

The Impact of AI on Employment Patterns and Economic Inequality

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The profound and intricate effects of artificial intelligence (AI) on the labor market are examined in this thesis. By automating tasks that were previously believed to be exclusively human, AI is rapidly transforming industries and altering the demand for diverse skills. This study closely looks at how AI is automating specific employment tasks, particularly those that involve a lot of data processing and repetitive, rule-based processes. From manufacturing and administrative tasks to customer service and data entry roles, the report lists the job categories most at risk of disruption. It examines the industries and demographics most likely to be affected, as well as the potential magnitude of automation-related job losses. The thesis also examines the development of new job opportunities that are directly related to the development, use, and maintenance of AI systems. This thesis explores the potential societal impacts of extensive AI deployment beyond employment. It looks at how increased income inequality could result from job displacement and wealth concentration in the AI sector. The report highlights the urgent need for proactive steps to mitigate the negative consequences of AI-induced job losses, with reskilling and upskilling initiatives being a key component. It discusses the need for collaboration between governments, businesses, and educational institutions to educate the workforce for the nature of work in the future. The thesis investigates policy suggestions include funding training and education initiatives that emphasize skills that will be useful in the future, promoting possibilities for lifelong learning, and investigating creative approaches to social safety nets like universal basic income or other forms of income support.

1 Introduction

A global discussion over artificial intelligence's (AI) potential to transform economies, industries, and—most importantly—the fundamental nature of employment itself has been sparked by the technology's quick development and widespread integration into almost every aspect of contemporary life. AI's revolutionary potential is evident in everything from automated customer support and tailored medicine to self-driving automobiles and advanced data analytics. Concerns over AI's effects on the labor market have grown in importance, despite supporters' claims that technology may increase productivity, spur innovation, and resolve difficult global issues. This thesis explores this important topic by looking at the various ways AI affects employment, including

the potential and difficulties it presents. The discourse surrounding artificial intelligence and employment is frequently presented in sharply opposing terms: utopian scenarios of a future in which AI frees people from menial labor so they can concentrate on more creative and satisfying pursuits, and dystopian scenarios of mass unemployment and job displacement. But the truth is much more complicated and nuanced. AI is not a single entity with a single, foreseeable result. Its effects on employment are quite contextual and differ according to the industry, type of job, and location. While there is no doubt that some jobs could be automated, AI is also changing other jobs, necessitating that workers adapt and learn new skills. Additionally, AI is developing completely new job categories that were unthinkable only a few years ago.[1]

Most people agree that AI is a productivity and growth driver. It has the potential to increase corporate operations' efficiency due to its capacity to process and analyze vast amounts of data. By 2030, more than 70% of companies will have adopted at least one type of AI technology, although less than half of major enterprises may employ all of them. According to Price Waterhouse Coopers, artificial intelligence may boost the world economy by 14% by 2030 (PwC 2017). Moreover it is anticipated that AI would change the job market's makeup. Autor (2015) provided evidence that the labor market has polarized toward high-skilled and low-skilled jobs over the past few decades. According to him, this polarization is expected to be reversed, with some low- and medium-skilled industries likely to remain relatively resistant to automation, even as some highly skilled but rather routine vocations may be automatable (possibly with technologies like AI). Nonetheless, Petropoulos and Brekelmans (2020) concluded that, in contrast to the computer and robotic revolutions, the AI revolution is unlikely to result in employment polarization because it will impact jobs that need low, moderate, and high levels of competence. This thesis contends that a thorough, evidence-based examination of the precise ways in which AI is altering the nature of labor is necessary to comprehend the genuine effects of AI on occupations, going beyond crude generalizations. It is critical to determine which skills are growing more and more valuable in the era of artificial intelligence, as well as which vocations are most at risk of automation. This entails looking at the tasks that make up various employment and figuring out which of those duties may be efficiently automated by AI technologies as they stand today. Jobs requiring creativity, critical thinking, sophisticated problem-solving, and interpersonal skills are typically less vulnerable to automation than repetitive, rule-based operations involving massive volumes of data. The emergence in AI is an economic issue in addition to a technological one. Significant societal concerns regarding economic inequality, social safety nets, and the nature of labor in the future are brought up by the possibility of widespread job displacement. How will nations maintain social stability and economic security if automation displaces a sizable section of the workforce? How will governments, corporations, and academic institutions help to prepare workers for the economy powered by artificial intelligence? To guarantee that the advantages of AI are widely distributed and that any possible drawbacks are minimized, these are important issues that need to be addressed early on. These intricate problems are thoroughly examined in this thesis.

