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JUNE 2025

THE IMPACT OF LABOUR MARKET CHANGES ON EMPLOYEES IN CONNECTION WITH THE INCREASING USE OF NEW TECHNOLOGIES AND AI

Results of an employee survey

The survey is carried out as part of the project of the Association of Independent Trade Unions "The Position of Employees on the Czech Labour Market and Measures to Support Collective Bargaining" in 2025 - contribution to activities under Section 320a (a) of the Labour Code. a) of Act No. 262/2006 Coll., the Labour Code, as amended, to support social dialogue.

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Introduction

In recent years, we have witnessed a rapid **increase in the use of new technologies and artificial intelligence** (AI) in the corporate environment. These innovations dramatically affect the nature of employees' work and the dynamics of the corporate environment. Employees now have advanced tools that simplify their daily tasks and allow them to focus on the creative and strategic aspects of their work. With the advent of AI, many professions are transforming, including an increase in demand for skills related to the new technology. **Employees are encouraged to continuously learn and adapt to new technologies**, which can lead to an improvement in the overall skills of the workforce. Social dialogue plays a key role in the process of adaptation to the changes caused by the use of new technologies and artificial intelligence in the work environment.

Effective social dialogue allows for the resolution of concerns and disputes that may arise as a result of the implementation of new technologies. This allows employees to comment on issues relating to occupational safety, job retention and training opportunities.
The aim of the survey among employees (members of ASO ČR) was **to capture changes in the nature of work in connection with the use of new technologies, AI and knowledge of new technologies**. The questionnaire also focused on **the possibilities and willingness of employees to learn** in this area. Special attention is paid to **identifying barriers** to greater use of modern technologies at work and, last but not least, **satisfaction with the results of collective bargaining** in this area.

Description of the survey

The survey was conducted between
11 and 25 June 2025 and was carried out in a combined form – mainly through an online questionnaire, supplemented by answers received in paper form. A total of **323 complete responses** were collected from employees (members of ASO ČR).
The distribution of the questionnaire took place under the auspices of the Association of Independent Trade Unions of the Czech Republic among employees (its members).

Gender and age

The questionnaire survey was attended mainly **by men (53%), women** made up **42% of the sample**. In terms of age, employees aged **50–59 (35%) are the most numerous**, followed by 40–49 years (22%) and 60 and over (21%). Younger age groups are significantly less represented. 30-39 years of age make up 10% and under 29 years of age only 5% of respondents.

Position type

The majority of respondents **(70%) are intellectual or technical-economic workers (THP).** Manual workers represent 15% of the sample and the same proportion of respondents did not want to comment on the type of their position.

Industry & Sector

In terms of sectoral distribution, **most respondents work in industry and construction (41%),** followed by employees in services (33%). Agriculture is only marginally represented (4%). In terms of sector, **responses from the public sector predominate (63%),** while the private sector is represented by 26% of respondents and 11% gave no answer.

Employer size

More than two-thirds of respondents **(71%) work for an employer with 1,000 or more employees**, indicating a strong presence of large organizations. Other segments of medium-sized companies (50–999 employees) are represented by 8% each, while small and very small companies (up to 49 employees) account for only 4% of responses.

Education

In terms of educational attainment, the largest part of the sample is made up of respondents with **secondary education with a high school diploma (55%)**. 26% of respondents have a university degree and another 9% have a higher vocational or bachelor's degree. Secondary education without a high school diploma is reported by 7% of respondents.

Region

The Vysočina Region is the strongest region **(28% of respondents), followed by the capital city of Prague (17%) and the Ústí nad Labem Region (14%).** A high proportion of respondents are also from the Moravian-Silesian Region (9%) and the Hradec Králové Region (8%). On the other hand, some regions, such as South Bohemia, Liberec, Plzeň, Pardubice, Karlovy Vary, Olomouc and Zlín, are only marginally represented (up to 2%). 3% of respondents said they work throughout the Czech Republic.

NOTE: The sum of the percentages of answers for questions involving the socio-economic characteristics of respondents is not always 100%. Due to the possible sensitivity of this information, respondents had the option not to answer the question. Some respondents took advantage of this opportunity.

Definition of new technologies and AI

For the purposes of this questionnaire, new technologies are defined as those that denote digital transformation and involve automation, digitalisation of processes and coordination through digital platforms, often using general technologies such as artificial intelligence (AI). These technologies are changing employment structures, working conditions and social dialogue.

The use of robotics, the Internet of Things (IoT), 3D printing, augmented and virtual reality (AR/VR), advanced data analytics and algorithmic work management is increasing. These can be, for example, industrial robots, training and training of employees using virtual reality, augmented reality glasses for service technicians with real-time instructions, digital platforms for work coordination, online approval processes, etc.

Artificial intelligence (AI) is a machine-based system that is able to make predictions, recommendations, or decisions that affect real or virtual environments based on a set of human-defined goals. In practice, this may include, for example, the introduction of automatic text generation, speech transcription, voice input, systems that suggest shifts or predict demand, automatic detection of errors in production or data, etc.

