
THE FUTURE OF EMPLOYMENT & HUMAN DIGNITY IN AUTOMATED WORLD

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Introduction

India, with its vast and diverse economics system, has witnessed significant changes in employment trends over the past few years. The skill requirements and nature of work related to employment in the economy are changing and a new employment landscape is gradually evolving. Many sectors have developed substantial growth potential. As India moves forward on the path of economic development, sectors offering employment opportunities in the Indian economy are expected to play an important role in shaping the country's perspective on employment and jobs.

Digital services :

Employment is extremely important for a better future. In the Present era, new employment opportunities are emerging in sectors such as technology, the digital economy, education, and healthcare. To take advantage of these opportunities, skill development and learning new technologies are essential. This helps individuals remain competitive and secure well-paying jobs.

The future of employment is being strongly influenced by technology. The growth of new sectors, demand for new skills, industry-specific knowledge, online education and caeer guidance are key factors shaping the future of employment. Digital services and the Fourth Industrial Revolution have given greater importance to technology in India's development process.

Digital technology has been implemented across almost every sector, giving greater significance to areas such as software engineering, data science and digital marketing. The digital economy generated approximately 60 to 65 million jobs by 2025 most of which requires advanced digital skills.

India's experts along with the central government are playing a crucial role in shaping the future workforce. Government training programs and schemes are available that can be utilised. Adapting to changing times and learning, new technologies are extremely important for securing good employment in a better future. Due to government schemes, the workforce has increased and in India a situation has emerged where diverse employment opportunities are being created. Owing to the broad nature of our economy, employment opportunities have



undergone multidimensional transformation. Many sectors are witnessing significant economic development and during road construction and modernization a large number of employment opportunities are being generated.

Future Employment & Technology :

Technology is transforming future employment by automating routine tasks, creating new roles in technology and demanding new skill like AI, data literacy and critical thinking leading to job displacement in some areas but net job growth over all requiring massive worker reskilling (around 40% of skills changing by 2030) for roles in digital, green, and creative sectors, while also enabling remote work. Technology creates new jobs(AI Specialists, data scientists, cybersecurity) while automating existing ones(manufacturing data entry) with net job growth expected though roll shift significantly. Demand rises for digital, STEM , creativity problem solving, and emotional intelligence, around 39% of current skills may be obsolete by 2030, requiring continuous learning. High speed internet and cloud computing foster remote work and the gig economy, offering flexibility but rising concerns about job securities. AI automation, and data analytics are reshaping industries like healthcare, finance, and retail creating new opportunities and efficiencies.

Financial Services :

Due to the rising demand for banking and insurance services, the banking financial services and insurance services sector's offers over 5 lakh jobs every year. India's financial services sector is undergoing significant expansion. Moreover, the emergence of innovative ideas related to financial technology is shaping this industry and opening up new employment opportunities.

First the shift toward digital banking has created demand for skilled professionals in areas such as mobile and online banking, technologies, customer experience design and cybersecurity. Second, the integration of technology has transformed the insurance sector by 2025. The insurance industry is expected to grow to around USD 250 billion with additional life insurance premium opportunities of USD 78 billion during the period 2020-30. The insurance sector is set to become a decisive and pivotal industry.

Financial services play an important role in economic development. Through financial services, capital formation, investment, savings and credit distribution become possible. Financial institutions such as banks, insurance companies, stock markets and co-operative societies provides essential support to industries, agriculture, trade, and service sectors.

The expansion of financial services helps increase employment opportunities, encourages entrepreneurship and promotes economic stability. In India initiatives such as financial inclusion, digital banking and micro finance have strengthened access to financial services for rural and under privileged sections of society. As a result, economy growth and development have gained momentum.



Transportation Services :

Transportation Services are essential for economic development as they facilitate the movement of goods and people from one place to another. Efficient transport systems reduce production costs, expand markets and promote trade and commerce. Roadways, Railways, Waterways, and Airways together form the back bone of transportation sector. Improved transportation infrastructure supports industrial growth, agricultural marketing, tourism, and

regional development in India. Large-scale investments in highways, rail networks, ports and airports have enhanced connectivity and contributed significantly to economic progress. Modern transportation services also save time, reduce Costs and improve overall productivity.