The thesis also explores the policy ramifications of AI's employment impact, looking at possible approaches to preventing job displacement, facilitating workforce changes, and guaranteeing that the advantages of AI are shared fairly. The aim of this research is to display an informative and nuanced knowledge of the various ways that AI is affecting jobs, along with advice and insights for navigating this technological transformation and creating a productive and inclusive workplace of the future.

2 Negative Impact Of AI

The pervasive use of AI in daily life presents a complex picture of both significant societal challenges and fascinating technological advancements. According to a 2023 survey by the American Psychological Association, 38% of workers believe that AI technology could cause them to lose their jobs, making workplace anxiety a serious psychological problem. This worry is heightened by the rise of AI-powered workplace surveillance, which can create a culture of constant scrutiny that depresses morale, increases stress, and gives employees the impression that they are interchangeable. The economy is significantly impacted by the ongoing threat of mass unemployment. The World Economic Forum estimates that 375 million jobs could be lost all over the world because of rise in AI dependency. Additionally, 2017 U.S. research estimated that roughly 47% of American jobs could be in jeopardy within 20 years, with the manufacturing, customer service, and transportation sectors probably being the most affected. Proactive measures are necessary to address the evolving labor market due to the potential for widespread unemployment. The implications of AI for security and privacy are also quite important. As sensitive industries like healthcare, education, and finance rely more and more on AI technologies, data vulnerability is becoming a significant issue. A clear reminder of how readily AI-powered data harvesting may be misused for political purposes was provided by the Facebook-Cambridge Analytica scandal. The risks of hacks, unauthorized monitoring, and the immoral use of AI data necessitate robust precautions. Finally, the innate tendency of AI systems to magnify and perpetuate human preconceptions presents a serious ethical dilemma. Instances of racial and gender bias in AI-driven hiring tools and criminal justice systems underscore the critical need for stringent ethical standards. As we continue to integrate AI into our daily lives, we must prioritize mental health, security, and fairness.

3 Positive Impact of AI

Artificial intelligence is rapidly transforming many industries, most notably healthcare, thanks to significant advancements. AI-powered robotic surgery increases medical precision, while AI-driven diagnostics enhance MRI scans, prenatal imaging, and disease prediction. Therapeutic robots are revolutionizing patient care by offering vital assistance to the elderly and crippled. AI is crucial for reducing human error and enhancing worker safety outside of the healthcare industry. Artificial intelligence (AI) is extremely

useful in high-risk industries such as mining, construction, and aviation because it minimizes errors caused by fatigue and stress. AI-powered safety solutions are essential for lowering accidents and enhancing overall workplace security. AI's ability to work around the clock also significantly increases productivity and efficiency. In addition to helping businesses boost output, continuous operation greatly enhances customer service and data processing speed and accuracy. This function, which is always on, optimizes resource efficiency by reducing downtime and ensuring uninterrupted performance. In essence, integrating AI into these sectors will promote innovation and progress by providing safer, more precise, and more effective operations.

4 Historical Context of AI

Examining past technology developments provides important background information for comprehending how automation and artificial intelligence are affecting the workforce of today. Early 20th-century inventions like assembly lines, electrification, and mechanized production techniques transformed manufacturing and changed the nature of work. During this time, industrial automation increased, which had a significant impact on labor demands, production costs, and productivity. We can better understand the current opportunities and difficulties brought about by AI today by looking back at the past. An important turning point in the development of manufacturing occurred with the advent of industrial automation in the early 20th century. Assembly lines made it possible to produce things in large quantities, which greatly increased efficiency and productivity. Electricity and mechanized production techniques simplified processes, resulting in increased competitiveness and reduced production costs. The expectations on the workforce also changed because of these developments. Machines took the place of manual laborers. Employees now needed to learn new skills and adjust to a more automated workplace. As a result, the way that education prepares workers for the labor market was reexamined. We may learn a lot about how to handle AI and automation in today's workforce by considering the difficulties encountered during this time of industrial transition.

