

“*Ley Silla*” – issuance of the Provisions on occupational risk factors

Mexico City, July 21, 2025

In connection with the entry into force of the “Decree amending and supplementing various provisions of the Federal Labor Law,” published on December 19, 2024, on July 17th, 2025, the “Provisions on occupational risk Factors to guarantee the right to rest during the workday for employees in standing¹ positions in the services, commercial, analogous workplaces, and industrial establishments sectors” (the “Provisions”) were published in the Federal Official Gazette.

The Provisions entered into force on the same date of their publication, i.e., July 17, 2025.

In general terms, the Provisions establish that risk factors are those that are determined based on the time that employees remain in a standing position, posture, mobility, rest periods, surface area, and workstation.

The Provisions include the following employer’s obligations:

- A. Identify whether there are employees in the workplace who perform tasks in standing positions and, if so, carry out an analysis of such activities. Such analysis must be included in the occupational health and safety diagnosis and program, or in the list of preventive and corrective actions referred to in Official Mexican Standard “NOM-030-STPS-2009”², as applicable.
- B. Record in the minutes of the inspections conducted by the health and safety committee, the specific occupational hazards applicable to each employee working in a standing position, along with the corresponding preventive measures.
- C. Conduct a risk level assessment of each employee performing activities in a standing position, using a scoring system and considering the seven working conditions and characteristics set forth in the Provisions.

¹ Standing posture of the employee.

² Official Mexican Standard on Preventive Occupational Safety and Health Services – Functions and Activities.

- D. Determine the most appropriate type of seat or chair with backrest, based on the level of risk identified.
- E. Ensure that the seats include, among other features, a backrest, lumbar support, ergonomic design, stability, armrests, and footrests, in accordance with the requirements of the job position.
- F. Implement technical and administrative measures to prevent occupational hazards, such as:
 - a. Adapt workstations accordingly;
 - b. Alternate tasks that allow for posture changes;
 - c. Provide ergonomic footwear, among others.
- G. To inform employees about the risks and preventive measures implemented in the workplace.
- H. Indicate the areas with chairs or seats available for employees in standing positions.
- I. In the event of symptoms or discomfort related to prolonged standing, refer to the employee for medical attention.

Additionally, the Provisions set forth certain obligations that workers in standing position must comply with, such as:

- A. Provide the information required to determine the most appropriate type of seat or chair for their use.
- B. Participate in the training provided by the employer on the correct use of the seat or chair.
- C. Use and keep in good condition the assigned seat or chair.
- D. Check the conditions of the assigned seat or chair.
- E. Report on any anomalies related to the assigned seat or chair through the health and safety committee.
- F. Keep their work areas and common areas where the seats or chairs are located clean and orderly.
- G. Undergo the corresponding medical examinations, as applicable.

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