



# AI Job Risk Report Germany

Which occupations AI is reshaping — and which stay human

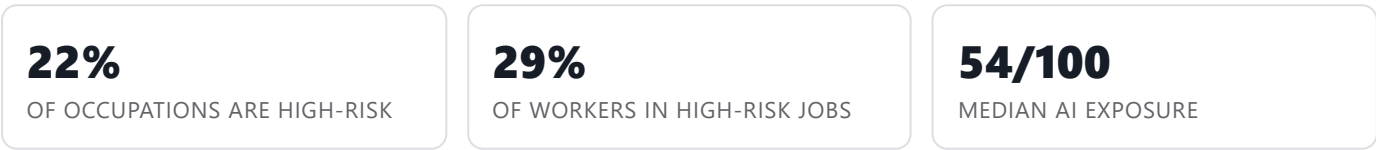
29% of Germany's covered workforce is employed in occupations with high AI task exposure.

|                                       |                                               |                                                 |                                                 |
|---------------------------------------|-----------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| <div>652</div> <div>OCCUPATIONS</div> | <div>55.1M</div> <div>WORKFORCE COVERED</div> | <div>54/100</div> <div>MEDIAN AI EXPOSURE</div> | <div>22%</div> <div>HIGH-RISK OCCUPATIONS</div> |
|---------------------------------------|-----------------------------------------------|-------------------------------------------------|-------------------------------------------------|

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# Executive summary

Across 652 occupations covering 55.1M workers in Germany, median AI exposure is 54/100. 22% of occupations — and 29% of workers — fall in the high-exposure band.



## Most exposed areas

- IT & Digital
- Business, Finance & Legal
- Education & Community

## Most resilient areas

- Trades & Construction
- Agriculture & Environment
- Transport, Logistics & Mining

**Risk & pay:** Higher-paid, judgement-heavy roles cluster at lower risk, while many mid-pay administrative roles carry the highest exposure.

**What to watch:** Entry-level and routine administrative tasks are narrowing fastest; client-facing, accountability and hands-on work remain the human moat.

## How to read this report

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Every occupation is scored on how much of its work generative AI can touch, and how much of it stays hard for AI to do. Four ideas run through the report:

- **AI exposure** — how much of the day-to-day tasks AI can already perform.
- **Automation pressure** — how likely those tasks are to be automated in practice.
- **AI augmentation** — where AI makes the worker faster rather than redundant.
- **Job displacement risk** — the combined pressure on the *number* of jobs.

**A risk score is not a probability that a job disappears.** It is a composite of the occupation's task structure, how automatable those tasks are, workforce demand, and the human moat. High exposure often means AI *augments* the role, not that it vanishes.

