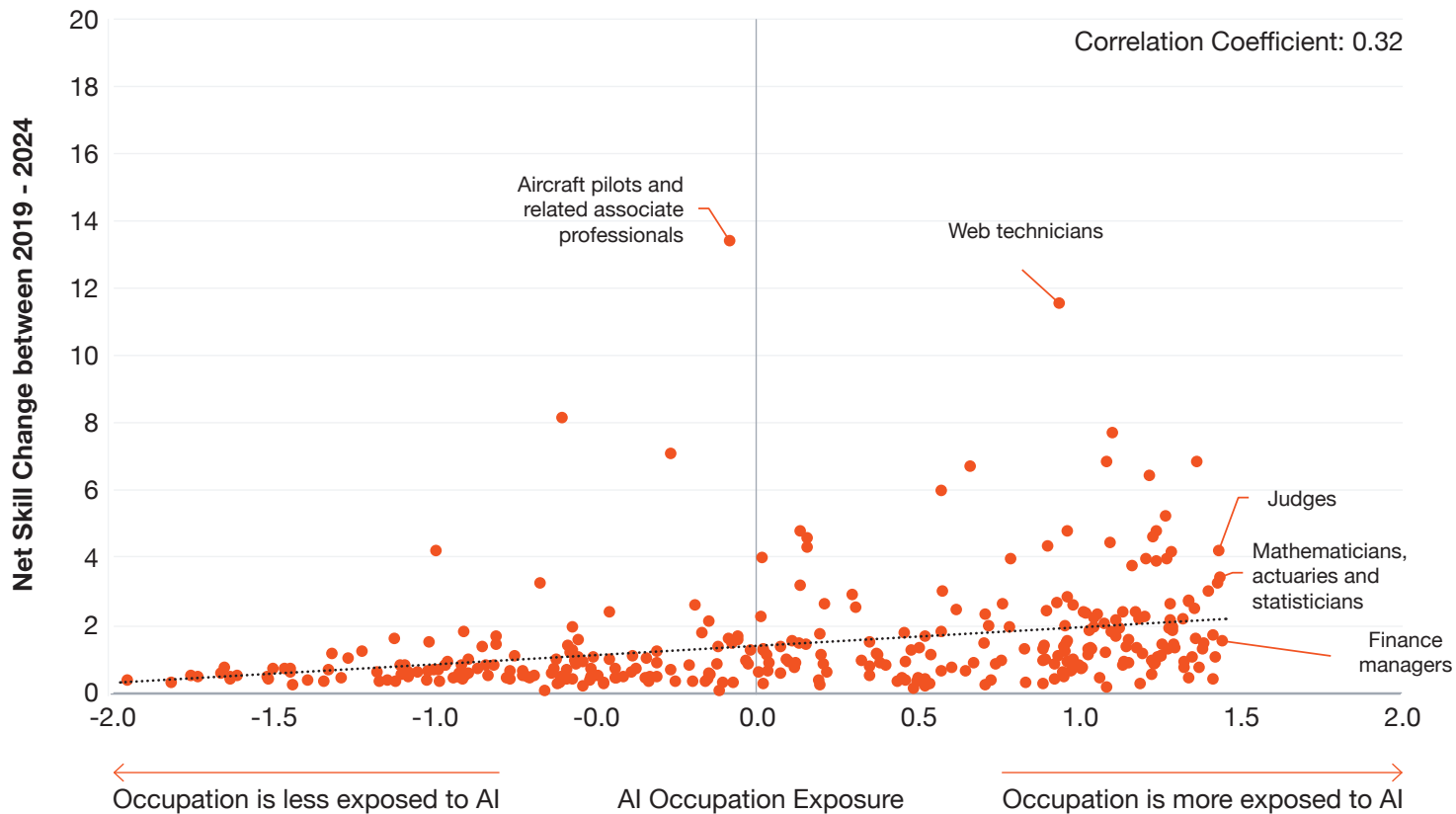
- The correlation coefficient of -0.11 suggests a very weak negative relationship between Generative AI occupation exposure and growth in job postings (2019-2024). This indicates that higher Generative AI exposure is slightly associated with slower job posting growth, but the effect is minimal.
- Both low and high AI-exposure occupations display a wide range of growth rates, meaning AI exposure alone does not determine demand shifts.

Notes

- This metric uses ISCO codes at the 2-digit level, whereas elsewhere uses the 4-digit level.
- We remove all errors and remove all observations with zeros to filter the data.

AI-exposed occupations see greater skill changes, reflecting increased adaptation to AI-driven transformations

Net change in the number of skills demanded against AI exposure, Belgium, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

