



NATIONAL CONFERENCE ON **CHANGING WORLD OF WORK**

CALL FOR PAPERS

October 9-10, 2025

Organized by

V.V. Giri National Labour Institute

in collaboration with

**Indian Council for Research on
International Economic Relations**



NATIONAL CONFERENCE ON CHANGING WORLD OF WORK

Labour in Transition: Rethinking Skill, AI and Inclusive Growth

9-10 October, 2025

Concept Note

The world of work is evolving with technological advancements. With the transformations in technology, the global economic dynamics are changing the labour landscape and employment opportunities. Past industrial revolutions—mechanization, mass production, and digitization—had mixed impacts on employment, particularly for low-skilled workers, offering both opportunities and challenges (NICVA, Mokyr J., Strotz R. 1998). The fourth industrial revolution (IR4), driven by Artificial Intelligence (AI) and digital technologies, present even more complexities. Unlike previous shifts, it globally impacts jobs even at the higher end of the skill spectrum (Li L. 2022). The rapid adoption of AI is set to shape the future of work by automating certain tasks while also generating new employment opportunities. Although some roles may be displaced by AI-driven automation, it is also anticipated to enhance human productivity, paving the way for emerging industries and job categories.

The future of work, therefore presents both opportunities and challenges. While on the one hand, technological advancement has emerged as a powerful catalyst for economic growth, unleashing nation's potential to expand production capabilities and transforming labour through increased efficiency, scale, and quality. AI has the ability not only to automate routine tasks but also to enhance strategic business functions like forecasting, diagnostics, and customer interaction. As a result, economies are gradually shifting from labour-intensive to capital- and technology-intensive industries. At the same time, while this transition is expected to foster modernization and enhance productivity, it also introduces profound uncertainties for the future of work, particularly in terms of job displacement and re-skilling needs. The recent surge in AI has sparked concerns about the pace of technological transformation and its potential to disrupt labour markets in an unprecedented manner (ILO, 2018).

The economic impact of AI, both in the short and long term, exhibits strong correlations with key indicators such as capital investment, GDP growth, and returns on capital. For instance, the early and eventual adoption of artificial intelligence is favourably correlated with economic indices that increase capital investment, dividends from capital, incomes for labour, and bring economic growth (Somjai et al., 2020). By integrating predictive algorithms across various sectors, AI enhances operational efficiency and stimulates sales, contributing positively to overall economic performance.

Advancement and broad adoption of AI could help rejuvenate stagnant productivity growth and enhance overall well-being at the firm level (OECD, 2024). Since 1980s, employment has shifted from moderately paid production and clerical roles to higher-paid professional positions and lower-paid service jobs. These new roles emerge both from technologies that complement existing job functions and from demand shocks that boost overall output (Autor, 2022). It is also noted that machines are particularly effective at replacing humans in routine tasks, while an increase in such routine work enhances the productivity of non-routine, cognitive tasks. As a result, while machines have displaced labour in many areas, they have also proven to complement human effort in complex, non-routine tasks, thereby enhancing productivity (Autor, Levy, & Murnane, 2003).

A range of global projections reflects this optimism. According to Goldman Sachs, AI could accelerate productivity growth by 0.7 to 1.3 per cent points annually in many emerging markets over the next decade, potentially contributing \$7 trillion to global GDP. Similarly, the McKinsey Global Institute estimates Gen AI alone could add \$17 to \$25 trillion to the global economy, on top of the gains already anticipated from increased automation (McKinsey Report, 2023). Amid these promising forecasts, some industry insiders adopt a more techno-optimistic view, envisioning scenarios in which AI drives explosive economic growth. It is speculated that the global economy could expand by 30 per cent annually due to rapid AI integration.

Specifically for India, these emerging trends combined with its competitive strengths in technology, services, and human capital, position it to emerge as a stronger player in the technology space, that can translate into more jobs. India's performance in the Government AI Readiness Index 2024 reaffirms its growing strategic importance, as it leads the South and Central Asia region with a score of 62.81. A joint study by Deloitte and NASSCOM anticipates a significant surge in demand for AI professionals in India from 0.65 million to 1.25 million over the next two to three years. This sharp rise highlights a widening demand-supply gap in the talent pool, calling for urgent investments in education and skill development (Deloitte, 2024).

The country's proactive stance on policy and institutional readiness positions it well to harness AI's transformative potential in the coming years. The optimism around AI are rooted in the belief known as the 'productivity bandwagon' - the idea that technological progress inherently boosts productivity, which in turn uplifts wages and generates wealth across economies (IMF, 2023). While this view underlines AI's revolutionary potential, it also underscores the importance of inclusive policy frameworks that address the accompanying challenges, especially in employment transitions, social protection, and workforce upskilling. Ultimately, the future of work in the age of AI will not only depend on technological innovation but also on the ability of institutions to adapt, regulate, and empower workers within this evolving landscape.