5 AI's Role in Design

This study meticulously examines the transformative influence of AI on design workflows, breaking down AI's involvement into two primary functions: augmentation and automation. Automation streamlines routine tasks like image manipulation, color correction, and layout generation, freeing up designers to concentrate on more intricate project components. On the other hand, augmentation enhances creative abilities and facilitates tasks like 3D modeling and predictive analysis by providing trend analysis, design recommendations, and concept variations. Spacemaker and Autodesk Forma give urban designers data-driven insights, while Canva's AI tools and Adobe Sensei

offer graphic designers perceptive recommendations. To thoroughly examine this dynamic, the study employs a mixed-methods approach, combining primary data collecting through online questionnaires with secondary data analysis of earlier research papers.

One of the study's main points of contention is the potential for AI to supplant human innovation. Despite its dominance in data-driven efficiency, AI lacks the nuanced human traits of storytelling, artistic judgment, and intuition. Designers continue to possess distinctly human abilities in critical thinking, problem-solving, emotional and cultural sensitivity, and unpredictable inventiveness. Instead than replacing human creativity, the study presents AI as a collaborative tool that fosters it. However, there are significant ethical concerns with the use of AI in design, including the potential for job displacement, particularly in entry-level positions, the loss of traditional craftsmanship, the potential for biased AI-generated designs due to flawed datasets, and the urgent need for regulatory guidelines to ensure ethical implementation and prevent abuse.[3]

6 Designer's Perspective

A survey conducted with 56 professionals from various design disciplines revealed key insights:

65.5%	Do Not Use AI tools
69.1%	Require AI modifications
46.1%	Graphic Designers
17.9%	Interior Designers
13.5%	Planners
8.9%	Architects
2.25%	Urban Designers
75%	Feel secure in job

- 65.5% of respondents do not use AI tools in their design processes.
- 69.1% of AI users indicated that AI-generated designs required further modification, suggesting that AI serves more as a creative aid rather than an autonomous design tool.
- 46.1% believed that graphic design was the most vulnerable to AI automation, followed by 17.9% for interior design, 13.5% for planners, 8.9% for architects, and only 2.25% for urban designers.
- 75% of participants felt secure that their jobs would not be entirely taken over by AI, reflecting confidence in the irreplaceable aspects of human creativity and critical thinking.

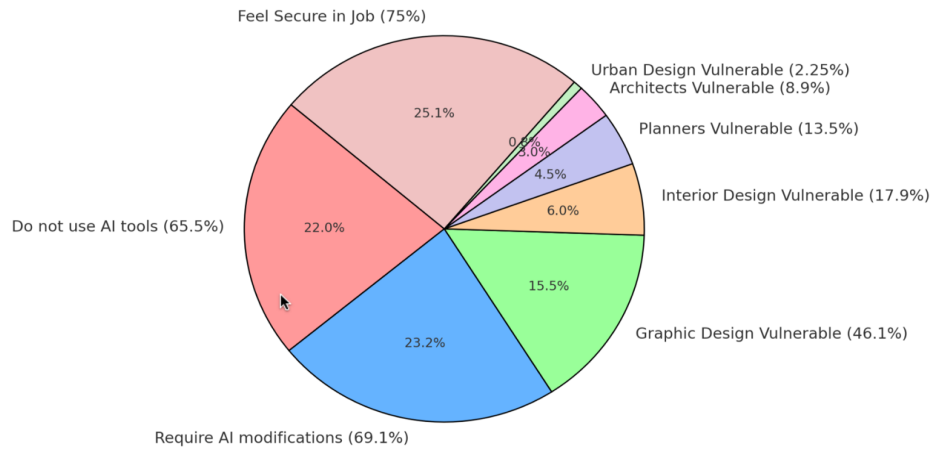


Fig.1: Furthermore, respondents noted that while AI can streamline processes and provide inspiration, it still lacks the ability to fully replicate human intuition, cultural understanding, and complex problem-solving. Many professionals see AI as a tool to complement their work rather than a replacement. These findings suggest that while AI is a valuable asset in the design industry, it is not yet perceived as a complete substitute for human designers.[12]

7 AI's Role in Business & Entrepreneurship

Artificial intelligence's transformative potential is transforming the economy, moving beyond the simple notion of job replacement to a more nuanced perspective of human-AI collaboration. Instead of viewing AI as a singular force that threatens jobs, progressive businesses are recognizing its potential to augment human capabilities, forming a win-win collaboration that increases productivity and innovation. Even if studies like the Yale CEO Summit's findings highlight AI's disruptive potential and predict a significant loss of jobs over the next ten years, the focus is currently on developing AI-assisted business models. Imagine a classroom where AI handles administrative tasks so that professors can design and deliver truly engaging courses, or a supply chain where AI-driven analytics optimizes waste and boosts efficiency.

