



34. þing Landssambands ísl. verzlunarmanna
30.-31. október 2025

Resolution of the 34th LÍV Congress on Artificial Intelligence

The 34th Congress of the Commercial Federation of Iceland (LÍV) welcomes technological advances and the opportunities they create to ease workloads, increase efficiency, and boost productivity. It is essential that working people share in the resulting productivity gains, in line with the principles of a just transition.

The Congress highlights the importance of governments and companies adopting clear strategies and regulations and communicating them transparently to all those affected. In many cases, company policies in this area are vague or entirely absent. The European trade union movement has repeatedly called for clear rules — and even for bans on certain types of artificial intelligence used in human resource management. The movement has also developed a framework for a just transition, ensuring that new and evolving technologies lead to improved living standards for workers.

The collection and analysis of personally identifiable data about employees has become one of the key concerns of our time in relation to occupational safety, privacy, and the balance of power in the digital workplace. Companies are increasingly gathering data on employees' behaviour, performance, and communication — often without their knowledge. Examples include software that screens CVs, conducts interviews, or evaluates candidates using voice or facial recognition, which can reinforce bias and discrimination.

The 34th LÍV Congress calls on the leadership of the Icelandic trade union movement to demand that companies adopt artificial intelligence policies that respect data protection and privacy. Such AI policies must, among other things, cover the handling and processing of data collected about employees.