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SURVEY RESULTS

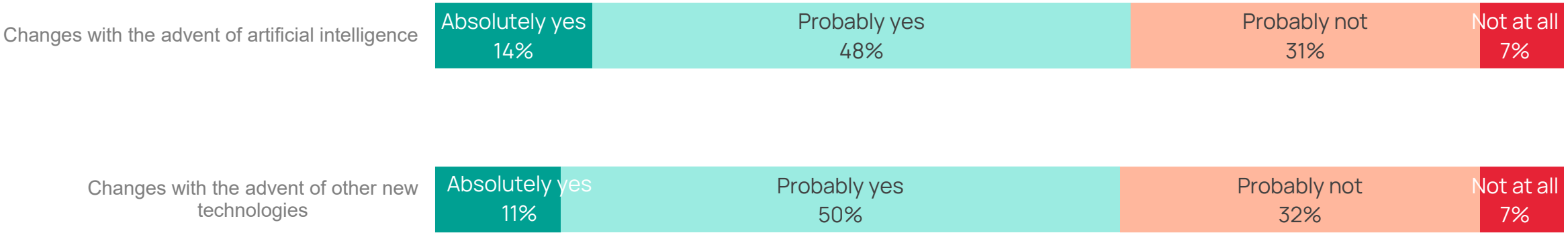
Almost all respondents have heard of the term artificial intelligence

Artificial intelligence is no longer an unknown concept for most respondents.

The vast majority of respondents (99%) have heard of the term artificial intelligence. The results show that AI is becoming a common part of public debate and the workplace. The fact that only 1% of respondents are unfamiliar with the term indicates a high level of awareness across different industries and positions. However, the practical experience or concerns associated with the growing use of AI may be different – as will be presented when evaluating other questions from the questionnaire.

QUESTION WORDING: Have you ever heard of the term artificial intelligence (AI)?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Most respondents feel more prepared for technological changes – but only a minority are truly confident



A third of workers do not feel prepared

Most repsonants feel that they feel prepared for technological changes to some extent. For AI-related changes, 62% of respondents answered "rather" or "definitely yes", while the situation is very similar for other technologies (61%). At the same time, however, only a small proportion (11 and 14%) feel truly confident, while about a third (31 and 32%) admit to being rather unprepared. 7% completely reject preparedness.

QUESTION WORDING: Do you feel prepared for changes in your work due to the advent of new technologies and AI?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Half of respondents encounter new technologies in the workplace

23% of respondents encounter AI, another 11% use both AI and other new technologies, and 16% work with other new technologies. Overall, approximately half of the respondents (49%) have experience with some form of technological innovation, the other half have not yet.

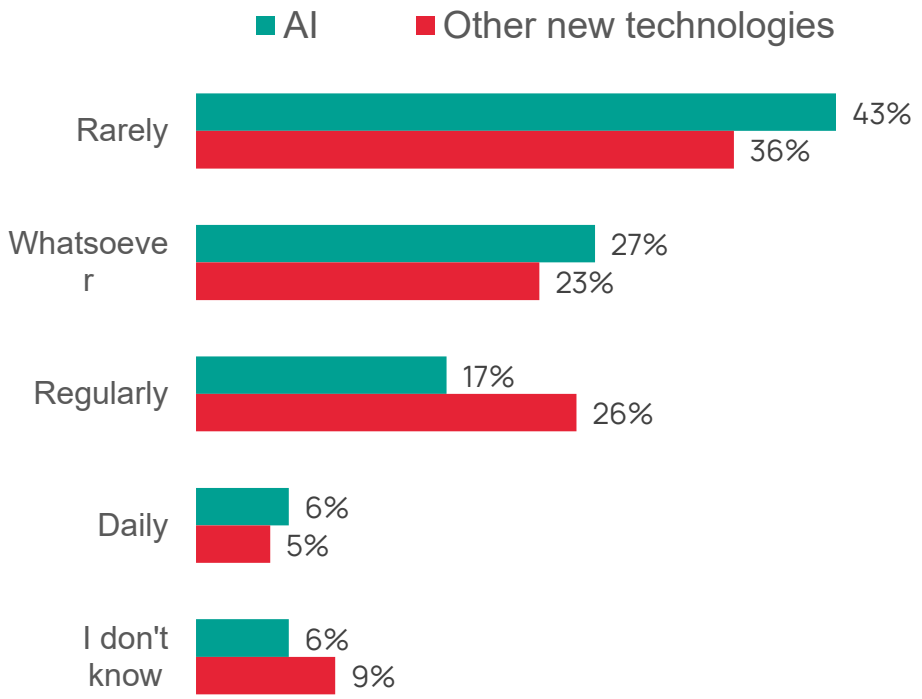
Looking ahead, the proportion of workers who come into contact with technology is expected to grow – and with it the need to adapt workloads, support and skills.

QUESTION WORDING: Do you encounter any form of new technologies in your work?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Technology is used, but it is not a normal part of the working day

6% use AI daily

Only 23% of respondents say they use AI tools regularly or daily, while 70% rarely or never use them.

