



Research Article

AI-Driven Labour Governance: A Comparative Study of China's Intelligent Workforce Management Systems and Their Adaptability to India's Labour Ecosystem

Faraz Khan^{1,4*}, Shivani Tiwari², Sumaira Khan³



¹Department of Computer Science and Engineering, Glocal University, Saharanpur, UP- 247121, India

²Registrar, Glocal University, Saharanpur, UP- 247121, India

³Glocal Ayurveda College, Saharanpur, UP- 247121, India

⁴Department Computer Science & Engineering, CGC University, Sahibzada Ajit Singh Nagar, Mohali, Punjab 140307 India

ARTICLE INFO

ABSTRACT

Keywords:

Artificial Intelligence, Labour Governance, Workforce Management, China Labour System, India Labour Codes, Smart Compliance, Gig Economy, Occupational Safety, Digital Labour Administration

Article History:

Received: 10-01-2026

Revised: 20-05-2026

Accepted: 29-05-2026

Published: 07-06-2026

The past few years have seen the emergence of Artificial Intelligence (AI) that is redefining the systems of governance and industrial management in the global arena. China is one of the top economies that have achieved a great deal by introducing AI technologies in its workforce management and labour administration. Smart factory monitoring, AI-controlled compliance monitoring, algorithmic worker management of gig workers, and predictive occupational safety systems are AI-based systems that the country has implemented to enhance productivity in addition to strengthening regulatory measures. India, on the other hand, has implemented significant actions on legislations by enacting the four Labour Codes that are intended to streamline labour laws and enhance social security as well as employee welfare. Nonetheless, issues like high levels of informal workforce, absence of actual-time monitoring of compliance, wage anomalies and inefficiency in enforcing labour laws still impact the success of labour governance. This research paper also tries to explore how the AI-based labour management technologies that have been applied in China can provide informative experiences in enhancing the labour system in India. The paper draws a comparative study of technological structures, system of governance and labour welfare in the two nations. In the Indian context, it also looks at the viability of deploying AI-based compliance solutions, electronic wage monitoring solutions, biometric labor registries, and intelligent safety monitoring systems. The report also discusses potential problems like policy alignment, infrastructural readiness, ethical concerns, and data privacy. Additionally, the report will contribute to ongoing discussions about modernising the labour administration in India by providing an integrated framework of technology and policy that is founded on the ethical and inclusive application of artificial intelligence.

1. Introduction

Artificial intelligence (AI) has become increasingly significant in the world in terms of revolutionising processes and governance in industries in the last decade. To gain more productive human labor, tighten the belt in regulation, and become more efficient in administration, governments and companies are relying more and more on intelligent technologies. To enhance the effectiveness of administration and strengthen the control of the state regarding regulatory abilities and the control of governance, China has strategically implemented AI in its expanded digital governance framework [1]. The country in the leading role in this change, China, has expressed an especially prolific and systematic adoption of AI in labour management and labour governance [1]. The approach of China is not only about the automatization of factories. The country has been spending heavily on the implementation of an intelligent society by embracing AI across the industry, the digital space, and the state apparatus, with national AI programs and innovation policies run by the state [2].

Artificial intelligence (AI) has been introduced in the country in various aspects of the labour ecosystem, including predictive occupational health regulation, automated scheduling of gig workers, real-time monitoring of worker performance, automated compliance checks, and intelligent oversight of manufacturing. Its expansion is further facilitated by regulatory frameworks that regulate algorithmic systems, including legally binding rules of algorithm recommendation and platform management that has effects on digital labour and work allocation systems [2]. The emergence of AI has already begun altering the labour relation in China by promoting greater flexibility in labour structure, formalisation processes and altering employer-employee relations as well as administrative efficiency [3]. The development of AI in China has already made a significant contribution to the structure of the labor market in the country, generating new technology-intensive jobs and reshaping the skills demanded by the industries, simultaneously with the governance change in the country [4]. An intelligent workforce ecosystem based on competencies is on the rise, indicated by the analysis of the labour

* Corresponding Author:

✉ farazkhan286@gmail.com (F. Khan)

doi: <https://doi.org/10.55559/jess.v2i1.648>

© 2024 The Authors. Published by Sprin Publisher, India. This is an open access article published under the CC-BY license

<https://creativecommons.org/licenses/by/4.0>

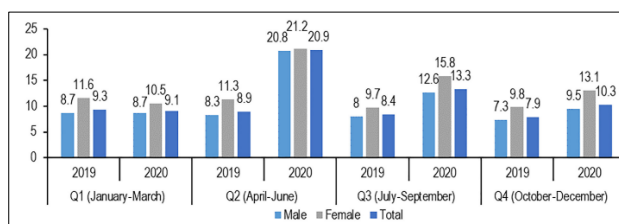
market, which revealed that the demand in automation supervisors, data engineers, algorithm designers, and AI experts is growing [4].

The labour governance system in India on the contrary is in a transitional process. One of the most significant legislative reforms that seeks to expand the social security coverage, simplify the compliance and improve employee welfare is the consolidation of the labour laws into the four Labour Codes. But the efficacy of implementation remains limited by structural problems. It is also difficult to enroll, organise and offer benefits since a large portion of the Indian labour remains unorganised. In every industry, such issues as delayed salaries, obscured working histories, substandard inspection protocols and occupational safety loopholes still persist. Extensive studies on employment highlight that the demand of professional jobs that combine AI is increasing exponentially and this implies that the adoption of technology is restructuring occupational specialisation in addition to eliminating labour [5]. These structural problems indicate that even legislative reform was not sufficient on its own unless it was accompanied by the modernisation of technology. Digital technologies and AI-based governance platforms can enhance transparency, seal the gaps in enforcement and speed up the process of labour administration in a country as big and diverse as India. The traditional labour unions in India have been historically targeted at employees who work in the formal sector, and that leaves the large informal workforce of the country to be left unorganized through voluntary organizations and fragmented systems of representation [6]. Thus, this study investigates the potential for learning from China's AI-enabled labour governance paradigm. It examines how the alterations to the Indian labour administration system could be affected by using AI-based workplace safety monitoring, gig-worker algorithmic management systems, digital wage monitoring systems, biometric labour databases, and intelligent compliance systems. India has a large portion of labour that is yet to be organised, making it difficult to register, manage and offer benefits [6]. Historically, the two basic objectives of Indian labour law have been the protection of workers and industrial peace, which are the factors contributing to the normative foundation of labour government [7]. However, it is not an easy task to imitate technology. The changes in the political regimes, laws, labour market forms, and data regulations require contextual adaptation. Consequently, besides analyzing the technological feasibility, the paper also examines ethical, legal, and the infrastructural implications, including worker privacy, accountability of the algorithm, digital divide, and institutional readiness. But the relationship between labour restructuring and technological innovation is not recent; the industrial transformation has long been known to modify the workplace organization, skill needs and the employment arrangements [8].

