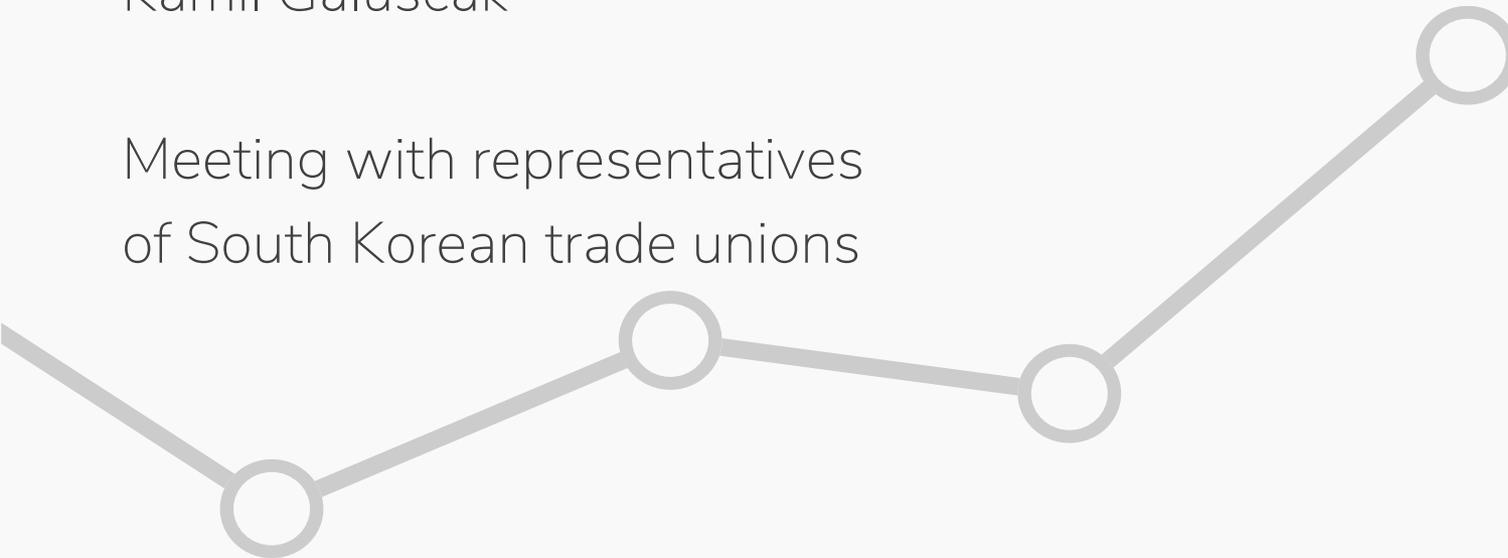


Transformations of the Czech labour market

Kamil Galuščák

Meeting with representatives
of South Korean trade unions

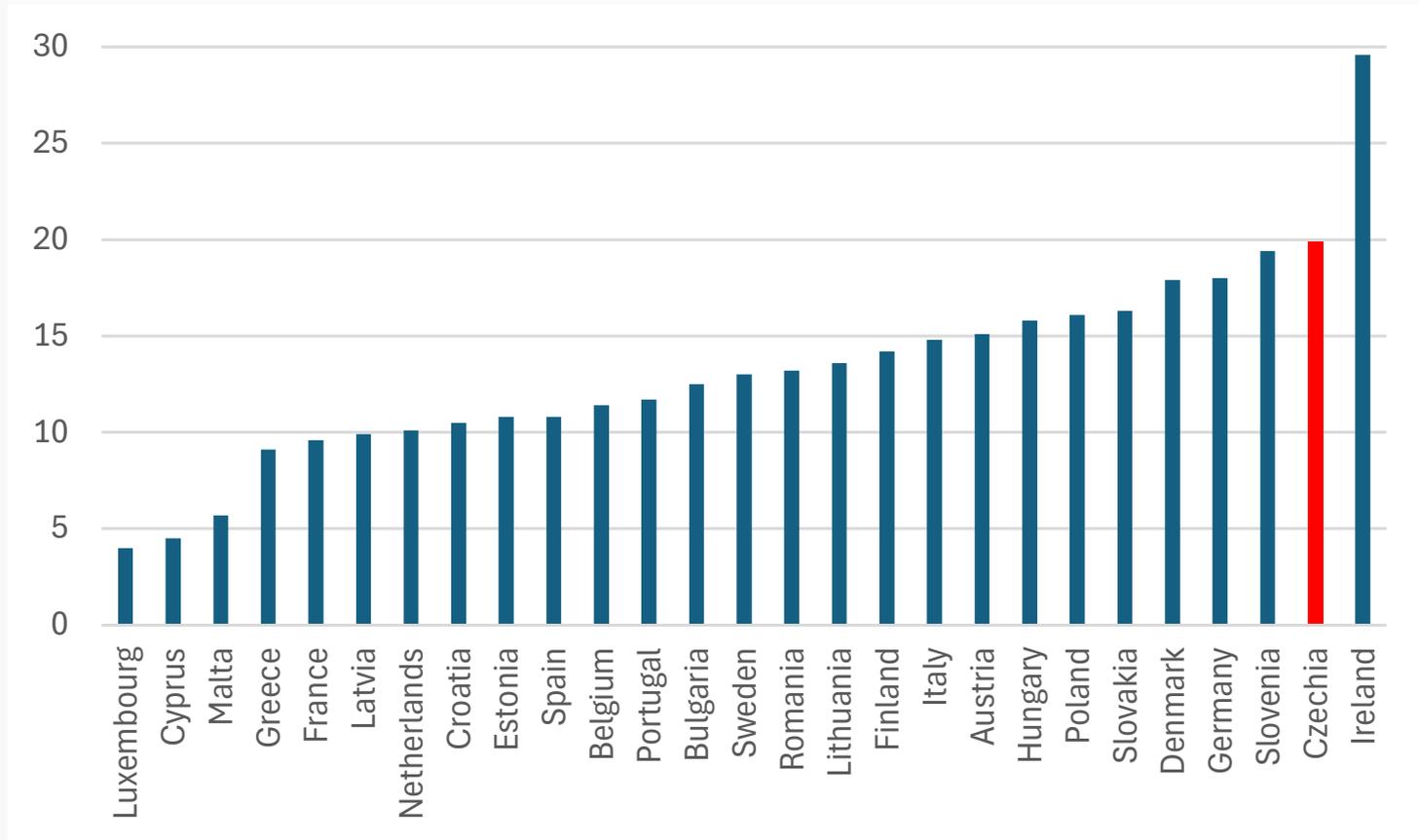


Prague, 2 and 10 March 2026

Outline

- Czech economy and the labour market
- Manufacturing of motor vehicles
- Challenges: E-mobility, population ageing, automation, digital technology, AI, platformisation of work
- Regulatory framework on AI and platform work

