MITIGATING JOB DISPLACEMENT IN THE AGE OF AI – A POLICY PERSPECTIVE FROM INDIA

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ABSTRACT

The utilization of artificial intelligence has been escalating globally. Artificial intelligence (AI) denotes the capacity of computer science and technology to execute complex tasks in an easier and faster manner which were traditionally carried out by humans. The advent of AI has facilitated the execution of our tasks more swiftly, effortlessly, and intelligently. The tasks encompass problem-solving, decision-making, elucidation, and other intricate activities that an intelligent individual would require considerable time to complete.

The employment landscape in India encompasses several industries, including education, healthcare, information technology, and manufacturing. The integration of artificial intelligence accelerates and simplifies our tasks over all these sectors, however concurrently it impacts the employment landscape. The numerous detrimental implications include data and privacy infringement, employment displacement, among others. Simultaneously, we must also adopt AI during the industrial revolution. This research seeks to determine the potential for the coexistence of artificial intelligence and the mitigation of job displacement.

Key Words: Artificial Intelligence, Job Displacement, Co-existence and Mitigation.

INTRODUCTION:

Most countries have commenced the utilization of AI in corporate, medical, legal, and various other sectors. In recent years, the use of AI has increased dramatically, with observations indicating that nearly all persons, whether students or professionals, are using various AI technologies to carry out their tasks. Artificial intelligence encompasses various categories, including Reactive Machines, Limited Memory, Theory of Mind, and Self-Aware AI. The AI employs deep learning and natural language processing (NLP), enabling it to learn from experience and adhere to human instructions, whether written or verbal. Despite the numerous technological breakthroughs, issues persist with the AI. The overarching issue is that India is a developing nation, necessitating job creation to combat unemployment. These technological

advancements will undoubtedly have an impact in the unemployment, especially for positions related to office work.

THE CHANGING NATURE OF AI IN EMPLOYMENT

Corporates are increasingly replacing human workers with AI. Artificial intelligence can perform human task with more perfection and faster. Using AI is less costly than a permanent or contractual executive. While artificial intelligence offers significant advancement in productivity and decision-making there are challenges too like: -

Job Displacement and Transformation:

The contemporary era is progressively evolving into a digital age, marked by a subtle transformation. Working in remote mode is an aspect of the digital India. Remote work and online education also brought new technology with it. The remote working culture mainly commenced during the Covid-19 pandemic. Consequently, individuals' physical exertion has substantially diminished; nevertheless, they have also had the opportunity to utilize AI for tasks such as drafting, programming, making presentations, and data analysis. Platforms such as ChatGPT, Meta AI, and numerous more has significant proficiency in doing these tasks.

Nearly all companies in India are embracing artificial intelligence. The information technology, telecommunications, media entertainment, and service sectors have commenced the restructuring of their worldwide workforce and hiring strategies to eliminate positions that can be performed by AI. The intensification of AI is rendering job displacement and redundancy. Artificial intelligence has the potential to displace a significant number of occupations, and this figure is expected to rise in the future. The employment of Indian labourers may be somewhat impacted due to AI's inadequacy in executing manual labour; nevertheless, the most significant effects will be observed in office positions held by executives.

Most IT organizations have already implemented AI technologies in their operations. At the Global Virtual Summit on AI, RAISE 2020, Prime Minister Sri Narendra Damodar Das Modi declared that artificial intelligence is a boon of science. Our Indian executives in the computer sector will be more beneficial for this AI. Every employee will be capable of thinking and

executing tasks more efficiently. However, this perspective has shifted, and it is now anticipated that forthcoming days would pose risks to job and employment chances for the younger generation. A competition is underway among corporations and start-ups to reduce the workforce in offices by substituting human employees with artificial intelligence.

Discrimination & Bias:

The application of artificial intelligence in recruitment may be inequitable due to algorithmic bias. The application of AI in recruiting and selection lacks transparency and fairness, as a human-centric approach is feasible solely for humans, not AI. Discriminatory behaviours will hinder societal and industrial interactions.

Infringement of Privacy:

The AI learns by being trained on a vast variety of datasets. This datasheet primarily pertains to human beings. The data may originate from personnel records, job seeker information, or other sources. The employee or job seeker possesses the inherent right to be informed about the utilization of their data and the right to delete their data after a certain duration or upon the fulfilment of its intended purpose. The Indian market is currently grappling with unemployment, making it understandable for job seekers or employees to feel embarrassed to request their employer to delete their data. Without defined data protection policies within corporations or specialized legislation governing the employment sector, there exists a significant possibility of data privacy violations.

Blue Collar Jobs:

The influence of artificial intelligence will not only affect the employment prospects of executives but will also substantially affect blue collar employees' job. The automation of processes through AI has led to a significantly diminished demand for labourers across all companies and service centres. In nearly all airports, floor sweeping and cleaning is now conducted by AI-powered cleaning devices.

The unemployment rate in India is significantly elevated, accompanied by numerous concerns related to equitable salaries, appropriate working hours, and employee security. Furthermore, if all companies adopt AI, the livelihood of workers would become exceedingly challenging.

