



AI Job Risk Report Spain

Which occupations AI is reshaping — and which stay human

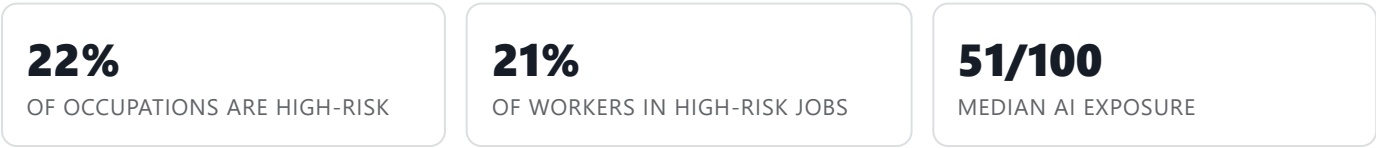
21% of Spain's covered workforce is employed in occupations with high AI task exposure.

511 OCCUPATIONS	26.6M WORKFORCE COVERED	51/100 MEDIAN AI EXPOSURE	22% HIGH-RISK OCCUPATIONS
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Published: 2026-08-10 · **Data cutoff:** 2025 · **Web:** <https://aijobriskmap.com/reports/spain/>

Executive summary

Across 511 occupations covering 26.6M workers in Spain, median AI exposure is 51/100. 22% of occupations — and 21% of workers — fall in the high-exposure band.



Most exposed areas

- Business, Finance & Legal
- IT & Digital
- Engineering & Infrastructure

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

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.