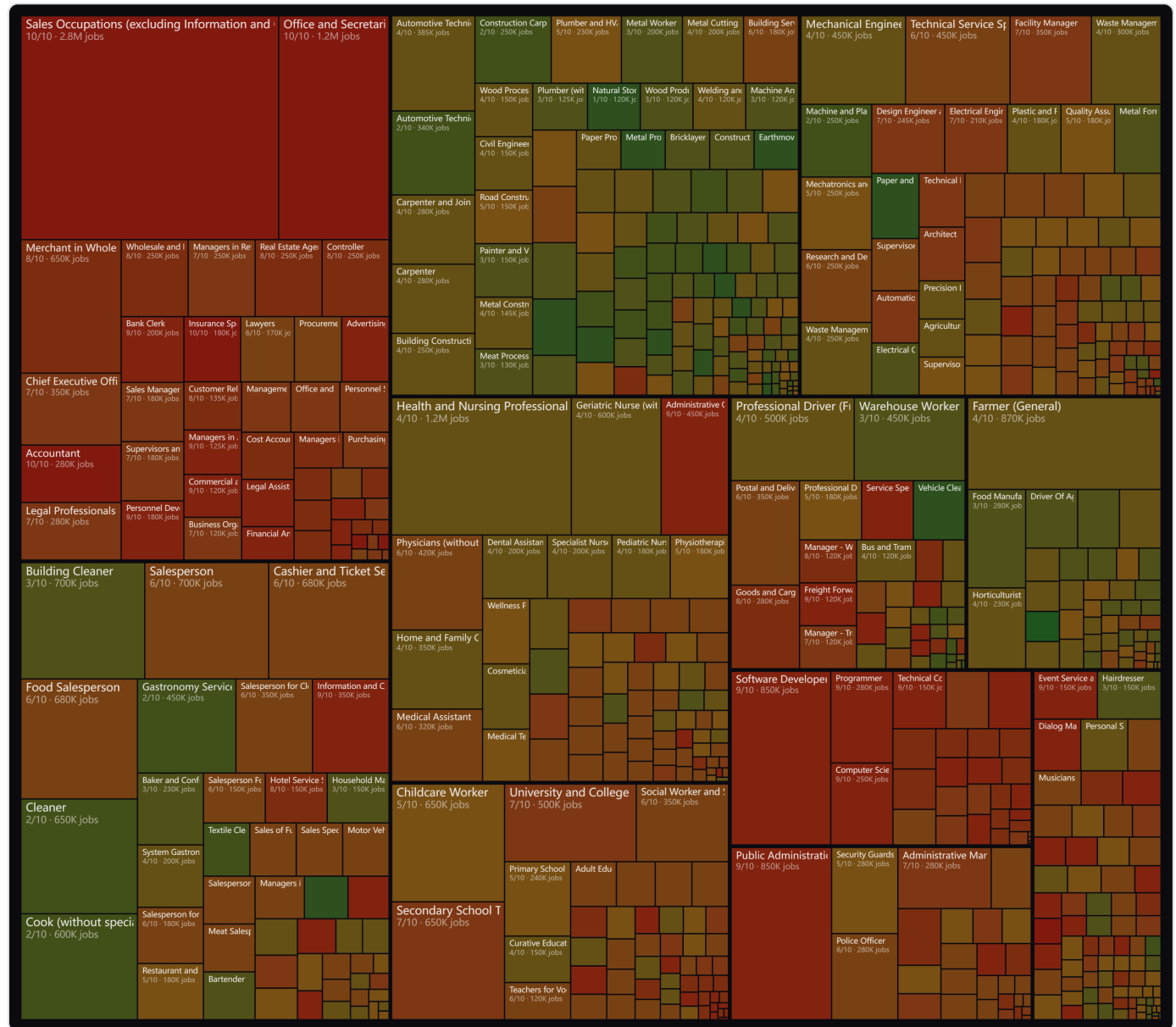
# Germany labour-market snapshot

|                             |         |
|-----------------------------|---------|
| Occupations analysed        | 652     |
| Workforce covered           | 55.1M   |
| Median AI exposure          | 54/100  |
| High-risk occupations       | 22%     |
| High-risk workforce         | 29%     |
| Typical annual pay (median) | €48,612 |
| Data year                   | 2025    |

Germany has a median AI exposure of 54/100. High-exposure work is concentrated in it & digital and adjacent groups, while trades & construction stays most resilient.

# National AI job risk map

Each tile is an occupation; tile area is proportional to the number of people employed, colour is AI task exposure.



■ Low exposure (<40) ■ Medium (40–69) ■ High (70+)

## Three things this map shows

- The largest tiles — IT & Digital and related groups — carry above-median exposure.
- 29% of employment sits in the high-exposure (red) band.
- Trades & Construction forms the biggest low-exposure (green) cluster.

Explore the interactive version at <https://aijobriskmap.com/country/germany/>.

# Risk distribution

Two views tell different stories: how risk spreads across *occupations*, and across *people employed*.

## By occupation count

|        |     |
|--------|-----|
| High   | 22% |
| Medium | 49% |
| Low    | 29% |

## By workforce

|        |     |
|--------|-----|
| High   | 29% |
| Medium | 40% |
| Low    | 31% |

Median exposure 54/100 · quartiles Q1 37 / Q3 68. Occupation-count and workforce shares differ because high-employment jobs are not evenly spread across risk bands.