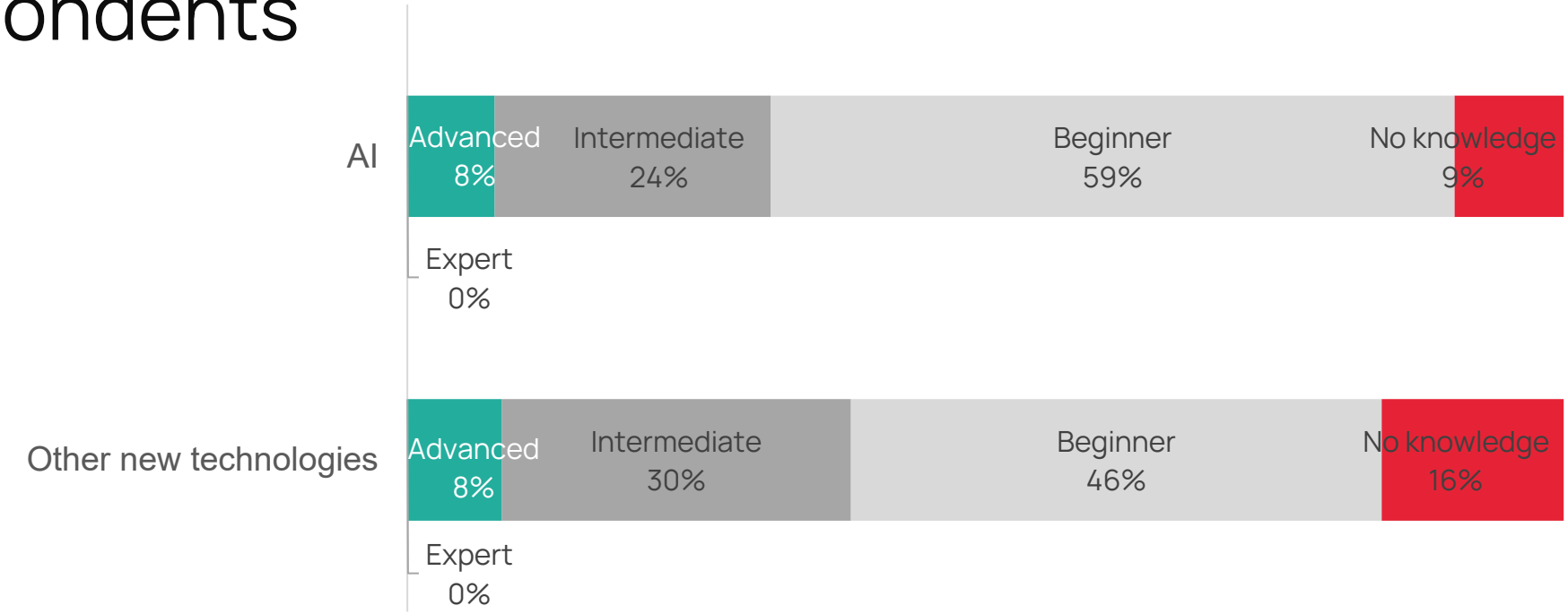


5% use new technologies daily

Other new technologies are used regularly or daily by 31% of respondents. Here, too, the frequency of use rarely or not at all prevails (59% in total).

QUESTION WORDING: To what extent do you currently use new technologies and AI in your work? The question was answered only by respondents who encounter new technologies or AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

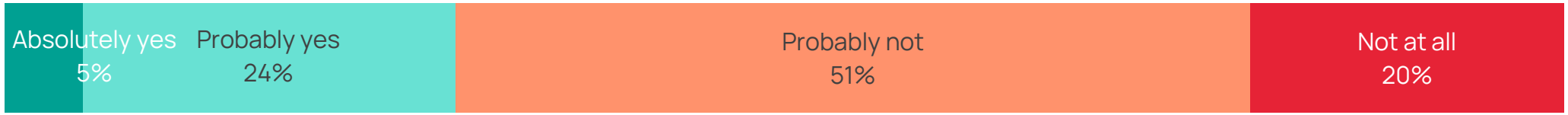
Knowledge of technology is rather basic – experts are completely absent among respondents



In AI, 59% of respondents described themselves as beginners, and another 24% reported an intermediate level of knowledge. Only 8% feel like an advanced user, and no one has identified themselves as an expert. For other new technologies, there are more respondents who report intermediate knowledge (30%), beginners are 46% and 16% of respondents admit to zero knowledge compared to 9% for AI. The predominance of beginners and the absence of experts show that targeted awareness and practically oriented education are necessary for the effective implementation of technologies – not only training, but also support for the use of new technologies.