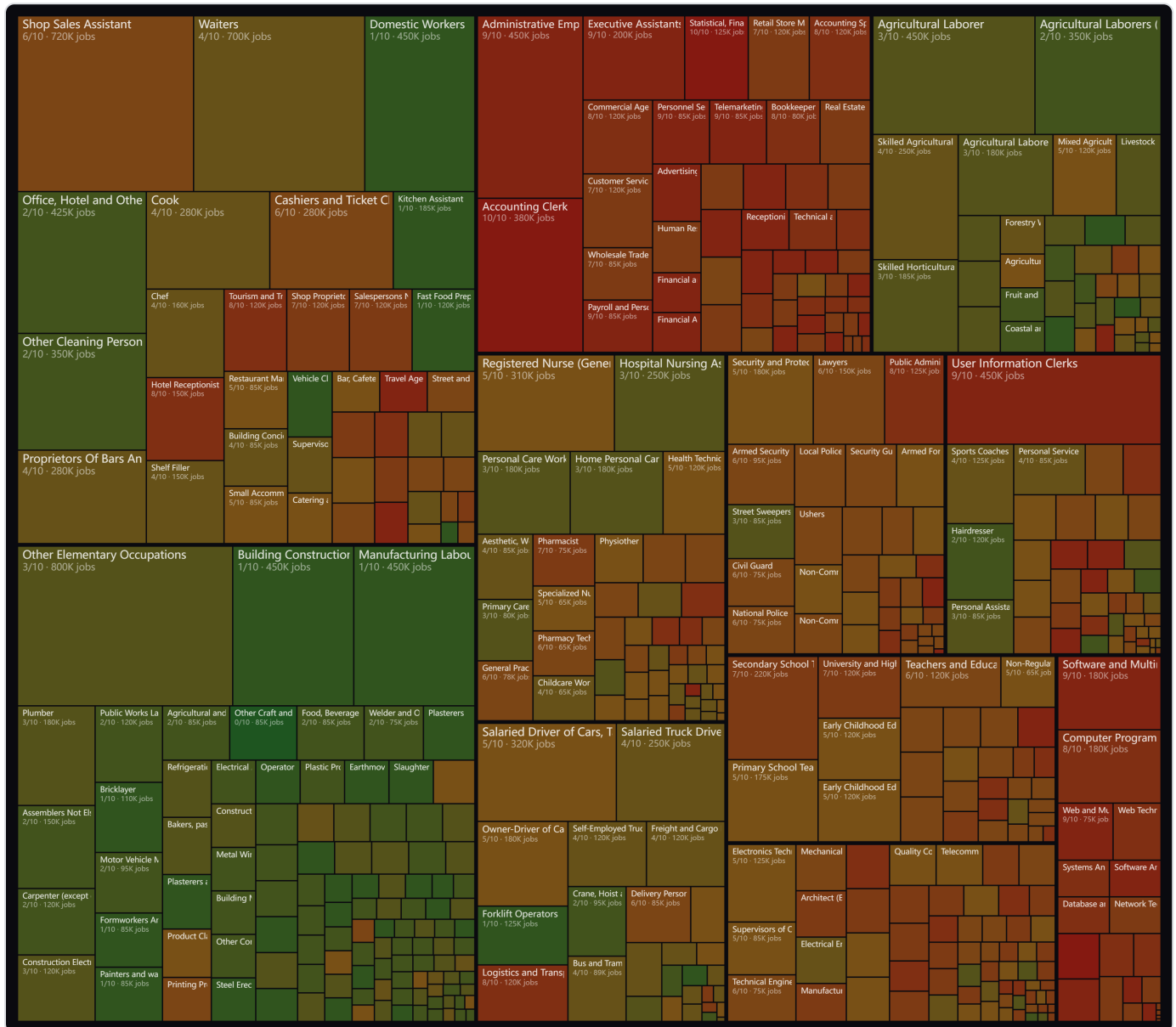
Spain labour-market snapshot

Occupations analysed	511
Workforce covered	26.6M
Median AI exposure	51/100
High-risk occupations	22%
High-risk workforce	21%
Typical annual pay (median)	€28,325
Data year	2025

Spain has a median AI exposure of 51/100. High-exposure work is concentrated in business, finance & legal 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 — Business, Finance & Legal and related groups — carry above-median exposure.
- 21% 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/spain/>.

Risk distribution

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

By occupation count		By workforce	
High	22%	High	21%
Medium	42%	Medium	34%
Low	36%	Low	45%

Median exposure 51/100 · quartiles Q1 29 / 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	Data Entry Operators	98	45,000	€21,988	Transcribe data from paper documents or images into electronic systems; Verify data accuracy and correct errors
2	Accounting Clerk	95	380,000	€21,988	Manually entering transaction data from invoices or receipts; Bank reconciliation and discrepancy adjustment
3	Statistical, Financial and Banking Services Office Employees	95	125,000	€21,988	Manual data entry and format conversion; Automatically reconcile and reconcile account balances
4	Administrative Employees Without Public-Facing Duties Not Elsewhere Classified	94	450,000	€21,988	Schedule management and coordination: AI calendar tools automatically optimize conflicts and send invitations; Document processing and formatting: AI automatically generates meeting minutes and report layouts
5	Financial Analyst	94	45,000	€36,790	Automatically generate periodic financial reports and market briefs; Basic data cleaning, standardization, and visualization
6	Finance and Investment Associate Professionals	94	45,000	€28,325	Automated execution of securities trading orders and order management; Basic market data analysis and report generation based on preset rules
7	Payroll and Personnel Clerks	93	85,000	€21,988	Automatic aggregation of attendance data and anomaly marking; Automatic calculation and report generation of wages, bonuses, and deductions
8	Personnel Service Employees	93	85,000	€21,988	Resume keyword screening and initial screening notice; Entry and verification of employee attendance data
9	Telemarketing Operator	93	85,000	€17,023	Use an automatic dialing system for batch outbound calls; Record the customer's basic information and initial intentions
10	Loan and Credit Salespersons	93	18,000	€28,325	Automatically extracts key indicators from credit reports and financial data and generates preliminary risk assessments; Automatically approve or reject standard loan applications based on historical data and rule engines
11	Web and Multimedia Analysts, Programmers and Designers	93	75,000	€36,790	Repetitive UI component writing and style debugging; CRUD code generation for standard REST APIs
12	Advertising and Public Relations Directors	92	12,000	€53,332	Daily bidding and budget adjustments for advertising placements; Basic social media content scheduling and posting
13	Philologists, Interpreters and Translators	92	25,000	€36,790	Standard conference interpreting (e.g., business negotiations); Simple telephone interpreting or community interpreting
14	Bank Cashiers and Related Clerks	91	32,000	€21,988	Cash counting and transaction processing: AI ATMs and smart counters can handle deposits, withdrawals, transfers, and other operations without manual labor; Customer Identity Verification: AI facial recognition and remote account opening technology replace manual verification