This evolution reflects the profound effects of Industry 4.0, where intelligent systems are seamlessly integrated into production processes to improve automation and efficiency. If companies wish to remain competitive in this rapidly evolving world, they must carefully incorporate AI into their fundamental strategy. Advances in deep learning, machine learning, and data analytics are revolutionizing entire industries by enabling data-driven decision-making and personalized customer experiences. However, this transformative journey necessitates a commitment to ethical issues and the development of robust regulatory frameworks to guarantee that the benefits of AI are spread

fairly and responsibly. The future of business is not about pitting humans against machines, but about creating a collaborative ecosystem where AI unlocks human potential and opens previously unheard-of levels of innovation and efficiency.

8 Impact of AI on Business in past years

Between 2020 and 2023, the application of AI in business and entrepreneurship increased significantly. Since the epidemic began in 2020, AI-powered customer assistance solutions have proliferated, significantly boosting productivity. AI-powered data analytics became increasingly important in 2021, providing businesses with improved tools for strategic planning. By 2022, artificial intelligence (AI) had greatly enhanced supply chain automation and workflows, leading to notable operational improvements. In the end, AI's role in targeted marketing and consumer engagement grew significantly in 2023, enabling businesses to build stronger relationships with their clientele. Each of these yearly advancements demonstrates the growing utility of AI in modern business operations.

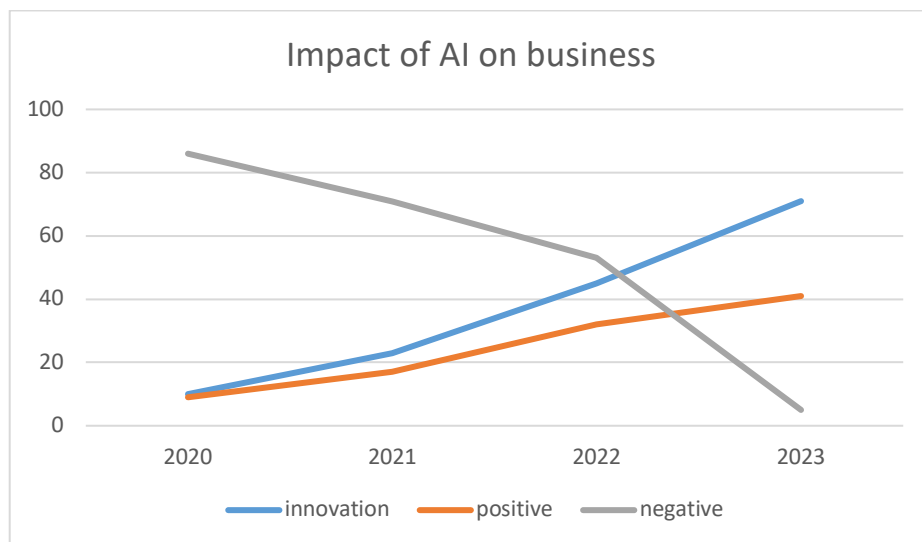


Fig.2: The Impact of AI on business from 2020 to 2023 examining all the factors like innovation , positive and negative

- AI may eliminate 300 million jobs.
- By 2025, 30% of workers worry that AI or similar technologies will replace them in their current position.
- AI has caused 14% of all people to lose their employment.
- It might take another 20 years to automate 50% of the tasks that are currently done worldwide.

- AI has the potential to replace 60% of jobs in developed economies.
- However, in low-income nations, only 26% of employment are equally exposed.
- Over the next three years, 20 million workers will retrain for new occupations and/or AI use.
- Employees between the ages of 18 and 24 are 129% more likely than those over 65 to fear that AI would replace their jobs.
- In the US, 15% of employees would think about working for an AI company.

