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Artificial the Indian Labour Market: Employment Trends, Skill Gaps and Emerging Opportunities

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Abstract

Artificial Intelligence is causing changes in how people are employed in India. It can help tasks be done more quickly, improve productivity and create new types of jobs. However it can also have a negative impact on certain jobs. This paper discusses the impact that Artificial Intelligence can cause on employment within India. It highlights effects on employment, the loss of old jobs, the effects on young people looking for jobs, and the information technology sector. Data was collected from reports and books written by experts. This shows that the impact of Artificial Intelligence on a person's job isn't always a negative thing. It may change how people are employed and can create new jobs. How much this affects people positively will depend on if they have the opportunity to gain new skills and if there are policies in place to aid everyone.

Keywords: Artificial Intelligence, Employment, Automation, Job Creation, Job Displacement, Skill Development, India.

Introduction

Artificial Intelligence has become a part of the modern economy. It is increasingly being used for tasks such as analysing data, predicting, comprehension and decision making. Within India, Artificial Intelligence is changing how people are employed within sectors such as information technology, banking, manufacturing and teaching. As there is a large number of people working in India these changes are very significant to the economy and society. Artificial Intelligence can help people perform better, improve ideas and create new jobs however people performing tasks may face increased pressure as companies are using machines to complete tasks. It is important to understand how technology are changing jobs to create policies and allow people to adapt to the changes.

Objectives of the Study

- To understand the impact Artificial Intelligence is having on employment in India.
- To understand the roles of skill development, education and government policies.
- Artificial Intelligence & Changes to Employment

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Job Displacement

Artificial Intelligence can be used to complete simple tasks such as typing data, customer service, creating documents and some office tasks. This can create cost savings for companies as they can use these tools to complete tasks. This can mean that repetitive tasks aren't needed. However simply because a task is being completed by a machine does not mean that the entire job will be lost. Many tasks would require people to use their brain, communication skills and make decisions. Artificial Intelligence may complete some of these tasks but people will still be required to complete the tasks that require understanding and decision making.

Youth Employment

Having a job can help young people to develop and learn. However as Artificial Intelligence is increasingly being used for tasks such as report writing, data analysis and coding this could impact on the type of jobs available. Within some sectors companies may require people to complete simple tasks so this could impact on young people who are just starting out in their careers. However new jobs may be created within sectors such as data analysis, computer security and using tools with Artificial Intelligence. Young people will need to use the knowledge they have learnt in school alongside new skills, computer skills and communication skills. Schools and companies should consider how to provide students with opportunities to gain work experience as simple tasks may become easier for machines.

Job Creation & Information Technology Sector

As Artificial Intelligence is increasing and developing it can create new jobs within sectors such as data analysis, machine learning, computer security, helping with technology and managing machines with Artificial Intelligence. Improving work can help companies to grow and create products meaning more jobs may be created.

The information technology sector in India is changing. Jobs such as coding, software testing, creating instructions and customer service can be aided by Artificial Intelligence tools. This can make simple tasks quicker but could mean that some jobs are not needed. However it can help employees focus on more complex technical issues, creating systems and providing better services. To gain the most benefit from these changes technology companies should provide training for their employees to help them gain the skills needed.

Skill Gaps & Income Inequality

The way people are employed requires technical and social skills. As technology is becoming more advanced it is becoming more important to have computer skills, data analysis skills and tools with Artificial Intelligence. However it is still important to have skills such as thinking, creativity, communication and problem solving as many jobs require decision making and working with others.

People who cannot receive training may struggle to gain new jobs. Therefore training shouldn't just be provided to those studying computer science but also those in business, economics, management and social sciences. By understanding how Artificial Intelligence works and its limitations it can help students prepare for the changes to their jobs.

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There is a possibility that not everyone will benefit from the technology. If only those in cities and with more money receive training and computer tools there may be an increase in income inequality. Therefore it is important to provide affordable training programmes to give more people opportunities.

Informal Employment & Skill Development

Artificial Intelligence can help those running businesses, self-employed individuals and small business owners. For example, digital tools can help with sales, customer service, stock management and financial planning. This can help small businesses work efficiently and target people. However many people working within this sector won't have the correct training, tools or safety nets. They may struggle with changes in technology affecting how they make money. Policies should be created around Artificial Intelligence and employment to consider those who are self-employed.

Skill development is an important part of changing jobs. Upskilling means improving your knowledge. Reskilling means learning new skills for a different job. Training programmes can be created by companies, schools and government to help people change their jobs.

Role of Government & Education

Government agencies and schools have a responsibility to ensure that everyone can benefit from Artificial Intelligence. The following should be considered.

- Adding computer skills and Artificial Intelligence topics to school and university courses.
- Provide opportunities for people and employees to gain new skills.
- Provide affordable training to those in the informal sector.
- Support employees who need to change their jobs.

Ensure that when using Artificial Intelligence to decide who gets a job or assess how well someone performs there is transparency, privacy and control.

Conclusion

This can help ensure that technology helps people. Collaboration between government, companies, schools and employees is important to manage changes to jobs. Artificial Intelligence may mean that some old jobs change, current jobs may change and new jobs may be created in India. Therefore the impact should not be seen as just creating or destroying jobs. Instead it will depend on how companies use the technology, how employees adapt to gaining new skills and how effective public policies are. It is important that people, those in the informal sector and those doing simple jobs have an opportunity to gain the correct skills. Government, companies and schools need to work together to give more people opportunities to gain computer knowledge, proper training and new skills. Overall the future of employment in India will not just depend on the skills of Artificial Intelligence but also the policies in place to help the economy, how companies work and opportunities to gain new skills. With the correct preparation and fair policies Artificial Intelligence can help people perform better and create new ways of being employed.

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