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EY TAX Flash

Voluntary Labor Verification Program

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On November 1, 2021, an agreement was published in the Official Gazette of the Federation by which the Voluntary Labor Verification Program is created, which aims for employers to voluntarily declare to the Labor Authority the level of compliance with General Conditions of Work, Training and Education, Health and Safety, among other aspects, that prevail in their work centers.

In accordance with the provisions of Articles 123, Section A of the Political Constitution of the United Mexican States and 132 of the Federal Labor Law, employers are obliged to comply with labor regulations in matters of General Conditions of Work, Safety and Health, and Training and Education, in addition to organizing the work in such a way that it results with the best guarantee to safeguard the safety, health and life of the workers, as well as to respect their rights in terms of the applicable legislation.

This Verification Program is part of the Alternate Inspection Mechanisms, which are defined as the schemes that the Labor Authority makes available to employers to inform or prove compliance with labor regulations.

It is important to mention that those employers who enroll in this Alternate Inspection Mechanism will be exempted from ordinary inspection visits, in case of satisfactory compliance with the requirements set forth therein, although this will not imply that the Labor Authority renounced its power to monitor compliance with its labor obligations.

Within the sixty calendar days following the date of publication of the agreement, the Ministry of Labor will issue the guidelines for registration in the Voluntary Labor Verification Program.

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