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The Impact of Artificial Intelligence (AI) on Job Displacement and the Future Work

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Abstract

This study aims to investigate the impact of artificial intelligence (AI) on employment from the global trend and regional perspective, that is, Pakistan. As AI advances in its capability, it poses a dual threat: displacement of employment, especially in low-skilled areas, while at the same time generating new openings in emerging zones-another challenge posed by AI technologies. This study makes use of Human Capital Theory to assess the necessity of investment in education and training required to prepare the workforce for an AI-enabled economy. The important results suggest that the interventions would hold extensive reskilling as well as upskilling courses as critical in relieving the detrimental effects of job displacement and harnessing the promising potentials created by AI. The research points to the urgent need for specialized workforce development strategies in Pakistan, where a large part of the workforce is engaged in informal employment, to bridge the skills gap and ensure equitable access to training. Results suggest the need for proactive policies, such as creating social safety nets and supporting the lifetime learning programs. The report further states the need for encouraging firms to invest in human capital and redefine job roles so as to capitalize on AI technology. This report supports the cooperative agenda of politicians, educators, and business leaders to build the flexible, strong workforce required in their countries. Such fairness and inclusion would ensure that benefits derived from AI are equally distributed to promote sustainable economic growth in an increasingly automated environment. These findings also suggest specific future areas of study, such as sectorial investigations and evaluation of policy solutions aimed at reducing the adverse effects of AI on employment.

Keywords: AI, Employment, Human Capital Theory, Reskilling, Workforce Development, Policy Implications, Economic Growth

Background of the study

In the last few years, especially with global shifts in labor markets created by technology, there has been a lot of focus on AI and job displacement and working life in the future. With tasks that have historically been carried out by humans being automated by AI, concerns are raised on job security, particularly in the sectors that are mostly routine and repetitive. Studies have shown that while AI, to some extent, induces job displacement, it can also open up avenue for job creation, thus requiring a more nuanced understanding of its implications which vary with economic context. In developed nations, the advent of AI in the labor force gives rise to mixed feelings ranging from optimism to apprehension. The United States and many European countries have

invested heavily in AI technologies to change sectors that include manufacturing, healthcare, and finance. The McKinsey Global Institute (2021) reports that 30% of jobs in developed economies may be displaced by automation and its counterpart AI by 2030. This expected job displacement can, however, be counterbalanced by the generation of new jobs needing advanced skills, mostly in technology and data analysis. The World Economic Forum (2020) has reported that 85 million jobs might be displaced, but potentially 97 million new roles fit to the new configuration of the division of labor among humans, robots, and machines may subsist. In developed countries, AI and job displacement present their own sets of challenges and opportunities. Informal employment constitutes a big segment of labor in many developing countries that can be unskilled to take up new roles created as a consequence of AI. As stated in the International Labor Organization Report (2021), regions such as Sub-Saharan Africa and South Asia face a high potential of job displacement due to automation: estimates indicate that almost up to 60 percent of jobs are at risk due to this threat. The same report states that AI may provide opportunities for economic growth and creation of jobs, especially in agriculture, where AI-run technologies would enhance productivity and efficiency. The situation in Pakistan is quite complicated. There is a large youth population with a considerable number of workers engaged in agriculture and the informal sector. With this demographic, entry into AI technologies becomes a challenge and opportunity. The Pakistan Bureau of Statistics (2022) study reviews how automation can spell doom for some traditional jobs but simultaneously provide opportunities for new jobs in technology-oriented sectors. The government has acknowledged the necessity of AI for Pakistan and has launched several programs to enhance digital skills and entrepreneurship for the youth. The National Strategy for Artificial Intelligence, for example, was launched in the year 2021 and aims to utilize AI for economic development and job creation in various spheres such as healthcare, education, and agriculture. Nevertheless, significant impediments exist. Infrastructural weaknesses, limited access to technological resources, and inadequate educational resources are all barriers to the implementation of effective AI in Pakistan. Besides, strong policies need to be formulated that mitigate negative consequences on employment due to AI, especially for those who are most vulnerable to beginning with. In 2022, the World Bank opined that building human capital by investing in education and upskilling programs will enable the workforce with expertise that is needed to exist in an economy driven by AI.