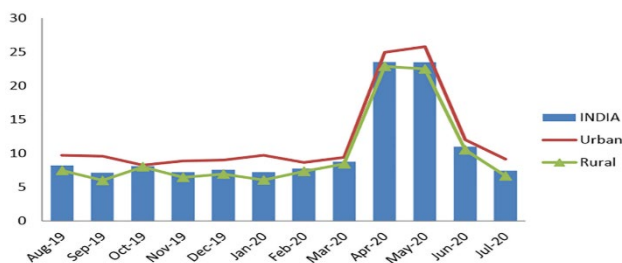
The purpose of this paper is to propose an integrated roadmap of technology-policy in modernisation of the labour regulation based on the experience of China and tracing the potential application to the Indian context. The general aim is to understand how in the evolving labour markets such as India, responsible use of AI could lead to better protections of workers, improved compliance, and inclusion in economic growth. Some of the Indian labour laws that significantly influence the HR practices in the IT sector include the Factories Act, Equal Remuneration Act, Trade Unions Act, the Apprentices Act and Workers Compensation frameworks among others. Such regulations foster

ethical employment systems and ensure that technology firms abide by statutory requirements in regulation of pay, working conditions, skill building and worker protection. [9]. One notable regulatory reform that will facilitate the simplification of compliance and further economic growth is the recent consolidation of labour laws into four labour codes. Critical assessments, however, note that such reforms have weakened the collective bargaining structures, enhanced the labour market by making it more flexible via indirect policy making, and maintained the poor coverage of the big unorganised sector. [10]. The migrant labourers are one of the most vulnerable in the Indian labour market. Systematic evidence confirms that a large proportion of migrant workers work in the unorganised sector with no legal contracts, no social security benefits, and no occupational safety protection. Their highly hazardous working conditions that are characterized by lengthy working hours, low wages and unpredictable living conditions widen socioeconomic imbalances [11]. [12]. It is impossible to comprehend India's changing labour arrangements without looking at the overall course of economic reforms. India's shift from a protectionist to a market-oriented growth model after economic liberalisation in 1991 sped up industrial expansion, private sector involvement, and job diversification. [12]. India's economy has gone through several structural changes over the years, including colonial deindustrialisation, centralised planning after independence, and liberalization-driven growth following 1991. These changes have been crucial in rethinking industrial productivity, workforce mobility, and labour relations. The dynamics of the labour market were drastically changed by India's post-liberalization economic restructuring. Employment trends and skill requirements across industries were altered by the transition from centralised economic planning to liberalised industrial growth, which promoted globalisation, privatisation, and sectoral diversification. [12]. In India, migrant workers continue to be one of the most vulnerable labour groups, frequently lacking official contracts, social insurance, and occupational protections. In addition, regional studies from rural states like Bihar show that informal migratory systems lack standardised worker rights, pressures from unemployment, and livelihood insecurity.[11] [13]. India's labour market is changing as a result of automation and artificial intelligence, which are altering job patterns, industrial processes, and workforce skill requirements. Adoption of AI increases productivity, but it also poses issues with job displacement, skill mismatch, and growing income disparity across industries. Research indicates that labour informality may worsen as a result of automation-driven restructuring, especially for contract and low-skilled workers. [14] India's shift is still hampered by structural skill shortages, differences in digital infrastructure, and issues with workforce informality, in contrast to China's state-driven AI labour integration. These difficulties are especially acute in the unorganised sector, where institutional protections are frequently unavailable and labour rules are seldom strictly enforced. Limited legal awareness and inadequate grievance redressal systems further intensify labour exploitation, especially among marginalized female workers. [15] Emerging AI-enabled monitoring, compliance tracking, and grievance reporting systems hold the potential to strengthen workplace safety and legal protection for women workers. According to the report of CMIE (Centre for Monitoring Indian Economy), there is confirmation of unemployment rate in. The country went into lockdown in March 2020, and India increased its percentage to

29%. The picture shall be evident as shown in the number presented below (see Figure 1): Choudhary (2020) affirms urban unemployment rate to 30.9 percent compared to, an ADB-ILO. The prognosis of unemployment by report shows that 6.1 million young Indians (1524 years old) can lose workplaces. despite the possibility of having the virus contained by September 20 ("6.1 million youth may lose..." , 2020) The rate of unemployment in the urban areas increased to 20.9 percent in the fourth quarter of April June 2020 [29]. Compared to the same quarter of the year before (8.9) more than twice as high. represented in figure below (see Figure 2): In everything that was said above, unemployment rate refers to the percentage of the number of unemployed people in the labor force. labor force is considered persons that are employed or unemployed but. seeking work. Concerning the employment generation availability in the disorganized industry in terms of data. rural and urban, as the representative of the ministry presented evidence in the following:



Source(S): Center for Monitoring Indian Economy Pvt.Ltd



Source(S): Quarterly Periodic labour Force Survey report, Ministry of Statistics and Program Implementation;PRS