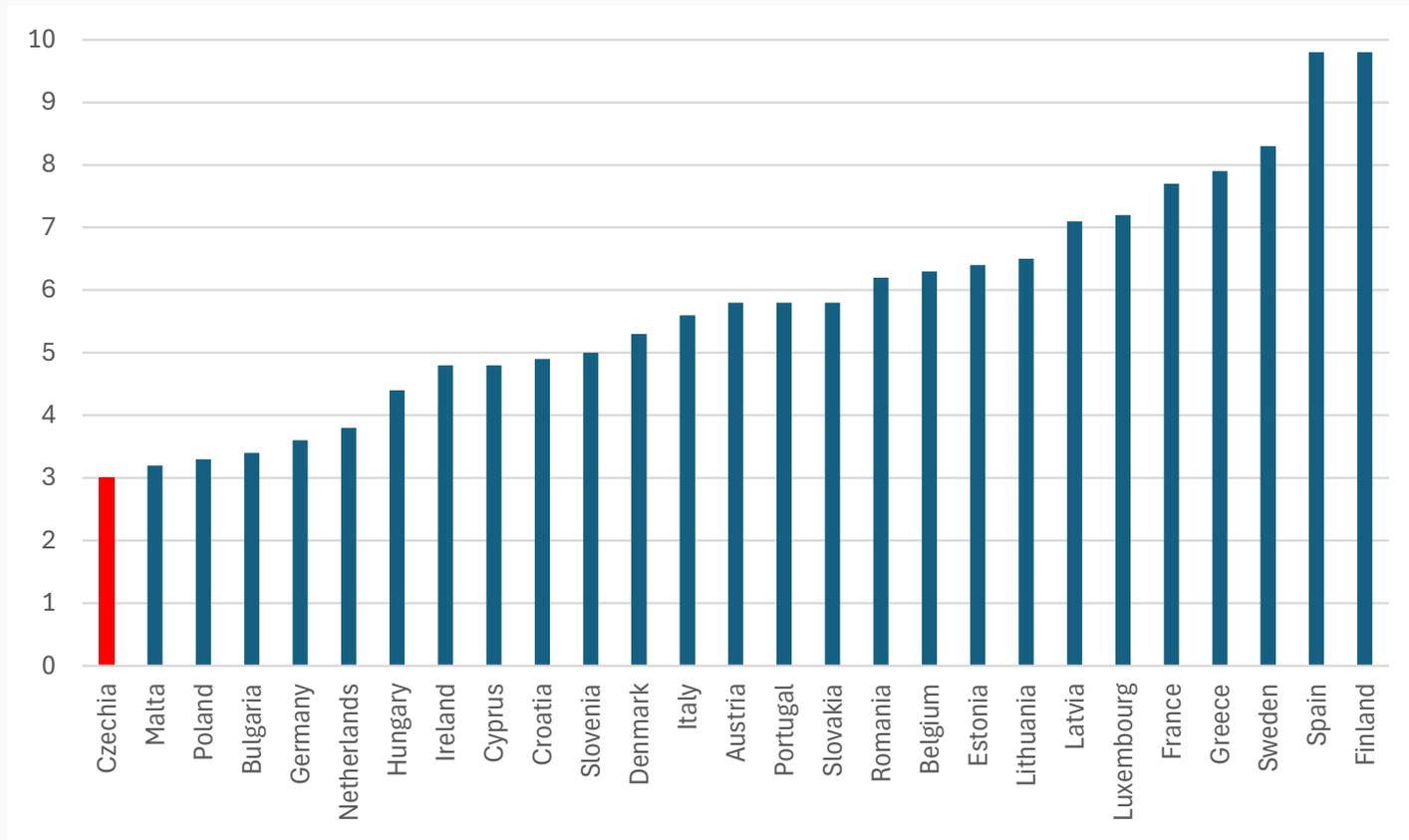
Gross value added in manufacturing (% of GDP, 2024)



Source: Eurostat.

- Czech economy depends on the manufacturing industry

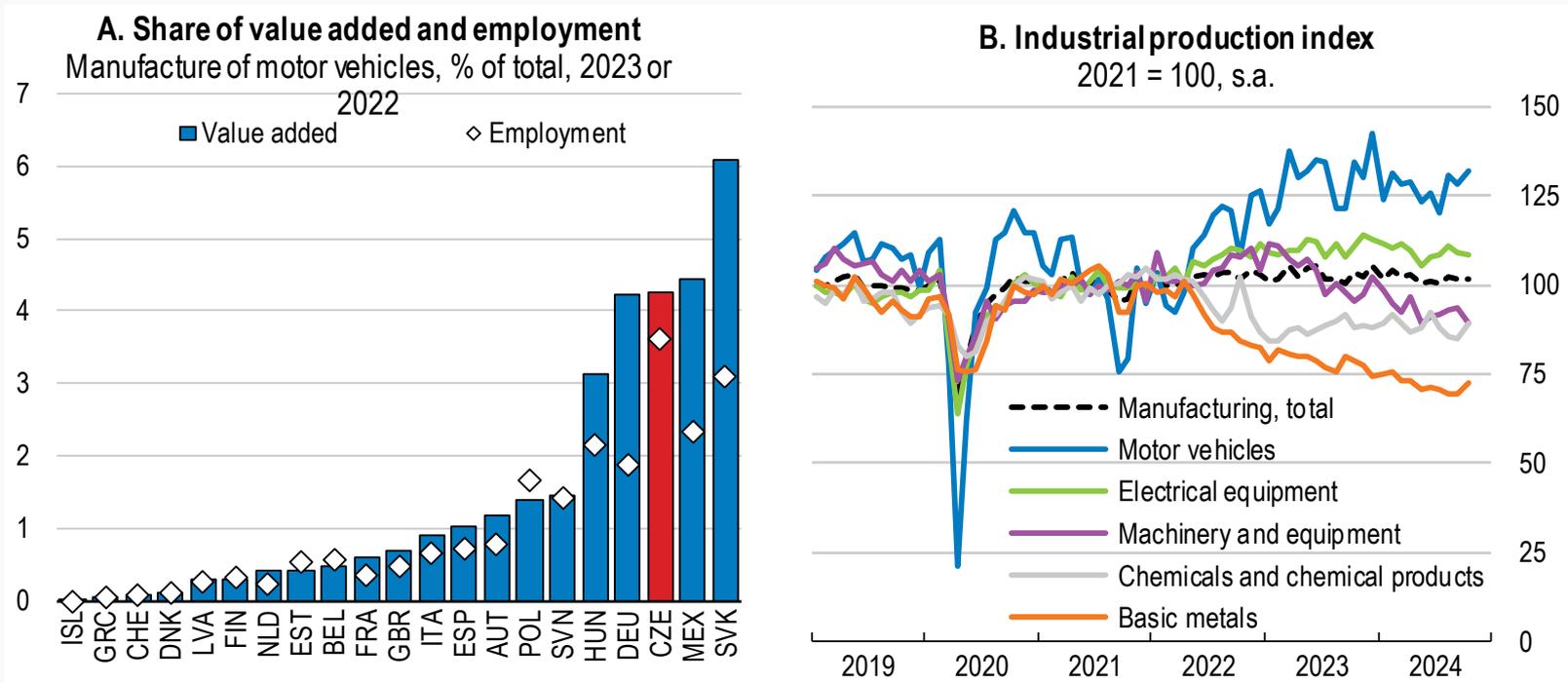
Unemployment rate in EU countries (% , December 2025)