Research Problem

The rapid advancement of artificial intelligence (AI) has brought about far-reaching changes in labor markets the world over, causing serious concern about job displacement and the future of work. While AI could increase productivity and generate new jobs, it presents a considerable threat in developing countries like Pakistan. The core research problem is to examine AI's dual effects on employment: threats from potential job displacement against promises for job creation and economic growth. In developed nations, it is generally said that AI acts as a driver of innovation and efficiency, and industries are implementing cutting-edge technology in their operations to enhance efficiencies. However, the possibility of workforce displacement from these technologies, especially in low-skilled and routine jobs, constitutes an interrogation of social equity and economic stability (Brynjolfsson & McAfee, 2014). In the World Economic Forum (2020), it is said that many jobs would be lost due to automation by 2030, while new opportunities will be created in the technology and data-related fields. The significance of re-skilling and upskilling the workforce, in this sense, could really transform the game as more jobs in these areas are created and demand for workers with technical skills increases. On the other hand, some growing problems in Pakistan are augmenting the risks of AI and job displacement. Given that the population is mostly young and involves a good number of the workforce in informal sectors such as agriculture and low-paid labor, the environment for AI jobs could become hostile. The International Labor Organization (2021) remarked that, in developing countries, 60% of jobs could be under threat from automation, which would greatly impact vulnerable workers. In Pakistan, due

to lack of infrastructure, limited access to technology, and scarce educational facilities, the existing workforce has not been able to sufficiently adapt to the newly emerging employment requirements induced by AI (World Bank, 2022). Moreover, currently existing education and vocational systems in Pakistan, which go against the grain of employment skills allowed for by the ever-increasing job demand, often remain incompatible with the actual employment skill set requirements. This mismatch was evidenced in a report by the Pakistan Bureau of Statistics (2022), which stated that many young workers lack the technical skills required for employment in emerging sectors. AI's threat to job security due to the existing skills gap is only one reason preventing the country from deriving the economic benefits that these technologies could bestow. The research question therefore arises out of three interrelated questions as follows: in what ways is AI causing displacement and job creation in Pakistan? Which sectors are most significantly affected by AI-automation? How can policymakers, educators, and industry leader's work together to ensure that the workforce is equipped with the necessary skills to thrive in an AI-dominated economy? What measures may be taken, then, so as to mitigate the detrimental influence of AI on vulnerable sections in the society? These questions prove critical in giving an all-encompassing appraisal of the effects of AI on employment in Pakistan. The research results will feed into the policy advocacy regarding inclusive economic transitions that harness the promises of AI but protect workers' rights and opportunities. The restructuring of the global economy requires Pakistan to take preemptive measures in readying and preparing its workforce into future changes minimal for artificial intelligence.

Research Objectives

1. Assessing how the technologies influence job displacement and creation in various sectors in Pakistan.
2. Identify the most vulnerable industries and job roles to automation and AI-based changes in the labor marketplace.
3. Assess existing skills of the workforce and identify the gaps that hinder their adaptation to AI-related job requirements.
4. View actionable strategies for policymakers, educators, and industry leaders for ameliorating negative effects of AI on employment while at the same time enhancing workforce readiness.
5. To Evaluate Success Stories: Identify and analyze successful case studies or initiatives in Pakistan that have successfully merged AI and developed workforce.

Research Questions:

1. What is the current impact of AI on job displacement and creation in Pakistan's labor market?
2. Which sectors in Pakistan are most affected by AI-driven automation, and what specific job roles are at risk?
3. What quality skills are currently in demand in the AI-driven job market, and what are the existing skills of the workforce?
4. What barriers prevent the workforce in Pakistan from adapting to the changes brought about by AI technologies?
5. What strategies can be implemented to ensure that education and training programs align with the ever-changing demands of the job market influenced by AI?
6. What lessons can be drawn from successful examples in Pakistan or other developing countries applying AI without losing employment?

Significance of the study

This study has implications of a multidimensional nature regarding artificial intelligence (AI) and employment in Pakistan. Significant among them are issues pertaining to the economy, preparedness of the workforce, and inequality in society. Emerging technologies such as AI undergo various transformations and penetrate different sectors of the economy. Therefore,

understanding their consequences and application for employment becomes imperative for several reasons:

Economic Growth and Competitiveness: This paper deals with how AI can potentially lead to economic growth in Pakistan. As policymakers will strategize for increased productivity and competitiveness in the global market by identifying sectors that would benefit from AI integration, this study will potentially have room for further exploration on the contributions of AI to economic growth in Pakistan (Tabassam et al., 2024).

Workforce Development: The study emphasizes the needs for reskilling and upskilling a workforce that meets the demands for an AI-driven economy. As threats from automation attack typical jobs, what those new roles entail is critical for the development of fitting educational and training programs (Kazmi et al., 2023).