2. Current Aspects

The nexus of artificial intelligence (AI), labour governance, and socioeconomic development is a significant field of research, both in the context of the global world and the Indian one. The already published literature depicts the compound impact of AI on regulatory systems, labor markets, work policies, and governance systems. For the analyzer Jinghan Zeng [1], in his study about AI and its application within the authoritarian regime in China, the concept of digital technologies and, in particular, AI-based ones is presented as the instrument of administration as well as the source of the state power. The paper highlights that AI consolidates political legitimacy at the same time by promoting social stability and economic development as well as enhancing governance capacity, enhancing surveillance, and enhancing service delivery to people. In regard to this view, Xu et al. [2] examine how AI redefines employment structures via regional cultural intermediaries. Their results indicate that AI hastens the processes of flexibilisation of labour, legal formalisation, and de-collectivisation especially in areas where future orientation and gender equality are high. This shows that the labour effect of AI is culture-specific. Pitukhina et al. [3] continue the global competition narrative by comparing the Chinese and the United States AI labour market ecosystem. Their industry reveals the changes in the demand of the skills, the new jobs of AI and the

models of competence that are needed in the Industry 5.0 changes. The article highlights the role of national AI policies, talent markets, and research in the response to dominance of the labour markets. In line with this, Liu, Chen & Lyu [4] investigate the interdisciplinary labour market growth with the help of large-scale job-posting analytics. Their study indicates that the number of AI-infused jobs is growing exponentially and that conventional fields, in particular, statistics, are not disappearing. And this proves the point that AI complements human experience rather than completely displacing it. Whereas global literature points to the issue of technological change, Indian labour scholarship points to the issues of structural vulnerability. According to Sinha [5], most members of the Indian workforce work in the informal sector, which is mostly not unionized. This disintegration undermines the collective bargaining and restricts the institutional protection of labour. Indian labour law is also critically evaluated by Mitchell, Mahy and Gahan [6] to assert that formal legal systems usually do not attain their two-fold aim; labour protection and industrial harmony. The disjuncture between the design and the implementation of the law continues to be a challenge of governance.

Previous studies on technological disruption like Hunter, Reid and Boddy [7] offer some initial form of knowledge on the subject of employment displacement, industrial restructuring, and realignment of skills due to automation. Their steel, chemical, and printing foreshadowing of labor transitions are part of the current AI-driven change in the industry level. Kamble and Misal [8] discuss the labour regulations in the Indian IT industry and focus on sector-specific compliance issues. Their excerpt shows how the current tools of legislation such as wage acts, compensation arrangements, and union stipulations are trying to ensure the ethical ways of employment in the high-technology fields. Mishra and Dwivedi [9] make a critical evaluation of the recent labour code reforms claiming that the 2020 labour codes in India make the labour market more flexible at the expense of the union bargaining power and leaving out informal workers. Their discussion also puts labour reform into the perspective of flexibilisation by stealth. Migration brings an extra layer of vulnerability. Sharma and Pal demonstrate that migrant labourers are exposed to hazardous working environment, social security is deprived, and they are still concentrated in informal jobs [10].

Kumar research group [11] gives poor housing, health risks and contractual insecurity as increasing labour precarity, but the macro-economic context is also supplied by Grugulis in his work, where he locates labour transformation in the growth path of post-liberalisation India. Structural labour change in the form of economic reforms, globalisation and privatisation both amplify the pressures of unemployment and inequality, and have been suggested further by Mohan and Kumar [12] as a source of regional migration distress, especially in agrarian economies such as Bihar. They attribute unemployment, reverse migration, and lack of labour standards to systemic governance failure in the unorganised sector through their findings. Behera and Nigam [13] directly refer to AI-specific disruption of labour in India. According to their analysis, job displacement, skill matches, and income inequality are all major AI externalities as the researchers propose modifications in education, infrastructure, and reskilling of the workforce. Gendered labour vulnerability is considered by Paradesi [14], who concentrates on female workers in informal sectors. The study suggests wage discrimination, harassment in

the workplace, and ignorance of the law, and offers AI-based surveillance and legal-assistance systems to protect the customer.

2.1 Evolution of Labour Laws and Regulatory Frameworks

Labour regulation in the past has been based on labour law as the main regulating tool, protecting the rights of employees. Since the colonial systems of labour control up to the present. Mishra and Dwivedi [10] provide an elaborate introduction of modern labour codes in 2020. historical analysis of the labour laws in India. The study they conducted argues that recent labour reforms have enhanced labour market flexibility, they have decreased trade union supremacy too. and collective bargaining power. The applicability of important Indian labour legislation, such as the It industry is also subject to the Factories Act, Equal remuneration act and Trade Unions Act. examined by Kamble and Misal [9]. Their writing underlines the need to comply with the rules of labour. protects employees against unfair labor conditions and promotes ethical workforce. management..All these studies lead to a single conclusion that the labour regulation in India is going through. structural transition, the trade-off between economic and worker protection.

2.2 Labour Market Transformation in the Context of Economic Development

Labour systems are significantly influenced by the macroeconomic climate in general. Kumar [12] goes through the changes in the Indian economic structure during the colonial period, and during the reforms undertaken after liberation. The report claims that post 1991 economic liberalisation has accelerated globalisation integration, industrial development and workforce diversification, but has also augmented unemployment rates, inequality as well as utilizing the informal work.

2.3 Migration and Informal Labour Vulnerabilities

Migration is one of the most significant elements of labour transition in India. Sharma and Pal [11] have conducted an in-depth analysis of the migrant labour conditions and unveil terrifying gaps in living standards, employment agreements, working conditions safety and social policy. Based on their findings, most migrant workers are in the unorganised sectors characterised by hazardous working conditions and volatile economies, as Mohan and Kumar [13] explore the agricultural migration in the state of Bihar. All these studies, when combined, point to the fact that crises such as COVID-19 increased the risk of livelihood instability and reverse migration; when combined with systemic labour vulnerabilities, technological disruption, such as AI automation, may contribute to the risk.

