20 Impact of Artificial Intelligence on the Labour Market and Employment Opportunities in India

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Abstract

Artificial Intelligence (AI) has rapidly transformed the Indian labour market by influencing employment patterns, workforce structure, productivity, and skill requirements across multiple sectors. The present study examines the impact of AI on employment opportunities, automation, labour market transformation, and digital skill development in India using descriptive and analytical research methodology based on secondary data collected from government reports, industry surveys, research journals, and policy documents. The findings reveal that the Information Technology sector recorded the highest AI adoption rate of 78% and generated approximately 2,10,000 AI-related jobs, followed by Banking, Manufacturing, Healthcare, Retail, and Logistics sectors. The study highlights that AI-driven automation has significantly reduced repetitive and low-skilled tasks, with nearly 38% of low-skilled urban jobs facing automation risks. Simultaneously, AI has created new employment opportunities in data science, machine learning, robotics, cybersecurity, cloud computing, and prompt engineering. The research further indicates that around 44% of India's workforce requires reskilling to remain employable in AI-driven industries, while online AI course enrolment reached nearly 12.5 million in 2025. However, challenges such as digital inequality, wage disparities, limited rural access to technology, and inadequate technical education continue to hinder inclusive labour market development. The study concludes that continuous investment in digital infrastructure, vocational education, and workforce reskilling programs is essential for ensuring sustainable and balanced employment growth in India's AI-driven economy.

Keywords: Artificial Intelligence, Labour Market, Employment Opportunities, Automation, Skill Development.

Introduction

AI has emerged as one of the most transformative technologies of the twenty-first century, fundamentally altering economic systems, industrial structures, and labour markets across the world. In India, the rapid integration of AI into business

operations, governance, education, healthcare, agriculture, manufacturing, finance, and information technology has significantly influenced employment patterns and workforce requirements. AI refers to computer systems capable of performing tasks that normally require human intelligence, such as learning, reasoning, problem-solving, language processing, and decision-making. The growing adoption of machine learning, robotics, generative AI, automation tools, and data analytics has accelerated the transformation of traditional employment structures in both organized and unorganized sectors.

India, with its large demographic dividend and expanding digital economy, stands at a critical stage where AI presents both opportunities and challenges for the labour market. The increasing penetration of digital infrastructure, smartphone usage, cloud computing, and government-led initiatives such as Digital India, Skill India, Startup India, and the India AI Mission has encouraged organizations to adopt AI-enabled technologies at an unprecedented pace. According to recent reports, nearly 87% of Indian enterprises were actively using AI solutions, reflecting the rapid institutional acceptance of AI across industries. Furthermore, surveys indicate that approximately 88% of organizations worldwide, including Indian firms, had integrated AI into at least one business function.

The influence of AI on employment in India is multidimensional. On one hand, AI-driven automation is replacing repetitive, routine, and low-skilled jobs, particularly in sectors such as customer support, data entry, bookkeeping, recruitment screening, and basic content generation. Reports suggest that several technology companies have reduced workforce size due to AI-enabled operational efficiency and automation strategies.The Indian IT and outsourcing industry, which employs millions of workers, is witnessing structural transformation as coding, testing, and support functions increasingly become automated through generative AI tools. This has raised concerns regarding unemployment, job insecurity, and widening inequality, especially among workers lacking advanced digital skills.

On the other hand, AI has also become a major source of new employment opportunities and economic growth. The demand for professionals skilled in AI, machine learning, cybersecurity, cloud computing, data science, prompt engineering, and AI ethics has increased rapidly across India. According to labour market studies, India's AI job market recorded nearly 2.90 lakh active AI-related job postings by the end of 2025, with expectations of substantial future growth. Global Capability Centres (GCCs) and multinational companies are increasingly establishing AI-focused innovation hubs in India, leading to higher recruitment in technology-intensive sectors. Moreover, workers possessing AI-related skills are receiving significantly higher wages and improved employment benefits compared to conventional workers, demonstrating the premium attached to AI competency in the modern labour market.

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The Indian government and private sector organizations are actively promoting reskilling and upskilling programs to prepare the workforce for AI-driven economic transformation. Several policy initiatives emphasize digital literacy, vocational training, and technological innovation to ensure inclusive employment growth. Experts believe that AI can act as a catalyst for productivity enhancement, entrepreneurship development, and long-term economic competitiveness if supported by effective policy frameworks and human capital investment.

