

TUAC Statement to the 11th LACRP Ministerial Summit

“Shaping the advancement of AI through Social Dialogue”

Montevideo, 28–29 September 2026

The rapid progression of Artificial Intelligence (AI) is transforming employment, economies and society at large. AI carries both risks and potential for economic development in Latin America and the Caribbean (LAC) – but realising that potential requires swift action to foster a human-centred and inclusive digital transition, as well as a broad and fair sharing of potential productivity gains.

A recent report finds that 30 to 40% of employment in the region is exposed to generative AI and up to 5% of jobs are at risk of automation.¹ While potential productivity gains could be realised, these benefits are unlikely to be distributed equally: higher-income, formally employed workers stand to gain most, while younger, lower-skilled and female workers see lower returns.² This divide is exacerbated by the high prevalence of informal employment – nearly half of workers in LAC countries are employed informally – and by limited access to digital infrastructure. Without that access, the benefits of AI augmentation may remain out of reach for workers in up to half of the jobs that could benefit from it – an estimated 17 million workers across the region.

AI's deployment also risks large-scale abuse of personal and workplace data. Workplace monitoring and surveillance infringe on both workers' right to privacy and their ability to engage in collective bargaining. Documented cases show that companies have used AI tools to interfere with workers' efforts to form unions and restrict their fundamental right to freedom of association.

Algorithmic management and agentic AI and automation tools further limit worker autonomy and can amplify patterns of bias and discrimination, such as gender-based discrimination. Tools for recruitment, performance evaluation and the delivery of public services risk intensifying discrimination that disproportionately affects women and minority groups. The growing environmental footprint of AI – including its substantial energy and water demands and associated carbon emissions – risks exacerbating resource scarcity and impacting vulnerable communities, including indigenous people, in already resource-constrained regions. Furthermore, the misuse of AI for deception, surveillance and information manipulation has the potential to interfere with democratic processes, erode public trust and undermine workers' ability to organise and advocate effectively.

Engaging workers through social dialogue is integral to addressing these risks: research has shown that it benefits both companies and workers, raising productivity and improving working conditions.

¹World Bank, [Buffer or Bottleneck? Employment Exposure to Generative AI and the Digital Divide in Latin America](#)

²ILO, [New ILO data confirm women face higher workplace risks from generative AI than men](#)

In light of the above, recalling the OECD's strategic framework for LAC and its objective to "address informality, improve Gini index, and address inequalities of all kinds", and in line with the OECD AI Principles, TUAC and its affiliates in Latin America and the Caribbean call upon the OECD and its members to:

- **Develop** a *dedicated OECD regional Action Plan on AI for Decent Work and Shared Prosperity*, to regularly review, in consultation with trade unions, measures taken to ensure that AI advancement leads to the creation of decent jobs and the reduction of inequalities. This OECD regional Action Plan should include verifiable indicators by country, particularly regarding job losses and job creation associated with AI; collective bargaining coverage; union participation in technology implementation processes; training and reskilling; discrimination and algorithmic surveillance; trends in productivity gains and their distribution; and the effects of AI on subcontracted and informal workers.
- **Uphold** workers' rights and international labour standards, including ILO Fundamental Principles and Rights at Work: the right to freedom of association and collective bargaining, non-discrimination, the eradication of child labour and forced labour, and the right to a safe and healthy working environment;
- **Expressly and officially recognise** the principle of a Just Digital Transition, establishing that the economic, social and labour-related costs arising from the adoption of artificial intelligence and automation cannot fall disproportionately on workers;
- **Require** social dialogue and collective bargaining on the design, implementation, monitoring, evaluation, and workplace deployment of AI, ensuring workers are actively consulted and involved in decisions that affect them, including on AI tools affecting working conditions, access to employment or job retention;
- **Adopt** legislation and regulatory frameworks to ensure humans remain in control of and accountable for the impacts of AI in the workplace, requiring algorithmic transparency and human oversight of AI use in decisions relating to employment, and establishing a right to explanation and review for those affected by algorithmic decision-making;
- **Establish** dedicated bodies to assess the impact of AI on workers, labour markets and society through social dialogue;
- **Require** workplace-specific assessments of the potential employment and fundamental rights impacts of AI systems prior to their introduction, to be conducted with the participation of trade unions;
- **Expressly prohibit** the use of AI for anti-union practices, including systems designed to identify, monitor, profile or discriminate against workers based on their union activity, as well as any technology intended to interfere with union organisation, freedom of association or collective bargaining;
- **Ensure** a Just Digital Transition through social dialogue and collective bargaining, recognising the right of workers and their unions to receive sufficient and timely information, to be consulted on and to negotiate around the introduction of AI systems that may have significant effects on employment, wages, working hours, the organisation and conditions of work, occupational health and safety, privacy and non-discrimination;
- **Guarantee** that productivity benefits from AI are fairly redistributed among workers across global supply chains, contribute to sustainable economic growth and reduce inequalities;
- **Facilitate and support** collective bargaining to ensure that productivity gains generated by AI translate into better wages and working conditions, reduced working hours without loss of pay, ongoing training and the strengthening of social protection mechanisms;

- **Invest** in skills development, digital education and AI training for youth and adults including integration into school curricula and raising awareness of AI's risks, effectiveness and responsible use;
- **Promote** re- and upskilling initiatives for workers most affected by digital and AI-driven transformation, particularly low-skilled, informal, young and vulnerable workers;
- **Strengthen** social protection for workers displaced by AI and technological change, while promoting the creation of decent and quality jobs;
- **Foster** transparency and awareness of biases embedded in AI systems and algorithms, and ensure measures are in place to prevent and mitigate discriminatory outcomes.