Source: Eurostat.

- Unemployment rate is the lowest in the EU

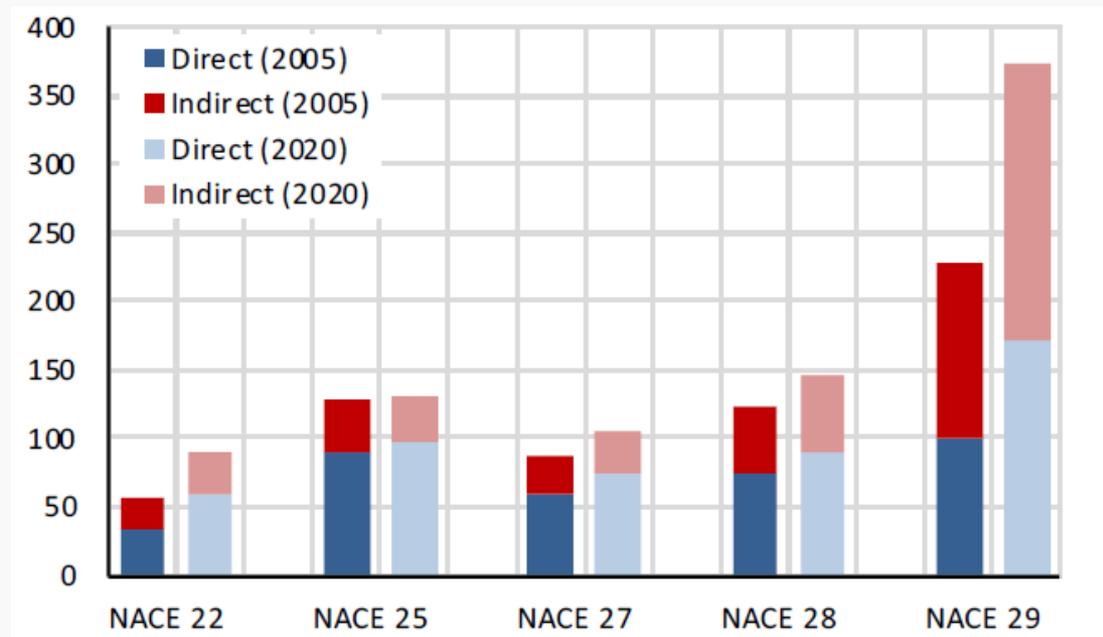
Manufacturing of motor vehicles (CZ-NACE 29)



Source: OECD Economic Survey Czechia 2025, Box 1.1 „The Czech automotive sector has proven resilient but faces challenges“.

- Strong dependence on production of motor vehicles
- Higher energy costs since 2022, the sector of motor vehicles has been resilient

Employment embodied in gross exports (thousand persons)



Note: Top five manufacturing industries with the highest total employment in 2020. Indirect employment is involved in the production of intermediate products in other industries that are used in the production of manufacturing industry, and also includes imports that contain value added previously exported from the Czech Republic.

Source: Ministry of Finance, Macroeconomic Forecast of the Czech Republic, April 2024.

- About half of total employment in the automotive industry (NACE 29) is indirect (industries supplying intermediate products)
- Total employment in the automotive industry increased since 2005

Motor vehicle manufacturing (CZ-NACE 29)