2.4 Automation and Artificial Intelligence in Labour Markets

The rapid adoption of the automation and artificial intelligence technology is causing global employment trends to change. Behera and Nigam [14] identify several key disruptions in their examination of the impact of AI on the Indian labour market that include loss of jobs, skillset failures, and increasing income disparity. The report does note, however, also the new opportunities of workers with AI-related skills, meaning that technology change is disruptive and creative. Theoretically, the technology change of labour restructuring justifies the flexibility of policy frameworks because of the larger research on automation, productivity, and workforce reskilling..

2.5 Gender Dimensions and Women Workers' Protection

There is no gender-neutral relationship between AI and labour. Paradesi [15] considers the safeguards guaranteed to female workers by labour laws particularly in the unorganised sector where most of the job insecurity, work harassment and wage disparities continue to occur. Another key aspect of the study is the fact that gender discrimination is aggravated by the laxity in the enforcement of labour laws, which were the potential means to improve monitoring of worker rights abuse in workplaces, improving grievance mechanisms, and improving institutional responsibility towards the female workers.

3. Research Methodology

3.1 Research Design

The study uses a qualitative doctrinal and analytical research design that is supplemented with the use of secondary data. The aim further is to explore interaction of artificial intelligence, labour governance, and job transformation, and more so in the socioeconomic condition of India. Besides being explanatory, the study is also exploratory. It reviews the emerging AI-based labour relations and argues about their impact on work relations, law and labour relations, labour rights, and governance.

3.2 Nature and Sources of Data

The study is based entirely on secondary data sources, which include:

- Peer-reviewed journal articles
- Labour law reports
- AI governance studies
- Employment and migration research papers
- Economic policy literature
- Institutional and international labour analyses

Key thematic data areas extracted include:

- AI adoption in governance and labour systems
- Labour law evolution and reforms
- Informal sector vulnerabilities
- Migration and workforce precarity
- Gendered labour challenges
- Skill transformation and employment restructuring

Although conceptual insights from global institutional reports were reviewed to understand macro labour-AI trends, formal citation inclusion is limited to the selected scholarly references [1]– [15].

3.3 Research Approach

The paper is themed analytically, which is organized in five dimensions of analysis:

1. **AI and Governance Systems**
Examining how AI strengthens administrative-surveillance, and policy functions.
2. **AI and Labour Market Transformation**
Analysing employment restructuring-skill demand, and occupational shifts.
3. **Legal and Regulatory Frameworks**
Evaluating labour laws- labour codes, and compliance systems.
4. **Informal and Migrant Labour Vulnerabilities**
Studying socio-economic precarity and protection gaps.
5. **Gender and Inclusion Dimensions**
Assessing AI's role in safeguarding women workers and vulnerable groups.

3.4 Analytical Framework

The study constructs an AI-Labour Governance Analytical Framework, which incorporates three layers of structure:

Layer	Focus Area	Analytical Objective
Technological Layer	AI, Automation, Digital Platforms	Assess labour disruption & augmentation
Institutional Layer	Labour Laws, Codes, Governance	Examine regulatory readiness
Socio-Economic Layer	Informality, Migration, Gender	Identify vulnerability exposure

3.5 Methods of Analysis

The following qualitative analytical methods are applied:

- **Comparative Analysis:-** Comparing global AI labour impacts with Indian labour realities.
- **Doctrinal Legal Analysis:-** Examining labour legislations, reforms, and compliance structures.
- **Thematic Content Analysis:-** Extracting recurring patterns across literature.
- **Policy Gap Analysis:-** Identifying mismatches between AI deployment and labour protection mechanisms.

3.6 Scope of the Study

The study focuses on:

- AI impact on labour markets
- Indian labour law and governance systems
- Informal and migrant workforce challenges
- Gendered labour protection
- Skill and employment restructuring

3.7 Limitations of the Study

1. The study relies on secondary data; no primary field surveys were conducted.
2. Rapid AI evolution may outpace current regulatory analysis.
3. Informal sector data availability remains structurally limited.
4. Quantitative employment projections vary across sources.

4. Results and Findings

Artificial Intelligence (AI) is profoundly changing labour governance, employment structures, legal systems, and socioeconomic labour realities, according to a study of the chosen literature and policy studies. Below is a thematic presentation of the findings.

4.1 Expansion of AI-Driven Governance and Regulatory Systems

The results show that governments are using AI more and more to improve service delivery, surveillance, administrative effectiveness, and policy enforcement. China's governance model shows how artificial intelligence (AI) is incorporated into state administrative systems to improve digital surveillance, ideological legitimacy, and governance procedures. Deploying AI helps optimise centralised governance in addition to increasing economic productivity [1]. Algorithm governance frameworks, including algorithm recommendation legislation, are being

institutionalised to regulate digital platforms, labour allocation systems, and content ecosystems, according to additional regulatory evidence [2]. Among the world's first national-level AI regulatory experiments are these frameworks.

4.2 AI Labour Market Expansion and Skill Restructuring

Analysis of labour markets shows that AI-related job ecosystems are expanding quickly.

Research on AI labour markets reveals:

Growth in jobs for AI specialists

- The introduction of fresh competency models
- An increase in the need for AI skills and research output [4]

The demand for AI-related skills is also growing exponentially, according to statistical labour market data, and work responsibilities are becoming more diverse across transdisciplinary fields [5].

4.4 Technological Disruption and Employment Displacement Risks

Technological change has historically resulted in pressures for worker displacement even in the face of employment creation. Industrial innovation changes workplace organization, labour distribution, and employment arrangements, according to traditional technological labour research [8].

4.5 Legal and Regulatory Labour Governance Challenges

There are structural gaps between legal adaptation and technological progress, according to labour law study.

Research on the development of Indian labour legislation emphasises:

Research on the development of Indian labour legislation emphasises:

- Limited ability to enforce
- A fragmented implementation of regulations
- Poor protection results [7]

In addition to increasing labour market flexibility and modernising labour governance, recent labour code modifications have occasionally reduced collective bargaining strength [10].

Analyses of sector-specific compliance, especially in the IT sector, demonstrate that new digital workplace models are difficult for current labour laws to handle [9].