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
15	Post Office Counter Clerks	91	15,000	€21,988	Basic mail and parcel handling operations (weighing, labeling, scanning); Standard remittance and postal savings transaction processing
16	Telephone Operator	91	32,000	€21,988	Answer incoming calls and forward them to the corresponding department; Providing standard information queries (such as business hours and addresses)
17	Financial and Investment Adviser	90	45,000	€36,790	Automatically generate periodic financial reports and market briefs; Basic data cleaning, standardization, and visualization
18	Receptionist (Except Hotel)	90	45,000	€21,988	Call Answering and Forwarding: AI voice assistants can directly handle call classification, transfer, and simple queries; Visitor Registration and Check-in: Self-service registration terminals and visitor management systems replace manual recording

Most AI-resilient occupations

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

Occupation	Risk	Workforce	Pay	Human moat
Other Craft and Related Trades Workers Not Elsewhere Classified	4	85,000	€22,080	Complex fault diagnosis and repair decisions; Customized handicraft techniques for customers
Domestic Workers	7	450,000	€16,668	Emotional companionship and psychological comfort, especially for children and the elderly; Flexible response to unexpected events (such as sudden illness or appliance failures)
Kitchen Assistant	7	185,000	€16,668	Handmade cooking techniques and seasoning experience for complex dishes; Emergency response capabilities for sudden kitchen situations such as fires and equipment failures
Formworkers And Concrete Operatives	7	85,000	€22,080	On-site adjustment and customized construction of complex formwork; On-site experience and judgment coordinated with other trades
Floor Layers, Parquet Installers and Related Workers	7	28,000	€22,080	Installation in irregularly shaped rooms and complex corners; Fine manual skills for repairing old or damaged flooring
Window Cleaners	7	15,000	€16,668	Physical agility and mental toughness required for working at heights; Ability to handle unexpected situations (such as strong winds or equipment failures)
Precast Concrete Structural Assemblers	7	12,000	€22,080	Hand-eye coordination and fine-tuning for on-site welding of complex structures; Decision-making for abnormal conditions (irregular parts/material defects)
Mining, Quarrying and Other Extractive Industry Laborer	7	12,000	€16,668	Emergency judgment and decision-making in complex geological conditions; On-site rapid repair skills for equipment breakdowns
Vehicle Cleaner	8	68,000	€16,668	Delicate handcrafted work: such as genuine leather seat maintenance, manual waxing, and polishing; Customer Service: Personalized communication and complaint handling
Painters and wallpaperers	8	85,000	€22,080	Fine manual skills (e.g., French polishing, wood staining cannot be fully automated); On-site adaptability (handling irregular surfaces and unexpected issues)
Steel Erector	8	45,000	€22,080	Flexible tying and adjustment in complex/irregular structures; Adaptability to severe weather and field conditions
Painters in Manufacturing Industries	8	32,000	€22,080	Fine spraying of complex curved surfaces and special-shaped parts; On-site color mixing and special effects handicraftsmanship
Ceramic Workers, Potters and Related	8	18,000	€22,080	Tactile and improvisational skills in handmade ceramics; A deep understanding of traditional Spanish ceramic culture and aesthetics
Glass Blowers, Molders, Laminators, Cutters, and Polishers	8	8,500	€22,080	Manual handling and positioning of irregular/oversized glass; Artisan judgment for adjusting gaps with building structures during on-site installation