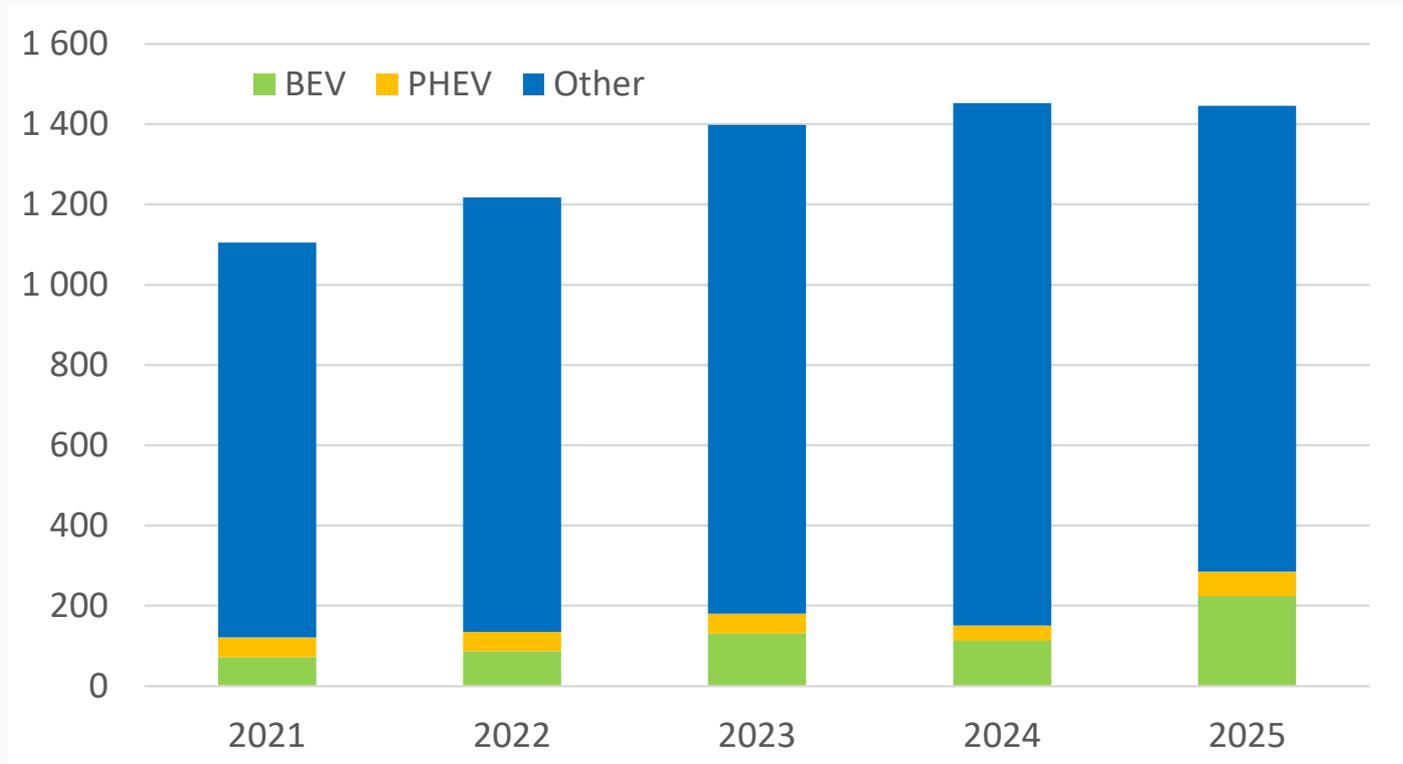
	2010	2015	2019	2023	2024*
Motor vehicles (CZ-NACE 29.1)					
Value added share (%)	40,1	47,1	49,4	54,6	56,3
Employment share (%)	24,2	22,1	25,0	28,2	28,1
Average wage (CZK)	31 898	41 287	54 201	66 634	73 468
Return on assets (%)	9,9	16,2	14,4	15,6	
Parts and accessories (CZ-NACE 29.3)					
Value added share (%)	58,7	51,8	49,4	44,3	42,7
Employment share (%)	73,5	75,7	73,1	69,9	70,0
Average wage (CZK)	25 173	28 721	35 225	43 148	46 260
Return on assets (%)	6,9	9,3	3,2	1,0	

Note: * preliminary data. Return on assets is the ratio of EBIT to total assets.

Source: Ministry of Industry and Trade.

- In comparison with the production of parts and accessories, manufacturing of motor vehicles has a higher and increasing value added share, higher average wage and is more profitable
- Manufacturing of parts and accessories is still the major employer

Production of passenger cars (thousands)

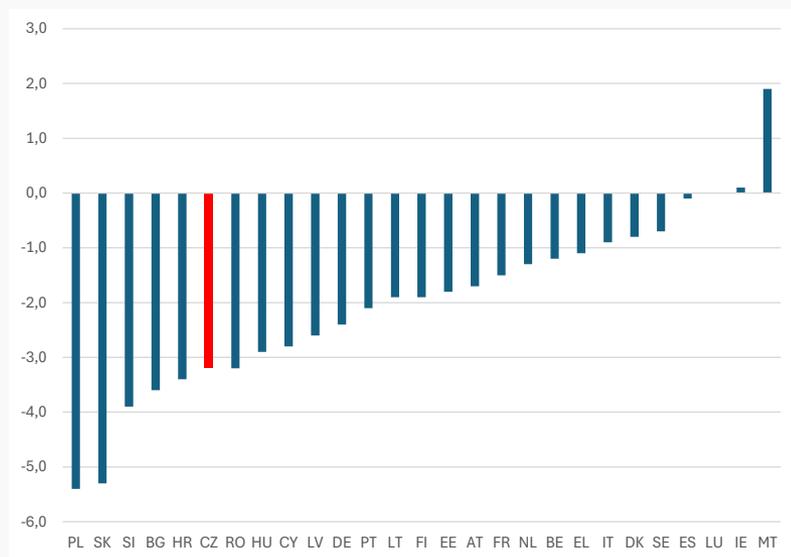


Source: AutoSAP.

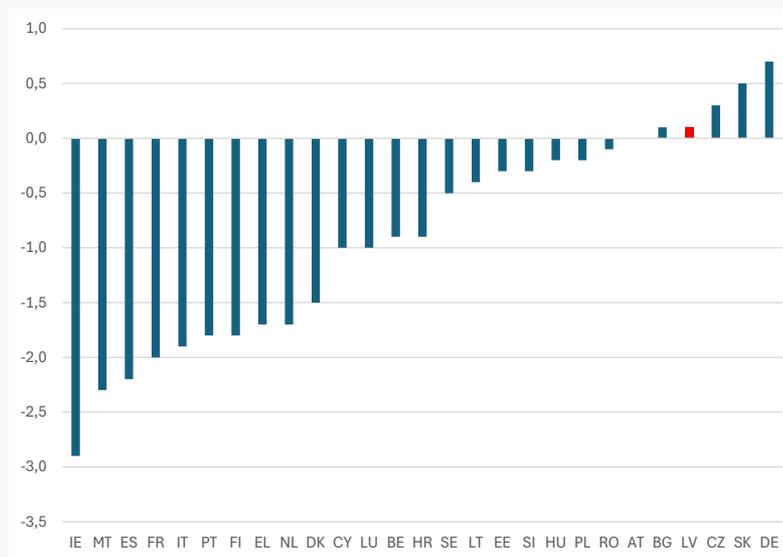
- Production of electric cars is on the rise
- E-mobility is a challenge for production and demand for labour