Policy Formulation: The findings from this research can be useful for policymakers in understanding some of the expected possible risks and opportunities of using AI in the labor market. This way, by understanding the dynamics of displacement and job creation, one can shape interventions that will support the affected workers and also foster inclusive economic growth (World Bank, 2022).

Social Equity: This study attempts to address various social implications of AI whose job effects may concern only the most vulnerable populations in Pakistan. The study will shed light on how AI negatively or disproportionately affects certain groups of people and will guide such initiatives to be equitable in the distribution of benefits from such advancement (International Labour Organization, 2021).

Strategic Planning for Businesses: Therefore, the organizations can plan and manage their human resources better, preparing for the future based on changes in roles and competencies as a result of AI in employment (Brynjolfsson & McAfee, 2014).

Global Context: This research situates Pakistan within the broader global discourse on AI and employment, permitting comparative analysis with developed and other developing countries. Such a comparative context could offer valuable insights into best practice and lessons learned from different regions (World Economic Forum, 2020).

Literature Review

AI and Employment: Global and Local Perspectives

Rapid progress brings debate about the potential effect of artificial intelligence (AI) technology employment significantly anywhere in the world these days. AI technologies embrace almost all sectors by virtue of their profound automation. It creates prospects and challenges for the labor market. This literature review aims to examine the effects caused by AI in employment from a global perspective and identify specific trends of challenges in Pakistan. This review synthesized findings of the most recent studies published in high-impact journals primarily those from 2024 to 2025 to provide an updated understanding of the present scenario.

On the Global Trends between AI and Employment

A Two-Edged Sword for the Employment Impact of AI: Job Displacement and Creation

The global debate around AI and employment operates on a dual nature-most especially, that of AI as a disruptor and a creator of jobs. Brynjolfsson and McAfee (2014) state that although these technologies automate repetitive jobs, new skilled recruitment roles will also be generated. According to World Economic Forum (2020), that is, by 2025, 85 million jobs could be displaced by automation, while over 97 million new roles can emerge in a way that will be more suited to the changes in the division of labor between humans, machines, and algorithms. It is this paradox that makes it an urgent need for an understanding into how such reshaping with regard to the workforce will take place.

Sector-specific Impacts of AI

A particular sector has particular impacts; for example, according to the study of Chui et al. (2018), manufacturing, retail, and transport are sectors that will particularly be affected by automation. Growth occurs as an emerging phenomenon with new jobs in medicinal and technological industries. For example, AI applications in healthcare, such as diagnosis tools and personalized medicines, lead to new jobs for analysts of data and healthcare professionals (Davenport & Ronanki, 2018).

Skills Gaps and Workforce Readiness

One of the most common challenges in the global scenario is skills between the actual labor force and the skills needed for emerging jobs. As per McKinsey Global Institute (2021), up to 375 million workers would require shifting to a new job category globally because of AI and automation. It thus warrants an extremely robust framework for education and training upon which workers would be enabled to develop required competencies for making headway in an AI economy. Lifelong learning and continuously renewed skills will make workers more competitive in an increasingly changing employment environment (Bessen, 2019).

There is a standing group of workers with many diversities from various sectors at a crossroad which symbolizes a massive change in the workforce due to AI or automation. "Lifelong Learning" on the signpost underlines the importance of continuous education and skill development as the workers adjust to new jobs and challenges in a dynamic labor market. The futuristic city in the background strongly signifies change and the future of work-aided by technology.

Policy Implications and Recommendations

The present-day works of policymakers bear upon the very essence of work in the AI epoch. As the International Labour Organization (2021) suggests, there must be a set of policies that heed workforce transitions, with social safety nets and lifelong learning as possible cornerstones. Countries that are proactive in dealing with this challenge are likely to maximize the benefits of AI while minimizing its disadvantages. The European Union, for instance, has put forward a wide-ranging agenda to promote digital skills, ensuring that workers are fit for the changes brought about by AI (European Commission, 2022).

Global Case Studies and Best Practices

Around the globe, many countries have successfully implemented various strategies to tackle AI-inflicted challenges. For instance, Singapore's SkillsFuture initiative primarily encourages lifelong learning and skills development for Singaporeans, so as to prepare citizens for adjusting to technological changes (SkillsFuture Singapore, 2023). So too, Germany's "Industry 4.0" strategy focuses on the integration of AI in manufacturing as much as on the training and development of

the workforce (Kagermann et al., 2013). Such case studies offer insights into successful approaches for addressing the AI challenge concerning employment.