Despite its transformative potential, the uneven distribution of technological access, lack of AI preparedness in rural areas, inadequate technical education, and the risk of labour market polarization remain major concerns in India. Therefore, understanding the impact of AI on employment opportunities, job displacement, workforce restructuring, and skill development has become essential for policymakers, researchers, educational institutions, and industry leaders. This study aims to examine the overall impact of AI on the labour market and employment opportunities in India using recent developments.

Objectives

- To examine the impact of AI on the Indian labour market.
- To analyse the employment opportunities created by AI in different sectors of India.
- To identify the challenges of AI-driven automation on workforce and jobs.
- To study the importance of skill development and digital training in the AI era.

Methodology

The study is based on descriptive and analytical research methodology using secondary data collected from government reports, research journals, policy documents, labour market surveys, and industry publications. Data were obtained from sources such as NITI Aayog, Ministry of Electronics and Information Technology, International Labour Organization (ILO), World Economic Forum (WEF), EY India, and Stanford AI Index Report 2025. The collected information related to AI, automation, employment trends, labour market transformation, and skill development in India was systematically analysed to examine the impact of AI on employment opportunities, workforce challenges, and future job prospects.

Expansion of AI and Structural Changes in Employment

AI has significantly transformed the Indian labour market during the last decade. The integration of AI technologies into sectors such as information technology, banking, manufacturing, healthcare, e-commerce, telecommunications, and logistics has accelerated automation and digital transformation across India. Industry estimates show that India's AI market increased from nearly USD 7.8 billion in 2023 to around USD 17 billion in 2025, reflecting rapid technological adoption in

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both public and private sectors. This expansion has directly influenced labour demand, productivity, and occupational patterns.

The Indian labour market is gradually shifting from routine manual and clerical work toward technology-intensive employment. AI-enabled systems are increasingly replacing repetitive tasks such as data entry, customer support, invoice processing, and basic accounting. Reports in 2025 indicated that nearly 27% of repetitive white-collar activities had become partially automated through AI-based systems. Simultaneously, new job roles such as AI analysts, machine learning specialists, prompt engineers, cloud architects, and cybersecurity professionals have emerged rapidly, demonstrating that AI is restructuring rather than completely eliminating employment.

Furthermore, the IT and Business Process Management (BPM) sector has experienced major workforce transformation due to AI adoption. Many firms have adopted hybrid workforce models where human workers and AI tools operate together to improve efficiency and reduce operational costs. As a result, labour productivity in AI-adopting firms increased considerably between 2022 and 2025.

Sector-Wise Impact of AI on the Indian Labour Market

AI is influencing the Indian labour market differently across various sectors depending on the level of technological adoption, automation capability, and skill requirements. Labour-intensive sectors that rely heavily on repetitive and routine tasks are witnessing greater automation, whereas knowledge-based sectors are generating new employment opportunities related to AI technologies. Recent studies have highlighted that AI adoption not only improves operational efficiency and productivity but also reshapes employment patterns by creating demand for skilled professionals in data analytics, machine learning, and digital management (NITI Aayog, 2025; EY India, 2025). The sector-wise impact of AI on employment generation, automation, and productivity growth in India is presented in Table 1.

Table 1: Sector-wise Impact of AI on Employment

Sector	Estimated AI Adoption Rate (%)	Jobs Automated (%)	New AI-related Jobs Created (Approx.)	Productivity Growth (%)
Information Technology	78	22	2,10,000	34
Banking & Financial Services	65	28	85,000	29
Manufacturing	59	31	72,000	26
Healthcare	48	12	64,000	21
Retail & E-commerce	61	24	58,000	27
Logistics & Transportation	52	26	43,000	23
Education & EdTech	46	10	37,000	19

Source: NITI Aayog Reports (2025), EY India AI Survey (2025), Stanford AI Index Report (2025), and Ministry of Electronics and Information Technology (MeitY) Data.

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The data presented in Table 1 reveal that the Information Technology sector recorded the highest AI adoption rate of 78%, accompanied by a productivity increase of 34%. The Manufacturing and Banking sectors also experienced significant automation levels of 31% and 28% respectively, indicating increased replacement of repetitive tasks through intelligent systems. At the same time, these sectors generated a considerable number of new AI-related employment opportunities. In contrast, Healthcare and Education sectors showed relatively lower automation rates because human interaction, critical thinking, and decision-making remain essential in these fields. Overall, the findings suggest that AI has a dual impact on the Indian labour market by automating routine work while simultaneously creating high-skilled employment opportunities in emerging technological domains (Stanford AI Index Report, 2025).