4.6 Informal Labour and Migrant Workforce Vulnerabilities

India's labour market is still mostly unorganised, which asymmetrically shapes the influence of AI.

According to research on labour representation, informal workers are under-represented because unions mostly function in the formal sector [6].

Comprehensive analyses of migrant labour show:

- Dangerous working conditions
- No insurance or contracts
- Substandard living circumstances
- Social Security is nonexistent [11].

Studies on migration also draw attention to regulatory protection deficiencies, especially in the unorganised and agricultural sectors [13].

4.7 Gendered Labour Implications and AI Protection Mechanisms

The following structural Women workers are impacted by the following structural labor weaknesses:

- Wage inequality
- Workplace harassment
- Informal employment concentration [15]

AI technologies are being explored for:

- Workplace monitoring
- Rights awareness systems
- Legal reporting platforms
- Gender-sensitive compliance tracking

4.8 Macro-Economic Context of Labour Transformation

India's broader economic transition from colonial extraction to liberalized growth has an impact on the reorganization of the labor market [12]. Globalization, privatization, and economic liberalization have: Increased labour flexibility

- Expanded informalization
- Accelerated technological adoption

Overall Synthesised Findings

Dimension	Observed Impact of AI
Governance	Digital surveillance, algorithm regulation
Labour Relations	Flexible, contractual employment
Employment	New jobs + skill polarization
Legal Systems	Regulatory lag
Informal Sector	Exclusion and vulnerability
Migration	Protection deficits
Gender Labour	Potential AI protection use
Economy	Tech-driven structural transition

5. Discussion

The discussion section interprets the results within the context of labour economics, the theory of governance, and technological progress, as well as the feasibility of the policy, namely, comparing the structural labour realities in India with the AI-enabled labour governance in China.

5.1 AI as a Tool of Labour Governance Transformation

The results show that AI is an institutional governance mechanism as well as a tool for industrial productivity. AI integration in administrative systems in China is a reflection of a state-centric digital governance architecture that incorporates workforce analytics, compliance monitoring, and labour regulation.

This governance digitization enables:

- Real-time labour surveillance
- Automated compliance verification
- Platform worker monitoring
- Predictive industrial risk assessment

These advancements show how AI improves the ability to enforce regulations, which has historically been a weak point in labour-intensive economies. On the other hand, manual

inspection methods, disjointed databases, and delayed reporting procedures are major components of India's labour governance. Even well-crafted labour regulations lose some of their impact due to this administrative delay.

5.2 Structural Shift in Labour Relations

One of the most significant changes brought about by AI is the move from collectivised labour systems to customised contractual employment arrangements. China's digital contract systems, gig-platform management, and algorithmic workforce allocation show how AI reorganises labour relations in the following ways:

- Task-based employment
- Performance surveillance
- Automated wage calculation
- Platform-mediated dispute systems

This diminishes traditional unionisation institutions while also increasing efficiency and labour market flexibility.

India faces a dual challenge:

1. Managing informal collectivized labour (construction, agriculture, migration sectors)
2. Regulating emerging gig and platform workforces

5.3 Skill Polarization and Employment Redistribution

The results show that rather than destroying jobs entirely, AI causes employment polarisation. High-skilled industries gain from:

- AI engineering roles
- Data science employment
- Automation supervision jobs
- Compliance analytics positions

However, low-skill workers face:

- Job displacement
- Wage stagnation
- Automation substitution risks

China mitigates this through state-led skilling ecosystems aligned with its AI industrial policy frameworks.

India, despite initiatives like Skill India, still struggles with:

- Training infrastructure gaps
- Rural digital illiteracy
- Industry-academia mismatch

5.4 Legal Modernization vs Technological Acceleration

The regulatory lag phenomenon, which occurs when technical systems advance more quickly than legal frameworks, is a central topic of study. China exemplifies anticipatory regulation—law changing in tandem with technology—through its proactive algorithm regulations and AI governance legislation.

India's labour law evolution shows:

- Historical fragmentation
- Reactive reforms
- Limited digital compliance mechanisms

Even recent labour codes lack embedded AI enforcement systems such as:

- Automated wage tracking
- Biometric attendance integration
- AI-based safety monitoring

5.5 Informality: The Central Barrier to AI Labour Governance in India

Formalisation of labour is one of the most significant structural distinctions between China and India. Because the majority of China's industrial labour is digitally traceable and registry-based, AI can be used in:

- Payroll systems
- Social insurance tracking
- Workplace monitoring

India's labour market, however, is dominated by informal employment characterized by:

- No written contracts
- Cash wage systems
- Unregistered workplaces
- Seasonal migration

This creates **data invisibility**, making AI deployment difficult.

5.6 Migration, Mobility, and AI Labour Mapping

One governance blind spot in India's labour administration is internal migration. Migrant workers often lack:

- Identity portability
- Welfare portability
- Workplace registration

AI could address this through:

- National biometric labour databases
- Migration heat-map analytics
- Welfare eligibility automation

China's hukou-linked population data systems already enable large-scale workforce tracking, though not without ethical concerns.

5.7 Gender Dimensions of AI Labour Governance

The informal and vulnerable sectors continue to employ a disproportionate number of women workers. AI has the potential to be protective through:

- Workplace harassment detection systems
- Wage parity analytics
- Compliance dashboards
- Grievance chatbots

However, technological protection cannot function without:

- Legal literacy
- Digital access
- Institutional enforcement

5.8 Ethical, Privacy, and Surveillance Concerns

The success of China's AI governance also brings up important ethical issues. Efficiency is made possible by state-led surveillance programs, however there is risk:

- Worker privacy violations
- Behavioural monitoring excess
- Algorithmic bias
- Data authoritarianism

India, as a constitutional democracy, must balance:

- Labour protection
- Data privacy rights

- Ethical AI deployment

Integrated Comparative Insight

Dimension	China Model	India Reality	Policy Learning
Governance	AI-embedded	Manual systems	Digitize enforcement
Labour Data	Centralized	Fragmented	Build labour registries
Skill Systems	State-aligned	Disjointed	Invest in AI skilling
Informality	Lower	Very high	Formalization first
Regulation	Proactive	Reactive	Tech-legal integration
Ethics	Surveillance heavy	Rights sensitive	Balance model needed

6. Policy Recommendations

The imminent need among the policy-based technological integration is demonstrated through the correlation of. The labour administration system in India and the AI-based labour governance in China. In order that India can effectively employ AI to enhance its labour system, a complex and multi-faceted one, is required. Policy roadmap has to be institutionally coordinated. The conclusions made in the study have resulted in the following suggestions. Artificial intelligence provides new possibilities of enhancing them. knowledge management processes [30].