## Highest-risk occupations

Ranked by AI task exposure. The right column shows tasks AI is most likely to take over.

| #  | Occupation                                                               | Risk | Workforce | Pay     | Main exposed tasks                                                                                                                                                                                               |
|----|--------------------------------------------------------------------------|------|-----------|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Office and Secretarial Clerk (General)                                   | 98   | 1.2M      | €46,320 | Document Formatting and Template Creation: AI Automatically Generates Official Documents and Reports According to Standard Templates; Data Entry and Verification: OCR+RPA enables error-free entry and matching |
| 2  | Stenographer and Phonotypist                                             | 96   | 8,000     | €46,320 | Transcribe recordings verbatim into text; Organizing meeting minutes according to standard format                                                                                                                |
| 3  | Sales Occupations (excluding Information and Communication Technologies) | 95   | 2.8M      | €64,968 | Automatically generate customer quotes and product specifications; Use CRM automation for customer information collection and initial screening                                                                  |
| 4  | Accountant                                                               | 95   | 280,000   | €60,252 | Invoice recognition and three-way matching (AI OCR automation); Bank Reconciliation and Automatic Classification (RPA and AI Bookkeeping)                                                                        |
| 5  | Insurance Specialist (Versicherungskaufleute)                            | 95   | 180,000   | €63,708 | AI chatbot handles customer inquiries on common insurance terms and preliminary claims screening; Automated system completes policy quotations, renewal reminders, and standardized contract generation          |
| 6  | Tax Consultant                                                           | 95   | 11,000    | €50,568 | Invoice recognition and three-way matching (AI OCR automation); Bank Reconciliation and Automatic Classification (RPA and AI Bookkeeping)                                                                        |
| 7  | Market and Opinion Researcher                                            | 95   | 35,000    | €52,284 | Daily bidding and budget adjustments for advertising placements; Basic social media content scheduling and posting                                                                                               |
| 8  | Bank Clerk                                                               | 94   | 200,000   | €63,708 | Cash handling and transfer processing; Basic customer information inquiry and account detail printing                                                                                                            |
| 9  | Advertising and Marketing Professional                                   | 94   | 150,000   | €58,944 | Data collation and basic report generation (e.g. market research data cleaning, periodic reports); Routine email marketing, social media posting scheduling                                                      |
| 10 | Financial Analyst                                                        | 94   | 85,000    | €63,708 | Automatically capture and clean financial data from multi-source systems, standardize it; Generate periodic financial reports, charts, and fundamental template analysis                                         |
| 11 | Foreign Language Secretary / Correspondent                               | 94   | 25,000    | €46,320 | Draft standardized letters and meeting minutes (AI-generated templates); Schedule and manage calendars and reminders (smart scheduling tools)                                                                    |
| 12 | Editor and Journalist                                                    | 94   | 65,000    | €57,120 | Automatically generate structured news reports such as financial reports and sports events; Template-based social media content creation and posting                                                             |

| #  | Occupation                                              | Risk | Workforce | Pay     | Main exposed tasks                                                                                                                                                                                                               |
|----|---------------------------------------------------------|------|-----------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13 | Publishing and Media Management Clerk                   | 94   | 35,000    | €51,204 | Automated generation of standardized sales reports and market data analysis; Automated management of customer email lists and basic email marketing                                                                              |
| 14 | Documentation and Information Services Specialist       | 94   | 45,000    | €52,500 | Automatic cataloging and metadata generation (AI can automatically extract keywords and classification numbers from full text); Basic reference inquiries (chatbots answer common questions like opening hours, borrowing rules) |
| 15 | Personnel Development and Administration Specialist     | 93   | 180,000   | €60,000 | Payroll data calculation and report generation; Attendance record organization and anomaly alerts                                                                                                                                |
| 16 | Commercial and Technical Business Management Specialist | 93   | 120,000   | €66,756 | Routine data entry and report generation; Writing and updating standard process documents                                                                                                                                        |
| 17 | Dialog Marketing Professionals                          | 93   | 120,000   | €58,944 | Data collation and basic report generation (e.g. market research data cleaning, periodic reports); Routine email marketing, social media posting scheduling                                                                      |
| 18 | Environmental Protection Administrator and Consultant   | 93   | 45,000    | €61,104 | Automatically generate draft routine environmental impact assessment reports; Template-based data organization and statistical analysis                                                                                          |