QUESTION WORDING: How do you assess your knowledge of new technologies and AI? The question was answered only by respondents who encounter new technologies or AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

The nature of work has already changed for almost a third of respondents



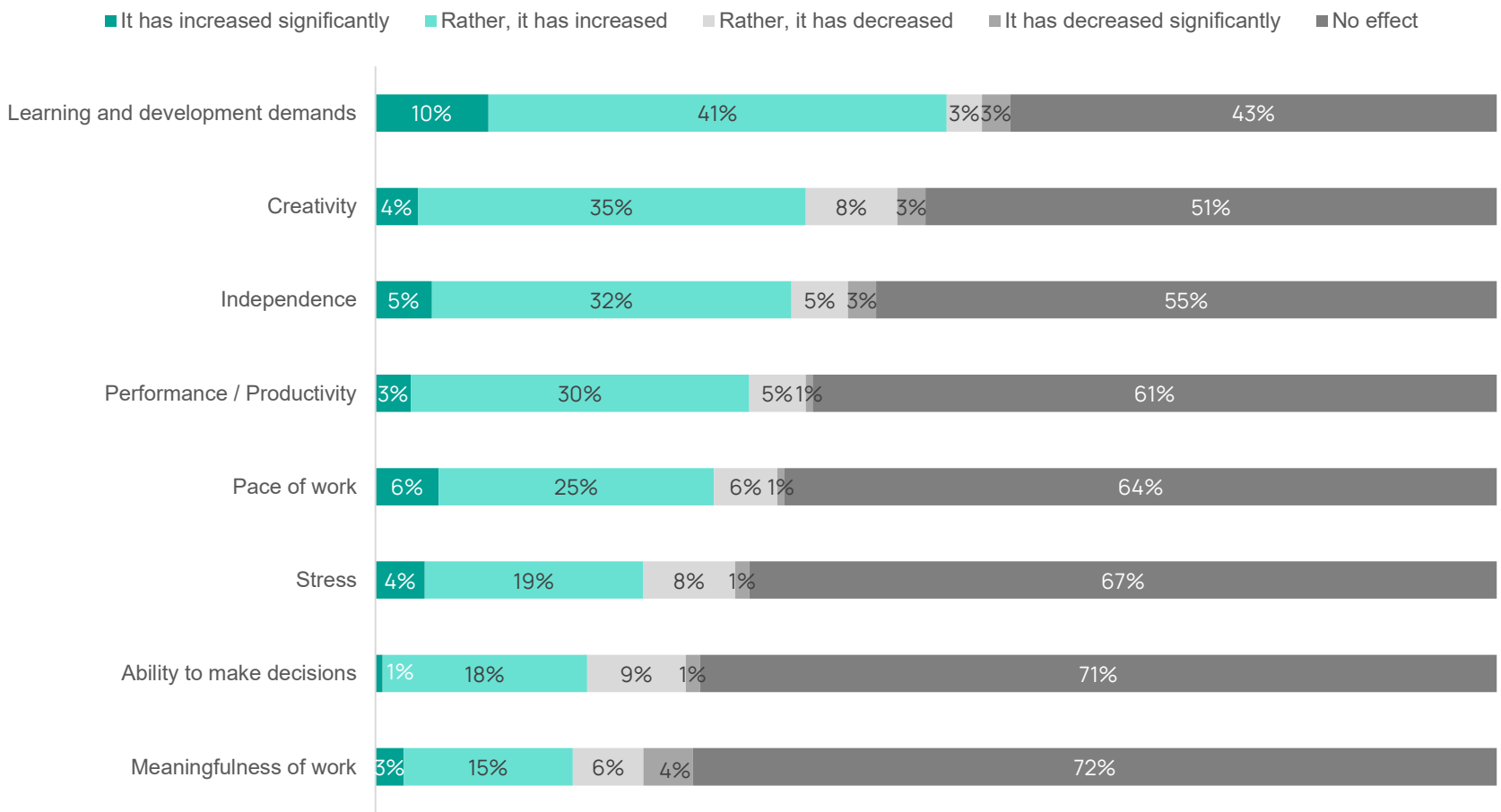
Almost a third of respondents (29%) who encounter new technologies and AI in their work said that the nature of their work has changed at least partially due to new technologies and AI. Although the majority of respondents still believe that their work remains more or less the same (51% somewhat not, 20% not at all), the growing proportion of those who feel the change indicates a gradual but real shift in the content and way of working.
The changes are not dramatic or across-the-board yet, but the result confirms that the impacts of technology are no longer just theoretical. Some of the employees are already experiencing them in reality. It is important for employers and trade unions to catch these changes early and offer employees adequate support in adapting, especially if development is to accelerate in the future.