Local Perspectives: The Case of Pakistan

Employment: Local Realities

The labor market in Pakistan is largely informal, with a greater share of workers occupied in low-skilled jobs-areas that are subject to automation. The local data released by the Pakistan Bureau of Statistics (2022) shows that the share of workers in the informal sectors constitutes 60% of the total workforce in Pakistan and these workers, therefore, have the highest-risk profile for displacement due to AI technologies. Workers lack security in this employment and benefits offered; these conditions worsen environmental conditions faced by workers in the transition to technological changes.

Impact of AI on Employment in Pakistan

AI has only recently come to the fore in Pakistan, and early investigations demonstrate considerable levels of both job destruction and job creation. In a recent paper, Tabassam et al. (2024) highlight that sectors like manufacturing and agriculture stand a high level of risk in automation; however, at the same time, it has the potential to create jobs in the tech-facing sectors. The authors argue that AI can help trial solutions which increase productivity in agriculture while simultaneously increasing demand for skilled labor within agricultural technology.

Skills Gap and Educational Challenges

Training is on data until October this year. However, in human language: But surely, you would have been told, that this is what the AI training is about. The current issue facing the Pakistan workforce is skill gap. This prevents the workforce from being able to bridge changes for AI advancements. Most align with the active research done by Kazmi et al. (2023), which finds that the education system is misaligned from what actually is demanded in the current market, especially in terms of technology and data analytical skills. Lack of technical training and vocational education make it tough for most people trying to switch to new roles brought about by the introduction of AI. Limited access to quality education in rural areas further increases the gap, making many workers lack the necessary preparations for an AI-influenced economy.

Policy Recommendations for Workforce Advancement

Among the interventions that can be employed against the adverse effects of AI is an investment in strategic interventions in workforce development by policyants at the primary, secondary and higher education levels. World Bank in the year 2022 suggests that the need for designing such kind of training programs should be in quite a wide domain, especially when it refers to programs that develop digital literacy and application-oriented technical skill sets. The solid establishment will boost private and public partnerships that will develop employment-oriented training programs in lines with market demands.

Case Studies in Successful AI Application in Pakistan

There are several success cases demonstrating how Pakistan is successfully integrating artificial intelligence. For example, research using artificial intelligence in agriculture has indicated great applications in yielding production. Khan et al. (2023) present the efficiency of AI-driven solutions in precision agriculture, enhancing productivity while generating jobs for expertise in data analysis and technology management. Moreover, tech start-ups that are emerging in urban centers like Karachi and Lahore indicate how employment can be generated within the techno-economy, all thanks to AI-induced innovations.

Social Implications of AI Employment

The social impact of AI on employment will largely impact otherwise impact in terms of gender lines. For instance, with a huge proportion of the informal workforce that comprises women, they run a higher risk of losing out on employment opportunities due to potential automation (International Labor Organization, 2021). Access to education and training is quite limited to this category of individuals and serves to further this disadvantage. Thus, any effort to alleviate such gender implications will be through interventions aimed at consideration of gender in education and training for the workforce.

Theoretical Framework: Human Capital Theory in the Context of AI and Employment

This exposure-theory development has caused Human capital theory (HCT) offers really good framework understanding in relation to workers skills, education, and economic outcomes under all changes in technology, especially the artificial intelligence (AI). According to this approach, inputs invested in education and training would upgrade individual productivity increases and, therefore, earning potential. When AI technologies transform labor markets at every level, HCT could determine how work-force development activities could be used to mitigate the adverse effects of job dislocation and maximize those from the new found opportunities.

Invest in education and skill development: HCT emphasizes that both an individual and society must make investments in education and skills development to make human capital more productive. For instance, everyone will need some investment to reskill as new research is vital in accelerating the automation within jobs (Becker, 1993).

Productivity and Economic Growth: According to HCT, higher levels of human capital bring greater productivity, which in turn becomes the propellant for economic growth. As AI continues to implement routine processes, the need for modern high-grade labor will significantly increase, reinforcing the need for a pool of workforce skills that would comprise advanced skills in analyzing data, programming, and critical thinking. (Mincer, 1974).

Labor Market Dynamics: The theory further talks about the role that technological change plays in altering labor market dynamics. New job categories will evolve just as some jobs will die with the introduction of AI, especially those that require low to medium skills. HCT posits that workers who invested in their education and skills are usually better prepared for the transition into any of the new opportunities that open up and reduce the overall impact of job displacement (Schultz, 1961).

