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# Hemispheric Workshop

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## How Ministers of Labor use IA to improve efficiency



**2025**  
Año de  
**La Mujer  
Indígena**

*Please note that this presentation is an unofficial translation and is provided for information purposes only. The Technical Secretariat of the Inter-American Conference of Ministers of Labor makes no guarantee of accuracy and waives responsibility for the use that might be made of the following information.*

# INTRODUCTION



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**Artificial intelligence** plays an increasingly significant role in daily life.

Given its widespread influence and broad range of applications, **governments have also embraced AI**. This technology helps to improve institutional efficiency, strengthen decision-making, and streamline the delivery of public services.

Within this context, and specifically in the field of **labor inspection**, it has been identified that the implementation of advanced systems can be applied in various areas, particularly for:



**Targeting inspections** in the most vulnerable sectors.



**Predicting companies likely to violate labor laws** based on historical data.



**Managing and prioritizing complaints and reports.**



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# APPLICATION

## THE CHALLENGE OF LABOR OVERSIGHT



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In Mexico, labor inspections are the primary mechanism for verifying and ensuring companies comply with labor regulations.



Over **1 million** formally  
established **companies**.\*



Nearly **22 million workers**  
registered with social security,\*



The Federal Labor Inspectorate  
has approximately **500**  
**inspectors**.

**Limited institutional resources**  
make it impossible to inspect all  
companies.

### Data point:

If the goal was to inspect every company, each inspector would be responsible for checking approximately **2,000 workplaces**. Assuming one inspection takes a single day, it would take around **8 years** to complete all those visits.



So, who do  
we visit?



There is a clear need to **focus efforts** on inspecting companies that have historically failed to comply with labor regulations.



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\* **Source:** IMSS Statistical Report 2024

<https://www.imss.gob.mx/conoce-al-imss/memoria-estadistica-2024>

# SIDIL

## (Data Intelligence System for Labor Inspection)



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Currently, the companies selected for inspection are chosen through a **random system** that lists workplaces **without considering specific parameters**.

Given this limitation, the SIDIL system was designed. It is a tool that uses data analysis **techniques to predict the risk of labor law non-compliance**. The system integrates information from various official sources, such as the IMSS and INEGI, and processes it through predictive algorithms. This results in a prioritized **list of workplaces** based on their probability of non-compliance.



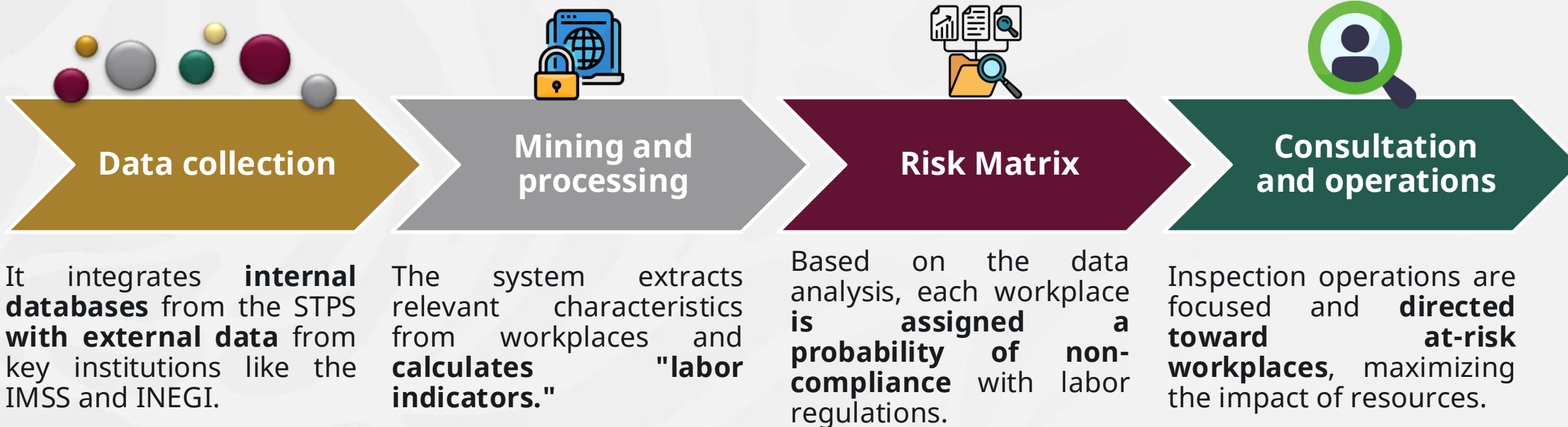
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# SIDIL FEATURES



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# PILOT PROGRAM RESULTS

The initial results are very encouraging. With the traditional model, which was based on a random system, only 14 out of every 100 inspections identified companies with a history of non-compliance. The rest were workplaces that regularly met their obligations.