2023 NEM Occupation title	2023 NEM Occupation code	Employments in 2023 (thousands)	Employment in 2023 (thousands)	Numerical Change, 2023-33(thousands)	Percentual change 2023-33
Total no. of occupations	00-0000	167,849.8	174,589.0	6,739.2	4.0
Business and financial operations	13-0000	10,977.2	11738.5	761.3	6.9
Claim adjusters and investigator	13-1031	345.2	330.0	-15.2	-4.4
Insurance appraisers	13-1032	10.5	9.5	-1.0	-9.2
Budget analysts	13-2031	50.8	52.7	2.0	3.9
Credit analysts	13-2041	73.7	70.8	-2.8	-3.9
Personal financial advisors	13-2052	321.0	375.9	55.0	17.1

Table 1: Impact of AI in business sector displaying different job roles in year 2023 displaying the number in thousands

9 Jobs Impacted by ChatGPT

Advanced AI models like ChatGPT have sparked a lot of discussion about the nature of employment in the future and prompted a closer look at which occupations are most at risk from automation. However, the effect is inconsistent and fluctuates throughout a spectrum of risk. The high-risk end of the automation spectrum includes repetitive, information-based jobs, which makes them prime candidates for total automation. For

instance, AI may be able to create and debug code for programmers and software engineers. It may also be able to handle a large portion of the work that journalists, technical writers, and copywriters do while creating material.

As we move up the spectrum, we reach medium-risk professions where AI will complement human skills rather than totally replace them. Managers and executives, for example, can use AI to make data-driven decisions, but strategic vision and human judgment will always be crucial. Although academics and educators can employ AI for administrative and customized learning, human instructors will always be essential in fostering critical thinking and social-emotional development. Physicians and nurses can also benefit from AI-powered diagnostics, but human knowledge will still be required for the complex decision-making, empathy, and compassion that go into patient treatment. Finally, some low-risk professions that rely on intricate human communication, artistic expression, or physical agility are mostly unaffected by AI disruption. For instance, construction laborers, electricians, and plumbers all perform physically taxing professions that need adaptability in practical situations. The creativity and emotional expressiveness that musicians, artists, and other creative professionals depend on have not yet been matched by AI.[2]

2023 NEM occupational title	2023 NEM occupational code	Employment 2023 (thousands)	Employment 2033 (thousands)	Numerical Change, 2023-33 (thousands)	Percentage change 2023-33
Total no. of occupations	00-0000	167,849.8	174,589.0	6,739.2	4.0
Computer occupation	15-1200	5,021.8	5,608.5	586.8	11.7
Data base Administrators	15-1242	80.5	87.1	6.6	8.2
Data base architects	15-1243	61.4	68.0	6.6	10.8
Soft-ware developer	15-1252	1,692.1	1,995.7	303.7	17.9

Table 2: Jobs which are affected using ChatGPT in IT sector displaying different type of job rules in year 2023 displaying the number in thousands

10 Affected workers because of AI

The workforce has already been significantly impacted by the development of artificial intelligence. Recent statistics demonstrate the disruptive potential of automation, showing that 14% of people have already lost their jobs because of AI-driven developments. Furthermore, 30% of employees worry that intelligent systems would soon replace them in their jobs, highlighting the rising concern over job security. Despite these reservations, most workers—81 percent—think AI will eventually improve their careers, indicating a complicated but optimistic attitude. As modern workers traverse a changing environment driven by rapid technological innovation, this dual reality captures both the potential and problems that AI provides.[5]



Fig.3: Pie Chart displaying the total affected workers around the globe in recent 5 years

11 AI policy between China & India

The two biggest Asian nations, China and India, have a robust pool of AI expertise, and organizations and companies there are constantly looking for cutting-edge research and innovation. Artificial intelligence's heightened impact on both sectors will highlight the primary disruptions in social care and communication in addition to defense and industry. To get a competitive edge in the crucial industries, the bureaucracy recognized the revolutionary potential of artificial intelligence (AI) and pushed and shaped politicians to adopt and encourage its use.