QUESTION WORDING: Has the nature of your work changed due to new technologies and AI? The question was answered only by respondents who encounter new technologies or AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Learning, creativity, independence – that's where technology changes work the most

The changes mainly concern the demands on learning and development, creativity and independence – other areas remain unchanged for most.

From the respondents' point of view, new technologies and AI are changing the work reality the most so far in the area of the need for learning and development – more than half (51%) report an increase, of which 10% are significant. They also feel the change in areas such as creativity (39%), autonomy (37%) and productivity (33%). On the other hand, the majority of respondents observe no effect of technology on the pace of work (64%), stress (67%), the ability to make decisions (71%) or the meaningfulness of work (72%).

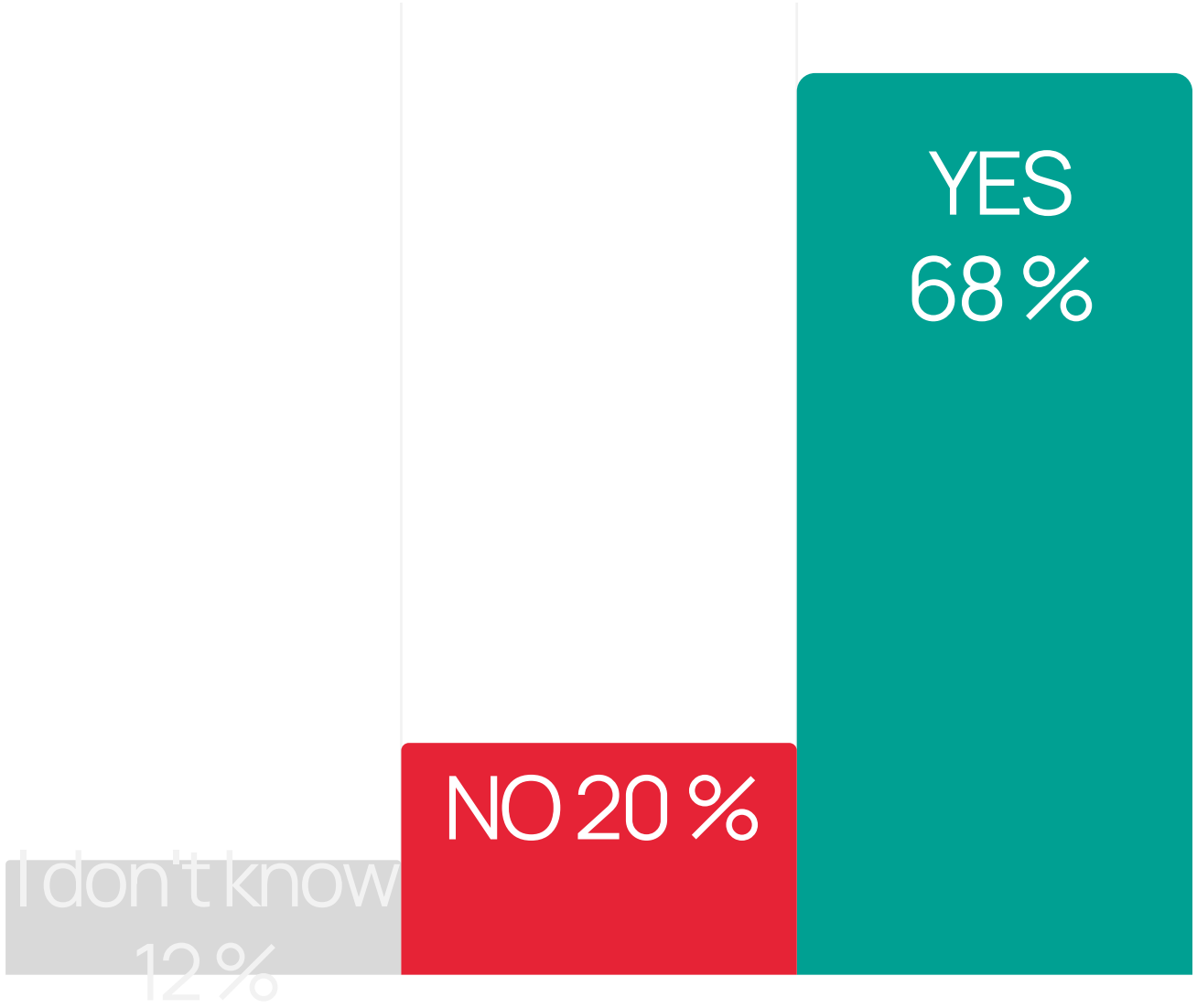


QUESTION WORDING: How do you think your work has changed due to new technologies and AI in the following areas? The question was answered only by respondents who encounter new technologies or AI in their work.
OURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Most respondents have access to AI

Most respondents have access to AI, but almost a third either do not have access or do not know if they have access.

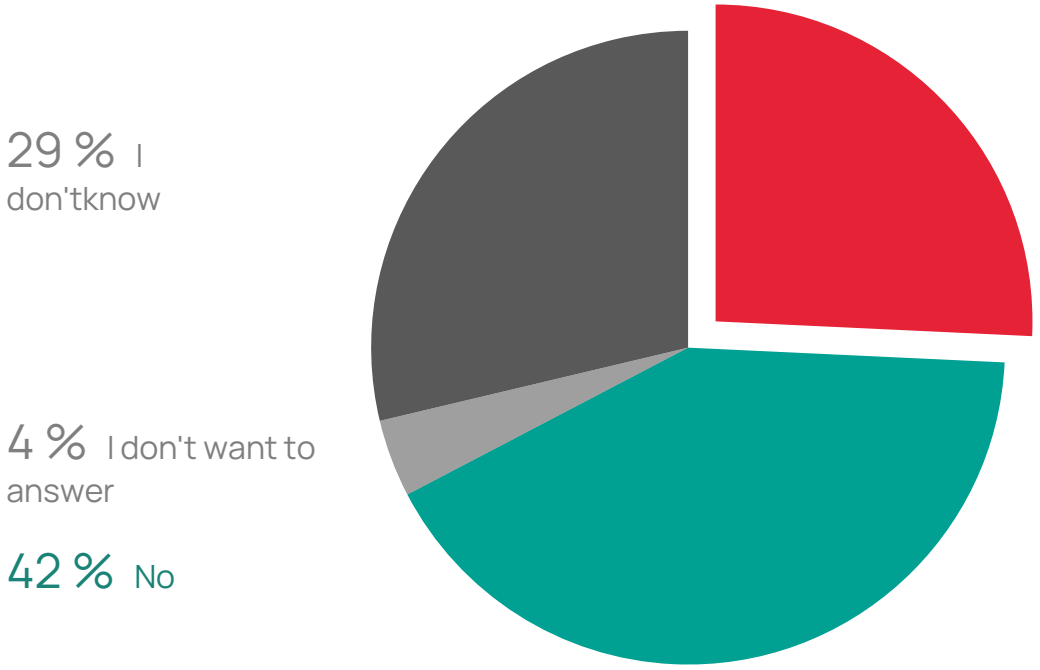
More than two-thirds of respondents (68%) who encounter AI while working said they have access to AI tools. At the same time, however, one in five respondents (20%) does not have access to these tools and another 12% do not know. This result shows that technological tools with AI elements are available in companies, but their spread is not widespread.



QUESTION WORDING: Do you have access to AI tools at work so that you can use them at work? The question was answered only by respondents who encounter AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

A quarter of respondents say that the need for human work has decreased after the introduction of AI

26% of respondents who encounter AI in their work believe that the need for human labor has actually decreased after the introduction of AI in the company. However, 42% of respondents disagree with this and do not see any change. At the same time, however, there is a significant proportion of those who do not know (29%) or do not want to answer (4%).