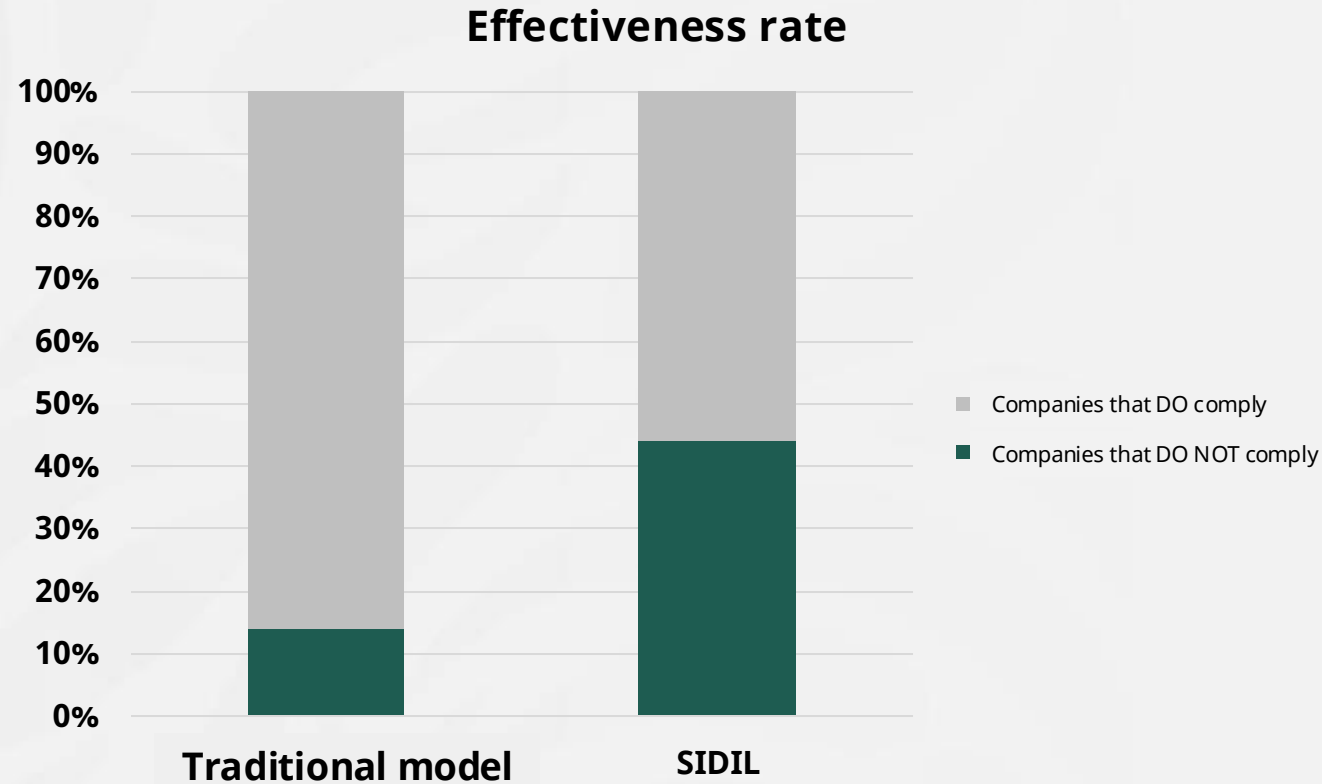
With the SIDIL, that proportion increases to **44 out of every 100 inspections**.

+30 percentage points in accuracy



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# CHALLENGES AND AREAS OF OPPORTUNITY



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The adoption of SIDIL also faces certain challenges:

Technical and infrastructure limitations.