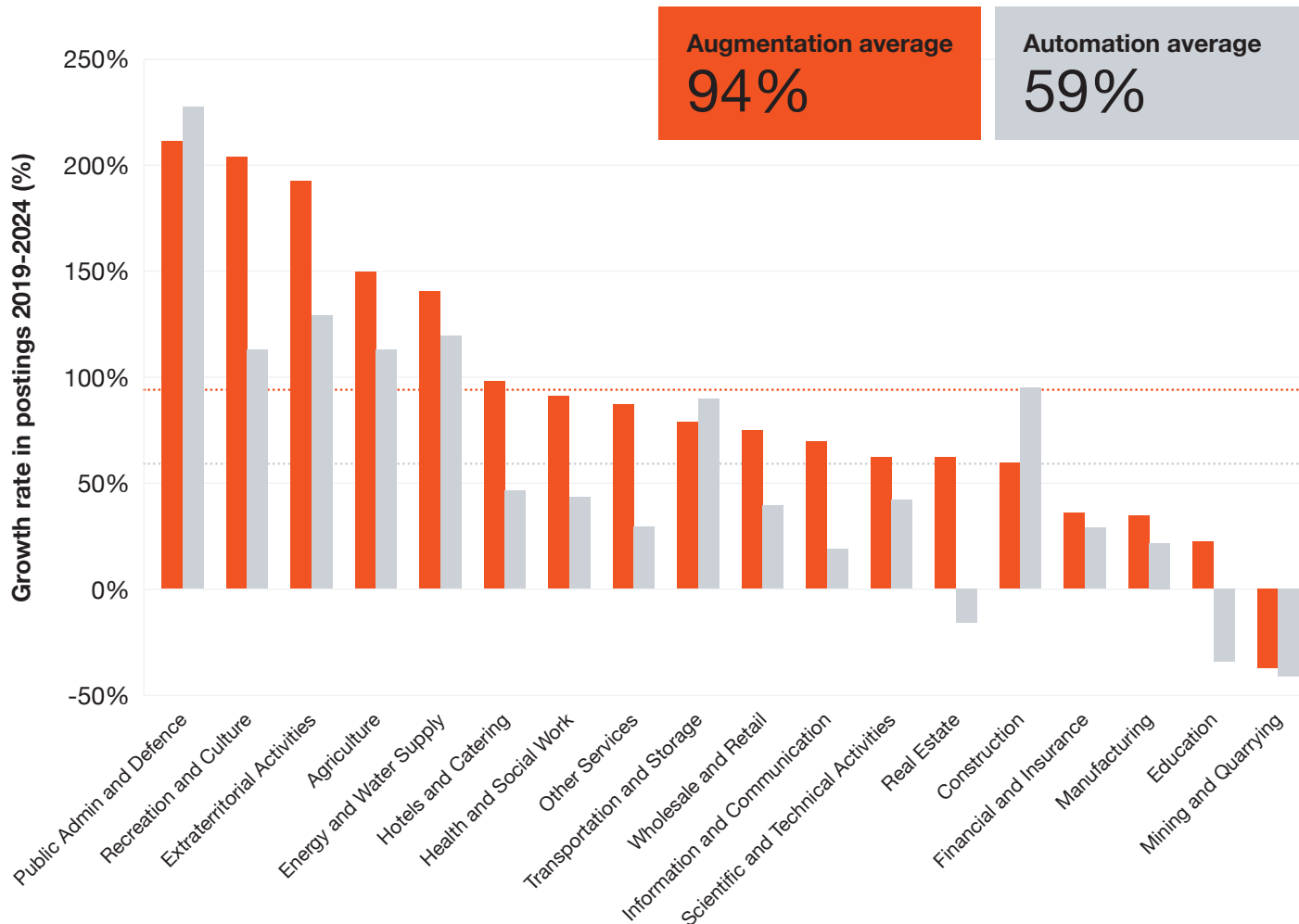
- The correlation coefficient of 0.32 indicates a moderate positive relationship between AI occupation exposure and net skill change (2019-2024). This suggests that occupations more exposed to AI tend to experience greater skill changes.
- Jobs in the top quartile of AI exposure have an average net skill change of 2.1, compared to 0.8 for the bottom quartile (least exposed). This represents a 157% higher net skill change in AI-exposed occupations, highlighting greater skill evolution and adaptation in these roles.

Notes

- We remove all errors and remove all observations with zeros to filter the data.
- Net skill change is measured as the change in frequency of skills required in the job posting
- Most exposed and least exposed are defined as the top and bottom quartiles

In Belgium, AI augmentation (94%) drives stronger job growth than automation (59%)

Growth rate in postings by sector for augmented and automated jobs, Belgium, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

- Augmented jobs have a higher average growth rate (94%) compared to automated jobs (59%), indicating that AI augmentation is driving more job expansion in Belgium.
- Public Administration & Defence, Recreation & Culture, and Extraterritorial Activities saw the highest job posting growth, suggesting AI is supporting workforce demand in government, arts, and international sectors.
- Mining & Quarrying and Education saw declines in job postings, suggesting AI-driven efficiencies or structural changes are reducing demand in these fields.

Notes

- After filtering, observations are categorised by Augmented, Automated, or Neither. We remove observations labelled as Neither.
- We remove the sector labelled Unknown from the graph.

Due to data limitations these metrics are not presented for Belgium

Unavailable metrics:

- Number of jobs postings relative to 2012 split by quartile AI exposure is unavailable due to data not being available from 2012
- Degree requirements as a percentage of postings for AI jobs and all jobs is unavailable as it is potentially misleading due to insufficient data
- Net skill change for automated and augmented jobs by sector is unavailable due to many sectors not having a significant sample size
- Degree requirements as a percentage of postings for the top 50% of most exposed jobs and the bottom 50% of least exposed jobs is unavailable as it is potentially misleading due to insufficient data
- Degree requirements as a percentage of postings for Automated and Augmented roles is unavailable as it is potentially misleading due to insufficient data

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