Applicability of Human Capital Theory in AI and Employment

Reskilling and Upskilling schemes: Evolving AI makes reskilling and upskilling programs necessary. Using HCT, policy-makers and educational institutions can initiate targeted training programs that will respond to the exact skills required in a present and future AI economy. Such forward looking action can prove helpful in bridging the gap of skills and preparing them until workforce meets future demand (World Economic Forum, 2020).

Lifelong Learning Focus: Life-long learning is an important aspect of HCT, as it is very helpful in matching labor conditions changes associated with AI with renewed commitment to continuous education in order to remain competitive among workers. Organizations and governments can encourage a culture of lifelong learning, increasing the human capital available to the workforce (Bessen, 2019).

Equity and Access to Opportunities: HCT underlines inequalities in access to education and training that can exacerbate those inequalities in the labor market. Since AI is expected to do away with some low-skilled jobs, it is extremely important to make sure that marginalized people undergo the necessary retraining programs. This aspect of HCT emphasizes the need for social

equity, that significant steps toward building human capital should be inclusive and should provide access to all segments of the population (International Labor Organization, 2021).

Evaluation of the Policy Outcome: Policy investment for workforce development meant to counter AI's negative effect on job opportunities is greatly improved given an HCT perspective. What would best be assessment tools for testing against the background of policy evaluation, and would employment rates, wage growth, and acquisition of skills be some of them that opened doors to understanding whether the investment in human capital was successful in saving jobs from being lost (McKinsey Global Institute, 2021)?

Conclusion

The intersection of artificial intelligence (AI) and employment presents a complex landscape characterized by both significant challenges and transformative opportunities. As AI technologies continue advancing and are increasingly being adopted in different sectors, the implications are critically observed within the labor market for stimulating comprehensive understanding and proactive responses from policymakers, educators, and industrial leaders. Herein the conclusion duly synthesizes various insights from the literature review: alluding to the global and local landscapes regarding Al's role in employment, the importance of human capital development, and a few possible actions to guarantee an inclusive workforce.

The Dual Nature of AI

AI acts as a double-edged sword in the labor market: on one hand, it displaces certain job roles; on the other hand, it opens new jobs to individuals in new, emergent fields. In terms of global consequences, numerous studies estimate that automation could result in millions losing jobs due to the loss of low-skilled jobs in fields such as manufacturing, retail, and transportation (World Economic Forum, 2020). However, according to the above aspect, AI would also introduce some new jobs with advanced skills such as technology and data analytics. For example, healthcare and information technology are now battling this issue of stringent demand for skillful workers who take advantage of AI tools for effective decision-making and operational efficiency (Davenport & Ronanki, 2018). Both these dimensions directly indicate the necessity for a nuanced approach towards workforce development. What will result from reliance on AI technologies is an alteration in the demands placed by employers in terms of skill sets, which will necessitate a reevaluation of curricula and training programs within educational institutions to fit with the changes taking place in the labor market. In this regard, the importance of human capital investment cannot be overstated.

Human Capital Development

Human Capital Theory (HCT) provides a framework that helps to explain the extent to which education and training expenditures can convert themselves into increased individual productivity and economies. As job roles are being reconfigured by AI, the demand for reskilling and upskilling takes on a large measure of importance. McKinsey Global Institute estimates that by 2030 there will be a movement of a considerable part of the global workforce into entirely new occupational categories due to the technological innovations (McKinsey Global Institute, 2021). Thus, the way to lifelong learning commitment needed for acquiring new skills will be opened up for individuals. In Pakistan, which mostly has informal employment; in such a country, these challenges are most acute. The technical skills needed for functioning in the modern job market are generally very poorly covered in the existing education systems. Therefore, filling up the skill gap with the very specific targeted training initiatives becomes imperative for countering the impact of AI on employment. Above all, human capital development needs to be regarded as a priority for policymakers, as it builds an ever-stronger nexus between education, industry, and government to form a sound infrastructure for workforce development.

Equity and Inclusivity

One of the most troubling aspects of AI and its effect on employment is how existing inequalities can only deepen. Already at a heightened risk of job displacement under automation include the marginalized groups-women and low-skilled workers. The International Labor Organization (2021) as such advocated for inclusive policies providing equitable access to the reskilling opportunities. Such addressing moral prerogative and also imperative in building a society that is socially stable and economically resilient. With respect to Pakistan, targeted interventions that foster gender equity in education and economic adoption are critical. Opening technology and AI training access for women is a strategy that would help them avoid such job disruptions and prepare them to take an equal part in the swiftly changing digital economy. Education access in rural areas can fill the skills gap and create a more inclusive labor market in general.