The quality and interoperability of databases.

The need for workforce with data interpretation and analysis skills.

Additionally, the pilot program highlighted opportunities for system improvement:

Adding multiple filters.

Incorporating operational capacity criteria.

Integrating an analytical component to maximize the success rate of an inspection.

Refining the distinction between federal and local jurisdiction companies.

Making considerations for companies with more than one workplace.

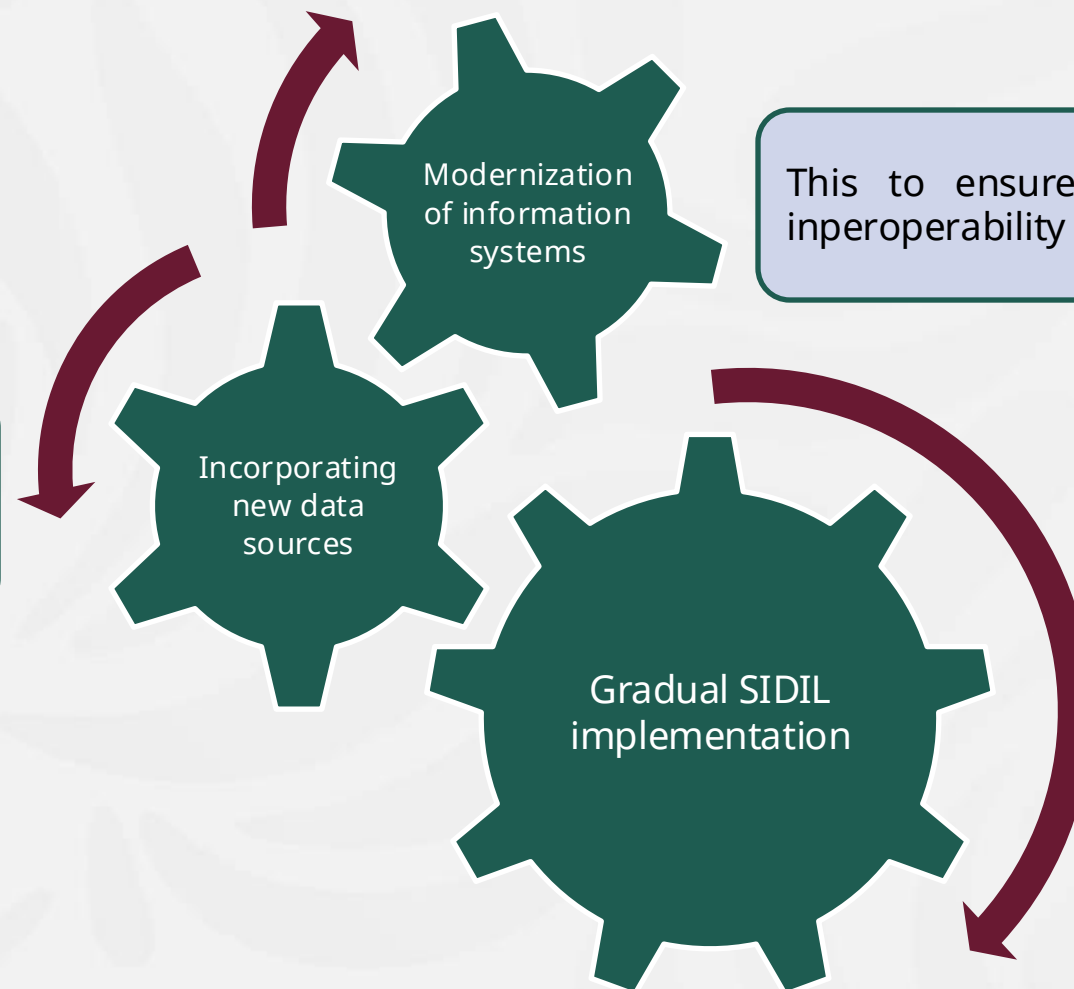


# STRATEGY



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This to ensure the quality and interoperability of the databases.

This includes data from tax authorities (SAT) and the registry of specialized service providers (REPSE), among others.

In 2025, the plan is to conduct **4500 inspections** to calibrate and improve the system's predictability rate.



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# Thank you for your attention

**General Directorate of Federal Labor Inspection**

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