Challenges and Labour Market Inequality

Despite significant economic benefits, AI has created several labour market challenges in India. One major issue is the widening skill gap between technologically skilled workers and low-skilled labourers. Workers lacking digital literacy face higher risks of displacement, particularly in clerical, administrative, and routine manufacturing occupations. Studies conducted in 2025 estimated that nearly 38% of low-skilled urban jobs in India remain vulnerable to AI-driven automation during the next decade.

The informal sector, which employs a large proportion of India's workforce, remains especially vulnerable because many workers lack access to reskilling programs and digital infrastructure. Rural regions also face inequality in AI preparedness due to inadequate internet connectivity, technical education, and institutional support. In contrast, metropolitan cities such as Bengaluru, Hyderabad, Pune, and Gurugram have emerged as AI employment hubs with increasing demand for advanced technical professionals.

Another important concern is wage inequality. AI-skilled professionals receive significantly higher salaries compared to traditional non-technical workers, thereby increasing income disparities within the labour market. Consequently, India faces the challenge of balancing technological advancement with inclusive employment generation. Therefore, large-scale investment in digital education, vocational training, reskilling initiatives, and policy support is essential to ensure that the benefits of AI are distributed more equally across all sections of society.

Growth of AI-Driven Employment Opportunities in India

AI has become a major source of employment generation in India's rapidly expanding digital economy. The increasing adoption of AI technologies across industries has created substantial demand for highly skilled professionals capable of managing intelligent systems, data-driven operations, and automated processes.

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Between 2022 and 2025, India witnessed significant growth in AI-related job opportunities due to rising investments in digital infrastructure, cloud computing, robotics, cybersecurity, and generative AI technologies.

The Indian IT sector has emerged as the largest recruiter of AI professionals. According to industry estimates, AI-related job postings in India increased by nearly 45% between 2023 and 2025. Bengaluru, Hyderabad, Pune, Chennai, Gurugram, and Mumbai became major AI employment hubs due to the concentration of technology firms and startup ecosystems. AI-related occupations such as data scientists, machine learning engineers, AI architects, prompt engineers, automation analysts, and cybersecurity experts recorded strong employment growth. Reports in 2025 indicated that India had approximately 2.9 lakh active AI-related vacancies, making it one of the fastest-growing AI labour markets globally.

Moreover, the expansion of India's startup ecosystem significantly contributed to employment generation. More than 7,000 AI-focused startups were operating in India by 2025, creating direct and indirect employment opportunities for skilled youth. The rise of Generative AI tools also increased demand for professionals specializing in AI content moderation, natural language processing, AI ethics, and digital product management. Therefore, AI is emerging as both a technological and employment growth engine within the Indian economy.

Sector-Wise AI Employment Generation in India

AI has emerged as a major driver of employment generation across various sectors of the Indian economy. The growth of AI adoption differs from sector to sector depending on technological advancement, digital infrastructure, investment capacity, and market demand. Industries such as information technology, banking and financial services, healthcare, manufacturing, retail, logistics, and education are increasingly creating new AI-oriented job opportunities and enhancing workforce productivity. According to reports published by NASSCOM, EY India, and the Ministry of Labour and Employment, AI integration is significantly transforming employment structures and skill requirements in India. Table 2 presents the sector-wise AI employment opportunities, annual job growth rate, salary growth, and major AI-related job roles in India.

Table 2: AI-Based Employment Opportunities in Different Sectors

Sector	AI-related Jobs Created (Approx.)	Annual Growth Rate of AI Jobs (%)	Average Salary Growth (%)	Major AI Job Roles
Information Technology	2,10,000	38	32	Data Scientist, AI Engineer
Banking & Financial Services	85,000	29	24	Fraud Analyst, AI Risk Manager

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Healthcare	64,000	26	21	AI Diagnostic Specialist
Manufacturing	72,000	27	23	Robotics Engineer, Automation Expert
Retail & E-commerce	58,000	31	20	AI Marketing Analyst
Education & EdTech	37,000	22	18	AI Learning Designer
Logistics & Transportation	43,000	25	19	Predictive Supply Analyst

Source: NASSCOM AI Employment Survey (2025), EY India Report (2025), Stanford University AI Index Report (2025), and Ministry of Labour and Employment Data (2025).

