TECHNOLOGY, AI AND SUSTAINABILITY IN LABOUR LAW (PRAGUE, 11 SEPTEMBER 2025)

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On September 11, 2025, the Faculty of Law at Charles University in Prague hosted a scientific conference entitled "Technology, AI, and Sustainability in Labour Law." The event was organised by the Department of Labour Law and Social Security Law as part of the deliverables of the Specific University Research project no. 260748, titled "Challenges of Private Law: Sustainability and Technology." The main objective of the conference was to offer young legal researchers a platform to present the findings of their work on this highly relevant topic. The conference centred on examining the effects of technological progress and the growing integration of artificial intelligence on the evolution of labour law, with particular attention to the accompanying legal, ethical, and social challenges. The discussions primarily focused on emerging digital tools and automation, which introduce not only new opportunities but also significant legal and ethical issues, ranging from employee monitoring and algorithmic decision-making to questions of liability and transparency.

At the opening of the conference, JUDr. Lucie Matějka Řehořová, Ph.D., welcomed the participants and noted that the conference was held as an output of the project. She expressed her pleasure at the attendance, emphasising that there are few platforms dedicated to addressing current issues in labour law. She then handed over the opening remarks to Prof. JUDr. Jan Pichrt, Ph.D., who officially opened the conference. In his opening speech, Professor Pichrt highlighted that we are entering the era of artificial intelligence, describing it as a unique generational experience. He pointed out that the group most affected by this technological shift will be young people, for whom AI will have the most significant impact. He characterised artificial intelligence as a major challenge for labour law while also emphasising that the technology remains prone to errors. Therefore, he stressed the necessity of thoroughly analysing its effects on labour law relations.

The first session was opened by JUDr. Jáchym Stolička from the Faculty of Law at Charles University, who presented his paper titled "*AI Literacy – A Key Competency for the Employees of the Future.*" In his presentation, he argued that artificial intelligence is driving the transformation of traditional job roles while simultaneously creating new

positions related to its use. He emphasised that the ability to work effectively with AI, referred to as AI literacy, is becoming an increasingly sought-after skill among employees. Furthermore, he focused on the impact of artificial intelligence as a factor influencing the competitiveness of not only employers in the labour market but also employees themselves. He also cautioned that AI is a phenomenon to which society will need to adapt and that it should be perceived not as a threat, but rather as a tool and a potential collaborator.

The second presenter was JUDr. Andrej Poruban, Ph.D., from Alexander Dubček University of Trenčín, who delivered a presentation titled "*Artificial Intelligence and the Prohibition of Discrimination in Labour Relations*." His contribution focused on the issue of the burden of proof in anti-discrimination disputes, particularly in relation to employees' limited access to information regarding the functioning of artificial intelligence systems. He emphasised that the lack of transparency in algorithmic systems can severely hinder an employee's ability to effectively defend themselves in cases of discrimination. Additionally, he addressed the question of the effectiveness of legal protection for employees, highlighting linguistic variations and differences in the translations of the directive and the wording of the equal treatment laws in the Czech Republic and Slovakia.

The third presenter was Mgr. Juraj Plaza from the Faculty of Law at Comenius University in Bratislava, who delivered a presentation titled "*AI, Occupational Health and Safety, and the Boundary of (Ir)responsibility for Workplace Injuries*." In his contribution, he addressed the question of whether communication leading to suicide could be classified as a workplace injury. He focused particularly on interactions with language models, specifically ChatGPT, Gemini, and Grok 4. In this context, he analysed the current labour law framework and highlighted forms of liability that might arise if such a situation were to occur within the work environment.

The fourth presenter was Mgr. Bc. Kateřina Randalová from the Faculty of Law at Charles University, who delivered a presentation titled "*Algorithmization and Artificial Intelligence in Agency Work: Challenges and Opportunities from the Perspective of Labour Law and Sustainability*." Her presentation focused on the increasing use of artificial intelligence in the recruitment and management of employees. She highlighted the potential risks associated with its implementation and the possible adverse effects on workers. Additionally, she analysed the currently applicable legal regulations at the European level governing labour law in the context of artificial intelligence usage.

