



Government of India
Ministry of Electronics and
Information Technology



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Concept Note:

International Conclave on
**'AI for Inclusion and
the Future of Work 2026'**

Bridging the Equity Gap

Lead-In to: The India AI Impact Summit 2026

Venue: The Park, New Delhi

18th February 2026



*A global convening to explore how Artificial Intelligence
can drive inclusion, create meaningful work, and enable
new opportunities for every Indian.*

1. Introduction

Around the world, artificial intelligence (AI) is transforming economies, redefining human potential, and reshaping the fabric of society. The defining question of our time is not whether AI will transform the future, but whether this transformation will be inclusive – and whether every community will share in its prosperity.

The proposed conclave on “**AI for Inclusion and the Future of Work**,” held alongside the India AI Summit 2026, seeks to catalyse a collective vision where AI advances not only innovation and productivity, but also societal equity, workforce opportunity, and human well-being.

This agenda resonates deeply with the vision articulated by Hon'ble Prime Minister Shri Narendra Modi, who has emphasised that the advantages of AI must be democratised to benefit every citizen – enabling prosperity for MSMEs, farmers, youth, and historically underserved communities, while positioning India as a global champion of inclusive, responsible, and human-centric AI.

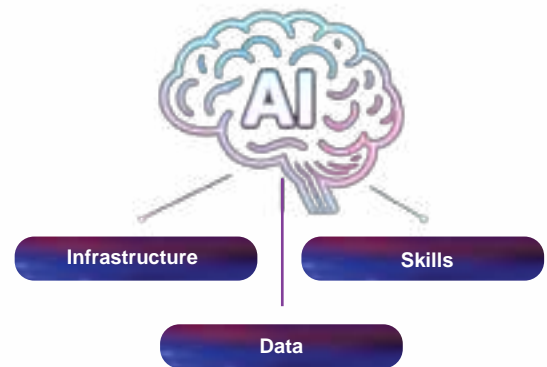
The conclave will convene senior government leaders, distinguished global industry executives, leading researchers, multilateral institutions, and social innovators working at the intersection of technology and societal transformation. Together, they will explore frameworks, policies, and scalable innovations that can contribute to this national and global vision, while shaping future-ready thinking on AI and the world of work.



2. Global Context: AI at an Inflexion Point

AI has emerged as a technology with transformative potential across every sector of the economy. UNCTAD's Technology and Innovation Report 2025¹ estimates that frontier technologies could grow sixfold by 2033 to reach US\$16.4 trillion, with AI alone accounting for roughly one-third of this value. Further, it emphasised "AI for Inclusion" as a national priority, reflecting the need for socio-economic safeguards. PricewaterhouseCoopers (PwC)² projects that AI could add US\$15.7 trillion to global GDP by 2030, with gains driven by productivity improvements and new consumption patterns.

Yet the benefits are unevenly distributed. A small number of countries dominate AI patents, supercomputing capacity, and private investment. This concentration raises concerns of an emerging "AI divide," with implications for global equity and sustainable development. Despite these risks, AI presents powerful opportunities for developing economies - especially when anchored in three leverage points highlighted by UNCTAD¹: infrastructure, data, and skills.



3. Inclusion Imperatives: Fair, Accessible and Human-Centred AI

3.1 Tackling bias and building trustworthy AI

Research^{3,4} highlights that today's large language models (LLMs) may reproduce harmful stereotypes or biased outputs when trained on

unrepresentative data. Gender, racial, and linguistic biases can undermine fairness and disproportionately affect marginalised groups.



Generative AI systems, when trained on uncurated web-scale datasets, may unintentionally amplify historical discrimination encoded in the data. This underscores the need for explainability, transparency, and independent audits.

3.2 Inclusive data and representation

AI systems are only as fair as the datasets they learn from. Many communities - especially from the Global South - remain underrepresented in mainstream datasets. Projects such as the Child Growth Monitor illustrate the importance of collecting diverse data to ensure equitable AI outcomes.

3.3 Accessibility and empowerment

AI-enabled assistive technologies, multilingual GenAI tools, sign-language translation systems, and mobile diagnostic models can democratise access to education, healthcare, finance, and public services. Evidence from the Schwab Foundation and World Economic Forum shows that social innovators in over 50 countries are already deploying AI for climate resilience, economic empowerment, and inclusive healthcare

4. AI and the Future of Work

4.1 Productivity, jobs, and skills

AI is reshaping work through automation and augmentation. UNCTAD documents significant productivity gains in agriculture, manufacturing, and services through AI-enabled forecasting, predictive maintenance, and diagnostics.

Generative AI experiments show that well-designed tools can narrow productivity gaps by enabling lower-skilled workers to perform complex tasks with greater accuracy. A worker-centric approach is essential. This includes national skilling pathways, portable social protection, and worker participation in AI deployment.

4.2 Risks of polarisation and the AI divide

Without intervention, AI adoption may widen labour-market inequalities⁵. Capital-intensive automation could erode the competitive advantage of low-wage labour. Women remain underrepresented in AI leadership positions, despite comprising half of global social-enterprise leadership.

5. India's Leadership Opportunity

India is uniquely positioned to pioneer an inclusion-first AI model grounded in digital public infrastructure (DPI), population-scale digital identity, and societal platforms like UPI, DigiLocker, and Bhashini platform.