Difference in the share of the population between 2015 and 2025 (percentage points)

Aged 15 to 64 years



Aged 0 to 14 years

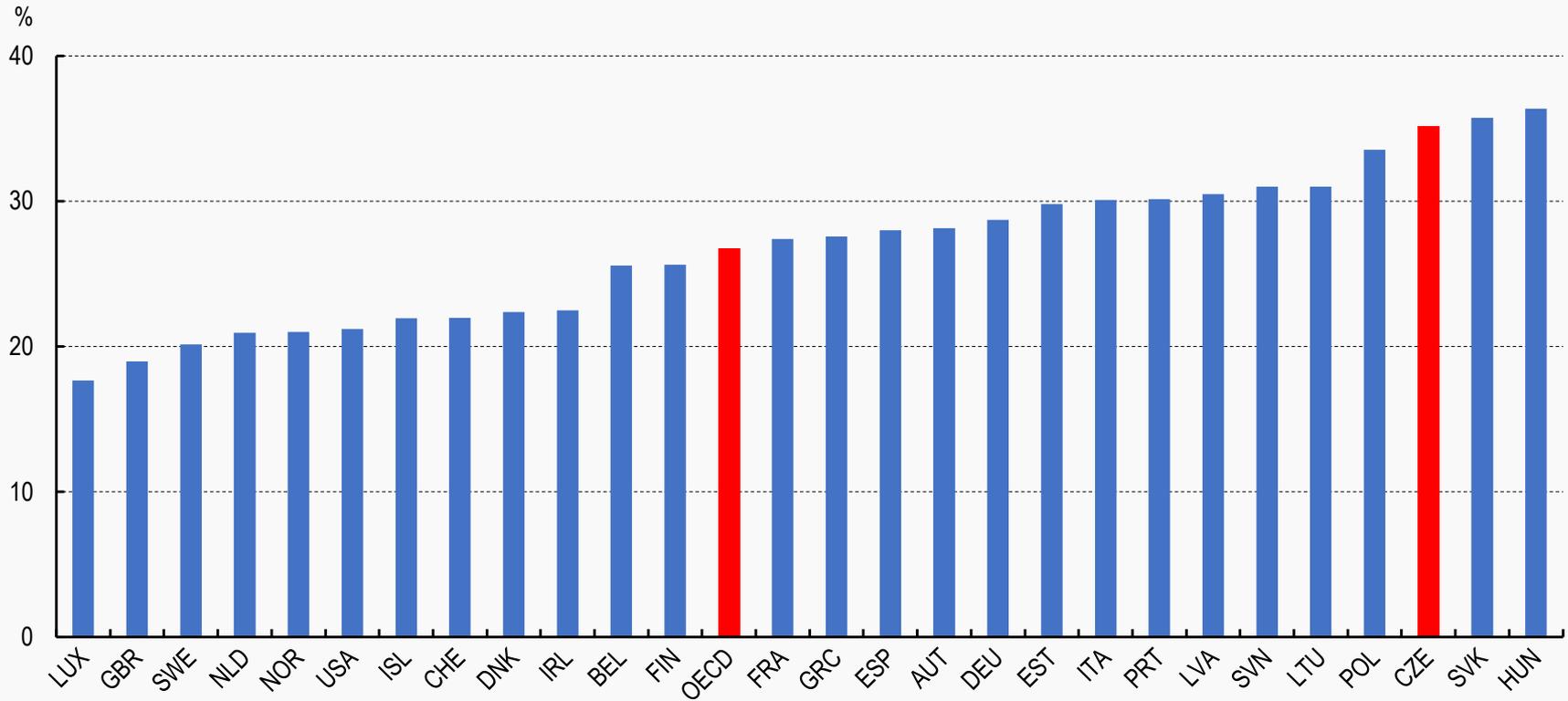


Source: Eurostat.

- Population ageing negatively affects the workforce

Manufacturing employment at risk of automation

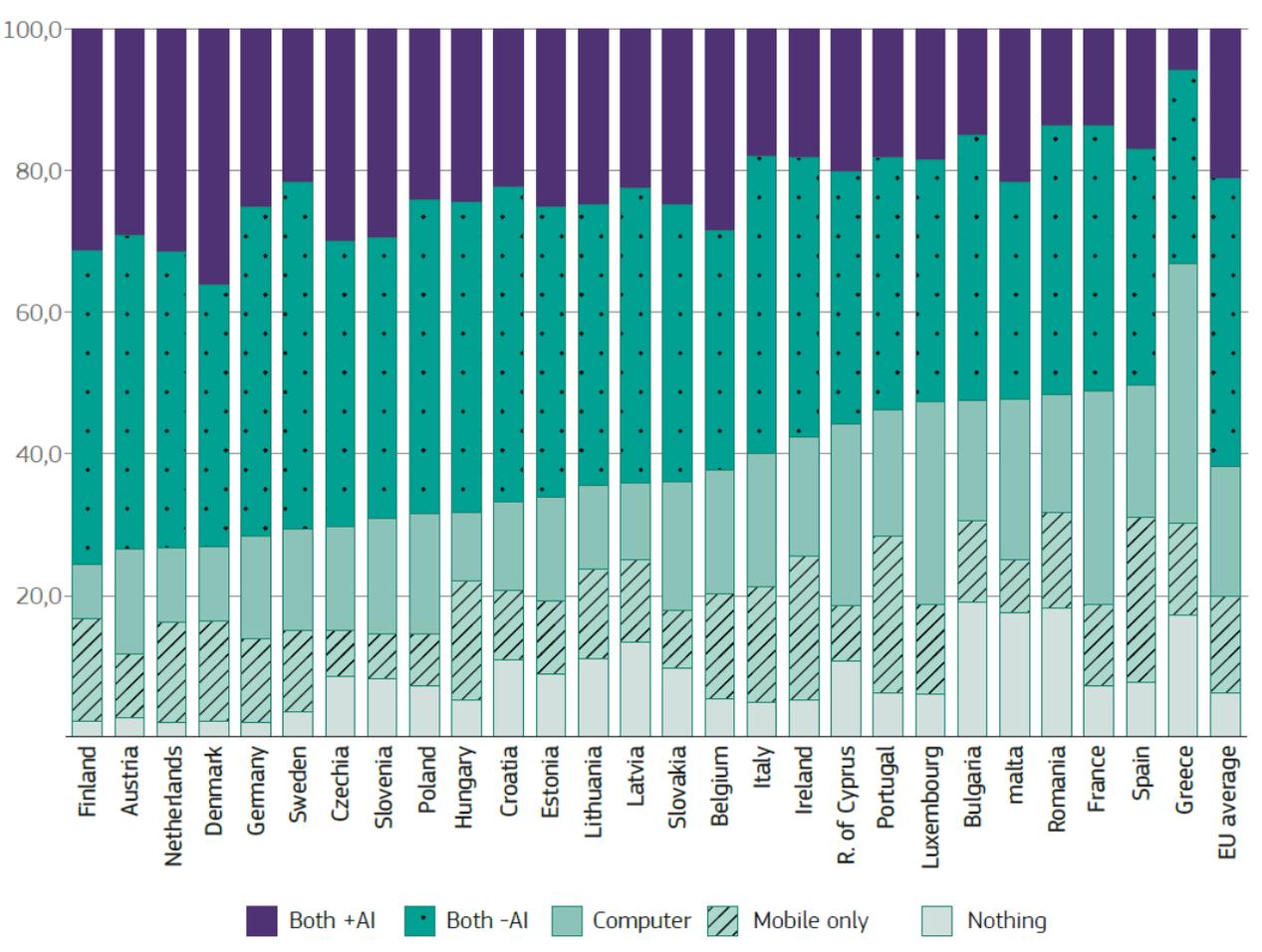
Share of employment in occupations at the highest risk of automation, 2019