Recent experiences indicate that AI has the potential to create positive ripple effects on both the number and quality of jobs, while challenges related labour displacement remain, the key to harnessing AI's benefits lies in effective skill development. To reap the benefits from technological advancement and AI, substantial efforts are required to raise the skill set of both the current and future workforce. Historically, with the advancement and innovation in technology, job displaced by automation have been countered by the creation of new employment. Reskilling for AI can be helpful in unlocking new opportunities. While AI has the potential to displace certain jobs, but it also offers opportunities to reshape tasks within

existing roles, allowing workers to concentrate on higher-value functions. As AI takes over repetitive and routine activities, there is a growing need for distinctly human abilities, such as advanced problem-solving and effective interpersonal communication, paving the way for new skills and innovative work methods.

In light of these trends and emerging challenges, V.V. Giri National Labour Institute jointly with the Indian Council for Research on International Economic Relation (ICRIER) is organizing a two-day National Conference on “Changing World of Work” with the theme “**Labour in Transition : Rethinking Skill, AI and Inclusive Growth**” on the 9th and 10th October 2025. The conference will feature debates, keynote addresses and Q&A sessions focusing on prevalent issues while aiming to bring together policymakers, academics, researchers and industry leaders to engage in critical discussions on the transformations reshaping the world of work - driven by technological innovation, particularly Artificial Intelligence, digital platforms, and automation. As the global labour market undergoes rapid restructuring, issues related to employment transitions, productivity, and the changing nature of skills have taken centre stage in both policy and academic discourse. The conference will provide a platform to deliberate on the implications of these changes for workers, employers, and policymakers, with a focus on fostering inclusive and future-ready labour policies.

Conference Tracks -

Track I- Impact of AI on Labour Market: Current Trends and Future Outlook

This track seeks to explore the multifaceted impact of AI on the labour market, specifically focusing on the current trends and future possibilities. Artificial Intelligence (AI) is increasingly reshaping the world of work across the globe. The changes brought in by AI have manifested in numerous ways across different sectors and aspects of work, fundamentally altering how tasks are performed, decisions are made, and value is created. While AI holds the potential to significantly boost productivity, foster innovation, and generate new opportunities, it also brings considerable challenges. There are growing concerns about the disruptions it may cause in the labour market.

Topics of interest include the changing nature of job roles in AI-integrated sectors, the displacement of jobs across the sector, the emergence of new occupations requiring advanced digital and cognitive skills, and the widening skills gap due to AI adoption. Researchers are also encouraged to examine how AI is reshaping employment relations, wage structures, and social protections for workers, and what are the ethical implications of AI.

Track 2- Labour in Transition- Rethinking Skilling to Unlock Potential

This track invites research that explores the changing landscape of skills, emphasizing the importance of reskilling and upskilling, and discussing innovative approaches to workforce development.

The ongoing transformation of the labour market, driven by technological advances, is reshaping the nature of work and the skills required to perform it. Rapid growth in artificial intelligence (AI), automation and digital technologies are giving rise to new forms of labour. As they continue to evolve, they bring major changes in the traditional form of employment. Rethinking skills and workforce structures becomes increasingly important to ensure adaptability and long-term sustainability in the labour market. Skill plays a crucial role in improving employability and

advancing structural transformation. Workforce keeping pace with the changing skills will drive innovation, improve efficiency and brings cost-effectiveness. Given India's demographic dividend and current economic landscape, it is essential to align with these competencies. By rethinking skill acquisition, this track seeks to propose strategies for preparing workers for future job roles and industries while bridging the skills gap created by technological disruption.

Track 3 - Platformisation of Services: New Opportunities and Challenges

This track seeks to examine the evolving dynamics of platform work and its impact on productivity and livelihoods. It further aims to explore the role of algorithm and different digital and their impact on worker's autonomy, bargaining power and overall well-being.

Platform economy has grown significantly in India, fuelled by expansion of digital economy over the past decade. Recent projections indicate that it has the capacity to generate around 61.6 mn jobs by 2047 (Dhanya, 2024). It represents a new form of employment that offers flexibility and additional income opportunities especially for youth and women. However, while it represents broader participation, it also raises important questions about job security, worker's rights and working conditions. Technology is at the core of platform work. Algorithms and mobile applications now manage tasks, assign work, monitor performance and even regulate wages. This tech-driven model boosts efficiency and enables real time service delivery, thereby contributing to overall productivity. For businesses, platform work reduces operational costs and increases customer reach, supports innovation and contributes to infrastructure. However, the productivity gains from platform work in India are not evenly distributed. Many workers continue to face challenges such as long working hours, unpredictable income, lack of social security, and minimum bargaining power. As technology advances, there is an urgent need to balance productivity gains with worker well-being.

Track 4- Policy Paradigm for an Inclusive Future of Work.

This track aims to propose policy measures and strategies to ensure equitable growth and extend benefits to all segments of the workforce.

