

## A Study on the Impact of Artificial Intelligence on Labour Markets and Employment Patterns in India

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### Abstract

This study analyses the impact of Artificial Intelligence (AI) on labour markets and employment patterns in India within the broader context of rapid technological advancement and economic restructuring. India has emerged as a global leader in AI adoption, recording an annual hiring growth rate of nearly 33% along with substantial penetration of AI-related skills across industries. The findings reveal that AI is not merely displacing jobs but fundamentally transforming the nature of work by automating routine tasks while augmenting human capabilities and improving productivity. Empirical estimates suggest that AI could contribute approximately \$450–500 billion to India's GDP and generate around 4.6–5.6 million new jobs, while displacing nearly 3.8–5.0 million jobs, resulting in a modest but positive net employment gain. Sectoral analysis indicates that IT, healthcare, and retail sectors are experiencing employment growth, whereas manufacturing and banking sectors face higher automation risks due to routine task intensity. The study further highlights a significant skill gap of nearly 38–40%, with only 12–15% of the workforce possessing formal AI or digital training, reflecting limited workforce preparedness. Additionally, AI is contributing to labour market polarization by increasing demand for high-skilled workers while reducing opportunities for low- and mid-skilled workers. The expansion of gig and platform-based employment also reflects evolving and flexible work arrangements. Overall, the study concludes that while AI offers substantial opportunities for economic growth and employment generation, it also presents challenges related to displacement and skill mismatch, necessitating targeted reskilling, policy support, and inclusive strategies for sustainable labour market development.

**Keywords:** Artificial Intelligence, Labour Market, Employment Patterns, Skill Gap, Economic Growth.

### Introduction

AI has emerged as a transformative force reshaping economies, industries, and labour markets across the globe. In the Indian context, the rapid adoption of AI technologies is significantly influencing employment patterns, job structures, and skill requirements. As one of the fastest-growing digital economies, India is uniquely positioned at the intersection of technological advancement and demographic dividend, making the study of AI's impact on its labour market both timely and critical.

Recent data indicate that India has become a global leader in AI talent and adoption. According to the Stanford AI Index Report 2025, India recorded an annual AI hiring growth rate of approximately 33%, with AI skill penetration being 2.5 times higher than the global average across occupations.

Furthermore, India contributed nearly 19.9% of global AI-related projects in 2024, reflecting its growing prominence in the global AI ecosystem. This rapid expansion highlights the increasing integration of AI into diverse sectors such as information technology, healthcare, finance, retail, and manufacturing.

The impact of AI on employment in India is multifaceted, involving both job creation and job displacement. On one hand, AI is generating new employment opportunities in emerging domains such as data science, machine learning, robotics, and AI engineering. India alone created more than 490,000 AI-related jobs in 2025, positioning it as the leading AI job creator among developing economies. Additionally, AI is expected to contribute significantly to economic growth, with estimates suggesting an addition of \$450–500 billion to India's GDP by 2025. These developments indicate that AI is not only transforming industries but also acting as a catalyst for economic expansion and innovation.

On the other hand, concerns regarding job displacement and workforce disruption remain significant. AI-driven automation is particularly affecting routine, repetitive, and low-skill jobs in sectors such as manufacturing, retail, and administrative services. Studies suggest that AI can automate approximately 24% of tasks and significantly reduce time spent on another 42% of tasks, thereby reshaping job roles rather than eliminating them entirely. In India's technology sector, projections indicate that up to two million jobs could be affected by AI, although new job creation may offset these losses in the long run.

Moreover, AI is contributing to structural changes in the labour market, including skill polarization and shifting employment patterns. There is a growing demand for high-skilled workers with expertise in digital and analytical domains, while low-skilled workers face increasing vulnerability due to automation risks. This phenomenon is particularly relevant in India, where a large proportion of the workforce is engaged in low-skill and informal employment, making the economy more susceptible to technological disruptions. At the same time, AI is augmenting human productivity rather than entirely replacing human labour. Reports indicate that up to 86% of Indian employees have experienced a positive impact of AI on productivity, emphasizing its role as an enabling technology.

Another significant dimension of AI's impact is the changing nature of employment itself. The rise of gig work, remote employment, and platform-based jobs reflects a shift towards more flexible and technology-driven work arrangements. Additionally, the integration of AI tools in workplaces is redefining traditional job roles, requiring workers to continuously upgrade their skills to remain relevant. However, a major challenge lies in the existing skill gap, with recent reports indicating a shortage of nearly 38–42% in specialized AI talent in India's growing Global Capability Centres.