## Most AI-resilient occupations

Lower task exposure and a stronger human moat. Resilient, not "AI-proof".

| Occupation                                                                    | Risk | Workforce | Pay     | Human moat                                                                                                                                                                                     |
|-------------------------------------------------------------------------------|------|-----------|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Florist                                                                       | 4    | 50,000    | €31,464 | Unique artistic aesthetic and creativity; On-the-spot improvisational design and adaptability                                                                                                  |
| Furnace And Air Heating Construction Specialist                               | 6    | 32,000    | €46,332 | Welding and pipe construction skills in complex working conditions; On-site diagnosis of non-routine faults and hands-on repair                                                                |
| Paving Stone Layer                                                            | 6    | 25,000    | €48,612 | Aesthetic selection and color matching of special-textured stones; Flexible adaptability in narrow, irregular areas such as garden path corners                                                |
| Chimney Builders                                                              | 6    | 5,000     | €43,668 | Complex irregular masonry (curved, hollow, historical building restoration) cannot be standardized; Flexible operation in unstructured environments such as bad weather and confined spaces    |
| Glass And Window Cleaner                                                      | 7    | 90,000    | €33,420 | Identification and targeted treatment of complex stubborn stains (e.g., carpet stains, oil stains); Communicate with clients to understand specific needs and flexibly adjust cleaning methods |
| Tile, Slab and Mosaic Layers                                                  | 7    | 65,000    | €40,992 | Manual cutting and fitting of complex curves and irregular spaces; On-site judgment of base treatments (waterproofing, leveling)                                                               |
| Screed and Terrazzo Layers                                                    | 7    | 18,000    | €40,992 | Creative design and manual inlay of complex terrazzo patterns; Sensory judgment and texture matching in old floor restoration                                                                  |
| Blind and Shutter Installer                                                   | 8    | 25,000    | €41,196 | Coordination and negotiation with complex stakeholders (owners, designers, subcontractors); Quick decision-making for unforeseen field issues (e.g., changes in geological conditions)         |
| Industrial Glass Blower (Manual)                                              | 8    | 5,000     | €40,704 | Intuitive grasp of glass material properties (viscosity, thermal expansion); Creativity in manual restoration and custom artistic glass                                                        |
| Floor Layer                                                                   | 10   | 120,000   | €40,992 | Manual handling of complex spaces and non-standard shapes; On-site client communication and understanding personalized needs                                                                   |
| Paper and Packaging Technologist                                              | 12   | 150,000   | €45,060 | Handling complex faults requiring quick diagnosis, such as sudden web breaks or pulp quality anomalies; Cross-process (pulp-paper-coating-slitting) coordination and experience-based judgment |
| Natural Stone And Mineral Processing And Building Materials Production Worker | 12   | 120,000   | €43,200 | Diagnosis and manual repair of complex equipment faults; Multi-process coordination and exception handling (e.g., blockages, overloads)                                                        |
| Metal Production Worker (Without Specialization)                              | 12   | 85,000    | €49,032 | Handle equipment anomalies and fault recovery; Fine manual skills such as welding and cutting                                                                                                  |