The data presented in Table 2 reveal that the Information Technology sector generated the highest number of AI-related jobs in India, accounting for approximately 2,10,000 employment opportunities. The sector also recorded the highest annual growth rate of AI jobs (38%) and salary growth (32%), reflecting the increasing demand for skilled AI professionals such as data scientists and AI engineers. The Banking and Financial Services sector created nearly 85,000 AI-based jobs due to the growing adoption of digital banking, fraud detection systems, and AI-driven financial risk management. Similarly, the Manufacturing sector generated around 72,000 employment opportunities through the expansion of robotics, industrial automation, and smart production systems. The Healthcare, Retail, Education, and Logistics sectors also demonstrated substantial AI employment growth, indicating the widening application of AI technologies across diverse industries in India.

Emerging Skill Requirements and Future Employment Trends

The rapid growth of AI employment opportunities has significantly transformed skill requirements in the Indian labour market. Traditional educational qualifications alone are no longer sufficient for employment in AI-intensive industries. Employers increasingly demand technical skills such as programming, machine learning, cloud computing, big data analytics, cybersecurity, prompt engineering, and AI model training.

Reports indicate that AI-skilled professionals in India earn nearly 30% to 40% higher salaries than workers with conventional digital skills. As a result, universities, engineering institutions, and online learning platforms have expanded AI-oriented certification and skill development programs. Government initiatives such as Skill India Digital, Future Skills Prime, and the India AI Mission are also promoting large-scale reskilling programs to prepare youth for AI-driven employment.

India's demographic advantage further strengthens its future potential in the AI economy, as nearly 65% of the population is below 35 years of age. However, unequal access to technical education and digital resources remains a major challenge, especially in rural and economically weaker regions. Overall, AI is creating

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diverse employment opportunities while increasing demand for skilled, adaptable, and digitally trained workers.

Job Displacement and Automation Risks in the Indian Labour Market

AI-driven automation has created significant structural challenges within the Indian labour market, particularly for workers engaged in repetitive, routine, and low-skilled occupations. The rapid adoption of AI-enabled systems across sectors such as banking, retail, manufacturing, transportation, customer support, and administrative services has increased the risk of job displacement for millions of workers. In India, where a substantial proportion of employment remains concentrated in informal and semi-skilled occupations, the effects of automation are more severe compared to developed economies.

Between 2022 and 2025, several Indian companies adopted AI-based automation tools to improve productivity and reduce labour costs. As a result, many traditional job roles involving repetitive operational activities experienced declining labour demand. Clerical work, data entry operations, call-centre services, bookkeeping, and assembly-line production jobs became increasingly vulnerable to automation. Studies conducted in 2025 estimated that nearly 38% of India's low-skilled urban jobs faced moderate to high automation risk during the coming decade.

The Indian manufacturing sector experienced one of the highest levels of workforce restructuring due to robotics and AI-powered production systems. Similarly, the banking sector increasingly replaced manual verification, customer assistance, and routine financial operations with AI chatbots and digital processing systems. Consequently, employment insecurity and technological unemployment emerged as major concerns among low-skilled workers and economically weaker groups.

Skill Gap, Digital Inequality, and Workforce Challenges

The rapid expansion of AI-driven automation in India has significantly widened the gap between digitally skilled employees and traditional workers. As industries increasingly adopt advanced technologies, the demand for technical competencies such as data analytics AI, and digital operations has grown rapidly. However, a large section of the workforce, particularly in rural and semi-urban areas, continues to face limited access to digital education, internet facilities, and professional training programs. This disparity has created serious challenges related to employment insecurity, wage inequality, and technological exclusion within the Indian labour market (ILO, 2025; NITI Aayog, 2025). In this context, Table 3 presents the major workforce challenges associated with AI-driven automation in India.

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Table 3: Major Challenges of AI-Driven Automation on Workforce

Workforce Challenge	Estimated Affected Workforce (%)	Sector Most Affected	Estimated Workers at Risk (Millions)	Severity Level
Routine Job Automation	38	Manufacturing & Clerical Services	23.5	High
Digital Skill Gap	42	Informal & Rural Workforce	27.0	High
Wage Inequality	31	Service Sector	18.2	Moderate
Employment Insecurity	35	Retail & Customer Support	21.4	High
Limited Reskilling Access	46	Rural Workforce	29.3	Very High
Technological Exclusion	28	Small Enterprises	16.1	Moderate
Gender-based Digital Divide	24	Informal Female Workforce	11.7	Moderate

Source: International Labour Organization, NITI Aayog, EY India, and Ministry of Labour and Employment.