Notes: The SOC 3-digit occupations at highest risk of automation (top quartile). The results are based on a survey of experts who evaluated the degree of automatability for 98 skills and abilities. The risk of automation measure is then computed by occupation as the average rating for each skill or ability used in the occupation across all expert responses weighted by the skills or abilities' importance in the occupation as rated by O*NET.

Source: OECD Employment Outlook 2023 (Figure 3.5).

Use of digital tools



Source: GONZALEZ VAZQUEZ, I., FERNANDEZ MACIAS, E., WRIGHT, S. and VILLANI, D., Digital Monitoring, Algorithmic Management and the Platformisation of Work in Europe, Publications Office of the European Union, Luxembourg, 2025, <https://data.europa.eu/doi/10.2760/9406086, JRC143072>.

Digital technology and AI

QB7. Have the following activities ever been performed by digital technologies, including AI, in your current or previous workplaces? (total yes, %)

	CZ	EU-27
Enforcing safety measures	21	30
Managing worktime schedules	17	29
Monitoring workers' activities	20	24
Allocating tasks to workers	14	22
Assessing workers' performance, including imposing sanctions or attributing rewards	15	21
Hiring workers	11	18

QB 11. How important, if at all, do you think the following rules would be in addressing risks and maximizing the benefits of digital technologies, including AI, in the workforce? (total important, %)

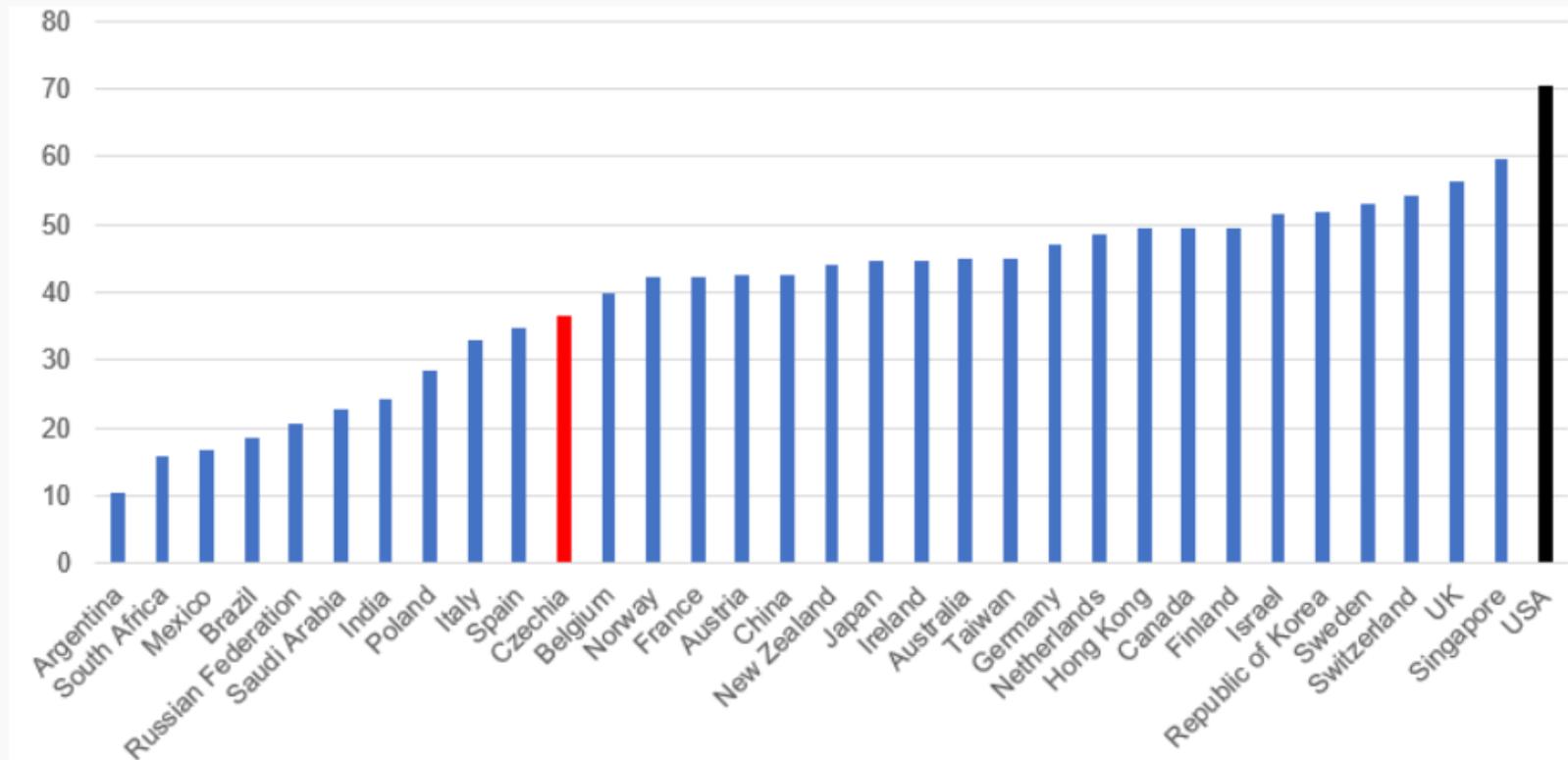
	CZ	EU-27
Protecting workers' privacy	83	82
Involving workers and their representatives in the design and adoption of new technologies	72	77
Enforcing more transparency in the use of digital technologies to handle HR decision-making	73	75
Prohibiting fully automated decision-making processes	68	74
Limiting the automated monitoring of employees	69	72

Source: Special Eurobarometer 554: Artificial Intelligence and the future of work (April-May 2024).