India is well-positioned to lead an inclusion-first AI approach because of its strong ecosystem. These population-scale systems make it possible to deploy AI in a way that is accessible, affordable, and useful for all citizens, especially those traditionally excluded from digital and economic opportunities. NITI Aayog⁶ roadmap further highlights how India can extend these strengths to its informal workforce, which forms the backbone of the economy. By enabling verifiable worker identities, improving market access, and expanding AI-enabled skilling, India can ensure that the benefits of AI directly support livelihood security and upward mobility. This positions the country to set a global example of how AI can drive broad-based, inclusive development.



6. Expected Outcome

The conclave will culminate in the documentation of the Declaration on “Inclusive AI and the Future of Work”, a landmark outcome positioning India as a global champion of human-centric, equitable, and development-driven AI.

The Declaration will include the following pillars:

National Principles for Inclusion-First AI

- Equity-by-design as a foundational value
- Human oversight, fairness, and representational diversity
- Accessibility and affordability for MSMEs, gig workers, farmers, and informal labour

Commitments for Worker Transition, Social Protection, and AI Skilling

- National Framework for Worker Transition
- Portable social protection for informal and gig workers
- National AI Skilling Grid with multilingual GenAI training
- Foundational AI literacy for every worker by 2030

Governance & Accountability Standards

- Transparency, auditability, and explainability requirements
- Public disclosure norms for government-deployed AI
- Redressal mechanisms for AI-related harms
- Certification pathways for Responsible AI Systems

Infrastructure, Data & DPI Priorities

- National compute infrastructure for public-good AI
- Inclusive data trusts and secure DPI-based data governance
- State and district-level AI skilling centres

Innovation Pathways for Social & Informal Sectors

- Sectoral “AI for Informal Economy” missions
- Pilots in credit access, market linkages, and productivity for street vendors, SHGs, artisans
- Social-sector AI accelerators and state sandboxes

Framework for Centre–State Coordination on Inclusive AI

- Inter-State Inclusive AI Council
- National repository of state AI missions
- Co-funded centre–state action plans for compute, skilling, and public-sector AI deployments

The Declaration will serve as the foundation for India’s position at the **India AI Impact Summit 2026** and a template for the Global Leadership.

7. End Note

- ¹UNCTAD. (2025). Technology and Innovation Report 2025: Inclusive Artificial Intelligence for Development.
- ²PricewaterhouseCoopers. (2017). Sizing the Prize: What's the Real Value of AI for Your Business and How Can You Capitalise?
- ³Güven, Ç., Alishahi, A., Brighton, H., et al. (2025). AI in Support of Diversity and Inclusion.
- ⁴Child, T. B. (2024). Generative Artificial Intelligence and Inclusion. Asian Development Bank.
- ⁵Schwab Foundation & World Economic Forum. (2024). AI for Impact: The Role of Artificial Intelligence in Social Innovation.
- ⁶NITI Aayog & Deloitte. (2024). AI for Inclusive Societal Development.



8. Organisers



The Dalit Indian Chamber of Commerce and Industry (DICCI) is committed to fulfilling Dr. B. R. Ambedkar's vision of economic empowerment through entrepreneurship. It works to integrate Scheduled Caste (SC) and Scheduled Tribe (ST) entrepreneurs into the economic mainstream by fostering an enabling business ecosystem. Through engagement with central and state governments, industry and civil society, DICCI influences policy, builds entrepreneurial capacity, and expands market and financial access. By nurturing business leadership and supporting scalable enterprises, DICCI strengthens inclusive growth and promotes a more equitable and sustainable entrepreneurial landscape across India.



iCreate (International Centre for Entrepreneurship and Technology) is India's leading deeptech startup incubator, accelerating innovations in Mobility, ClimateTech and HealthTech. With an entrepreneur-first, high-touch support model, it supports startups with prototyping, mentorship, market access and funding. Its 40-acre campus, inaugurated by Prime Minister Narendra Modi in 2018, has enabled 893+ innovations and 62+ patents. iCreate has served as Knowledge Partner to Vibrant Gujarat and Secretariat for Startup20 under India's G20 Presidency, and is currently the India Taskforce Lead for Inclusion & Sustainability under Startup20 South Africa. iCreate is the winner of the Impact Incubator of the Year 2024 and recipient of the National Award for Technology Business Incubator 2020.



The Indian Institute of Management Jammu (IIM Jammu), established in 2016 by the Government of India, is an Institute of National Importance focused on excellence in management education, research, and industry engagement. One of the fastest-growing IIMs, it has expanded to a state-of-the-art Srinagar Off-Campus dedicated to executive education. The institute offers a diverse academic portfolio including Masters of Business Administration (MBA), MBA in Healthcare, Executive MBA, IPM, Doctoral Programme, Executive Programs, and Certificate Programs. With strong global exposure, industry partnerships and a highly accomplished faculty, IIM Jammu is the first among 2nd and 3rd-generation IIMs to secure international accreditations BGA and EFMD.



Infinite Sum Modeling LLC (Infisum/ISM) is a global public policy and strategy advisory firm supporting governments, multilaterals and corporations since 2015. With expertise in macroeconomic analysis, forecasting, applied economics, infrastructure and climate policy, trade and industrial policy, and business strategy, Infisum enables evidence-based policymaking and growth planning. The firm is a leader in advanced economic modelling and has played a pivotal role in shaping national AI policy and digital ecosystems. Infisum has advised over 100 global clients, including Google and Amazon, helping them navigate complex economic challenges, drive innovation, and design future-ready strategies for sustainable development.

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