6.1 National AI-Integrated Labour Governance Framework

Indian government must develop a centralised AI-Integrated Labour Governance Architecture through interoperable digital platforms connecting the state labour agencies, social security boards, industrial regulators, and labour ministries. Such a framework would make predictive regulatory enforcement, automated reporting and real-time compliance monitoring possible. Root infrastructure may be offered by being integrated with existing digital initiatives such as national job databases and e-Shram portals.

6.2 Universal Digital Labour Registry

The organised and unorganised workers should be registered well by establishing a national biometric and digital labour identification system. This registry has to contain: Employment history

- Skill profiles
- Wage records
- Social security eligibility
- Migration mobility data

Such a database would reduce labour invisibility and enable AI-driven welfare targeting, compliance tracking, and workforce analytics.

6.3 AI-Based Wage Monitoring and Payment Transparency Systems

Wage fraud should be battled by deploying AIs to wage monitoring mechanisms. late payments, and unofficial cash transactions. These systems are capable of:

- Track digital wage transfers
- Detect underpayment anomalies

- Flag minimum wage violations
- Generate automated compliance alerts

Integration with banking networks and digital payment systems would strengthen financial transparency in labour compensation.

6.4 Intelligent Occupational Safety Surveillance

High-risk sectors including mining, construction, manufacturing, and chemical processing should implement AI-powered workplace safety monitoring. Employers and authorities can use predictive analytics, IoT devices, and computer vision to: Detect unsafe worker behaviour

- Monitor protective equipment compliance
- Predict accident probabilities
- Issue real-time risk alerts

This would significantly reduce industrial fatalities and occupational hazards.

6.5 Platform and Gig Worker Regulation through Algorithms

India has to control algorithmic workforce management methods due to the swift growth of platform economies. Policies ought to require:

- Transparency in task allocation algorithms
- Fair wage calculation models
- Working hour monitoring
- Digital dispute resolution systems

AI audits should be institutionalized to prevent algorithmic exploitation of gig workers.

6.6 National AI Skill and Reskilling Mission

A specific AI Labour Reskilling Mission should be established with the following goals in mind to lessen technological displacement:

- Automation-vulnerable workers
- Informal sector labour
- Migrant workers
- Women workforce participation

Public-private partnerships between government, industry, and academic institutions can create modular AI literacy and technical training ecosystems.

6.7 Migrant Labour Mobility and Welfare Tracking Systems

Platforms for migration analytics powered by AI ought to be developed in order to monitor internal labour mobility trends. Governments can use geographical mapping and biometric portability to:

- Ensure portability of welfare benefits
- Monitor seasonal migration flows
- Provide emergency support during crises
- Improve housing and healthcare access

Such systems would prevent migrant labour exclusion from social protection schemes.

6.8 Gender-Sensitive AI Labour Protection Mechanisms

The following AI tools should be used to improve workplace safety for female employees:

- AI-based harassment reporting platforms
- Wage parity monitoring dashboards

- Workplace surveillance for safety compliance
- Legal awareness chatbots

Policy frameworks must ensure these technologies operate within privacy-preserving and rights-based safeguards.

6.9 Ethical AI and Data Protection Regulations

India has to put strong legal restrictions on the use of AI in labour administration because of the dangers of overreaching surveillance. Priorities for policy should consist of:

- Worker data privacy protection
- Algorithmic accountability standards
- Consent-based data usage
- Independent AI regulatory oversight bodies

This ensures technological adoption aligns with constitutional labour rights.

6.10 Public Infrastructure and Rural Digital Expansion

Without the growth of digital infrastructure, AI labour governance cannot scale. It is necessary to invest in:

- Rural internet connectivity
- Industrial IoT ecosystems
- Cloud-based labour databases
- State-level AI governance labs

Bridging the rural-urban digital divide is critical for inclusive labour modernization.

Policy Roadmap Summary

Policy Area	Strategic Intervention
Governance	AI-integrated labour administration
Registration	Universal digital labour ID
Wages	AI payment monitoring
Safety	Intelligent risk surveillance
Gig Economy	Algorithm regulation
Skills	National reskilling mission
Migration	Mobility tracking systems
Gender	AI protection tools
Ethics	Data protection laws
Infrastructure	Rural digital expansion

7. Future Research Scope

The current paper presents a comparative and policy-based discussion of Artificial Intelligence (AI) incorporation in the labour administration framework, specifically, considering the technological labour administration paradigm in China, and its feasibility in the context of the Indian environment. Although the study provides conceptual, regulatory, and structural findings, it identifies several opportunities to be explored in the future through academic and empirical studies. The research can be further extended in future studies by adding primary field data to the industrial sectors where AI-enabling labour management tools are already being tested. Another area that would be of critical interest to explore in the future is how AI affects the formalization of informal labour. Smart factories, logistics platforms and gig economy enterprises in both China and India

would serve as case studies that will provide grounded insights on AI and real-time workforce governance. The sphere of AI ethics and labour rights also requires the application of the empirical research, as the informality of the Indian labour has been predominantly held through the informality mechanisms the question of how digital labour registries, biometric identification and artificial intelligence compliance tools can effectively transition informal workers to the formal protection systems without disrupting livelihoods has to be studied. Monitoring productivity through surveillance, behavioural analytics and algorithmic decision-making bring up some concerns about worker autonomy, privacy and consent. The issue of normative governance that balances a balance between technological efficiency and constitutional labour protection needs to be further explored by future scholars. The place of AI in gender-inclusive labour governance also needs to be explored further. Although technologies can support workplace safety management and harassment reporting, their availability, adoption aspects, and legal enforceability should be empirically tested in other sectors that hire women staff, in and out of the informal labour markets. And finally, future studies might look into AI-driven migration governance systems, such as predictive migration analytics, welfare portability platforms, and digital identity-based labour mobility mapping. Economically, longitudinal researches would be beneficial in determining the long-term effects of AI on the country of employment elasticity, wage structure and skill polarisation in the upcoming economies such as India. Comparative macroeconomic modelling of AI-intensive versus labour-intensive sectors would contribute to more policy discourse, and technological feasibility studies such as the readiness of AI infrastructure, costs, resilience to cybersecurity and capacity to implement this digitization at the public sector level are necessary before this large-scale digitization of labour governance can be operationalised.

