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"Chair Law" – Provisions on Occupational Risk Factors

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On July 17th, 2025, Mexico's Department of Labor and Social Welfare published new regulations in the Official Journal of the Federation addressing occupational risk factors related to the so-called "Chair Law" (the "Provisions"). These Provisions aim to establish clear requirements for employers to provide an adequate number and appropriate type of chairs with backrests for employees who perform their duties while standing, or for use during scheduled rest periods throughout the workday.

The Provisions establish the following obligations for employers:

- Carry out an analysis, which must be included in the workplace safety and health assessment and program (in accordance with NOM-030-STPS-2009). The Provisions also include a diagram to facilitate this analysis.
- Record any occupational hazards detected in the safety and health committee's inspection reports, along with the corresponding preventive measures to be implemented.
- Determine the risk level for each employee who performs their work while standing, using a scoring system established within the Provisions. Factors considered include the duration of standing, the ability to change posture, the type of surface the employee stands on, footwear used, among others.
- Based on the risk level determined, employers must provide the most suitable type of chair or seat with a backrest, either at the workstation or in designated rest areas.
- Inform employees who work standing up of the risks they are exposed to and the preventive measures.
- Signal areas equipped with chairs or seats with backrests.

It is important to note that by December 17th, 2025, employers are required to amend their Internal Work Regulations and any applicable internal policies to formally recognize the right of employees to use seating with backrests during the workday and to ensure compliance with these new obligations.

We recommend reviewing the activities carried out in various departments, along with work schedules, rest periods, and designated break areas, to assess whether changes are necessary. Non-compliance with the new requirements may result in fines ranging from 50 to 5,000 times the value of the Measurement and Adjustment Unit ("UMA"), equivalent to MXN \$5,657.00 to \$565,700.00, based on the 2025 UMA value.

At CCN, we are available to advise on the applicability of these new obligations and to support the implementation of any necessary internal changes within your company.