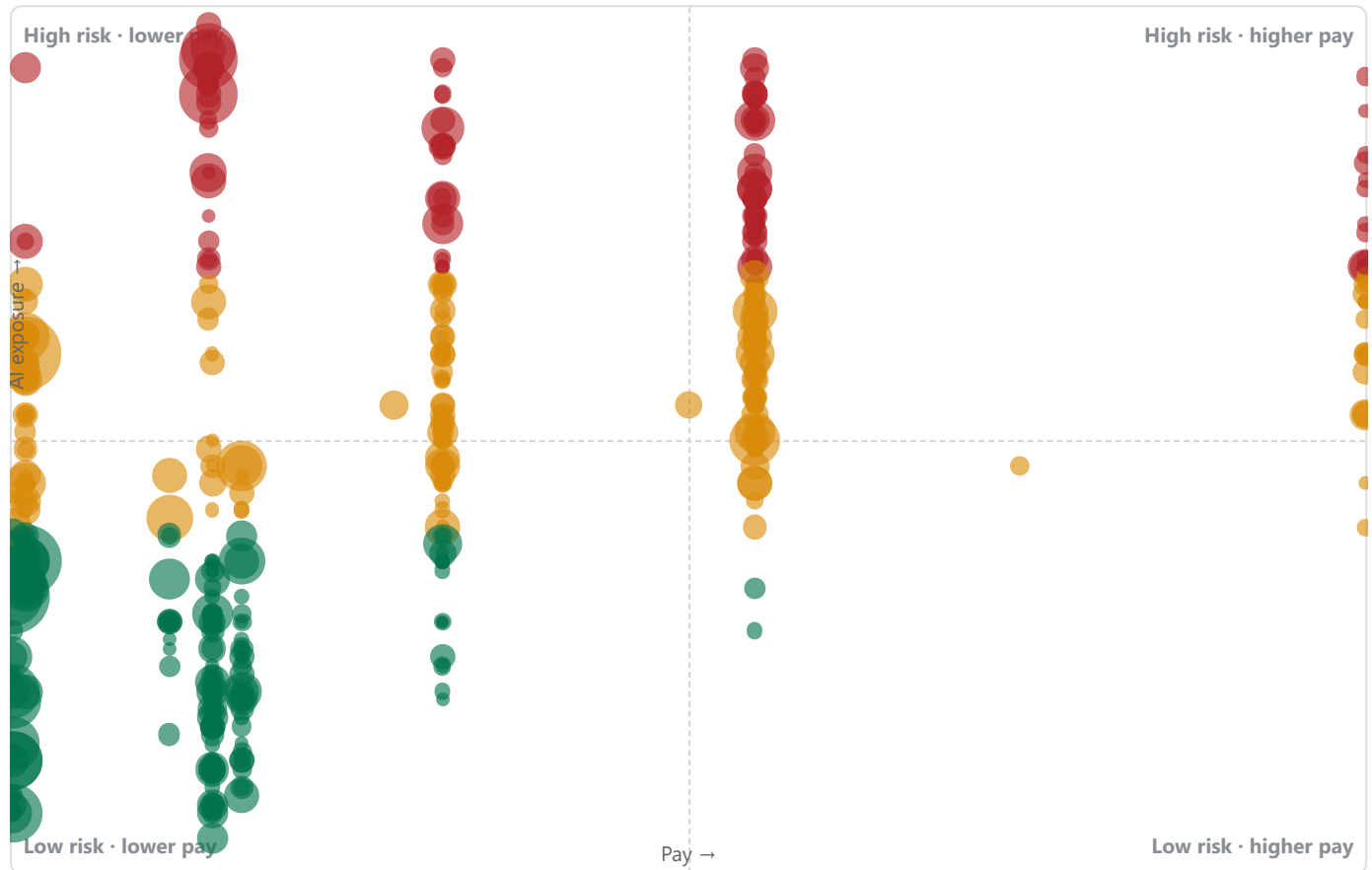
Occupation	Risk	Workforce	Pay	Human moat
Fishing Laborer	9	25,000	€16,668	Emergency decision-making and judgment under complex sea conditions; Fine adjustment and on-site repair capabilities for fishing gear
Aquaculture Laborer	9	12,000	€16,668	On-site response capability for sudden equipment failures, extreme weather, and other abnormal conditions; Manual experience-based judgement of fish and shrimp behaviour and health (e.g., abnormal swimming, colour changes)
Forklift Operators	9	125,000	€22,905	Precision handling of unstable cargo or non-standard items; Manual Judgment and Adjustment in Confined or Cluttered Environments
Non-Metallic Mineral Product Manufacturing Machinery Operators	10	35,000	€22,905	Hands-on ability to handle sudden machine failures and abnormal operating conditions; Real-time judgment and adjustment experience for non-standard raw materials (such as moisture and impurities)

Risk by occupational group

Group	Median risk	High-risk %	Workforce	Median pay
Business, Finance & Legal	80	77%	3.1M	€28,325
IT & Digital	78	67%	895,600	€36,790
Engineering & Infrastructure	64	32%	1.4M	€36,790
Education & Community	62	28%	1.4M	€36,790
Government & Public Sector	60	19%	1.5M	€28,325
Creative, Media & Personal Services	53	23%	1.5M	€28,325
Hospitality, Retail & Tourism	53	20%	5.6M	€17,023
Healthcare & Care	49	8%	2.1M	€28,325
Transport, Logistics & Mining	42	7%	1.7M	€22,905
Agriculture & Environment	32	0%	2.3M	€20,931
Trades & Construction	21	0%	5.1M	€22,080

