

May 16, 2026

VIRTUAL ROUND TABLE

## AI-Driven Layoffs in IT: Causes, Impacts, and India's Response



### AI-Driven Layoffs in IT: Causes, Impacts, and India's Response

The Virtual Round Table organized by the Indian Council for Technical Research and Development (ICTRD) brought together industry leaders, academicians, technology experts, and professionals to discuss one of the most significant workforce transformations of the modern era, the growing impact of Artificial Intelligence on employment, industries, and India's future readiness.

At a time when AI is rapidly reshaping global economies, business structures, and workforce dynamics, the discussion highlighted that India stands at a critical stage where adaptability, innovation, and continuous learning will define long-term competitiveness and growth.

### India's Position in the Global AI Landscape

The discussion highlighted that India faces both challenges and opportunities in the AI revolution. While traditional IT service models are experiencing pressure due to automation and efficiency-driven systems, India's strong STEM talent pool, startup ecosystem, expanding digital infrastructure, and national initiatives position the country to emerge as a global AI and innovation hub.

Programs such as the India AI Mission, Digital India, AI compute infrastructure initiatives, and indigenous platforms like Bhashini and BharatGen were recognized as important steps toward strengthening India's long-term AI capabilities and technological independence.

Participants noted that India can move beyond back-end support and emerge as a leader in AI innovation and product ecosystems.

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## Challenges on the Path Ahead

While AI presents significant opportunities, the discussion also highlighted several challenges including workforce displacement in repetitive roles, skill gaps, rapid technological changes, curriculum-industry mismatch, and the growing need for stronger indigenous AI infrastructure and innovation ecosystems.



### AI Transformation and the Future of Work

Opening the session, **Siddharth Roy**, Director of Communication, emphasized that Artificial Intelligence is no longer a futuristic concept but a present-day reality transforming industries, workforce structures, and business operations across the globe. He highlighted the importance of collaborative dialogue and policy-oriented discussions to help India prepare strategically for technological transformation.

Building on this, **Dr. Ketan Mohitkar**, Member Secretary, stressed that the real challenge is not AI itself, but outdated employability. He emphasized that while AI can automate repetitive tasks, human qualities such as creativity, leadership, emotional intelligence, and critical thinking will continue to remain essential in the future economy.

## Perspectives from Participating Experts

**Mr. Rajdeep Bhattacharya** highlighted that the future belongs to individuals who can work intelligently with AI rather than resist it, emphasizing adaptability and AI integration as the real competitive advantage.

**Dr. T. Nagendra Rao** reflected on the long evolution of technology and stressed that continuous learning and skill upgradation are now essential for survival in a rapidly changing workforce environment. He emphasized that technological disruption should be viewed as an opportunity for transformation rather than fear.

**Dr. Priya Dongare Jadhav** focused on the importance of practical learning, industry-oriented education, certifications, and interdisciplinary collaboration in preparing future-ready students capable of working effectively with AI technologies.

**Mr. Rajesh Subburaj Naidu** noted the shift to AI-driven productivity and said future employability will depend on technical skills plus critical thinking, creativity, communication, and emotional intelligence.

**Mr. Deepak D. Sondankar** emphasized balancing technology growth with workforce sustainability, highlighting the India AI Mission and the need for continuous reskilling and worker protection.

**Mr. Sachin Parikh** said India should shift from AI consumption to AI creation through indigenous systems, startups, and innovation, stressing human-AI collaboration over replacement.

**Mr. Vijayanand** said AI layoffs reflect tech transitions and are opportunities for reskilling and growth in semiconductors, AI infrastructure, and quantum tech.

## Workforce, Skills, and Adaptability

Another major theme throughout the discussion was the changing nature of employability in the AI era. Experts agreed that future professionals will require not only technical expertise in AI, automation, cloud systems, and cybersecurity, but also adaptability, creativity, leadership, communication, and continuous learning abilities.

The importance of reskilling, upskilling, certifications, project-based learning, and stronger industry-academia collaboration was repeatedly emphasized. Participants highlighted that the future workforce will be defined not only by knowledge, but by the ability to continuously evolve alongside technology.

## ICTRD and the Role of Collaborative Platforms

The Indian Council for Technical Research and Development (ICTRD) plays an important role in fostering discussions on emerging technological and workforce challenges by bringing together academia, industry, policy, and innovation stakeholders to promote knowledge sharing and future-focused thinking for a stronger, future-ready India.

The session concluded that AI is reshaping industries, economies, and workforce systems globally. While it disrupts traditional jobs, it also creates new opportunities in advanced technology sectors.

Participants agreed that India's success will depend on continuous skill development, innovation-led growth, industry-academia collaboration, indigenous AI development, and the ability to adapt and evolve with technology.