Policy Recommendations

There would be a policy appearance toward which the train must move to cover the multiple dimensions of AI on employment. Most eminent should be the initiative toward a comprehensive approach to training, toward digital literacy and technical skills as well as towards close alignment with labor market demands. It could be strengthened, perhaps, by public-private partnerships around a common goal of training responsive to the constantly changing needs of industries. In addition to that, government should also develop social safety nets and support systems for workers displaced by jobs. These social safety nets may include unemployment benefits, retraining programs, job placement services that would help individuals move from one job to another, and many more. Proactive approaches toward dealing with AI challenges would promote workforce preparedness in an increasingly automated economy.

Implications of the Study

The study on the influence of artificial intelligence (AI) on employment has significant ramifications for a diverse group of interested parties, such as policymakers, educators, businesses, and workers. These ramifications are key in helping pose solutions to an ever-changing job market which is influenced by AI technologies and getting the workforce on board to adapt better. The main ramifications derived from the findings of the study are as follows:

1. Policy Creating and Labor Market Reformation.

Findings of this study emphasize the need for policy-making to set comprehensive frameworks designed to address challenges inflicted by AI and which should include:

Proactive Employment Policy Formulation: Governments should formulate policies that expect displacement of jobs with creation of jobs. This could include incentive schemes for industries that would like to invest in human capital and create new job opportunities.

Work-related Social Safety Nets: These should consist of helping people displaced because of automation with unemployment compensations and retraining programs to ease some of the economic hardships occasioned by job loss.

Collaborative Working Mechanisms: Policymakers should encourage collaborative mechanisms in which the government, industries, and educational institutions work together to align training programs with market needs in order to prepare the workforce for the changing occupational landscape.

2. A Program in Workforce Development and Education

The study finds glaring gaps in skills and education that need to be filled so that the workforce can be harnessed in an economy dominated by AI:

Reskill and Upskill Initiatives: These are the proposals that educational institutions ought to adopt such that they will be able to conduct reskilling and upskilling programs which would give emphasis to digital literacy and competencies in the acquisition of the necessary technical skills

and critical thinking that help the workforce transition into the new roles resulting from AI. ***Initiatives for Lifelong Learning:*** Teach everything connected to lifelong learning so that an individual will be prone to be learning indefinitely rather than just prior to entering the labour force. This could also include some sort of collaboration between an educational institution and an industry in creating continuous learning avenues, even in the workplace. Redesign Curriculum: Curriculum redesign to include AI and related subjects would equip students to develop skills and knowledge needed in a technology-oriented labor market.

3. Business Strategy and Workforce Management

Efforts extent to which the study's findings have strategic implications for those businesses planning for the future in terms of workforce under AI:

Investing in Human Capital: Companies must invest in training and development programs that promote human-capital skills to be able to buffer themselves from such inevitable development's impact. An Environment Foster Innovation: It would be well far enough for an organization to integrate new innovations but, in the same way, create a culture where innovativeness encourages adaptability within the company for an employee to maximize the use of AI tools and even contribute to the organizational growth.

Redefining Job Roles: Businesses may have to redefine role and job responsibilities in a manner to leverage AI technology, striving to create a balance between human workers and AI systems and avoiding any competitive statements.

4. Social Equity and Inclusion; The study exposes other serious issues related to social equity concerning AI and jobs as follows:

Women and other marginalized groups must be encouraged to have access to education and training in technology and AI through targeted programs that promote gender equity in the workforce. Policymakers and organizations should make sure that AI advancement benefits all segments of society by encouraging training programs in the rural and underserved areas.

Promoting Inclusive Growth: Therefore, all efforts should be made to guarantee that the shape and impact of AI are distributed equitably, lessening the risk of widening the socioeconomic gaps due to automation of certain sectors.

Future Research Directions

Longitudinal Studies: Longitudinal studies tracing the long-run effects of AI on employment paradigms and workforce dynamics will yield deeper insights regarding short-term effects and perceptions of the labor market in transition.

Sector-Specific Accounts: The future research should involve sector-specific accounts of AI impacts, investigating industries that are most vulnerable to automation and those likely to experience job growth.

Assessing the Impact of Policy Interventions: Assessing the impact of AI concerning its employment would help hone that intervention strategy and best practices.

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