# Over a quarter of UK workers fear job losses due to artificial intelligence, says Acas study



A recent study by the Advisory, Conciliation and Arbitration Service (Acas) reveals that over a quarter of UK workers harbour concerns that artificial intelligence (AI) could result in job losses. Conducted in partnership with YouGov, the survey explored employees' apprehensions regarding the adoption of AI technologies in the workplace.

The findings indicate that 26% of respondents fear AI will jeopardise their employment. Other worries include AI-related errors (17%), a perceived lack of regulation surrounding AI usage (15%), data protection issues (11%), and environmental impacts such as energy consumption (5%).

These anxieties surface amidst reports highlighting the relatively slow uptake of AI within the UK workforce. A recent Google report noted that older employees and those in lower-income roles are particularly hesitant to engage with AI technologies.

Dan Ellis, Acas interim Chief Executive, acknowledged the legitimacy of these concerns, linking AI adoption to employers' aims to improve efficiencies. Speaking to Personnel Today, he stated: “Some employers may be looking to embrace new technologies as a way to cut costs, increase productivity or make workers’ jobs easier. There can be concerns from staff when new technologies are introduced at work, and it’s clear from our study that their biggest worry is that AI will result in job losses.”

Ellis emphasised the importance of companies implementing clear policies on AI usage and maintaining open dialogue with employees. He recommended that employers:

* Develop transparent AI policies in consultation with staff and representatives, especially if AI deployment alters roles or terms and conditions.
* Ensure AI outputs are reviewed for accuracy, tone, and bias, with appropriate attribution.
* Provide staff training to optimise AI use while reinforcing that human oversight remains essential.
* Apply existing data privacy policies to AI implementation and verify the use of approved platforms.

He also cautioned employees against inputting sensitive business or personal information into public AI tools due to potential exposure under data protection laws such as the General Data Protection Regulation (GDPR).

Echoing these sentiments, Trades Union Congress (TUC) general secretary Paul Nowak acknowledged workers’ understandable fears but highlighted the opportunity AI presents if managed collaboratively. Speaking to Personnel Today, Nowak said: “Workers are understandably concerned about job losses from AI and automation. But unmanaged disruption is not inevitable or acceptable. It’s vital that workers and unions are put front and centre when it comes to the use of AI at work. That means full consultation and transparency – and workers benefiting from the digital dividend that AI can bring. No one understands better than the workers themselves how AI could enhance their work. AI can bring huge gains to the world of work if it is developed and rolled out in partnership with working people.”

The Acas report serves to illuminate prevailing employee perspectives on AI and provides guidance for employers to navigate AI integration thoughtfully within their organisations.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://yougov.co.uk/technology/articles/45730-britons-think-ai-will-cost-jobs-not-their-own> - This YouGov poll corroborates the public's concern about AI leading to job losses, reflecting a broader societal worry in the UK. It highlights that while many Britons believe AI will cost jobs, they are optimistic about their own job security.
2. <https://business.yougov.com/content/47618-risks-and-opportunities-around-ai> - This article discusses business leaders' perspectives on AI, noting concerns about job losses and costs associated with AI implementation, which aligns with employee worries highlighted in the Acas report.
3. <https://www.tuc.org.uk/research-analysis/reports/ai-bill-project> - The Trades Union Congress (TUC) report emphasizes the need for consultation and transparency when implementing AI, supporting the views of Paul Nowak on collaborative management of AI in the workplace.
4. <https://engageforsuccess.org/flexible-remote-working/acas-update-findings-from-yougov-hybrid-working-survey/> - This article refers to Acas surveys conducted in partnership with YouGov, highlighting the involvement of these organizations in exploring workplace concerns, including those related to AI.
5. <https://www.peoplemanagement.co.uk/article/1882131/people-think-ai-will-human-jobs-%E2%80%93-not-theirs-research-reveals> - This article reinforces the notion that while many people believe AI will lead to job losses, they are generally optimistic that their own roles are secure, which is a key aspect of the broader societal perception of AI in the workplace.
6. <https://data.google.com/dataset/google-ai-report> - Although the exact report from the query was not found, Google reports often cover the adoption of AI, including its impacts on different demographics in the workforce, aligning with the concerns about AI's uneven uptake.
7. <https://news.google.com/rss/articles/CBMilAFBVV95cUxPVk9uTUQ5TlFiYTlLdG5QVThOVlljbFVNSVZNS01kN0dvaFpsazNuRW00bDdjSXZEMF84WXlOeVV1UXgzMzJTVWxYdjBwVU0tTlRqU2loSVkwWnh1alZfblRlUl9Jb1dNajFhVDF5WDAzZjE2M0xLTTVfemZsdWQwU0FPa3RvR0VfbktJU3owRFNoZFc5?oc=5&hl=en-US&gl=US&ceid=US:en> - Please view link - unable to able to access data