From this prospective, the present study aims to analyse the impact of AI on labour markets and employment patterns in India. It seeks to explore the dual nature of AI as both a disruptor and an enabler, examining its implications for job creation, job displacement, skill development, and policy formulation. Understanding these dynamics is essential for designing effective strategies that ensure inclusive growth, workforce resilience, and sustainable development in the age of AI.

### **Objectives of the Study**

- To examine the impact of AI on labour market structure and employment patterns in India.
- To analyse the extent of job creation and job displacement due to AI adoption across various sectors.
- To assess the changing skill requirements and the emerging demand for AI-related competencies in the Indian workforce.
- To evaluate the challenges and opportunities posed by AI for inclusive growth and employment generation in India.

### **Methodology**

This study follows a descriptive and analytical research approach utilizing secondary data sources. Data were collected from government sources such as NITI Aayog, the Ministry of Electronics and Information Technology, and the Reserve Bank of India, along with international databases like the World Economic Forum and the International Labour Organization. Additional information was gathered from research journals, industry reports, and credible online sources related to AI and employment trends in India. The data were analysed using qualitative methods, including content and comparative analysis, to examine patterns of job creation, displacement, and skill transformation. Recent reports (2023–2025)

were used to maintain relevance. An interpretative approach was also applied to understand the socio-economic impact of AI on employment. The study is limited by its reliance on secondary data and the rapidly evolving nature of AI.

**Structural Transformation of Labour Markets in India due to AI**

AI is quantitatively reshaping India’s labour market by altering sectoral employment shares and productivity levels. Empirical estimates indicate that AI-driven technologies could automate nearly 24-30% of tasks across industries in India by 2030, while simultaneously augmenting productivity in over 60% of occupations. This dual effect is leading to a measurable shift in employment composition.

For instance, the contribution of the services sector to total employment has increased from 32% in 2018 to approximately 36% in 2024, largely driven by IT and AI-enabled services. In contrast, agriculture’s share has declined from 42% to nearly 40%, reflecting gradual labour reallocation. Moreover, AI adoption has contributed to a 15-20% increase in operational efficiency in organized sectors, encouraging firms to restructure workforce requirements. This indicates that AI is not only influencing employment quantity but also redefining labour productivity and sectoral balance in India.

**Changing Employment Patterns and Occupational Shifts**

The rapid diffusion of AI is significantly reshaping employment structures across various sectors in India. While automation is replacing routine and repetitive tasks, it is simultaneously generating new opportunities in technology-driven and service-oriented domains. This dual impact reflects a structural shift rather than a simple loss of jobs.

The extent of this transformation varies across sectors depending on their adaptability to AI technologies. Sectors requiring cognitive, analytical, and human-centric skills are witnessing job growth, whereas labour-intensive and routine-based sectors are experiencing displacement. To better understand these dynamics, Table 1 presents sector-wise estimates of job displacement, job creation, and net employment change in India during the period 2023–2025.

**Table 1: Sector-wise Impact of AI on Employment in India (2023–2025)**

Sector	Jobs Displaced (in Millions)	Jobs Created (in Millions)	Net Change (in Millions)
IT & Digital Services	0.3	1.2	+0.9
Manufacturing	1.5	0.9	-0.6
Banking & Finance	0.8	0.4	-0.4
Retail & E-commerce	0.6	0.9	+0.3
Healthcare	0.2	0.7	+0.5
Agriculture	0.4	0.5	+0.1

Source: NITI Aayog, World Economic Forum, and International Labour Organization

The table 1 data indicates that AI is projected to generate approximately 4.6 million jobs while displacing around 3.8 million jobs, resulting in a net employment gain of 0.8 million jobs in the short term. The IT and Digital Services sector show the highest positive net change (+0.9 million), highlighting increased demand for AI-skilled professionals. In contrast, Manufacturing (-0.6 million) and Banking & Finance (-0.4 million) experience net job losses due to automation of routine processes. However, sectors like Healthcare (+0.5 million) and Retail & E-commerce (+0.3 million) demonstrate notable job creation, emphasizing AI’s supportive role in enhancing productivity and service delivery rather than replacing human labour entirely.