The government has acknowledged the need for infrastructure support, legislative simplifications, and the development and retention of top AI talent due to the technology's potential to further China's global dominance, and Chinese institutions and businesses

have made notable progress in well-known AI research. The Council of China issued a thorough Artificial Intelligence policy paper in July 2017 titled the "Artificial Intelligence Development Plan" with the goal of establishing the path for AI leadership within an ethically sound and supportive framework and open for collaboration. Three steps for strategic goals are covered in the study. The first step is to establish an advanced AI infrastructure by 2020 compared to the rest of the globe. The second phase, which will be completed by 2025, sets a goal to put China at the "world-leading level" in technological breakthrough and use a "breakthrough" in artificial intelligence core theory to make AI the main driver of China's industrial development. The connected sectors are estimated to be worth over 5 trillion yuan, while the core artificial intelligence sector is valued at 400 billion yuan. To foster integration with other disciplines including neurology, quantum science, psychology, mathematics, and sociology, the nation is also concentrating on interdisciplinary exploratory research.. To boost China's competitiveness, "open, stable, and mature" technology platforms will be established for data, hardware, and algorithms. The system development should be able to manage various issues and be energy-efficient, reconfigurable, and highly capable of learning. Comprehensive research and China's ambitious AI ambitions will be established by creating innovation platforms to draw in and accelerate leading research initiatives that will primarily focus on virtual reality, smart terminals, smart robotics, intelligent vehicles, and a new generation of the Internet of Things (IoT).[8]

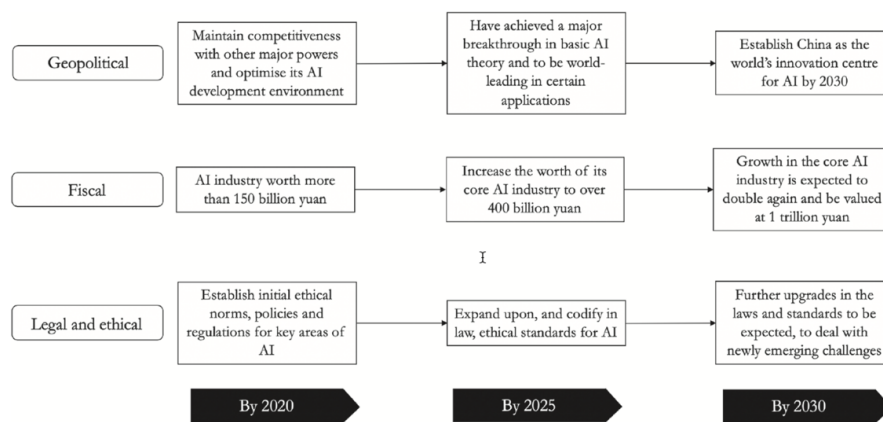


Fig.4: Visualizing China's EDP

India offers a bright future because of its strong talent pool, outstanding list of prestigious universities, and the companies which dominate the IT landscape around the globe. However, the lack of significant, high-caliber AI research was the primary factor preventing India from achieving international attention. Consequently, NITI Aayog has been at the forefront of creating a comprehensive AI strategy that focuses on infrastructure development. It aims to create a #AIforAll movement where AI is used for advanced computing, defense, and military applications in addition to social inclusion. In an "AI+X mechanism," where AI is used for larger production and capability rather than

a full remodel, the main target region for use of AI will be healthcare, agriculture, education, etc. Like the Centre for Data Ethics and Innovation's approach to executing ethical research in the UK, a collection of Ethical Councils will supervise the COREs and set the standard procedures for the betterment of AI based research and products based on the OpenAI charter. The research activities will feed the "International Centres for Transformational Artificial Intelligence," or ICTAIs. Their target will be on financing, innovating, and accelerating AI-based solutions, mainly in the field of public relevance. It will be more of a public private partnership that will pay for infrastructure capital expenditures and running costs for the first five years, with initial financing ranging from INR 200 to 500 crore per ICTAI. These organizations will have a strong governing board that includes experts from academia and business, and they might give a fair voice to an industrial partner that contributes significantly. The scheme also addresses innovating AI talent at the local level by incorporating AI modules into the standard curriculum and offering incentives for the development of MOOCs and open-source learning platforms. Furthermore, to lessen the resources required for model development, three different modules have proposed the establishment of a National AI Marketplace (NAIM).