- Experience with digital technologies and AI in the Czech Republic is lower than in the whole EU
- Rules are viewed as important as in the EU

Economic impact of AI

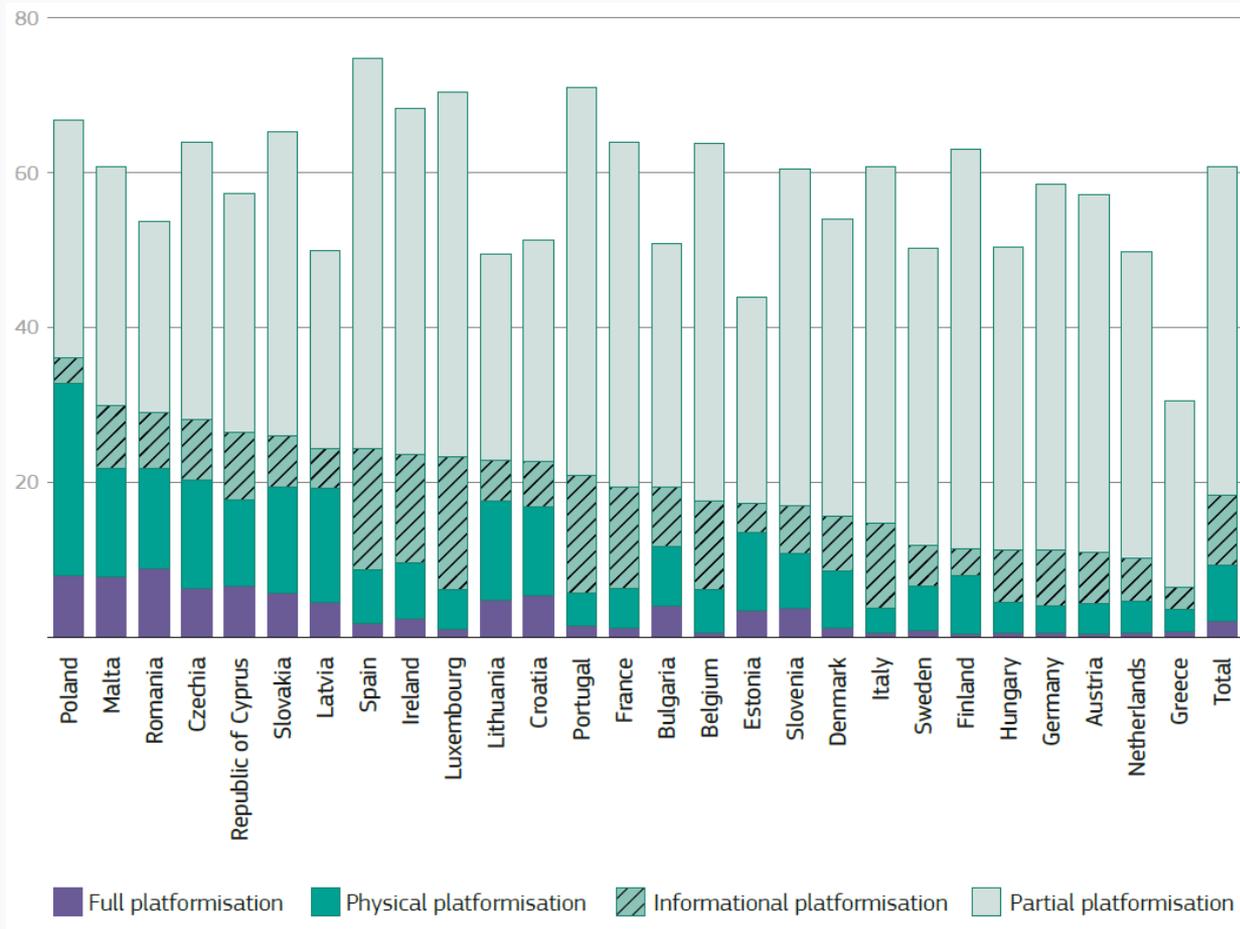
AI Economic Impact Index



Source: Capital Economics (2023). Note: The index assesses the potential economic impact of AI and ranges from 0 to 100, where 100 = maximum impact. It evaluates the extent to which AI advancements are likely to affect various economic factors such as productivity, GDP growth and employment in different countries.

Source: Babecký J., „The impact of artificial intelligence on the labour market,“ cnBlog, Czech National Bank, 19 July 2024.