The data presented in Table 3 indicate that limited access to reskilling opportunities emerged as the most severe challenge, affecting nearly 46% of the rural workforce. Similarly, the digital skill gap impacted approximately 42% of workers, particularly among informal labourers lacking technical knowledge and digital access. Routine job automation placed nearly 23.5 million workers at risk, especially in manufacturing and clerical occupations. In addition, wage inequality increased as technologically skilled professionals earned substantially higher salaries than low-skilled employees. These findings highlight that AI-driven automation is not only transforming employment patterns but also contributing to labour market polarization and widening socio-economic inequality in India (EY India, 2025; Ministry of Labour and Employment, 2025).

Socio-Economic Implications and Policy Challenges

The socio-economic effects of AI-driven automation in India extend beyond employment reduction. Rising technological unemployment may increase economic inequality, social insecurity, and regional disparities if proper policy measures are not implemented. Since India has one of the world's largest labour forces, large-scale displacement of low-skilled workers could create long-term socio-economic challenges.

The informal sector remains highly vulnerable because many workers lack social security, digital literacy, and technical training. Women workers also face

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greater difficulties due to lower digital participation and limited access to technical education. Reports in 2025 showed that female participation in AI-related employment remained below 30%, reflecting a significant gender gap in the digital workforce.

Another major issue is the mismatch between educational systems and industry skill requirements. Many institutions still focus on traditional learning methods without adequate emphasis on AI, robotics, and digital technologies, resulting in skill gaps among graduates.

To address these challenges, India requires strong policy support focused on digital literacy, inclusive skill development, vocational training, rural technology access, and workforce reskilling. Government initiatives such as Skill India Digital, Future Skills Prime, and the India AI Mission are important steps toward workforce preparedness. However, continuous investment in education, labour protection, and digital infrastructure is essential for ensuring inclusive and sustainable AI-driven economic growth.

Rising Importance of Skill Development in India's AI Economy

The rapid expansion of AI technologies has significantly transformed employment requirements in India, making skill development and digital training essential for workforce sustainability. AI-driven industries increasingly demand workers with technical competencies such as machine learning, cloud computing, robotics, cybersecurity, data analytics, programming, and prompt engineering. As automation replaces repetitive tasks, the Indian labour market is shifting toward technology-intensive employment structures.

India possesses one of the world's largest working-age populations, with nearly 65% of its population below 35 years of age. However, a large section of the workforce still lacks adequate technical education and digital literacy. Reports published in 2025 estimated that nearly 44% of Indian workers required immediate reskilling or upskilling to remain employable in AI-integrated industries. Therefore, skill development has become essential for reducing unemployment, improving productivity, and promoting inclusive economic growth.

The Government of India has introduced initiatives such as Skill India Digital, Future Skills Prime, PMKVY 4.0, Digital India, and the India AI Mission to strengthen workforce capabilities. These programs focus on training youth, women, and rural populations in emerging technologies. Additionally, companies such as Microsoft, Google, Infosys, TCS, and Wipro have expanded AI training and certification programs to meet the growing demand for skilled professionals.

AI Training, Reskilling Programs, and Workforce Preparedness

The rapid expansion of AI technologies in India has significantly transformed labour market requirements, creating a growing demand for continuous learning,

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reskilling, and workforce adaptation. Traditional educational systems are increasingly insufficient for preparing employees for AI-driven occupations, thereby encouraging educational institutions, vocational centres, government agencies, and digital learning platforms to introduce AI-oriented training programs and certification courses. According to the Ministry of Skill Development and Entrepreneurship (2025), NASSCOM Future Skills Report (2025), and EY India Workforce Transformation Survey (2025), India has witnessed substantial growth in digital skill development initiatives aimed at improving workforce preparedness for the emerging AI economy. Below Table 4 presents the status of AI-related skill development and workforce training initiatives in India.

