

## 2. AI And Future of Employability- Science & Technology

At the India AI Impact Summit 2026, a high-level discussion on “The Future of Employability in the Age of AI” brought together policymakers, industry leaders, educators and innovators

### Strategic Context – AI, Employment and National Development

The India–AI Impact Summit 2026 marks a strategic inflection point in India’s digital governance architecture, positioning the country as a norm-shaper in global AI discourse rather than merely a technology adopter. As automation accelerates across sectors, the central policy question is not whether AI will displace jobs, but how India can reconcile productivity gains with large-scale employability in a labour-abundant economy. The Chief Economic Advisor’s emphasis on “mass employability alongside technological adoption” reflects India’s structural reality –

1. Large informal workforce
2. Demographic dividend phase
3. High share of mid-skill service employment

AI disruption is thus not merely technological but developmental, intersecting with –

1. Skilling ecosystems
2. Education reform
3. Labour market institutions
4. Industrial policy

### India–AI Impact Summit 2026

**Hosted by** – Ministry of Electronics and Information Technology (MeitY).

Announced by the Prime Minister at the France AI Action Summit. It will be the first-ever global AI summit hosted in the Global South.

### Strategic Significance

Positions India as a bridge between developed AI leaders and developing economies. Seeks to align AI governance with equity, digital inclusion and sustainable development. Strengthens multilateral cooperation in areas such as –

1. Responsible AI
2. Ethical standards
3. Cross-border data governance
4. AI capacity-building

### The Three Sutras – Normative Framework

The summit is anchored around three foundational pillars –

#### People

1. AI must augment human capabilities rather than replace them indiscriminately.
2. Focus on inclusion, digital literacy, workforce transitions and citizen welfare.
3. Ethical safeguards to protect privacy, rights and dignity.

#### Planet

1. Use AI for climate modelling, resource optimisation, smart grids and sustainable agriculture.
2. Encourage green AI infrastructure and energy-efficient computing.

#### Progress

1. Foster innovation-driven growth.
2. Enable startups, MSMEs and research institutions.
3. Align AI development with national development priorities.

This framework situates AI within a human-centric, development-oriented paradigm rather than a purely market-driven model.

## Impact of AI on Jobs in India

### Vulnerable Segments

#### Routine, Repetitive Tasks

1. BPO and customer service roles (chatbots, automated voice systems).
2. Basic clerical and back-office functions (document processing, data entry).
3. Assembly-line manufacturing tasks (robotics, predictive automation).
4. Routine logistics management (AI route optimisation systems).

#### Mid-Skill Squeeze

1. Historically stable middle-income jobs are being automated.
2. Tasks-based roles are more vulnerable than judgment-based roles.
3. Risk of employment polarization (growth in high-skill and low-skill, decline in mid-skill).

#### IT and Outsourcing Sector

1. AI-assisted coding tools reduce demand for entry-level programmers.
2. Automated testing and debugging reduce support roles.
3. IT firms are restructuring toward AI-enabled service models.

### Emerging Opportunities in the AI Economy

#### 1. New High-Growth Roles

1. AI/ML Engineers
2. Data Scientists and Analysts
3. Cloud Architects
4. Cybersecurity Specialists
5. AI Product Managers
6. Prompt Engineers
7. AI Ethics and Governance Experts

These roles are

1. Skill-intensive
2. Innovation-driven
3. Globally integrated
4. Higher paying relative to traditional services

#### 2. Employment Projections

Approximately 4.7 million AI and tech roles projected in India by 2027. Expansion expected across sectors including –

1. FinTech
2. HealthTech
3. EdTech
4. AgriTech
5. ClimateTech

#### 3. Structural Shift in Skill Demand

Around 38% of India's workforce could face skill shifts by 2030 – highest among BRICS nations.

Employers increasingly prioritize –

1. Analytical reasoning
2. Problem-solving capacity
3. Systems thinking
4. Cross-disciplinary integration
5. Adaptability and continuous learning

Traditional degrees alone are insufficient predictors of employability. Micro-credentials, certifications and demonstrable skills are gaining prominence.

## Way Ahead – Policy and Institutional Imperatives

### 1. Large-Scale Reskilling Imperative

Estimated 16 million workers need reskilling in AI and automation technologies by 2027. Requires a multi-layered strategy –

1. Digital foundational literacy
2. Mid-career transition programs
3. Industry-certified AI modules
4. Regional skill hubs

### 2. Education System Reforms

Shift from rote-based learning to –

1. Computational thinking
2. Design thinking
3. Interdisciplinary learning
4. Problem-based pedagogy

Integration of AI literacy at school and university levels.

### 3. Industry–Government–Academia Convergence

1. Co-design of curricula aligned with industry needs.
2. Apprenticeship and internship pathways in emerging sectors.
3. Public-private partnerships for digital infrastructure and AI labs.

## Government Initiatives – Institutional Response

### 1. FutureSkills PRIME

1. Flagship initiative by MeitY in partnership with NASSCOM.
2. Focuses on 10 emerging technologies including AI.
3. Targets IT professionals and youth for reskilling.
4. Provides certification pathways and industry-aligned courses.

### 2. Skill India Mission

1. Expanding scope to integrate AI, robotics and emerging tech skills.
2. Aligns vocational education with digital economy demands.

### 3. National Council for Vocational Education & Training (NCVET)

Developed the National Programme on Artificial Intelligence (NPAI) Skilling Framework. Provides –

1. Structured roadmap
2. Qualification standards
3. Competency benchmarks

### 4. SOAR (Skilling for AI Readiness)

Launched by Ministry of Skill Development & Entrepreneurship (MSDE). Targets school students (Classes 6–12). Focuses on –

1. AI awareness
2. Foundational computational skills
3. Teacher capacity building

### 5. Directorate General of Training (DGT) Collaborations

1. Partnerships with IBM India, Microsoft, Cisco, Adobe India, AWS.
2. CSR-based skilling support.
3. Digital labs, training modules and certification access.

### 6. Sector Skill Councils (SSCs)

1. Industry-led bodies.
2. Develop curriculum and training standards.
3. Conduct Training of Trainers (ToT).
4. Facilitate apprenticeship and industry immersion.

## Broader Structural Challenges

1. Digital divide across rural-urban and gender lines.
2. Risk of skill inequality widening income inequality.
3. Informal workforce may struggle to transition to tech-intensive roles.
4. Need for AI governance frameworks to ensure ethical deployment.

## Conclusion – Navigating the AI Transition

AI will not merely eliminate jobs; it will reconfigure task compositions across occupations.

Employment resilience will depend on –

1. Creativity
2. Systems thinking
3. Adaptability
4. Lifelong learning

India's demographic dividend can transform into a digital dividend if supported by –

1. Strategic skilling policies
2. Inclusive AI governance
3. Coordinated Team India approach involving policymakers, industry, academia and civil society.

The India–AI Impact Summit 2026 provides an opportunity to shape a development-oriented AI model rooted in inclusion, sustainability and responsible innovation, ensuring that technological progress translates into broad-based socio-economic advancement.

Source – <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2228892&reg=3&lang=1>