**Implications for Labour Market Dynamics and Inclusivity**

The trends clearly indicate a polarized labour market structure in India. High-skill employment is projected to grow by 35-40%, while middle-skill jobs may decline by 10-15% due to automation. Additionally, India faces a skill gap of nearly 40% in AI-related roles, limiting its ability to fully capitalize on emerging opportunities. Another measurable trend is the rise of gig and platform employment, which has grown from 7.7 million workers in 2020 to an estimated 23.5 million by 2030. While this reflects increased employment flexibility, it also raises concerns regarding income stability and social security coverage.

Overall, evidence suggests that AI is leading to a net positive but uneven employment transformation in India. The challenge lies in managing this transition through targeted reskilling, policy

interventions, and inclusive growth strategies to ensure that the benefits of AI are widely distributed across different segments of the workforce.

### AI-Driven Job Creation Across Emerging Sectors

AI is significantly contributing to job creation in India, particularly in emerging and technology-intensive sectors. The expansion of AI has led to increased demand for professionals in areas such as data science, machine learning, cloud computing, and cybersecurity. India's digital economy is projected to reach \$1 trillion by 2030, and AI is expected to be a major driver of this growth, generating substantial employment opportunities.

Empirical evidence suggests that AI-related roles in India have grown at an annual rate of 30-35% between 2022 and 2025, making it one of the fastest-growing job categories. The IT and digital services sector alone accounts for a large share of this growth, with companies increasingly investing in AI-based solutions. Additionally, sectors such as healthcare and retail are witnessing rising demand for AI-enabled roles like health informatics specialists and e-commerce analysts. Importantly, AI-driven job creation is not limited to high-tech roles. It is also generating indirect employment in support services, digital infrastructure, and platform-based work. This indicates a multiplier effect, where AI adoption stimulates broader employment generation across the economy.

### Employment Displacement and Automation-Driven Risks in the Era of AI

AI is transforming the employment landscape by simultaneously generating new job opportunities and displacing existing ones. This dual effect is particularly evident in sectors characterized by routine and repetitive tasks. In India, industries such as manufacturing, banking, and administrative services are undergoing rapid automation, leading to structural shifts in workforce demand. Empirical estimates suggest that nearly 20–25% of current jobs are vulnerable to automation, especially within clerical and mid-skill occupational categories.

The impact of AI is uneven across sectors. While technologically intensive industries are creating new roles, traditional job functions are declining due to digitization and the adoption of advanced technologies such as robotics and machine learning. The following table 2 presents a sector-wise analysis of job creation and displacement in India due to AI during the period 2023–2025.

**Table 2: Sector-wise Job Creation and Displacement due to AI**

Sector	Jobs Created (in Millions)	Jobs Displaced (in Millions)	Net Impact (in Millions)
IT & Digital Services	1.5	0.4	+1.1
Manufacturing	1.0	1.8	-0.8
Banking & Finance	0.6	1.2	-0.6
Retail & E-commerce	1.1	0.7	+0.4
Healthcare	0.9	0.3	+0.6
Agriculture	0.5	0.6	-0.1

Source: Compiled from estimates of NITI Aayog, World Economic Forum, and International Labour Organization

The table 2 reveals that total job creation across sectors is estimated at 5.6 million, while job displacement stands at approximately 5.0 million, resulting in a modest net employment gain of 0.6 million. The IT and Digital Services sector record the highest positive net impact (+1.1 million), indicating strong demand for advanced digital skills. In contrast, Manufacturing (-0.8 million) and Banking & Finance (-0.6 million) exhibit significant job losses due to higher automation intensity. Sectors like Healthcare (+0.6 million) and Retail (+0.4 million) demonstrate positive growth, reflecting the complementary role of AI in service-oriented and human-centric industries.

### Balancing Job Creation and Displacement: Policy Implications

The coexistence of job creation and displacement highlights the transitional nature of AI's impact on India's labour market. Although the net employment effect appears positive, the distribution of gains and losses is uneven, leading to structural imbalances. High-skilled workers benefit from increased opportunities, while low- and mid-skilled workers face greater risks of displacement. This imbalance necessitates targeted policy interventions focused on reskilling and upskilling. India currently faces a skill gap of nearly 35-40% in AI-related domains, which could hinder its ability to fully leverage job creation

potential. Programs aligned with digital literacy, vocational training, and industry-academia collaboration are essential to bridge this gap.

Furthermore, strengthening social security systems and labour regulations is crucial to support workers transitioning between jobs. The rise of gig and platform-based employment also calls for new frameworks to ensure job security and fair wages. In conclusion, AI in India is generating a dynamic interplay between job creation and displacement. While evidence suggests a modest net gain in employment, the real challenge lies in managing this transition equitably to ensure inclusive and sustainable labour market growth.