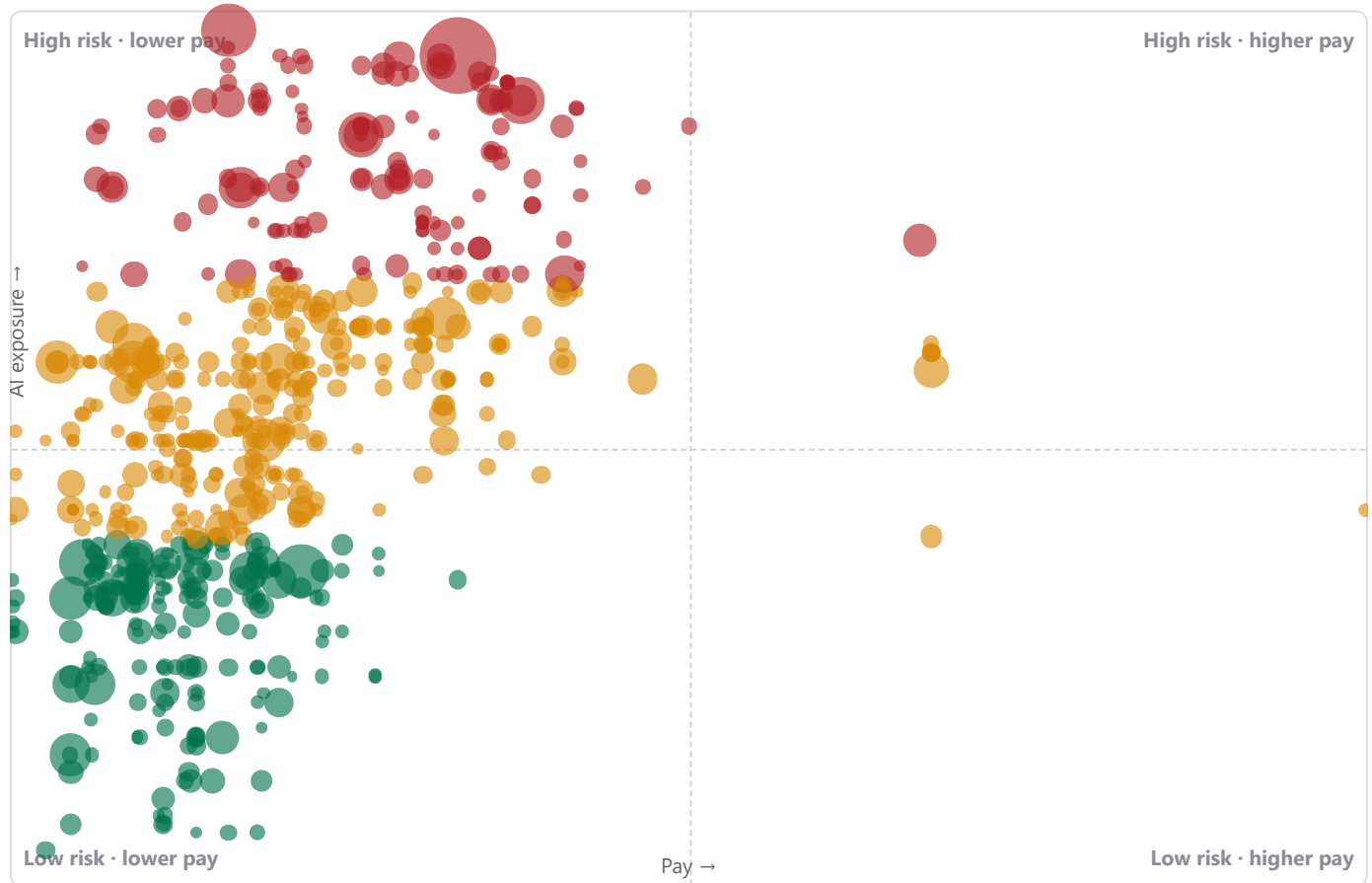
| Occupation                                | Risk | Workforce | Pay     | Human moat                                                                                                                                                              |
|-------------------------------------------|------|-----------|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Vehicle Painters                          | 12   | 35,000    | €42,840 | Finesse in spray painting complex curves and irregular components; Color effects and texture control for multi-coat overlays                                            |
| Earthmoving And Related Machine Operators | 13   | 85,000    | €43,080 | On-site judgment and decision-making in complex and changing construction environments; Emergency response to sudden safety issues (e.g., underground pipeline rupture) |
| Vehicle Cleaner                           | 13   | 150,000   | €33,420 | Manual skills for handling complex stains (oil, asphalt); Care of fine interior components of vehicles (dashboard, leather seats)                                       |
| Cleaner                                   | 15   | 650,000   | €33,420 | Fine cleaning, stain removal, and other tasks requiring tactile feedback and judgment; Handle emergencies (e.g., liquid spills, odor investigation)                     |
| Machine and Plant Cleaners                | 15   | 35,000    | €33,420 | Adaptive cleaning operations in unstructured, messy environments; Post-cleaning manual inspection and quality assessment (e.g., odor, residues)                         |