Health Care Services :

In India, it employs over 7.5 million people (2024-25) with Aintegration expected to create nearly 3 million new Jobs by 2028 and 62% surge in hiring noted in late 2025.

Due to various factors, the Indian health care sector is experiencing significant growth. First, the increasing elderly population has led to a rise in about health has increased the need for preventive medical care and regular health check ups. Demand for health care services related to age-related and long term cronic diseases. Secondly, growing awareness about health has increased the need for preventive medical care and regular health check-ups. Moreover, technological advancements such as medicine and health related apps have improved the accesssibility of health care services. Especially after the COVID-19 pandemic, telemedicine has gained considerable importance for medical consultations. As a result the hospital industry, valued at USD 61.79 billion in 2017, expanded to approximately USD 132 billion by 2023.

The Hospitality Sector :

Including hotel management, tourism organizations culinary services, transportation, and related services are creating extensive employment opportunities and India's tourism industry is on the threshold of significant growth. The hospitality and tourism sector is experiencing strong, rapid growth with a projected 8.2% net employment change in India (late 2024-early 2025) aiming for 14.8 million employees by 2028. The sector is expected to add 1 million jobs in the near future. Following the pandemic, the tourism sector has witnessed a strong revival and is now well-positioned to contribute to economic development and employment generation. USD 23.5 billion and a promising compound annual growth rate (CAGR) of 4.73 percent the industry is expected to grow to USD 29.61 billion by 2028.



Table No1

year	International tourist arrivals(in mn)	Domestic tourist visit(in bn)	Foreign exchange earning(in USD bn)	Employment(in mn)
2023	13	2	30	88
2030	25	4	56	137
2040	56	10	175	257
2047	100	15	400	400

Source -CBRE

Explanation :

From the above table it is clear that from 2023 to 2047 international tourists, domestic Tourists foreign earnings and employment generation are all increasing steadily .

Consumer Retail Services :

The increasing dominance of commerce and organized retail has brought about significant structural changes in India's retail sector. The report also suggests employment opportunities thriving in Bangalore with the highest rate of incremental workforce expansion at 89% followed by Chennai at 83% and Mumbai at 82%. In the era of e-commerce, digital marketing has gain critical importance. Roles, such as Search Engine Optimization (SEO), Specialists, Content Creators, Social Media Managers and Digital Advertising Experts actively contributed strengthening the online presence of businesses.

This transformation in the retail sector is reshaping the nature of work and the skill requirements of related Jobs in India. It is generating diverse employment opportunities in supply chain management, logistics marketing, and allied fields thereby providing momentum to the country's employment market. India's rapidly expanding middle-class population is expected to grow at a compound annual growth rate of around 25 percent. Consequently, the retail market is projected to reach USD 1.1 trillion by 2026 and further expand to USD 2 trillion by 2032.

Global Capability Centers :

India's Global Capability Centers are an essential components of the information technology-Enabled Services sector (ITES). These centers play a crucial role in supporting the back office operations of multinational companies at the global level. As a result this sector has emerged as a major driver of employment in India offering a wide range of job opportunities.

Firstly, Global Capability Centers in India provide customer support services. Individual with strong communication skills and proficiency in languages are employed in large numbers in this area.



Secondly, these centers offer information technology consulting services, which generate employment opportunities for software engineers, system managers, analysts, cybersecurity experts, and project managers.

Thirdly, the finance and accounting teams within India Global Capability Centers recruit professionals such as accountants, financial analysts, and auditors thereby expanding employment opportunities in the financial services domain.

Renewable Energy :

Global renewable energy employment reached a record 16.2 million jobs in 2023. India has made significant progress in adopting clean energy solutions. Renewable Energy promotes environmental sustainability and generates substantial employment particularly in the solar and wind energy sectors. By focusing on skilled labour for the installation, maintenance and research of green energy technologies, the expansion of renewable energy has the potential to create millions of jobs. This trend aligns with the global shift toward clean energy where employment is increasing in renewable energy fields such as solar photovoltaics electricity generation, biofuels and wind energy. In 2022 alone, the solar industry provided employment to 52080 people. As this sector continues to grow, it could generate employment for up to one million people by 2030.