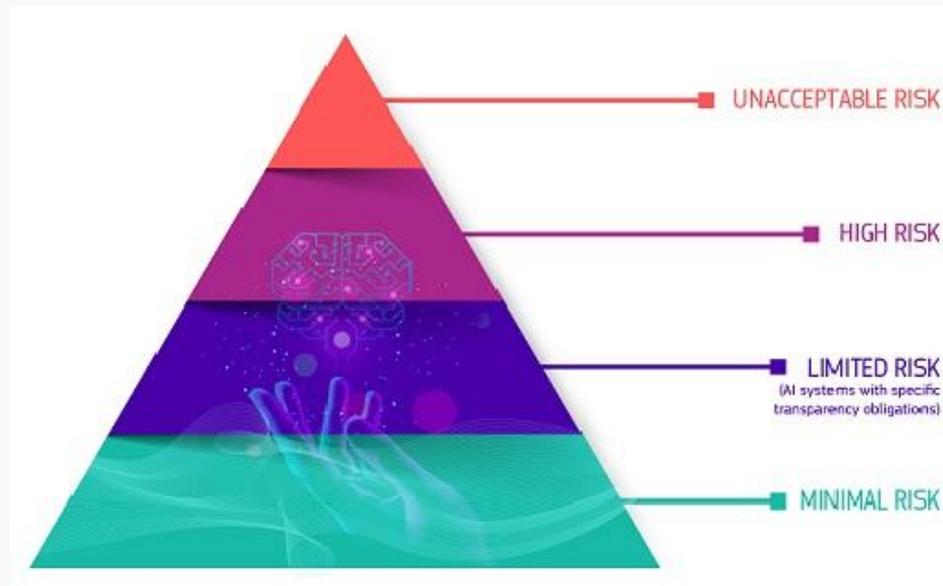
Prevalence of platformisation of work



Source: GONZALEZ VAZQUEZ, I., FERNANDEZ MACIAS, E., WRIGHT, S. and VILLANI, D., Digital Monitoring, Algorithmic Management and the Platformisation of Work in Europe, Publications Office of the European Union, Luxembourg, 2025, <https://data.europa.eu/doi/10.2760/9406086, JRC143072>.

Regulatory framework on AI

- The **AI Act** (Regulation (EU) 2024/1689 laying down harmonised rules on artificial intelligence), the aim is to foster trustworthy AI in Europe
 - Entered into force on 1 August 2024, fully applicable on 2 August 2026 (with exemptions)
- Risk-based rules regarding specific uses of AI



Source: <https://digital-strategy.ec.europa.eu/en/policies/regulatory-framework-ai>

Regulatory framework on platform work

- **The EU Platform Work Directive** (Directive (EU) 2024/2831) is a significant development in the regulation of digital labour platforms
 - The Directive must be implemented by 2 December 2026
- **Presumption of employment:** the default assumption is that the worker is an employee, not an independent contractor; businesses will bear the burden of proving otherwise
- The Directive regulates the use of automated systems in managing workers
- The Directive contains additional safeguards for the use of data on workers, limiting automated decision-making that significantly affects working conditions

RILSA publications on AI and platform work (in Czech)

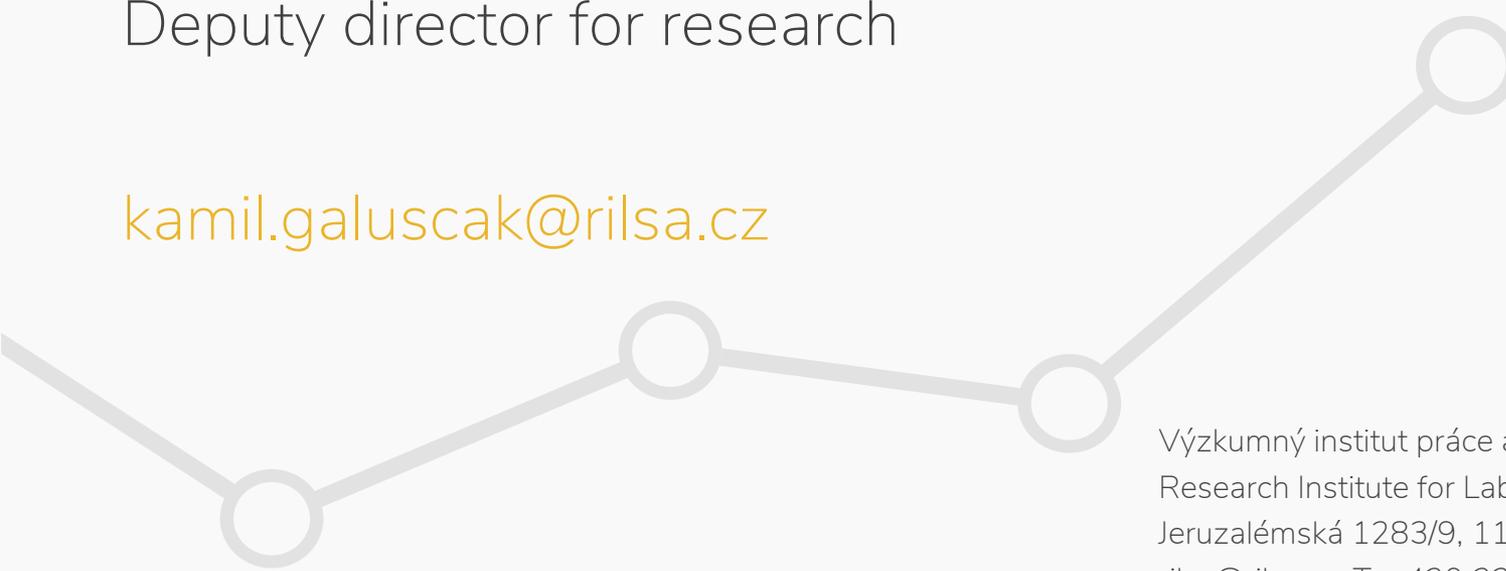
- Kroupa, A., R. Kyzlinková a S. Veverková (2025), „[Sociální dialog v procesu adaptace na změny způsobené využíváním nových technologií a umělé inteligence v pracovním prostředí](#),“ RILSA.
- Ranglová, J. a L. Scheu (2024), „[Digitální platformy a BOZP](#),“ VÚBP.
- Kroupa, A., R. Kyzlinková, Š. Lehmann, J. Váňová a S. Veverková (2024), „[Možnosti zvyšování kapacit odborových organizací v České republice](#),“ RILSA.
- Kroupa, A. (2024), „[Pečující osoby v platformové ekonomice](#),“ RILSA.
- Matějka, J., M. Štefko a J. Ranglová (2024), „[Metodika digitalizace pracovněprávní dokumentace určená zaměstnavatelům](#),“ VÚBP.
- Kroupa, A., J. Váňová a S. Veverková (2023), „[České digitální pracovní platformy](#),“ RILSA.
- L. Scheu a J. Ranglová (2023), „[Práce prostřednictvím digitálních platforem a související aspekty zajištění bezpečnosti a ochrany zdraví při práci](#),“ JOSRA 3-4/2023.
- J. Ranglová a L. Scheu (2023), „[Evropské iniciativy ke zlepšení pracovních podmínek a ochrany pracovníků digitálních platforem](#),“ JOSRA 3-4/2023.

Thank you for your attention

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