26%

YES

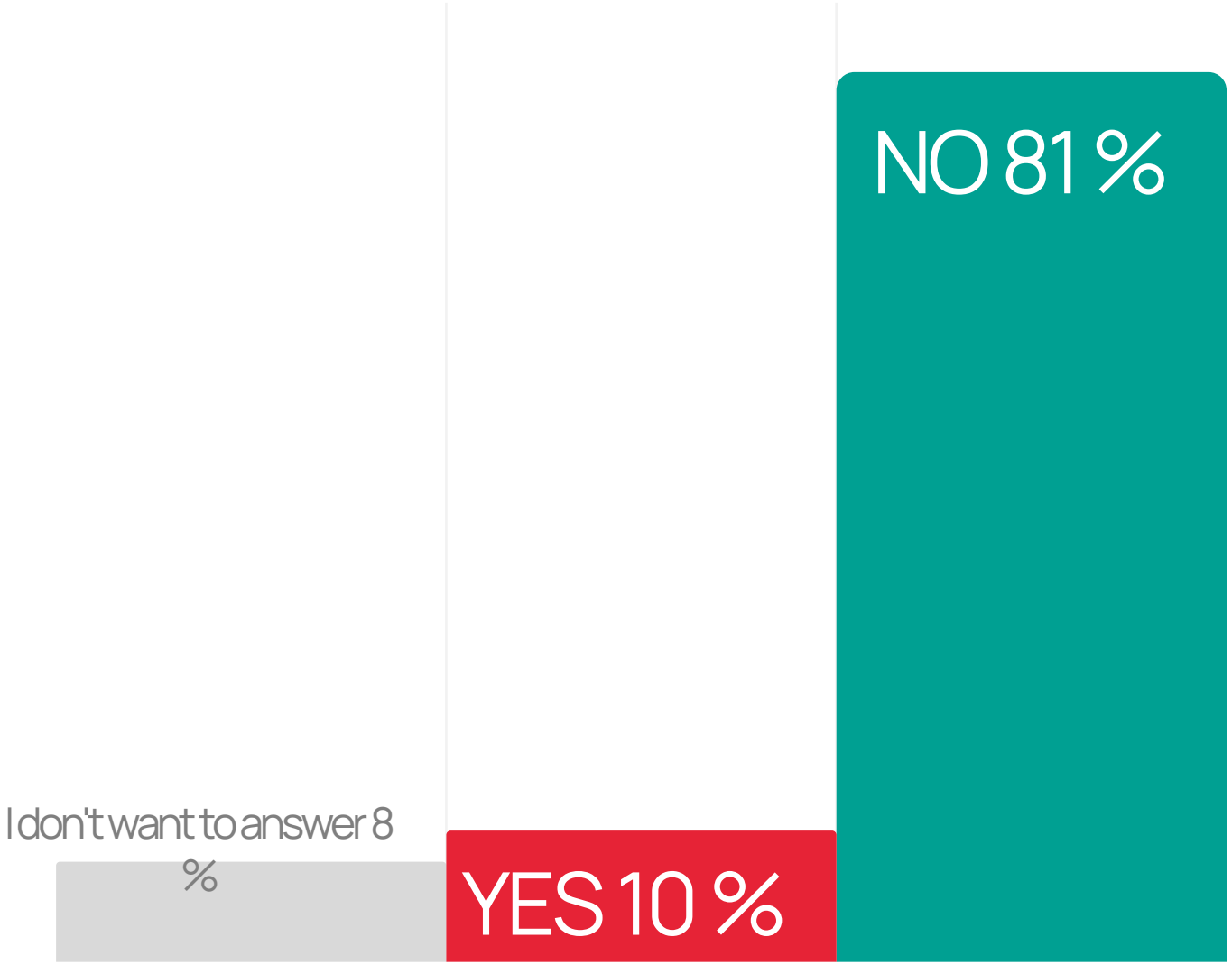
Every fourth respondent perceives that AI reduces the need for human work.

WORDING OF THE QUESTION: Do you think that the need for human labor has decreased after the introduction of AI in your company? The question was answered only by respondents who encounter AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

AI has so far replaced tasks for a tenth of respondents

Most respondents who encounter AI do not yet feel the change, but there are signs of substitution in some tasks.

When asked whether AI has replaced some of their work tasks, 81% of respondents answered negatively. Yet 10% have already said that some substitution has occurred, which shows that the impacts of AI use are starting to be concretely felt. It is also interesting that 8% of respondents did not want to comment on the question. The results show that the topic of the impact of AI on specific work activities is topical and requires further monitoring.



QUESTION WORDING: Has AI replaced any of your work tasks? The question was answered only by respondents who encounter AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

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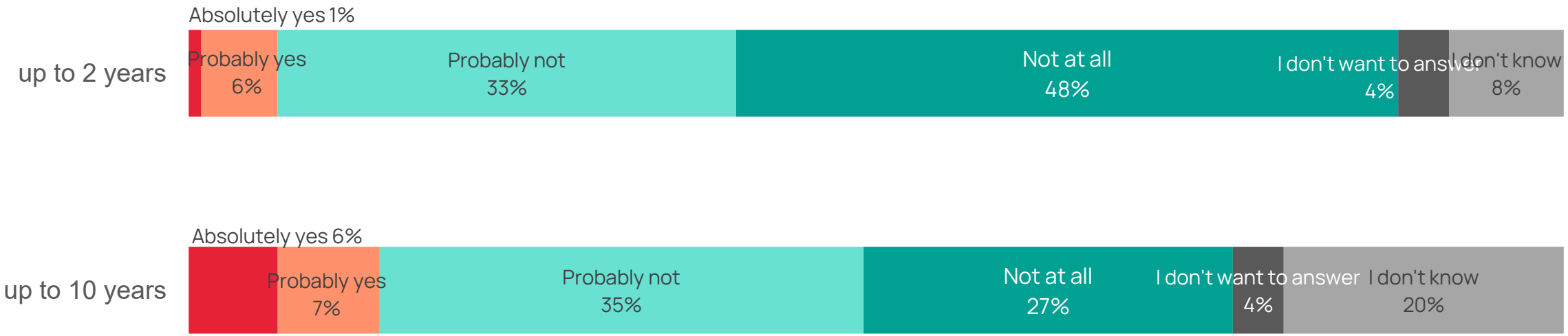
Respondents are not too worried about losing their jobs due to AI yet