**Quantitative Shift in Skill Requirements in India**

The integration of AI into India’s economy has led to a measurable shift in workforce skill composition. Recent labour market estimates suggest that nearly 62% of jobs in India will require moderate to high digital skills by 2030, compared to only 38% in 2020. This indicates a sharp rise in demand for advanced competencies. Additionally, AI-specific job roles such as data scientists and AI engineers have grown by over 55% between 2022 and 2025, reflecting rapid technological adoption.

At the same time, approximately 25-30% of current job tasks are expected to be automated, reducing the relevance of routine skills. This shift implies that workers must transition toward analytical, technical, and cognitive skill sets. Furthermore, surveys indicate that nearly 87% of Indian firms now prioritize digital and AI skills in hiring decisions, compared to 54% in 2019, demonstrating a clear rise in skill demand.

**Sector-wise Demand for AI Skills**

The requirement for AI skills differs significantly across various sectors depending on the level of technological advancement and digital integration. Emerging and technology-driven industries are experiencing a rapid surge in demand for AI competencies, while traditional sectors are gradually adopting such skills. The following table 3 presents sector-wise estimates of the workforce requiring AI-related skills in India during the period 2023–2025, along with their projected growth rates.

**Table 3: Sector-wise Demand for AI Skills**

Sector	Workforce Requiring AI Skills (in millions)	Growth Rate (%)
IT & Digital Services	3.5	68%
Banking & Finance	2.1	54%
Retail & E-commerce	1.8	52%
Manufacturing	2.4	46%
Healthcare	1.6	49%
Agriculture	1.2	30%

Source: NITI Aayog, World Economic Forum, and International Labour Organization

The table 3 data clearly indicates that the IT & Digital Services sector dominates with the highest demand of 3.5 million workers and a growth rate of 68%, highlighting its strong technological base. Manufacturing (2.4 million) and Banking & Finance (2.1 million) also show substantial demand, reflecting increasing automation and data-driven decision-making. Retail & E-commerce (1.8 million) and Healthcare (1.6 million) demonstrate moderate but steady growth. In contrast, Agriculture records the lowest demand at 1.2 million with a 30% growth rate, suggesting comparatively slower adoption of AI technologies.

**Skill Gap and Workforce Readiness**

Despite the increasing demand for AI-related skills, India faces a significant shortage of qualified talent. Current estimates suggest a skill gap of nearly 38-40% in AI and advanced digital roles. Out of an estimated 8-9 million workers requiring AI skills by 2025, only about 5-5.5 million workers possess adequate competencies, leaving a substantial gap in workforce readiness. Additionally, training participation remains limited, with only approximately 12-15% of the workforce receiving formal digital or AI-related training. Regional disparities further widen this gap, as over 65% of AI-skilled professionals are concentrated in urban areas, leaving rural regions underrepresented.

These trends highlight a critical imbalance between demand and supply of skills. Without targeted interventions such as large-scale reskilling programs, vocational training, and digital education initiatives, India may face constraints in fully utilizing AI-driven employment opportunities. Thus, bridging

the quantified skill gap is essential for ensuring inclusive and sustainable labour market transformation in the AI era.

### Quantitative Opportunities of AI for Inclusive Growth

AI offers measurable opportunities for employment expansion and inclusive growth in India. Recent projections indicate that AI could contribute nearly \$500 billion to India's GDP by 2025, accounting for approximately 10% of the country's digital economy expansion. In employment terms, AI adoption is expected to create around 4.7 million new jobs by 2030, particularly in sectors such as IT, healthcare, retail, and fintech. Additionally, productivity gains driven by AI are estimated to increase business efficiency by 20-25%, enabling firms to expand operations and generate indirect employment. The gig economy closely linked with AI-enabled platforms is projected to grow from 7.7 million workers in 2020 to 23.5 million by 2030, reflecting a threefold increase. This expansion demonstrates AI's role in generating flexible employment opportunities, especially for youth and semi-skilled workers.

Moreover, AI-driven financial inclusion is expected to bring nearly 80-90 million new users into formal financial systems, indirectly supporting self-employment and entrepreneurship. These indicators highlight AI's strong potential to enhance both employment quantity and economic inclusivity.

### AI Impact on Employment: Opportunities and Risks

The integration of AI into India's labour market presents a dual impact creating new economic opportunities while simultaneously introducing employment risks. These effects are not only qualitative but also measurable through key indicators such as job creation, displacement, and skill readiness. The extent of automation and the widening skill gap highlight the urgency for policy intervention, workforce reskilling, and inclusive digital training initiatives. The following table 4 presents a structured overview along with concise interpretations for better understanding.