8. Conclusion

This paper has discussed how Artificial Intelligence (AI) can be used as a disruptive technology in labour governance by comparing China and India, the labour governance system that runs on AI and the existing labour regulation system. The paper has revealed that China has been tactical in incorporating AI technologies in several ranks of managing the workplace including smart factory observation, algorithmic labour allocation, anticipatory occupational safety prevention and automated compliance supervision. These artificial intelligence systems have had miracles in improving efficiency of regulation, productivity and enforcement of the labour laws. Conversely, the labour governance in India still remains structurally anchored on the technology and administrative ecosystems, despite the progressive reforming of the labour legislations, which include a merger of the labour laws to four Labour Codes, the study demonstrates that there still exist critical structural barriers to shift India to the AI-based labour governance system. These are information visibility in the informal labor markets, insufficient digital tools, workforce competence deficiencies, technological gap in regulation, and technological differences between rural and urban areas. Simultaneously, the paper also shows that India has significant potential in using AI to enhance labour systems by means of biometric labour registries, AI-based wage tracking systems, intelligent workplace safety systems, automated compliance systems and digital grievance redressal systems. These

interventions can improve the transparency, accountability and welfare provision, especially among the migrant, informal and vulnerable populations of workers but the study also highlights the fact that technological reproduction of the Chinese model should be done with care. The AI labour governance of China is functioning in a centralized and surveillance-oriented administrative framework, which poses ethical issues pertaining to privacy of the workers, data security, and algorithmic control. This paper has discussed how Artificial Intelligence (AI) can be used as a disruptive technology in labour governance by comparing China and India, the labour governance system that runs on AI and the existing labour regulation system. The paper has revealed that China has been tactical in incorporating AI technologies in several ranks of managing the workplace including smart factory observation, algorithmic labour allocation, anticipatory occupational safety prevention and automated compliance supervision. These artificial intelligence systems have had miracles in improving efficiency of regulation, productivity and enforcement of the labour laws. Conversely, the labour governance in India still remains structurally anchored on the technology and administrative ecosystems, despite the progressive reforming of the labour legislations, which include a merger of the labour laws to four Labour Codes, the study demonstrates that there still exist critical structural barriers to shift India to the AI-based labour governance system.

Funding

None.

Conflict of Interests

None.

References

- [1] Zeng, J. (2020). Artificial intelligence and China's authoritarian governance. *International Affairs*, 96(6), 1441–1459. DOI: <https://doi.org/10.1093/ia/iaaa172>
- [2] Mao, Y. (2025). Artificial Intelligence Governance Made in China: Negotiating Imaginaries and Power. In: *Technology, Power and Society*, pp. 184–206. https://doi.org/10.1163/9789004711396_011
- [3] Xu, Q., Meng, T., Cao, Y., & Jiang, X. (2024). How does artificial intelligence affect the diversification transformation of labour relations? A perspective from the regional cultural differences in China. <https://doi.org/10.1080/13602381.2024.2415036>
- [4] Pitukhina, M. A., Gurtov, V. A., & Belykh, A. D. (2024). The Review of Chinese Artificial Intelligence Labor Market: Both in Figures and Skills.
- [5] Liu, J., Chen, K., & Lyu, W. (2024). Embracing artificial intelligence in the labour market: the case of statistics. *Humanities and Social Sciences Communications*, 11, Article 1112.
- [6] Sinha, P. (2007). Representing labour in India. DOI: <https://doi.org/10.1080/0961452032000170695>
- [7] Mitchell, R., Mahy, P., & Gahan, P. (2014). The Evolution of Labour Law in India: An Overview and Commentary on Regulatory Objectives and Development. DOI: <https://doi.org/10.1017/als.2014.8>
- [8] Hunter, L. C., Reid, G. L., & Boddy, D. (1970/2018). *Labour Problems of Technological Change*. Routledge. DOI: <https://doi.org/10.4324/9780429025129>
- [9] Kamble, R. R., & Misal, A. N. (2025). Indian Labor Laws and IT Industry: HR Compliance Challenges. *IUP Law Review*, 15(1), 66–76. DOI: 10.71329/IUPLR/2025.15.1.66-76.