Salary vs AI risk

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



Priority now: high pay · high risk

- Retail Store Manager
- Wholesale Trade Managers And Directors
- Financial Directors
- Chief Executive Officer
- Advertising and Public Relations Directors
- Human Resources Directors

Most exposed: lower pay · high risk

- Administrative Employees Without Public-Facing Duties Not Elsewhere Classified
- Accounting Clerk
- Statistical, Financial and Banking Services Office Employees
- Payroll and Personnel Clerks
- Personnel Service Employees
- Production Support Office Clerks

Tasks AI is likely to automate

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

Data Entry Operators

Accounting Clerk

Statistical, Financial and Banking Services Office Employees

Administrative Employees Without Public-Facing Duties Not Elsewhere Classified

Financial Analyst

Finance and Investment Associate Professionals

Payroll and Personnel Clerks

Personnel Service Employees

Telemarketing Operator

Loan and Credit Salespersons

Human advantages

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

Data Entry Operators

Accounting Clerk

Statistical, Financial and Banking Services Office Employees

Administrative Employees Without Public-Facing Duties Not Elsewhere Classified

Financial Analyst

Finance and Investment Associate Professionals

Payroll and Personnel Clerks

Personnel Service Employees

Telemarketing Operator

Loan and Credit Salespersons

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
Statistical, Financial and Banking Services Office Employees	Statistical, Mathematical and Related Support Professionals · Finance and Investment Associate Professionals · Accounting Specialist
Finance and Investment Associate Professionals	Financial and Investment Adviser · Financial Analyst · Economist
Payroll and Personnel Clerks	Personnel Service Employees · Accounting Clerk · Executive Assistants and Administrative Officers
Personnel Service Employees	Payroll and Personnel Clerks · Human Resources and Personnel Policy Specialists · Executive Assistants and Administrative Officers
Telemarketing Operator	Customer Service Administrative Assistants · Survey Interviewer · Door-to-Door Salesperson
Bank Cashiers and Related Clerks	Finance and Investment Associate Professionals · Statistical, Financial and Banking Services Office Employees · Loan and Credit Salespersons
Post Office Counter Clerks	Postal Service Clerks (Except Counter Clerks) · Social Services Administration Support Professionals · Gender Equality Promoter
Telephone Operator	Hotel Receptionist · Flight Attendants and Cabin Crew (Air, Sea, Rail) · Office, Hotel and Other Establishment Cleaner
Receptionist (Except Hotel)	Customer Service Administrative Assistants · Executive Assistants and Administrative Officers · Personnel Service Employees
User Information Clerks	Public Relations Professional · Telephone Operator · Personal Assistant or Companion
Travel Agency Employees	Tourism and Travel Technical Officer · Tour Guide · Conference and Event Organizer
Survey Interviewer	Management and Organization Analysts · Advertising and Marketing Professionals · Statistical, Mathematical and Related Support Professionals

What workers can do

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

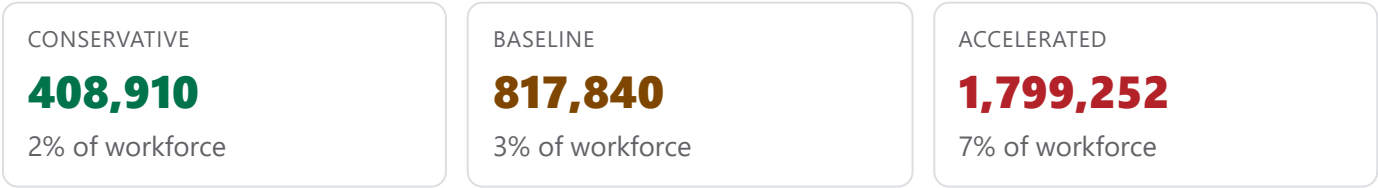
- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

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 Spain's covered workforce.



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

- **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** — Spain 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

- Spain 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

Suggested citation

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

Appendix

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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