## Meet the Speakers

Mr. Rajdeep Bhattacharya, Chief Project Officer

Dr. Teki Nagendra Rao, Technical Consultant

Dr. Priya Dongare Jadhav, Assistant Professor

Mr. Rajesh Subburaj Naidu, Quality Professional

Mr. Deepak D. Sondankar, Executive Engineer [R-WRD]

Mr. Sachin Parikh, Director

Mr. Vijayanand, Chief Technology Officer

## VOICES THAT SHAPED THE SESSION: OUR PARTICIPANTS

Sr. No	Name	Designation	Organization
1	Dr.Aravind Krishna	Founder, Director	Global Entrepreneurship Team (G.E.T) Solutions
2	Dr Ashish Sasankar	Principal	Indraprastha New Arts Commerce and Science College, Wardha
3	Mr. Ayush Rikhari	Senior Executive HR and Admin	NA
4	Mr. Bikash Santra	Owner	Bikash Enterprises
5	Mr. Cma Ujjal Datta	Head-Finance, Accounts and Administration	Centre of Excellence for Khadi, National Institute of Fashion Technology, NIFT Campus
6	Mr.Deepak D. Sondankar	Executive Engineer[R-WRD]	Water Resources Deptt. Govt.of Mah.
7	Mr. Bikash Santra	Owner	Bikash Enterprises
8	Mr. Cma Ujjal Datta	Head-Finance, Accounts and Administration	Centre of Excellence for Khadi, National Institute of Fashion Technology
9	Mr.Deepak D. Sondankar	Executive Engineer	Water Resources Deptt. Govt.Of Mah.
10	Dr.Nunna Venkata Ramana	Lecturer in Botany	Government Degree College
11	Dr. Murari Lal Gaur	Vice Chancellor Dean Principal HOD Professor Principal Scientist	ICAR DARE Govt of India 24 yrs Anand Agril University 15 yrs AGU 2
12	Dr.Nunna Venkata Ramana	Lecturer in Botany	Government Degree College
13	Dr.Mukta Tripathi	Assistant Professor	Awadhesh Pratap Singh University Rewa

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Sr. No	Name	Designation	Organization
14	Dr.P.periasamy	Associate Professor	saveetha Engineering college
15	Mrs Reema Roychaudhary	Assistant Professor	St. Vincent Pallotti College of Engineering & Technology
16	Dr Amol Bhagwat Kasture	Associate Professor	School of Engineering - Ajeenkya DY Patil University
17	Dr. Jerome Jayanathan Needhipathi	AI & Data Analytics Leader, Researcher, Strategist, Author, Mentor	Shell
18	Ms.Jyoti Sharma	Assistant Professor	Chandigarh University
19	Mrs. Acharya.kamala Raju Meruga	Founder trustee	Sri Yoga vidya Prana Shakti Foundation
20	Mr. Kanishka Khatri	Chief Information Security Officer	Aseem Infrastructure Finance Limited
21	Dr.Kiran L Maney	Associate Professor and HOD Department of MBA	Acharya Institute of Graduate Studies
22	Ms. Kritika Koundal	Process Associate - Physician Assistant	IDS INFOTECH LTD
23	Dr.Manu Vatsal	Assistant Professor	Lovely Professional University
24	Dr.Kranti Shashikant Patil	Assistant Professor	Shri Shivaji Vidya Prasarak Sansthas Bhausheeb N S Patil Arts And MFMA Commerce College Dhule Maharashtra

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Sr. No	Name	Designation	Organization
25	Dr.Muthuraman Subbiah	Lecturer	University of Technology and Applied Sciences
26	Dr.Priya Dongare Jadhav	Assistant Professor	Symbiosis Institute of Technology (SIT)
27	Dr.Lalita Babulal Malusare	Associate Professor	SN Arts DJM Commerce and BNS Science Autonomous College Sangamner Ahilyanagar
28	Dr. Ravikiran Kumar	Director	WellMax Oilfield Technologies Pvt Ltd
29	Mr. Rajdeep Bhattacharya	Chief Project Officer	Leap India Foods And Logistics
30	Mr. Rajesh Subburaj Naidu	Quality Professional	Innomotics India Pvt Ltd
31	Mr.Suman Sarkar	Post Graduate	Central University of Karnataka
32	Mr. SACHIN PARIKH	Director	Kalgisoft Technologies Private Limited
33	Mr. Abdul Samad Shaikh	CEO	SAMADPRO LLP
34	Dr.Santosh Jagwani	Associate Professor	Sri Satya Sai University of Technology & Medical Sciences
35	Mr. Saurabh Kumar	AVP- User Success	Convegenius Digital India Services Pvt. Ltd
36	Mr.Shailendra Mishra	Principal	Witty International School

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Sr. No	Name	Designation	Organization
37	Mr.Shajan Kumar	Dean	Mathrubhumi Media School
38	Mr. Sumit Kumar Ghosh	Freelancer	Freelancer ( Digital Marketing )
39	Dr. Suneet Mathur	Adjunct Professor	Dr.Ambedkar Memorial Institute of Management Science
40	Dr. Teki Nagendra Rao	Technical Consultant	Freelance Consultancy
41	Mr. Vijayanand	Chief Technology Officer	PAB Hardware and Software (OPC) Private Limited
42	Mr. Viral Patel	Chief Executive Officer	Radha Lifescape LLP
43	Mr. Ateequr Rahman	Asst Executive Engineer (Electrical)	Oil and Natural Gas Corporation
44	Mr Sunit Saathi	TGT-Natural Science And Counselor	Directorate of Education Delhi
45	Mr.JAIDEEP C WARRIER	Student	Directorate of Education Delhi