India's employment landscape is undergoing a major transformation due to technological progress, evolving economic structures and shifting workforce aspirations. Traditional employment models are being redefined by factors like automation, AI and platform-based work. At the same time, youth and increasing urbanization present both opportunities and challenges for job creation, skill development and ensuring decent work. This transition is marked by a shift from permanent, formal employment to flexible, informal and contractual work. Sectors such as manufacturing, retail, and agriculture are experiencing stagnation or job losses, while services and digital platforms are emerging as new avenues for employment. However, many of these emerging jobs lack social security, job stability and career growth. Women, youth and workers from marginalised communities are particularly vulnerable in this evolving employment landscape. To navigate this transition effectively, India requires a forward-looking and inclusive policy framework. Key recommendations include strengthening skilling and reskilling initiatives aligned with market demands, promoting decent work within the gig and platform economy and ensuring social protection for informal and self-employed workers. As India prepares for a tech-driven future, employment policies must prioritize inclusion, adaptability and sustainability.

Note- The conference papers with empirical or data-driven insights on the abovementioned tracks are especially encouraged. Contributions offering theoretical, conceptual and interdisciplinary perspectives are also warmly welcomed.

Deadline for submitting full paper- 6th September, 2025

Notification of Acceptance- 13th September 2025

(Selected papers may be considered for publication by reputed academic publishers, subject to peer review)

Full- Paper Submission Guidelines

- Papers should be in the range of 5000-7000 words, excluding diagrams, figures and tables.
- Paper should be in 12-point Times New Roman font with 1.5 spacing.
- Please ensure that mathematical equations, variables, and notations are presented correctly. Make appropriate use of superscripts and subscripts in your footnotes and endnotes.
- Figures, tables, and diagrams should be clear and properly labelled.
- The preferred referencing format for citations is APA style.
- A reference list- in the alphabetical order should be provided at the end of the paper.
- Papers must include a 200–300-word abstract with maximum 5 key words.
- Plagiarised and AI-generated papers must be strictly avoided
- The author/(s) must indicate their preferred conference track.
- Papers must be submitted in DOCX file format via the google-form link. No submissions will be entertained through email or any other form of communication.
- The file name should include the author's name and short title of the paper. (E.g. *Author'sName_ArtificialIntelligence_Paper.docx*)
- Please attach a short bio-note of authors and co-authors in the google form.
- The Google form link for the submission is- <https://forms.gle/fDen7MhjMBWoJyp89>

The paper will be selected on Blind Peer Review. The selection will be based on-

1. Relevance to the themes and sub-themes
2. Originality
3. Selection of appropriate methods
4. Policy relevance
5. Clarity of the subject chosen.

Accommodation & Travel for Paper Presenters

1. Stay arrangements will be made in the hostel of V.V. Giri National Labour Institute.
2. Accommodation & Travelling will be provided to only one presenter (in case of multiple authors)
3. The boarding and lodging will be provided by Institute from the afternoon October 8, 2025 till the forenoon of October 11, 2025.
4. For extended stay or early arrival, lodging & boarding charges would be borne by paper presenters.

5. The Institute would reimburse travel expenses of the paper presenters of 3rd AC train/Bus fare from their place to NOIDA on production of original ticket for inward journey and for return journey.
6. A photocopy of ticket must be submitted to claim reimbursement. No reimbursement claims will be accepted without the submission of the tickets.
7. The paper presenters should be informed about the reimbursement procedure in order to avoid inconveniences.
 - a. It must be ensured that presenters have an Aadhaar number. Reimbursement claims will only be accepted from presenters who possess an Aadhar number and a valid bank account.
 - b. The Travel fare reimbursements will be processed through NEFT only. Presenters should be informed to bring their bank details (i.e., bank name, branch, IFSC code, and bank account number) with them.
 - c. Presenters must provide their bank details when filling out the TA form at the institute
8. Local conveyance will be reimbursed up to the actual expenditure incurred or Rs. 500/-, whichever is lower. For presenters from the Delhi NCR region, the local conveyance reimbursement will be limited to Rs. 350/- only.
9. Presenters will be provided with free boarding and lodging only for the duration of the conference

Venue of the Conference

V.V. Giri National Labour Institute,
Sector-24, Noida- 201301
Distt. Gautam Budh Nagar, Uttar Pradesh

The institute campus is located near Prakash Hospital and the NTPC office. It is 20 km from New Delhi Railway Station and 1.5 km from the Noida City Centre Metro Station.

Conference Coordinators

Dr. Dhanya M. B., VVGnLI & Dr. Tanu M. Goyal, ICRIER

Contact

For all conference-related inquiries, please reach us at labour.vvgnli@gmail.com

Email communication is preferred over phone calls to ensure a timely response. You can reach us during office hours, from 10:00 AM to 5:00 PM, Monday to Friday.

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