E- Commerce :

E- Commerce is a major driver of employment with online vendors in India creating an estimated 15.8 million jobs including 3.5 million for women. Online vendors employ 54% more staff on average compared to offline counterpart, frequently driven by roles in logistics technology and management. With the expansion of online shopping, the demand for efficient supply-chain and distribution services has increased. This has led to the creation of jobs for thousands of delivery partners and temporary workers in the unorganized sector. E-Commerce companies have emerged as significant job providers. They require a wide range of professionals including information technology experts, digital payment specialists and merchants. India's E-Commerce market is expected to witness substantial growth reaching USD 200 billion by 2026.

Micro, Small, and Medium Enterprises :

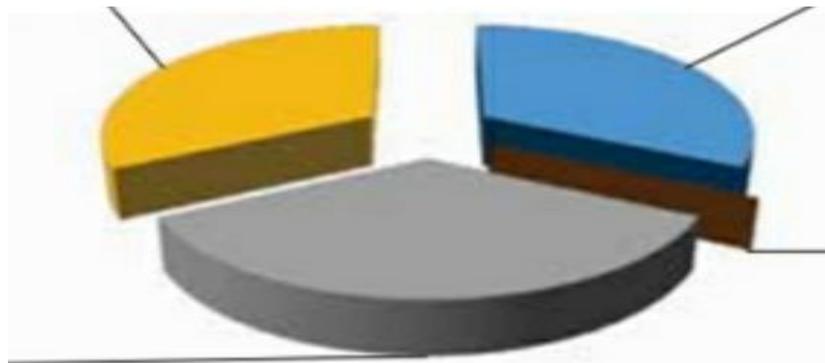
The Micro, Small and Medium Enterprises sector is a critical engine for employment in India with over 7.34 crore units providing jobs to approximately 26 - 29.77 million people as of 2025. It acts as the second-largest employer after agriculture contributing significantly to inclusive growth up to 62% employment. (MSMEs) are an integral component of India's economy. They contribute more than 30% to GDP and account for a significant share of the country's exports. This sector is a major source of employment supporting the livelihoods of millions of people. After the agricultural sector, (MSMEs) rank second in terms of employment generation.



Moreover, the MSME sector represent a space where entrepreneurship, innovation and broad based economic participation can be effectively promoted. As a result, it has become a crucial factor in shaping the skills required and the nature of work associated with India's economic activity. The MSME sector has provided record employment to 123.6 million people during the period from 1 July 2020 to 1 August 2023.

Employment in MSME sector

Other services 33%
Manufacturing 32%
Trade 35%
Electricity-0.07%



Source:- Ministry of MSME, Annual Report

Explanation :

From the above diagram, It is clearly evident that 33% of employment is generated from the other Service Sector, 32% of employment comes from the Manufacturing Sector and 35% of employment is generated through Trade, while only 0.07% of employment is generated from the Electricity Department. This clearly indicates the distribution of employment across different sectors.

Startup Ecosystem :

The rapid growth of India's startup eco-system has been achieved due to the Government of India's startup India initiative launched in 2016. The Indian startup ecosystem has emerged as a major employment engine with over 1.6 lakh DPIIT-recognized entities creating over 17.69 lakh direct jobs as of early 2025. Tax incentives that reduce the financial burden on startups, encouragement of innovation and progressive policies that promote expansion concrete efforts to improve India's business environment have made it easier to start new ventures. India is increasingly becoming an attractive destination for independent entrepreneurship and the status of startups has risen significantly.

