

"CHAIR LAW": REGULATORY PROVISIONS PUBLISHED TO GUARANTEE THE RIGHT TO REST

JULY 2025

Executive Summary:

- On July 17, 2025, the Ministry of Labor and Social Welfare (STPS) published in the *Federal Official Gazette* the *Provisions on Occupational Risk Factors to Guarantee the Right to Rest During the Workday for Workers Who Stand While Working* ("Provisions").
- The objective is to establish the requirements for employers to provide enough and adequate type of seats or chairs with backrests for workers who perform their duties while standing, to reduce the risks associated with prolonged standing.
- Although the Provisions come into effect on the date of publication, pursuant to the Decree amending Articles 132, 133, 422, and 423 of the Federal Labor Law—commonly known as the "Chair Law"—employers have until December 14, 2025, to update their internal regulations to comply with Section V of Article 132 of the Federal Labor Law. Therefore, the Provisions will not be enforceable until that date.

In line with the entry into force of the Chair Law, the Ministry of Labor and Social Welfare (STPS) published on June 17, 2025, in the Federal Official Gazette, the Provisions on Occupational Risk Factors to Guarantee the Right to Rest During the Workday for Workers Who Stand While Working ("Provisions"), with the purpose of establishing the requirements for employers to provide a sufficient number and type of adequate chairs with backrests to reduce the risks associated with prolonged standing.

The Provisions impose the following obligations on employers:

a) Conduct a risk analysis and integrate it into the occupational health and safety diagnosis or program, or into the corresponding preventive and corrective actions.

b) Record in the minutes of workplace inspections conducted by the health and safety commission the identified risks for each worker who stands during their shift, as well as the preventive measures to be implemented.

c) Determine the level of risk to which each worker is exposed, using the scoring procedure outlined in the Provisions.

d) Provide the most suitable type of chair or seat with backrest: **high stool or perch-type seat**: for standing with occasional support; **highchair with mid-backrest**: to alternate between standing and sitting; **adjustable ergonomic chair**: if the task can be done while seated; **or footrest**: if required due to the seat height.

e) Inform workers about the risks to which they are exposed and the preventive measures implemented in the workplace.

f) Mark the areas where seats or chairs with backrests are located when these are not in the immediate work area.

g) Refer workers exposed to standing work for medical attention if they present symptoms of discomfort or conditions potentially related to their posture.

Additionally, employers must consider, among other (technical and administrative) preventive measures to avoid occupational risks, the following:

- Design or adapt workstations to allow for the inclusion of chairs with backrests and free movement of limbs and torso.
- Alternate tasks to enable posture changes.
- Provide ergonomic footwear for standing work.
- Condition workplace flooring to provide cushioned surfaces.
- Establish a program of active breaks based on the risk analysis results.

The Provisions also impose obligations on workers regarding the proper use of the chairs or seats provided.

Although the Provisions take effect from the date of publication, pursuant to the Decree amending Articles 132, 133, 422, and 423 of the Federal Labor Law—referred to as the "Chair Law"—employers have until December 14, 2025, to update their internal regulations in accordance with Section V of Article 132, thus, the Provisions will not be enforceable until that date.

Considering the foregoing, employers are encouraged to assess the risks to which workers who stand during their workday are exposed, in order to determine the appropriate actions to take.

Andrés Rodríguez
Partner
arodriguez@s-s.mx

Juan Carlos de la Vega
Partner
jdelavegas-s.mx

Francisco Udave
Partner
fudave@s-s.mx