## Risk by occupational group

| Group                               | Median risk | High-risk % | Workforce | Median pay |
|-------------------------------------|-------------|-------------|-----------|------------|
| IT & Digital                        | 82          | 77%         | 2.6M      | €68,154    |
| Business, Finance & Legal           | 80          | 79%         | 9.7M      | €60,252    |
| Education & Community               | 64          | 47%         | 3.9M      | €57,360    |
| Government & Public Sector          | 64          | 30%         | 2.5M      | €57,192    |
| Creative, Media & Personal Services | 58          | 26%         | 2.2M      | €47,100    |
| Engineering & Infrastructure        | 58          | 10%         | 6.6M      | €50,640    |
| Healthcare & Care                   | 58          | 7%          | 6.3M      | €52,272    |
| Hospitality, Retail & Tourism       | 53          | 13%         | 8.2M      | €38,592    |
| Transport, Logistics & Mining       | 44          | 28%         | 3.1M      | €48,900    |
| Agriculture & Environment           | 39          | 2%          | 2.6M      | €36,252    |
| Trades & Construction               | 34          | 1%          | 7.5M      | €42,708    |

## Salary vs AI risk

Each bubble is an occupation: horizontal = pay, vertical = AI exposure, area = workforce.



### Priority now: high pay · high risk

- Chief Executive Officer
- Economist
- Managers in Technical Research and Development
- Managing Directors of Interest Organizations
- Internal Election Officer
- Member of a Legislative Body

### Most exposed: lower pay · high risk

- EV Battery Diagnostics Specialist
- Merchant in Wholesale and Retail Trade
- Wholesale and Foreign Trade Merchant
- Managers in Retail and Wholesale Trade
- Office and Secretarial Clerk (General)
- Coders, Proofreaders And Related Office Workers

## Tasks AI is likely to automate

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Representative automatable tasks drawn from the most-exposed occupations. Tasks are an occupation-level characteristic, shared across countries.

**Office and Secretarial Clerk (General)**

**Stenographer and Phonotypist**

**Sales Occupations (excluding Information and Communication Technologies)**

**Accountant**

**Insurance Specialist (Versicherungskaufleute)**

**Tax Consultant**

**Market and Opinion Researcher**

**Bank Clerk**

**Advertising and Marketing Professional**

**Financial Analyst**

## Human advantages

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What still needs people, even in the most-exposed occupations — the balance to the risk numbers above.

**Office and Secretarial Clerk (General)**

**Stenographer and Phonotypist**

**Sales Occupations (excluding Information and Communication Technologies)**

**Accountant**

**Insurance Specialist (Versicherungskaufleute)**

**Tax Consultant**

**Market and Opinion Researcher**

**Bank Clerk**

**Advertising and Marketing Professional**

**Financial Analyst**

## Career transition opportunities

Adjacent, more-resilient roles for people in exposed occupations. Detailed transition plans live on the occupation pages.