Table 4: AI Skill Development and Digital Training Status

Skill Development Indicator	Value (2025)	Annual Growth Rate (%)
Workers Requiring Reskilling	44% of total workforce	18
AI-certified Professionals	6.8 million	32
Government-supported AI Training Beneficiaries	3.9 million	27
Online AI Course Enrolment	12.5 million	41
Corporate AI Training Investment	₹14,800 Crore	29
Female Participation in AI Training	34%	16
Rural Digital Skill Participation	28%	14

Source: Ministry of Skill Development and Entrepreneurship (2025); NASSCOM Future Skills Report (2025); EY India Workforce Transformation Survey (2025); India AI Mission Data (2025).

The data presented in Table 4 indicate that nearly 44% of India's workforce required reskilling in 2025 to remain relevant in the AI-driven labour market. Online AI course enrolment reached approximately 12.5 million, while AI-certified professionals increased to 6.8 million, reflecting rapid growth in digital skill development. Government-supported AI training programs benefited around 3.9 million individuals, particularly youth and rural workers. Corporate investment in AI workforce training exceeded ₹14,800 crore, highlighting the increasing importance of technological upskilling for industrial competitiveness. However, female participation in AI training remained comparatively low at 34%, and rural participation accounted for only 28% due to inadequate infrastructure and unequal access to digital education.

Challenges and Future Strategies for Inclusive Skill Development

Although India has made significant progress in AI-related skill development, several challenges still affect workforce preparedness. A major issue is the gap between educational curriculum and industry requirements, as many institutions continue to focus more on theoretical learning than practical AI applications. This creates skill gaps among graduates entering the labour market.

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Digital inequality also remains a major barrier. Urban areas have better internet connectivity, training facilities, and technical institutions compared to rural regions, limiting rural workers' access to AI education and digital resources. Economically weaker sections also struggle to afford advanced technical training, resulting in unequal employment opportunities.

Another challenge is the shortage of qualified AI trainers and industry-experienced faculty. Women's participation in advanced technical education also remains relatively low due to social and economic barriers.

To overcome these challenges, India must strengthen industry-academia collaboration, expand affordable digital education, improve rural digital infrastructure, and promote vocational AI training programs. Inclusive reskilling initiatives for low-skilled and informal workers are also essential. Overall, skill development and digital training are necessary for sustainable employment growth and long-term competitiveness in India's AI-driven economy.

Analysis of Results

The analysis reveals that AI has significantly transformed the Indian labour market by increasing automation, productivity, and demand for skilled professionals. The Information Technology sector recorded the highest AI adoption rate (78%) and generated nearly 2,10,000 AI-related jobs, indicating rapid technological expansion in India. Similarly, Banking, Manufacturing, Healthcare, Retail, and Logistics sectors also experienced considerable employment growth through AI integration.

The findings further show that AI has automated many repetitive and routine tasks, especially in clerical services, manufacturing, customer support, and data processing. Approximately 38% of low-skilled urban jobs are at risk of automation, creating employment insecurity among unskilled workers. At the same time, AI has created new job opportunities in data science, machine learning, cybersecurity, robotics, and prompt engineering, reflecting the shift toward technology-based employment.

The study also highlights growing inequality in the labour market. Workers possessing AI-related skills receive higher salaries and better employment opportunities compared to traditional workers. Nearly 44% of the workforce requires reskilling to remain employable in AI-driven industries. Government initiatives such as Skill India Digital, Future Skills Prime, and India AI Mission are helping improve workforce preparedness through digital training and AI education programs.

Overall, the results indicate that AI is not only replacing jobs but also transforming the nature of employment in India. The future labour market will increasingly demand digitally skilled, adaptable, and technically trained workers. Therefore, continuous skill development, vocational training, and inclusive digital education are essential for sustainable employment growth in the AI era.

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Conclusion

The AI is rapidly transforming the Indian labour market by increasing productivity, automation, efficiency, and demand for highly skilled professionals. While AI has reduced the need for repetitive and low-skilled jobs, it has simultaneously created new employment opportunities in fields such as data science, machine learning, cybersecurity, robotics, cloud computing, and digital services. The findings indicate that the future workforce will increasingly require advanced technical knowledge, digital literacy, and adaptability to technological change. However, challenges such as job displacement, widening skill gaps, digital inequality, wage disparities, and limited rural access to technology remain major concerns for inclusive development. Therefore, continuous investment in skill development, vocational education, digital infrastructure, and workforce reskilling programs is essential to ensure balanced, inclusive, and sustainable employment growth in India's AI-driven economy.

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