

**Committee** : International Labor Organization

**Issue** : Training and practicing the professions of 2030

**Author** : India

India's labor market is evolving thanks to the improvements in the artificial intelligence (AI) market. While this technology promises greater efficiency and innovation, it also brings significant employment challenges. AI reshaped the workplace and influenced the nature of work, skills required, and the overall well-being of the workers. Many traditional jobs face the risk of being automated. There are rising concerns about unemployment across various sectors. India sustains that training and skill development are crucial to prepare the workforce to tackle the employment challenge and for employees to remain competitive and secure their positions.

India is a key player in the global AI market and a global hub for AI research and innovation. Since 2018, NITI Aayog's (National Institution for Transforming India) "AI for All" strategy focuses on enhancing India's capabilities in AI across key sectors like agriculture, healthcare and education. As a result, India's population benefits of an increased access and affordability of quality healthcare, improved access and quality of education and an increased agricultural productivity through the reduction of waste, efficient water management, and resource utilization.

Currently India's AI market reached 1 trillion \$ (84 trillion rupees) value. As a consequence of this increase, India supports its UBI (Universal Basic Income) with 8.5 billion rupees per year. The rapid adoption of AI technologies has led to huge job displacements, particularly in sectors like manufacturing and agriculture. Millions of Indian workers faced the prospect of unemployment. India is addressing this issue by creating a generation of workers who are ready for future developments through education, training (softs skills and technical skills) and collaboration between governments. India sustains that with the right policies it is possible to turn the challenge of AI-driven job displacement into an opportunity for growth, innovation, and progress in society.

India's informal employment has slightly decreased in the past five years. However, it continues to dominate India's labor market, occupying around 70-75% of the total workforce. In formal jobs equal pay is assured, in informal jobs the wage gap between woman and man has been reduced in the past years (women earn 80-85% of what men earn in the same job). India is also working in providing equal pay in informal jobs by giving women who work in them the benefits of UBI with an extra amount of rupees each month. There are continued efforts in education, skill development, social reform, and workplace safety to end the gender gap in India's labor market.

India has started to take worker rights more and more seriously by creating new laws such as: "In every Indian business at least 35% of the jobs have to be occupied by a woman" or "The minimum salary of people that work in the tech sector has reached 850 rupees per day". In recent years, there has been increasing awareness about mental health issues. However, workplace mental health policies and support systems remain underdeveloped, especially in smaller firms and informal sectors. India is conscious that there are rising rates of stress, depression and burnout among workers due to increased workload, so the training programs have expanded to keep the necessary skill set for specific jobs. The mental health impacts of technological disruption are becoming increasingly evident so, India understands the major importance of mental health amongst workers and its efforts to improve workplace mental health awareness are continuing.

India is implementing the necessary procedures and policies to create new jobs and improve the standard of living for all citizens, while having a key role in the global AI market. India focuses on training, skill development, and social reforms to achieve full gender pay equality and create safer working environments. This also takes part in the advancement of worker rights and recognition of the growing importance of the mental health of employees. India is committed to keeping the economy growing by updating its labor market to ensure that no one is left behind in the AI evolution.