The discussion above illustrates how the two countries have approached the development of their AI programs from two different perspectives. China aims to build a cutting-edge AI infrastructure in isolation and is obviously striving for global dominance under a totalitarian government.. In contrast, India aspires to become the world's AI research center for developing countries. China is further planning to invest billions of dollars in AI and allied businesses to build a robust infrastructure for the technology's proliferation. India should consider China's considerable competitive advantage due to their ability to build and maintain training model databases and their accessibility. Attracting foreign direct investment (FDI) by focusing on low operational costs and collaborative nature of research can result in a substantial influx of cash, even when the Indian government's projected contribution is relatively lower. "AI+X" startups and businesses must have access to international venture capital funds, and regulatory simplifications should be put in place to enable companies to resolve problems across national borders.

12 Net impact of AI on China

There are several unidentified elements that could tip the scales in favor of a more optimistic or gloomy scenario, even if our fundamental estimate is that AI will have a positive long-term net effect on jobs in China. The current job markets will also be severely disrupted as millions of people would have to shift careers and potentially locales. Every aspect of business operations, from marketing and product personalization to research and development, productivity, human resource practices, and cyber security, will be covered by the abundance of chances for businesses to engage in AI and associated technologies in China. However, there will also be a major disruption to

the established business structures throughout the economy, as we have already witnessed in sectors like media, entertainment, banking, and retail. Therefore, our study demonstrates that there is no room for confidence from the standpoint of government policy as well as industry. The government's challenge is to minimize the costs in terms of effects on jobs and income inequality (e.g., by retraining displaced workers and strengthening the social safety net for those who struggle to adapt to the new technologies) while maximizing the benefits (e.g., by implementing the Next Generation AI Plan and continuing to invest heavily in the development of world-class AI skills). This is the only method to maximize the positive effects of AI and other technologies on society.[10]

	Job Displacement		Job Creation		Net Effect	
	%	Millions	%	Millions	%	Millions
Services	-21%	-72	50%	169	29%	97
Construction	-25%	-15	48%	29	23%	14
Industry	-36%	-59	39%	63	3%	4
Agriculture	-27%	-57	16%	35	-10%	-22
Total	-26%	-204	38%	297	12%	93

Table 3: AI and associated technology-related job displacement and creation estimates per industry sector in China (2017–37)

13 Changed job scenarios in India

Numerous studies predict that new jobs will be created because of the application of AI in the workplace. 9% of the workforce would be employed in new, non-existing jobs, 37% would be employed in positions needing significantly different skill sets, and 54% would be employed in jobs that do not require any adjustments, according to the NASSCOM-FICCI-EY (2017) report on the future of jobs in India. This prediction was made considering the growing use of exponential technologies like artificial intelligence. Additionally, the paper argued that these three primary forces are expected to impact sectors such as BFS and IT-BPM. Over the next eight to ten years, Internet of

Things (IoT) and artificial intelligence (AI)-based applications will create over 2.8 million jobs in rural India, with an annual value of INR 60,000 crore (roughly USD 9 billion), according to a study conducted by the Broadband India Forum (BIF) in collaboration with the Electronics Skill Council of India, Agriculture Skill Council, and Healthcare Sector Skill Council. At least 2.1 lakh of the 2.8 million employments will be created by the agriculture sector, with the remaining 0.7 million coming from the rural healthcare sector (BIF, 2019).[11]

Expected size of sectors (US\$ billions)	Expected % growth in sectors	Current jobs in sectors (millions)	% of current sector jobs threatened	Incremental jobs created over next 5 years (millions)	Total jobs (millions)	% of new jobs	% of jobs that will be changed
IT-BPM							
240	9	-3.9	20-35	0.7	4.5	10-20	60-65
Automotive OEM							
4.032	8-8.5	2.04	15-20	0.17	2.2	10-15	55-60
Automotive Components							
4500	9.5-10	5.99	15-20	0.93	6.92	10-15	55-60
Retail: Food							
865	11-11.5	21.4	15-20	0.52	22	5-10	20-25
Textile: Weaving							
105	12-12.5	7.7	10-15	1.6	9.3	5-10	30-35
Textile: Garmenting							
136	12.5-13	19.3	15-20	12.1	31.4	10-15	35-40
Banking							
N.A.	12.5-13	1.24	20-25	0.22	1.46	15-20	55-60

Table 4: At the sectoral level, the report detailed the following altered job scenarios for the Indian banking, retail (food and grocery), textiles, IT-BPM, and automotive industries in 2022.

14 Conclusion

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