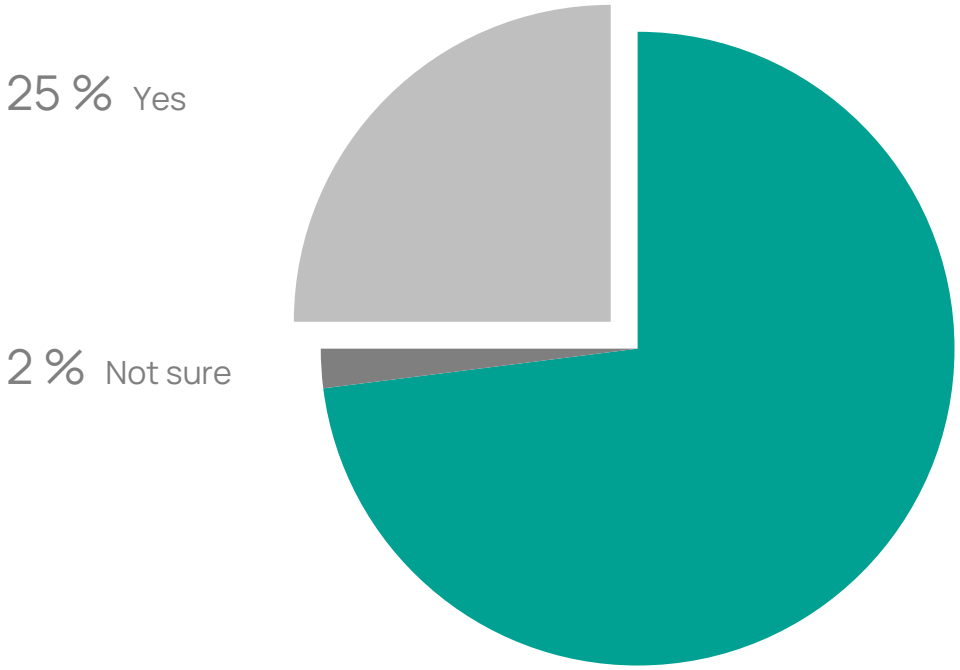
Within two years, respondents are not afraid of losing their jobs, within ten years more

Within two years, only 7% of respondents are worried about losing their jobs due to AI, and almost half (48%) say they are not worried at all. These are respondents who encounter AI in their work.
However, the situation is changing with a view to 10 years – concerns grow to 13% (the sum of the answers "definitely yes" and "probably yes") and the certainty that work will be kept decreases. The proportion of those who answer "not at all" decreases to 27%, and uncertainty increases significantly ("I don't know": 20%).

QUESTION WORDING: Are you worried about losing your job because of AI? The question was answered only by respondents who encounter AI in their work.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Three-quarters of respondents are not yet educated in AI and technology

One in four respondents has received technology training in the past two years – but most have not received training



73%

NO

Only 25% of respondents said they had attended training on new technologies or artificial intelligence in the last two years. Almost three-quarters of respondents (73%) have not received any such training, indicating a significant gap in professional development. Yet training can be a key tool to help employees manage technological change.

QUESTION WORDING: Have you attended training in new technologies or AI in the last 24 montURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasuse of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

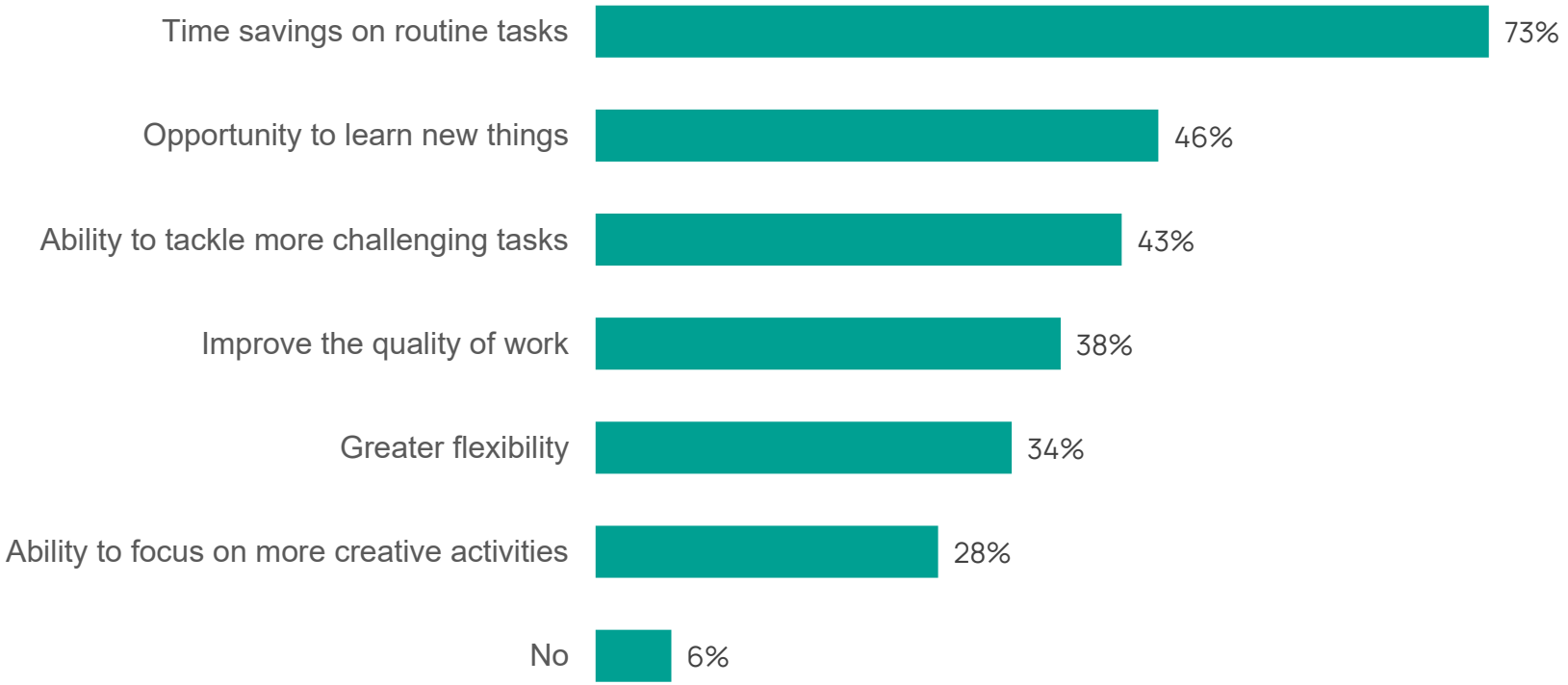
Most respondents have a desire to learn new technologies

Education in the field of new technologies and artificial intelligence is perceived as important by the vast majority of respondents. In the case of AI, 82% of respondents want to deepen their knowledge (of which almost a third definitely do) and interest in other new technologies is even slightly higher (84%). Only a small proportion of respondents expressed a reserved attitude (up to 18%). The result confirms that employees have a desire to adapt to change. Often, the brake on adaptation is not motivation, but rather a lack of opportunities or support, as will be discussed further in the following answers of respondents.