This has accelerated the development of Indian cities such as Bengaluru, Mumbai, Chennai, Gurugram and others helping them emerge as entrepreneurial hubs that generate employment. The startup sector is becoming more globally competitive from digital services



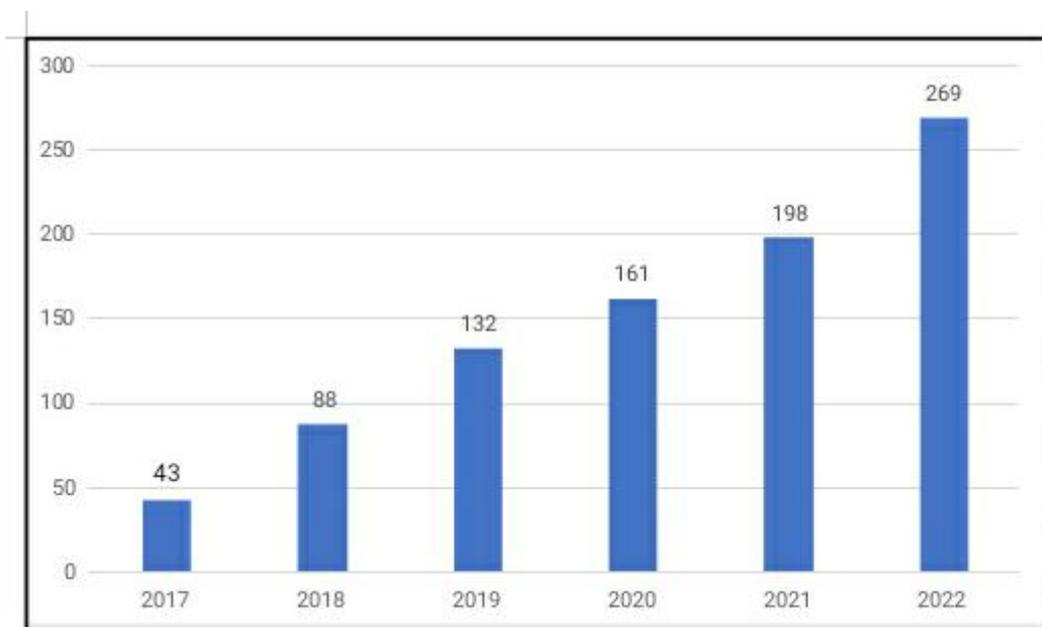
to the rapidly expanding start up institutions. The country is preparing itself for nation wide employment generation.

With diverse government initiatives and a strong workforce, India is in a favorable position to witness substantial growth in job opportunities. This is driven by the country's continued economic progress towards its goal of becoming the world's third-largest economy by 2027-28.

Explanation :

It is observed that in 2017, around 43,000 employment were created by startup companies. In 2018, employment generation in startups increased to 88,000 jobs. Similarly in 2019, about 1,32,000 Jobs were created. In 2020, startup companies generated approximately 1,61,000 Jobs. In 2021, employment further increased to 1,98,000 jobs and in 2022, startups created the highest number of Jobs, around 2,69,000. From this entire data it is evident that the lowest employment generation occurred in 2017 with 43,000 Jobs while the highest employment generation by startup companies was recorded in 2022.

Total Number of Jobs Created by DPIIT Recognised Start-ups (in Thousands)



Source:- Indian Economic Surveys 2022-23

Employment & Human Dignity :

Employment generation not only provides economic self reliance but also enhances an individual's self-confidence, social status and dignity. A respectable job does not merely help a person fulfill their basic needs, it also enable them to establish a distinct identity within their family and society. Employment and human dignity are closely inter connected.



Self reliance and a sense of pride develop through one's own work. when an individual earns a livelihood independently, it brings not only financial stability but also self respect and a unique social identity.

Social security and respect are important aspects of employment. Respectful behavior at the workplace a safe environment and good working conditions strengthen an individual's dignity human honor. Additionally, using ones abilities and skill to creat new employment opportunities and engage in productive work encourages creativity and innovation.

Through employment individuals continuously enhance their knowledge and skills which increases their self confidence and provides them with both self reliance and social recognition. The government implements various schemes to promote employment generation. Programs such as the Prime Minister's Employment Schemes (PMRY) provide supports to small businesses. Skill development initiatives play a vital role in refining individuals' capabilities and technical knowledg which are essential in today's times. Furthermore , employment fairs organized in cities like Bhopal directly connect young people with job opportunities.

Conclusion :

Dignified employment is the key means through which individuals secure a respected position in society and ensure the dignity of life.

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