The fifth presenter was JUDr. Kristýna Harník Menzelová from the Faculty of Law at Charles University, who presented on "*Algorithmic Management in the Context of Digital Platforms as a Means of Employee Supervision and Control*." Her presentation focused on the Platform Work Directive and its application within the framework of labour relations for individuals performing work via digital platforms. She particularly addressed the risks associated with the use of artificial intelligence in this type of work, considering both the perspective of employers and, importantly, the protection of employees' rights.

After the break, JUDr. Lucie Matějka Řehořová, Ph.D., opened the second panel of the conference. The first presenter in this panel was Mgr. Soňa Kašická from the Faculty of Law at Comenius University Bratislava, who delivered a presentation titled "*Protection of Employee Privacy in the Era of Digitalization*." Her contribution focused on analysing infringements of the right to privacy in the context of digitalisation and the development of artificial intelligence, with particular attention to the extensive collection and processing of employees' personal data in the course of their work through AI tools. The presentation examined and evaluated relevant legal mechanisms at the international, European, and national levels to assess the effectiveness of current instruments for protecting employees' rights in the workplace.

The second presenter was JUDr. Lucie Přenosilová from the Faculty of Law at Charles University, who presented on "*Reporting on Equal Pay, or Twice About the Same.*" Her presentation focused on the analysis of reporting requirements imposed on employers by the Corporate Sustainability Reporting Directive (CSRD) and the Pay Transparency Directive. The analysis centred on the content of individual reports, with particular attention to identifying potential overlaps and duplications of certain data. In conclusion, the presentation proposed potential solutions to address the identified shortcomings and overlapping obligations.

The third presenter was Mgr. Bc. Veronika Rožnovská from the Faculty of Law at Charles University, who delivered a presentation titled "*Implementation of the Platform Work Directive and Possible Forms of Cooperation with Platform Workers in the Czech Republic.*" Her presentation focused on the analysis of the Platform Work Directive and the possibilities of its transposition into the legal framework of the Czech Republic. The author also highlighted the ambiguous legal status of individuals working through digital labour platforms within the context of Czech legislation, as well as potential risks arising from incorrect or incomplete implementation of the directive.

The fourth presenter was Mgr. Petr Pohl from the Faculty of Law at Charles University, who delivered a presentation titled "*Electronic Signatures and Delivery in Labour Law: Practical Challenges of Digitalization.*" In his presentation, the author analysed the possibilities of using electronic signatures within labour law relationships, with particular focus on practical issues arising from application in practice, illustrated by relevant case law from courts in the Czech Republic. The presentation also included an analysis of the functioning and archiving of electronic mailboxes, concluding with several de lege ferenda proposals.

The final presenter was Mgr. Miroslav Nerad from the Faculty of Law at Charles University, who delivered a presentation titled "*The Electronic Signature as a Key to Modern Labour Law*." In his presentation, the author addressed the definition of the electronic signature and the possibilities of document delivery within labour law relationships. He analysed the relevant European legal framework, particularly the eIDAS Regulation, as well as related case law from Czech courts, focusing on its impact on practical application in the field of labour law.

At the conclusion of the discussion, Prof. JUDr. Jan Pichrt, Ph.D., and JUDr. Lucie Matějka Řehořová, Ph.D., expressed their gratitude to all participants for their valuable contributions and conveyed their hope for a renewed gathering at a future scientific conference. They emphasised that the topics of technology, artificial intelligence, and sustainability represent highly topical fields which, due to their growing significance, continue to require systematic and in-depth scholarly investigation.

The conference entitled *"Technology, AI, and Sustainability in Labour Law"*, organised by the Faculty of Law at Charles University in Prague, offered several valuable insights and analytical perspectives on the current challenges faced by labour law in the context of technological development. Contributions from young researchers emphasised that despite the growing importance of artificial intelligence and automation, employees continue to hold an irreplaceable position in labour law relations; at the same time, it is essential for them to learn to work with technologies and perceive them as key skills for the future. Furthermore, the assumptions and possibilities of applying AI and technologies were examined, along with the identification of potential legal and ethical risks arising from their use. The discussion highlighted the need to explore the effective coexistence of humans and technologies within evolving forms of work.

Of note is the fact that the topic was addressed exclusively from the perspective of labour law, a rare yet highly necessary approach, as this legal field is often overlooked

in broader discussions about artificial intelligence. The conference thus made a significant contribution to the enrichment of academic discourse and opened space for further research in this dynamically evolving area.