| Exposed occupation                                      | Adjacent, more-resilient roles                                                                                                              |
|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Stenographer and Phonotypist                            | Coders, Proofreaders And Related Office Workers · Office and Secretarial Clerk (General) · Accountant                                       |
| Insurance Specialist<br>(Versicherungskaufleute)        | Managers in Insurance and Financial Services · Financial Analyst · Sales Occupations (excluding Information and Communication Technologies) |
| Bank Clerk                                              | Financial Analyst · Controller · Personnel Development and Administration Specialist                                                        |
| Financial Analyst                                       | Controller · Economist · Bank Clerk                                                                                                         |
| Editor and Journalist                                   | Editorial and Journalism Manager · Author and Writer · Media and Theater Scientist                                                          |
| Publishing and Media Management Clerk                   | Public Relations Specialist · Market and Opinion Researcher · Manager - Publishing and Media Economics                                      |
| Personnel Development and Administration Specialist     | Personnel Services Specialist · Management Consultant · Commercial and Technical Business Management Specialist                             |
| Commercial and Technical Business Management Specialist | Business Organization and Planning Professional · Controller · Advertising and Marketing Professional                                       |
| Media IT Specialist                                     | Business Informatics Specialist · Software Developer · Database Developer and Administrator                                                 |
| Linguist / Language Scientist                           | English and American Studies Specialist · Archivist · Lecturer                                                                              |
| English and American Studies Specialist                 | University and College Lecturers and Researchers · Archaeologist · Linguist / Language Scientist                                            |
| Romance Studies Specialist                              | Linguist / Language Scientist · Librarian · Anthropologists and Ethnologists                                                                |

# What workers can do

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## Next 30 days

- Map which of your weekly tasks are most exposed to AI.
- Start using an AI assistant on one recurring task and measure the time saved.

## Next 6 months

- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

## Next 2 years

- Move toward an adjacent, more-resilient role (see chapter 13).
- Build a verifiable portfolio of outcomes AI cannot claim on its own.



# Outlook & scenarios

Rather than a single prediction, we model three AI-adoption scenarios for job displacement by 2030 across Germany's covered workforce.

|                                                                       |                                                                     |                                                                        |
|-----------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------------|
| <div>CONSERVATIVE</div> <div>988,638</div> <div>2% of workforce</div> | <div>BASELINE</div> <div>1,977,280</div> <div>4% of workforce</div> | <div>ACCELERATED</div> <div>4,350,008</div> <div>8% of workforce</div> |
|-----------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------------|

Scenario estimates, not forecasts. They express how much of the theoretically-automatable exposure converts to job loss under slow, central and fast adoption — the true path depends on policy, investment and job creation this figure does not net out.

## Methodology

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- **AI exposure** — generative-AI task-exposure percentile (ILO Working Paper 140, calibrated with Eloundou et al.), mapped to occupations.
- **Occupation classification** — ISCO-08.
- **Workforce & pay** — Germany official statistics office; median annual pay, 2025 basis (the more granular of the source's average/median measures is used).
- **Displacement scenarios** — workforce × exposure × automation share × realisation rate (low/mid/high).
- **Tasks, human moat & adjacent roles** — occupation-level AI analysis, shared across countries by occupation code.
- **Cross-country comparability** — classification and pay years differ by country; compare within a country first.

Version 2026.1 · missing values are left blank rather than imputed.

## Sources & citation

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- Germany official statistics office
- ILO Working Paper 140 — Generative AI and Jobs: A Refined Global Index of Occupational Exposure.
- Eloundou et al. (2023) — GPTs are GPTs: labor-market impact potential of LLMs. [arxiv.org/abs/2303.10130](https://arxiv.org/abs/2303.10130)

### Suggested citation

AI Job Risk Map (2026). AI Job Risk Report: Germany 2026. <https://aijobriskmap.com/reports/germany/>

## Appendix

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The full occupation-level dataset for all countries — one row per occupation with exposure, pay, workforce and displacement scenarios — is available for download:

<https://aijobriskmap.com/dataset.csv> (CSV, CC BY 4.0)

### Risk bands

- High: exposure 70–100
- Medium: 40–69
- Low: 0–39

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