- [10] Mishra, A., & Dwivedi, A. (2023). Labour laws in India: History, evolution and critical analysis. *Economic and Labour Studies Journal*. <https://doi.org/10.1080/0023656X.2023.2280051> (Pages 678–698, Published online: 17 Nov 2023)
- [11] Sharma, C. K., & Pal, D. (2024). Migrant Labourers and their Challenges in India: A Systematic Review. *International Research Journal of Economics and Management Studies*, 3(11), 175–194. <https://doi.org/10.56472/25835238/IRJEMS-V3I11P117>
- [12] Dr. Vinod Kumar. (2024). Features and Major Issues of Indian Economy. *ournal of orld conomy*, 3(3), 30–42. etrieved from <https://www.pioneerpublisher.com/jwe/article/view/930>
- [13] Mohan, S., & Kumar, M. (2025). Rightless Migration in India: A Study of Inefficiency and Sufferings Sprouting in the Agricultural Fields of Bihar. *Journal of Ecohumanism*, 4(1), 396–411. Transnational Press London.
- [14] Behera, M., & Nigam, S. (2025). Automation, Artificial Intelligence (AI) and Labour Market in India: Challenges and Road Ahead. *Indian Journal of Human Development*, 19(1). <https://doi.org/10.1177/09737030251346765>
- [15] Paradesi, S. M. (2025). Legal Analysis of Labour Laws and Role of AI Technology in Protection of Women Workers. *JYANAVI: Journal of Multidisciplinary Subjects*, Sri Padmavati Mahila Visvavidyalayam. ISSN: 3049-2882.
- [16] Acharya, A. K. (2021). Caste-based migration and exposure to abuse and exploitation: Dadan labour migration in India. *Contemporary Social Science*, 16(3), 371–383. <https://doi.org/10.1080/21582041.2020.1855467>
- [17] Acharya, S. S., & Reddy, S. (2016). Migrant women workers in construction and domestic work: Issues and challenges. In *Marginalization in Globalizing Delhi: Issues of Land, Livelihoods and Health* (pp. 207–226). Springer India. https://doi.org/10.1007/978-81-322-3583-5_11
- [18] [18] Agasty, M. P. (2021). Determinants of internal rural-urban migration in Odisha: A case study. *Indian Journal of Economics and Development*, 17(2), 361–368. <https://doi.org/10.35716/IJED/20116>
- [19] Akram, M. (2014). Occupational Disease and Public Health Concerns of Migrant Construction Workers: A Social Epidemiological Study in Western Uttar Pradesh. *Social Change*, 44(1), 97–117. <https://doi.org/10.1177/0049085713514828>
- [20] Al-Sum, B. A., Kumar Mishra, S., Srivastava, D., & Sharma, R. (2016). Study of Morbidity Pattern among the Male Construction Workers. *Indian Journal of Public Health Research & Development*, 7(4), 73–76.
- [21] Attah-Otu, B., Sengupta, A., & McAleavy, T. (2024). There and back again: dynamics of temporary labor migration, insights from rural India. *Frontiers in Sociology*, 9. <https://doi.org/10.3389/fsoc.2024.1422602>
- [22] Barik, S., & Baig, M. A. (2022). Income Differentials between Migrant and Non-Migrant Informal Workers: A Study of Urban Odisha. *Thailand and The World Economy*, 40(3), 15–32.
- [23] Bhattacharya, P., & Jafar, K. Migration and Urban Informal Labour Market: A Study of Labour Addas in the City of Hyderabad. In *India Migration Report 2023* (pp. 336-355). Routledge India. <https://doi.org/10.4324/9781003490234-19>
- [24] Bhuyan, B., & Das, K. C. (2022). Assessment of mental health disorders among migrant brick kiln workers of western Odisha. In *India Migration Report 2021* (pp. 137-148). Routledge India. <https://doi.org/10.4324/9781003287667-11>
- [25] Chakraborty, M., Mukherjee, S., & Dasgupta, P. (2022). Bengali Migrant Workers in South India: A Mixed-Method Inquiry into Their Earnings, Livings and Struggle During Covid Pandemic. *Indian Journal of Labour Economics*, 65(2), 425–443. <https://doi.org/10.1007/s41027-022-00374-w>
- [26] Jaleel, A. C., & Chattopadhyay, A. (2022). Health and Quality of Life of Seasonal Migrant Women Workers Engaged in Sugarcane Harvest in Maharashtra, India. In *Internal Migration Within South Asia: Contemporary Issues and Challenges* (pp. 205-220). Singapore: Springer Nature Singapore.
- [27] Jatrana, S., & Sangwan, S. K. (2004). Living on Site: Health Experiences of Migrant Female Construction Workers in North India. *Asian and Pacific Migration Journal*, 13(1).
- [28] Jayaram, N., & Varma, D. (2020). Examining the 'Labour' in Labour Migration: Migrant Workers' Informal Work Arrangements and Access to Labour Rights in Urban Sectors. *Indian Journal of Labour Economics*, 63(4), 999–1019. <https://doi.org/10.1007/s41027-020-00288-5>
- [29] Application of artificial intelligence: benefits and limitations for human potential and labor-intensive economy – an empirical investigation into pandemic ridden Indian industry Arunava Narayan Mukherjee School of Management Sciences, Maulana Abul Kalam Azad University of Technology, Kolkata, India *Management Matters Vol. 19 No. 2, 2022* pp. 149-166 Emerald Publishing Limited e-ISSN: 2752-8359 p-ISSN: 2279-0187 <https://doi.org/10.1108/MANM-02-2022-0034>
- [30] Harsh A, Harsh OK, Tewari S. A role of Artificial Intelligence in conjunction with knowledge management and reuse in higher educational environment. *International Journal of Education and Social Science Research* [Internet]. 2025;08(06):132–64. Available from: <http://dx.doi.org/10.37500/ijessr.2025.8606>
- [31] Parveen, N., Ali, A. and Ali, A. (2020). 'IOT Based Automatic Vehicle Accident Alert System', 2020 IEEE 5th International Conference on Computing Communication and Automation (ICCCA), Greater Noida, India, pp. 1-5. <https://doi.org/10.1109/ICCCA49541.2020.9250904>
- [32] Parveen, N., Ali, A. and Ali, A. (2020). 'Smart Sewerage Monitoring and Overflow Alert System'. In: *Advances in Computing, Communication and Signal Processing. Advances in Intelligent Systems and Computing*, vol 1089. Springer, Singapore, pp. 25-33. https://doi.org/10.1007/978-981-15-4451-4_3
- [33] Rahmani, I., Khalid, M., Mohammed, M., Irshad, R. R., Yasmin, S., Mishra, S., Asopa, P., Islam, A., Ahmad, S. and Ali, A. (2023). 'Design a Secure Routing and Monitoring Framework Based on Hybrid Optimization for IoT-Based Wireless Sensor Networks', *Journal of Nanoelectronics and Optoelectronics*, 18(3), pp. 338-346. <https://doi.org/10.1166/jno.2023.3397>