Challenges in Regulating A.I:

The current legislative framework in India lacks a comprehensive regulatory structure for the governance of artificial intelligence. Conversely, the Government cannot compel corporations or organizations to limit their use of AI in their operations from which they derive benefits. This situation is both complicated and controversial. The Government must acknowledge job displacement while refraining from intruding into the business community to mandate the deployment of AI to prevent employment loss.

Pace of technological advancement vs. legal lag:

As this technology is bearing fruit worldwide, every law enforcer and every legal field is struggling with how to accept artificial intelligence legally. Where technological advancements are happening rapidly, the legislative process is comparatively much slower. Standing here, how and in what way the law will embrace artificial intelligence is a matter of question.

Balancing innovation and regulation:

Excessive control over artificial intelligence effects jobs of the individuals. May the individual will not be replaced but the number of employees will be minimized. While too little control puts workers' rights into question and increases inequality. One of the major policy challenges is how to bring equality between AI and workers by regulating this amazing creation of science at the right level.

POSITION IN INDIA

The Digital Personal Data Protection Act 2023 aims to safeguard citizens' digital data. Any personal data given digitally to the internet portal can be readily utilized for identification purposes. This legislation safeguards persons' private data and governs its legitimate processing. This Act acknowledges the individuals' right to privacy. This Act is applicable to corporations regardless of their size.

The constitutional principles of India do not authorize the Government to enact legislation that impose restrictions on corporations over their operational conduct. The entitlement of

corporations to operate a business efficiently is a constitutional essential that cannot be revoked based on Utilitarianism.

THE INTERNATIONAL LABOUR ORGANIZATION

The International Labour Organization, known as ILO, published a research paper in 2018 that discusses various technologies, the automation of workplaces, and different types of working methods for our future. It has been examined that a significant problem regarding job equality is likely to arise in the future. Various types of workers are expected to lose their jobs solely due to automation and AI. It further claims that the power of AI could pose a threat to our workers. In an article from the International Labour Organization published in August 2023, it was stated that the effects of AI could have the most significant impact on various technology-based tasks.

At the end, various commentators have claimed that how we adapt and utilize artificial intelligence in the socio-economic society of the future will determine whether it becomes a blessing or a curse for our employment system and labour laws. They further asserted that our future generations' job lives depend on our use of AI.

GLOBAL REGULATORY FRAMEWORK

As AI is rapidly developing in workplace, different jurisdiction must develop legal frameworks to regulate its use, especially in the relation between AI and human employees. The philosopher says that there are some ways into practices which India and similar economies can adapt to ensure a balanced regulatory ecosystem. The EU Artificial Intelligence Act, proposed in 2021 and nearing finalization, classifies AI systems by risk levels— "unacceptable," "high-risk," and "limited-risk."

In contrast to the EU, the United States has adopted a more fragmented and market-driven approach. While there is no comprehensive federal AI law, various agencies such as the Equal Employment Opportunity Commission (EEOC) and the Federal Trade Commission (FTC) have issued guidance on the use of AI in employment.

China's approach to AI regulation, including in employment, is strongly state-driven and focused on maintaining social stability. The Personal Information Protection Law (PIPL) and

the Administrative Provisions on Algorithmic Recommendation (2022) regulate how tech companies use algorithms to influence consumer and worker behaviour.

RECOMMENDATION & CONCLUSION

We must consider how to optimize the application of artificial intelligence in the workplace. This improvement is contingent upon the existence of a 'Win-Win' scenario, wherein the corporation thrives while the individual retains their continuous flow of income. Initially, we must update the existing labour codes. The time has arrived for framing a new 'AI Employment Code' that embodies a tripartite consensus among employers, employees, and the Government. The Government may impose limits on corporations that could affect employment due to engaging of AI, while binding employers to a social compact in contributing towards nations employment. Corporations must acknowledge their obligation to the nation. A technologically advanced country cannot sustain itself in the long term if its citizens face unemployment or if the job market is predominantly controlled by capitalists.

The government must mandate that all workplaces implement computerized HR systems that facilitate human oversight and enhance algorithmic transparency through the enactment of diverse legislation. We must acknowledge that the future of Digital India is intertwined with artificial intelligence; thus, it is imperative to educate the younger generation on computer-based systems governed by AI and to strive for the establishment of global norms safeguarding employees' rights in this era of automation. The government must harmonize collaborative initiatives among AI developers and corporate stakeholders across diverse trade unions.

Over time, we have acclimated to technology. As the industrial revolution progresses, the utilization of AI and its subsequent incarnations will increasingly evolve towards more sophistication. At the same time, it is also true that numerous individuals will be displaced from their employment due to this artificial intelligence. To resolve this issue, collaboration between the government and corporations is essential. It is imperative to revise all labour regulations to align with emerging technology, ensuring adequate compensation for those who lose their jobs due to redundancy or AI involvement. The regulation requires stringent oversight about the 'Hire & Fire' policy of corporations. We must establish clear standards for the instant termination of an employee due to AI, while recording alternative reasons in the

personnel file or office register. The legislation should prioritize providing employees with adequate time to seek alternative employment. Additionally, the government must focus on generating employment to ensure the Nation is prepared to adopt technology rather than resist it. Only then will the potential for artificial intelligence to positively influence our workplaces.