Indian Economy · GS - III

Examine how technological transformation is changing the nature of employment in India's IT sector.

EXAM YEAR	PAPER	SUBJECT
DAILY PRACTICE 24/11/2026	GS - III	Indian Economy

MARKS	WORD LIMIT
15	~250 words

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Answer Hint

Automation, artificial intelligence, changing skill requirements, job displacement, emerging occupations, reskilling, inclusive growth

Model Answer

Introduction

India's IT sector is undergoing rapid transformation due to artificial intelligence, automation, cloud computing and digital technologies. These developments are changing occupational structures, skill requirements and workforce management.

Changing Nature of Employment

1. **Automation of Routine Tasks:** AI and software automation increasingly perform repetitive activities such as basic coding, testing and data processing, altering demand for traditional roles.

2. **Emergence of New Occupations:** Growing demand for AI engineers, cybersecurity specialists, cloud architects and data scientists is creating new employment opportunities.

3. **Changing Skill Requirements:** Employers increasingly value analytical thinking, digital literacy, problem-solving and interdisciplinary expertise alongside conventional technical qualifications.

4. **Flexible Workforce Structures:** Project-based employment, remote work and specialised contracting are changing conventional employment arrangements.

Major Challenges

1. **Skill Mismatch:** Existing workers may lack the specialised skills required by emerging technologies.

2. **Employment Insecurity:** Automation and organisational restructuring can create uncertainty, particularly for entry-level and routine-task workers.

3. **Digital Inequality:** Unequal access to quality education and training can widen disparities between skilled and less-skilled workers.

Way Forward

1. **Industry-Academia Collaboration:** Align educational curricula with emerging technological requirements.

2. **Continuous Reskilling:** Expand affordable lifelong learning, apprenticeships and industry-recognised certification.

3. **Responsible Automation:** Encourage businesses to combine technological adoption with workforce transition and redeployment strategies.

4. **Social Protection:** Strengthen employment services and portable social-security mechanisms for workers facing occupational transitions.

Conclusion

Technological transformation should be viewed not merely as a threat to existing jobs but as a shift in the nature of work. India's challenge is to convert this transition into productive and inclusive employment through skill development and responsible industrial policies.