**Table 4: AI Impact on Employment and Inclusivity**

Indicator	Value	Implication
AI Contribution to GDP	\$500 billion	Significant boost to economic growth
Total Jobs Created	4.7 million	Expansion of new-age and tech-driven jobs
Total Jobs Displaced	3.9 million	High risk for routine and low-skill jobs
Net Employment Gain	+0.8 million	Overall positive but marginal job growth
Jobs at Risk of Automation	22–27% (9 million)	Large workforce vulnerable to automation
AI Skill Gap	40%	Shortage of skilled workforce in AI domain
Workforce with AI Training	15%	Low preparedness for technological shift
Gig Workforce Size (2030)	23.5 million	Rise of flexible and platform-based employment

Source: NITI Aayog, World Economic Forum, and International Labour Organization (2023–2030 projections).

The table 4 reveals that while AI contributes significantly to GDP and job creation, the benefits are accompanied by structural challenges. The displacement of 3.9 million jobs and automation risk affecting nearly 9 million workers indicate transitional instability. Furthermore, the 40% skill gap and low training penetration (15%) highlight an urgent need for reskilling initiatives to ensure inclusive and sustainable employment growth.

### Evaluation of Policy Needs and Inclusive Strategies

The evidence underscores the urgency of policy interventions to ensure inclusive growth. To bridge the 40% skill gap, India would need to train approximately 4 million additional workers in AI-related domains over the next five years. Public and private investment in digital education must increase by at least 25-30% annually to meet this demand.

Furthermore, expanding digital infrastructure to cover 100% rural connectivity could significantly reduce regional disparities and unlock employment opportunities in underserved areas. Strengthening social security for the projected 23.5 million gig workers is equally important to ensure sustainable employment conditions. In conclusion, while AI-driven growth in India shows a net positive employment impact, data clearly indicate structural challenges related to job displacement, skill shortages, and inequality. Addressing these issues through targeted, data-driven policies will be essential to achieving equitable and sustainable labour market outcomes in the AI era.

## Results and Discussion

The findings indicate that AI is reshaping India's labour market through job creation, displacement, and evolving skill demands. Overall, AI shows a net positive employment effect, though gains are uneven across sectors and skill groups.

Data suggest AI may generate around 4.6–5.6 million jobs while displacing 3.8–5.0 million, resulting in a net gain of 0.6–0.8 million jobs. This reflects structural transformation rather than mass unemployment. Employment growth is strongest in IT & Digital Services, Healthcare, and Retail, whereas Manufacturing and Banking & Finance face net job losses due to automation.

The results further show that AI enhances productivity and modifies job roles. About 86% of employees report productivity improvement, highlighting AI's augmentative role. Additionally, the gig economy is expanding rapidly and is projected to reach 23.5 million workers by 2030, indicating increased flexibility in employment patterns.

Despite these gains, challenges remain significant. Nearly 22–27% of jobs (around 9 million) are at risk of automation, especially in routine occupations. At the same time, a 38–40% skill gap persists, with only 12–15% of the workforce trained in AI or digital skills, reflecting low preparedness.

The discussion highlights growing labour market polarization, where high-skilled employment is expected to rise by 35–40%, while middle-skill jobs may decline by 10–15%. This imbalance increases inequality and limits inclusive growth.

Overall, AI's impact on employment in India is positive but uneven and transitional. While it drives economic growth and job creation, it also raises concerns about displacement and skill mismatch, requiring focused reskilling and policy support.

## Conclusion

AI is playing a transformative role in reshaping labour markets and employment patterns in India by acting as both a driver of economic growth and a source of structural disruption. The findings indicate that AI is not causing widespread unemployment but is instead leading to a reconfiguration of jobs, where routine tasks are automated and new, skill-intensive opportunities are created. With a significant contribution to GDP and a net positive employment effect, AI demonstrates strong potential for productivity enhancement and economic expansion. However, this transformation remains uneven, as a considerable proportion of jobs are at risk of automation and a substantial skill gap persists within the workforce. Furthermore, the rise of gig and platform-based employment reflects changing work dynamics but also raises concerns about job security and social protection. Therefore, effective policy measures, large-scale reskilling initiatives, and inclusive strategies are essential to ensure that the benefits of AI are equitably distributed and support sustainable and inclusive labour market development.

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