



वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V.V. GIRI NATIONAL LABOUR INSTITUTE

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डॉ. अरविंद

महानिदेशक

Dr. Arvind

Director General

No. PRG/WKS/06/24

Feb 28, 2025

SUBJECT: INTERNATIONAL WORKSHOP ON AUTOMATION & FUTURE OF WORK: EMERGING JOBS AND SKILLS IN A CHANGING WORLD (MARCH 18TH, 2025)

Dear Sir/Madam,

The Institute is organising a one day **International workshop on Automation & Future of work: emerging jobs and skills in a changing world** on March 18th, 2025.

The world is on the cusp of a new industrial revolution, driven by Artificial Intelligence (AI) and automation. While these technologies offer immense potential for economic growth and productivity gains, they also raise concerns about job displacement and the need for workforce adaptation. India, with its burgeoning AI sector and ambition to become the third-largest economy, stands at a critical juncture. This workshop will delve into the complex interplay between automation, the future of work, and the evolving job market in India.

Key Themes:

- AI's Impact on Employment in India: Analyzing the specific effects of automation on various sectors and job roles.
- Vulnerable Jobs and Essential Skills: Identifying which jobs are most susceptible to automation and the critical skills needed for future success.
- Sectoral Shifts and Job Polarization: Exploring how automation is reshaping industries and creating new employment patterns.
- Job Displacement and Emerging Opportunities: Examining the potential for job losses and the emergence of new roles in the AI-driven economy.
- Strategies for Workforce Adaptation: Discussing effective policies and initiatives for skilling, re-skilling, and preparing the Indian workforce for the future of work.
- Securing India's AI Future: Exploring strategies for protecting and securing AI systems for safe and ethical practices.

Target Audience:

Experts working on the future of work, employers' organizations/industries, government officials, specialists from the International Labour Organization, trade unions, academicians, and researchers.

Date:

Tuesday, March 18th, 2025 (1000h to 1700h) Venue: VV Giri National Labour Institute
Noida India

There is no programme fee. The Institute would provide free boarding and lodging facility and will reimburse to and fro Second Class Sleeper train fare on production of tickets to the participants. It may be ensured that nominee(s) should have Aadhar number. The nominations of only those participants will be accepted who have Aadhar number and bank account. The reimbursement of travel fare to the nominees would be made through NEFT only. The nominee(s) may be informed to bring their Aadhar Card and bank details (name of bank, name of bank branch, IFSC code and bank account no.) with them. The bank details may be indicated by nominee while filling up TA form at the institute. However, travel expenses w.r.t government organisations will be borne by the sponsoring organization.

We request you to nominate 5 to 6 officials from your organisation to participate in this important programme by 14/03/2025.

Registration link:

https://docs.google.com/forms/d/e/1FAIpQLSdLsZ2y64ou1j_z3OIsOB90LeIO9e8PaiTRiZT6DziAPMmSFQ/viewform?usp=dialog

Course Director

Dr. Dhanya M.B.

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Attachments: Concept note.

With regards,

Yours sincerely,

(Dr. Arvind)
Director General

To

- Employer's Organisation/Industry
- Specialist from International Labour Organisation
- Trade Unions
- Academicians and Researchers
- Official from Govt./PSU



CONCEPT NOTE

International Workshop on

Automation & Future of Work: Emerging Jobs and Skills in a Changing World

“Loss of jobs is AI’s most feared disruption, but history has shown that work does not disappear due to technology, only its nature changes. We need to invest in skilling & re-skilling our people for AI-driven future.” Honourable Prime Minister of India at France AI Summit, 2025.

Technological advancements have long been pivotal drivers of economic growth, enhancing a nation's capacity to produce greater quantities and higher quality goods and services. Historical industrial revolutions, such as the mechanization of labour in the 18th century, mass production in the 19th century, and digitization in the 20th century, have significantly influenced employment, particularly for low-skilled workers, with both positive and negative consequences. The current industrial revolution, often referred to as Industry 4.0 (IR4), characterized by Artificial Intelligence (AI) and digital technologies, is more complex and impacts jobs across the entire skill spectrum, including higher-skilled roles. According to Goldman Sachs, AI could accelerate productivity growth by 0.7-1.3 percentage points annually in emerging economies over the next decade, potentially adding \$7 trillion to global GDP. McKinsey Global Institute further estimates that generative AI alone could contribute an additional \$17-\$25 billion to the global economy.

India, with its rapidly growing AI sector, is poised to play a crucial role in this transformation. It remains the highest performer in the South and Central Asia region in the Government AI Readiness Index 2024, with a score of 62.81. However, while Automation presents immense opportunities, it also raises concerns about job displacement. The World Bank (2019) projected that automation could jeopardize up to 57% of employment in OECD nations. Acemoglu (2018) warns that although automation boosts productivity, it does not always translate into increased demand for labour, potentially leading to declining wages and employment. Addressing these challenges requires proactive government intervention and policy initiatives tailored to the Indian context.

As India aims to become the third-largest economy within the next five years (WEF, 2024), leveraging its demographic dividend in the era of automation is critical. Artificial Intelligence is expected to significantly transform global employment, making it essential for India to adapt to these changes while fostering job creation. According to Capgemini (2022), 58% of Indian businesses have already deployed AI at scale, surpassing countries like Australia (49%) and Italy (44%). It also highlights that AI adoption has led to increased human productivity without significantly impacting jobs with 71% of companies actively upskilling employees to manage AI-driven transformations. Further, Infosys (2018) reports that Indian firms experience a higher return on AI investments compared to the US and China, while Accenture (2017) projects that AI could add \$957 billion to India's economy by 2035 without long-term job losses. However, other studies, such as IMF (2024), suggest that Artificial Intelligence adoption may not significantly impact employment in middle-income countries like India due to the prevalence of elementary and low-skilled jobs.

AIM

The implications of automation on India's labour market remain understudied, with most research concentrated on developed economies (Economic Survey, 2024). Hence, this workshop aims to bridge the knowledge gap by analysing AI's impact on employment in India, assessing which jobs are most vulnerable to automation and identifying skill set challenges for workforce adaptation. It also seeks to discuss the impact of automation on sectoral shifts, job polarization, skill requirements, job displacement and emerging opportunities in future. The workshop will also examine the experiences of other countries to identify best practices and insights that can help India develop strategies to protect and secure its future of work in a sustainable and inclusive manner.

TARGET GROUP

The Workshop would be attended by experts working on the future of work, employers' organizations/industries, officials from the Ministries, experts from International Organizations, trade unions, academicians and researchers.

Date: 18th March 2025 (Tuesday)