QUESTION WORDING: Interested in learning more about new technologies and AI?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Respondents consider the greatest benefits of new technologies to be time savings, the opportunity to learn new things and solve more demanding tasks

Respondents most often perceive time savings in routine tasks as the main benefit of technology. 73% of them chose it. There are also significant opportunities to learn new things (46%) and solve more challenging tasks (43%), indicating that technology is perceived not only as a tool for efficiency, but also for development. Improvements in the quality of work and greater flexibility are below 40%. The possibility of focusing on creativity is mentioned by 28% of respondents. Only 6% of respondents do not see any opportunities at all.



QUESTION WORDING: What opportunities do you think the use of new technologies and AI in companies brings? Respondents could select multiple options.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

The biggest barrier is the lack of training and time to learn and implement innovations

The main obstacles to the introduction of new technologies are the lack of training (43%) and the lack of time to learn and implement innovations (42%). This suggests that workers are willing to get involved, but lack systemic and organizational support to do so. A third of people point to insufficient technical equipment (38%) and fear of errors or loss of control (35%), which can be demotivating for many. Low digital literacy is a problem for 31% of respondents, while concerns about work or lack of support from management are less common. Only 10% of respondents said they don't see any barriers, which shows that there are specific barriers to adopting technology for most employees.

QUESTION WORDING: What barriers do you see in the use of new technologies and AI in your work? Respondents could select multiple options.
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Nearly 60% of respondents are concerned about AI privacy

59 %

Nearly six in ten respondents (59%) expressed some privacy or sensitive data concerns related to the use of AI in the workplace. Of these, 22% said they were definitely worried. In contrast, only 6% of respondents do not share these concerns at all, which shows that the topic of data protection is important to the majority.

QUESTION WORDING: Are you concerned about the protection of your privacy or the loss of sensitive data in connection with the use of AI in your company?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Corporate strategy and trade unions

Respondents usually do not know about the company's strategy for developing employee skills

When asked if their employer has a strategy to develop skills in technology and AI, 65% of respondents answered "I don't know". Less than a fifth (19%) said the company has a strategy, and another 15% said it does not.

Respondents have little say in technology decisions

More than a third of respondents (39%) said they did not know whether their employer involved them or the union in technology decision-making, and another 40% answered explicitly that they did not at all. Only 2% are fully engaged, and another 19% are only partially or formally involved.

The majority of respondents would like to see a stronger role for trade unions in addressing issues related to the use of new technologies

Approximately 43% of respondents evaluate the activity of trade unions positively (35% rather positively, 8% very positively), while 17% perceive it rather or completely negatively. At the same time, up to 40% of respondents refused to answer the question, which may indicate that activities in this area are not sufficiently visible or understandable for respondents. When asked whether a trade union should pay more attention to the impact of new technologies and AI on employees, more than three-quarters of respondents answered in the affirmative (33% "definitely yes", 45% "somewhat yes"). Only 8% said "somewhat not" and no one chose the answer "not at all", which shows that the topic is perceived as important among employees. This may indicate the potential to strengthen the role of trade unions in this area.

QUESTION TEXT: Does your employer have a strategy for developing employees' skills in the use of new technologies and AI? Does your employer involve you or the trade union in deciding on the implementation of these technologies? Have you already encountered new technology or AI in your work or workplace? How do you assess the activity of trade unions in dealing with the impact of technological changes on employees? In your opinion, should the trade union pay more attention to the impact of new technologies and AI on employees?
SOURCE: Survey entitled "The impact of labour market changes on employees in connection with the increasing use of new technologies and AI", ASO ČR, processor TREXIMA spol. s r. o., 2025.

Conclusion

The results of the survey show that employees are increasingly aware of new technologies and artificial intelligence – **almost every respondent is aware of the concept of AI** and **49% of respondents encounter technology or AI in their work**. Although the nature of work has changed due to technology for only a minority of respondents (29%), the majority perceives **increasing demands on learning, partly also an increase in independence or creativity**. **Only 25% of respondents have completed training**. Nevertheless, more than **80% of respondents express an interest in further education in this area**. This suggests that people are motivated, but often lack conditions and systemic support. At the same time, respondents point out specific **barriers – especially lack of training, time and technical equipment**, but also fears of errors or loss of control. The most commonly perceived **benefit of technology is time savings, the ability to learn new things and solve more challenging tasks**. More than **half of respondents are concerned about the security of their data** in relation to AI.

The results also showed that the majority of respondents who encounter AI in their work do not yet feel that their work has been directly replaced by AI – only **10%** said that **AI** has actually **taken over some of their tasks**. Fear of losing their job is low for these respondents in the short term, but uncertainty increases with the longer term, with a third of respondents admitting the possibility of a negative impact in ten years. The results also show that **78% of respondents would like to see a trade union pay more attention to the impact of technology and AI**. This is a strong signal that there is trust and expectation among employees that trade unions can play an active, supportive and negotiating role in this dynamic area – for example, in the areas of education, protection of rights or setting the rules for the technological transition.

Resources

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