

DEVELOPMENTS AND UPCOMING PROVISIONS REGARDING "SILLA LAW"

OCTOBER 2025

On December 14, 2025, the deadline granted by the reform identified as "Silla Law" for employers to adapt their internal regulations to comply with the provisions of Section V of Article 132 of the Federal Labor Law expires. However, questions remain about how compliance with these obligations will be audited.

Pursuant to the Silla Law, employers must provide enough seats or chairs with backrests for all employees to use while performing their duties or during periodic breaks throughout the workday.

Although the Ministry of Labor and Social Welfare (STPS) published the Provisions on Occupational Risk Factors to Guarantee the Right to Rest During the Workday for Workers Who Stand ("Provisions") in the Official Gazette of the Federation on June 17, 2025, these Provisions were ambiguous, creating uncertainty as to how compliance with the Silla Law will be audited.

The General Directorate of Inspections of STPS has announced in various forums that, given the ambiguity of the current Provisions, it is working on a new version that will define the minimum rest periods that must be granted to employees who work in prolonged standing positions.

These new Provisions are expected to be published before December 14, 2025. Although it has been informally suggested that compliance with the Silla Law will not be audited until its scope is clarified, this does not exempt employers from fulfilling their obligations.

The Provisions impose, among others, the following obligations on employers:

1. Conduct a risk analysis and integrate it into the occupational health and safety diagnosis or program, or into the corresponding preventive and corrective actions.
2. Record in the minutes of the health and safety committee's inspections the risks detected for each worker who remains standing during their shift, as well as the preventive measures to be applied.
3. Determine the level of risk to which each worker is exposed through the scoring procedure provided for in the Provisions.
4. Provide the most suitable type of seat or chair with backrest: **high bench or coat rack type**: if standing with occasional support is required; **medium back highchair**: to alternate postures; **adjustable ergonomic chair**: whether the task can be done sitting down; or **footrest**: if the seat height requires it.
5. Inform workers about the risks to which they are exposed and the preventive measures implement

implemented in the workplace.

6. Mark areas where seats or chairs with backrests are located when these are different from the workplace.

7. Refer workers exposed to standing to medical attention when they experience symptoms of discomfort or impairment that may be related to their posture.

In light of the above, employers are urged to:

- (i) evaluate the risks to which employees who remain standing during their workday are exposed;
- (ii) adapt their internal regulations in accordance with the obligations arising from the Silla Law; and
- (iii) monitor the publication of the new version of the Provisions, as it may affect the strategy defined to ensure compliance with the law.

Francisco Udave
Partner
fudave@s-s.mx

Alejandro Valadez
Associate
alejandro.valadez@s-s.mx