



## MEXICAN HEALTH AND SAFETY

**RECENTLY ADDED****LABOR - HEALTH & SAFETY - STPS**

Article 123 of the Political Constitution of the United Mexican States - Labor, Health and Safety is based on Article 123 of the Constitution. **Last reform published in the Official Daily of the Federation February 24 of 2017 - See the Transitional Articles for its implementation (page 17) Text before the reform is in red**

[NOM-116-STPS-2009](#), Safety - Personal protective equipment - Anti-noxious particulate negative pressure air purifying respirators - Specifications and testing methods. **MODIFICATION PUBLISHED**

[NOM-034-STPS-2016](#), Safety conditions for access and the carrying out of activities of workers with disability in the workplace. Published in the DOF on July 20, 2016 - Effective Sept. 18, 2016

[NOM-018-STPS-2015](#), Harmonized System for the identification and communication of hazards and risks from hazardous chemical substances in the workplace.

[NOM-022-STPS-2015](#), Static electricity in workplaces - Safety Conditions. Published in the DOF April 1, 2016 -in effect October 1, 2016

[NOM-010-STPS-2014](#), Contaminating chemical agents in the work environment - Inspection, evaluation and control.

Published in the DOF April 28, 2014 - takes effect April 28, 2016

[System for the Reporting Work Accidents](#)

[NOTICE of cancellation of the Official Mexican Standard NOM-021-STPS-1993](#)

[NOM-033-STPS-2015](#), Safety conditions for performing tasks in confined spaces. **takes effect Nov. 30, 2015**

[NOM-005-STPS-1998](#) Health and Safety Conditions in the Work Place for the Handling, Transport, and Storage of Hazardous Chemical Substances.. **modified Nov. 30, 2015**

[NOM-027-STPS-2008](#), Welding and cutting. (welding, cutting, confined spaces) **modified Nov. 30, 2015**

[GENERAL LAW OF CIVIL PROTECTION](#) - Published in the DOF June 06, 2012 - latest reform June 03, 2014

STPS	Secretary of Labor and Social Welfare
<a href="#">Diagram of labor legislation in Mexico</a>	<a href="#">What is the difference between a Law, Regulation, NOM, NMX?</a>
<a href="#">Index</a> <a href="#">Employer obligations</a> <a href="#">Employee obligations</a> <a href="#">Labor contracts</a> <a href="#">FAQ</a>	<p><b>The Federal Labor Law of Mexico (LFT)</b></p> <p><b>MAJOR REFORMS WERE PUBLISHED NOV 30, 2012 - EFFECTIVE DEC. 1, 2012 - and REFORMS RELATED TO MINORS IN THE WORKPLACE published June 12, 2015</b></p> <p><b><a href="#">PDF</a> updated</b></p> <p><b><a href="#">REVIEW MY SUMMARY OF THE REFORMS.</a></b></p> <p>La Ley Federal del Trabajo with reforms that took effect Dec. 1, 2012</p> <p>There is 1 labor law in Mexico, based on Article 123 of the Constitution of 1917 (La Constitución Política de 1917).</p>
<a href="#">PDF</a>  <a href="#">PDF</a>	<p><b><a href="#">GENERAL LAW OF CIVIL PROTECTION</a></b> - Published in the DOF June 06, 2012 - latest reform June 03, 2014</p> <p><b><a href="#">REGULATION OF THE GENERAL LAW OF CIVIL PROTECTION</a></b> - MAY 13, 2014</p>
<a href="#">PDF</a>	<p><b>Article 123 of the Political Constitution of the United Mexican States</b> - Labor, Health and Safety is based on Article 123 of the Constitution.</p> <p>Last reform published in the Official Daily of the Federation February 24 of 2017 - See the <b>Transitional Articles</b> for its implementation (page 17) Text before the reform is in red</p>
<b>3 REGULATIONS BASED ON THE FEDERAL LABOR LAW</b>	
<b>Introduction to Health and Safety in Mexico</b>	<p><b>NEW !!!</b></p> <p>THE NEW - <b><a href="#">REGULATION FOR OCCUPATIONAL HEALTH AND SAFETY</a></b> was published in the DOF</p>

<p><a href="#">THE LEGAL BASIS FOR HEALTH AND SAFETY LEGISLATION</a></p> <p><a href="#">HEALTH AND SAFETY INSPECTIONS</a></p> <p><a href="#">INSPECTION PROCEDURE</a></p> <p><a href="#">THE HEALTH AND SAFETY AUDIT (translated into English)</a></p>	<p>on November 13, 2014 and takes effect in February 2015. <a href="#">PDF</a></p> <p>This Regulation has many new elements and raises all of the fines for not having the required documentation, the diagnostic for health and safety, risk studies, permits and licenses, documentation for training. Fines are now from 50 to 5000 times the daily minimum wage (68 pesos ). One important change is that all risk studies must have an ergonomic element and all job positions must have a risk study with an ergonomic evaluation. Also added, are the requirement to have a driver safety program for any employee driving company vehicles.</p> <p><b>THIS NEW REGULATION CANCELED THE OLD REGULATION ON FEB. 2015</b></p> <p>This is the most important of the 3 Regulations of the Labor Law.</p> <p>The objective of the Regulation for Health and Safety is the establishing of the measures necessary for prevention of accidents and illnesses on the job, and its stated aim is achieving work being performed under conditions of safety, health and adequate environment for the workers.</p> <p>The Regulation defines the responsibilities of Employers and employees and serves as the outline for Health and Safety - each one of the Chapters is detailed in the NOMs (STPS) with procedures, programs, documentation, tests, and verification required in a Health and Safety program that is compliant. The Regulation is the outline for your Health and Safety program, the NOMs are the details.</p>
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<p><a href="#">PDF</a></p> <hr/> <p><a href="#">PDF</a></p>	<p><a href="#">General Regulation for the Inspection and Application of Sanctions for Violations of Labor Legislation (1998)</a></p> <p>The 2nd Regulation of the Labor Law. This details the amounts and procedures for implementing fines and sanctions for non-compliance to the Regulation for Health and Safety and the Health and Safety NOMs.</p>
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NEW REGULATION -

[GENERAL REGULATION OF LABOR INSPECTION AND APPLICATION OF SANCTIONS](#) published in the DOF June 17, 2014 - effective September 17, 2014.

PARTICIPATION  
OF THE  
WORKERS IN  
THE PROFITS OF  
COMPANIES,  
LFT [Articles  
117-131](#)  
[PDF](#)  
  
[FAQ](#)

[Regulation of Articles 121 and 122 of the Federal Labor Law](#)

This is a short Regulation that regulates the rights of workers for formulate an objection to the Tax declaration of a company by which profit sharing is calculated. Articles 121 and 122 are the Articles of the Labor Law which state that workers can file an objection to the Annual tax declaration of companies. This regulation is important to review with Chapter VIII of the Labor Law which has to do with Profit Sharing.

## HEALTH AND SAFETY STANDARDS

[UNITS OF  
VERIFICATION](#)

TESTING  
LABORATORIES

[SOCIAL RISK  
PREMIUM  
REDUCTION  
WITH A  
CERTIFIED  
HEALTH AND  
SAFETY  
PROGRAM](#)

### WHAT IS A NOM?

A NOM (= Norma Oficial Mexicana = Official Mexican Standard) have the force of Law. They are created by the DGN (= Dirección General de Normas) which is under the authority of the Secretary of Economy (Secretaría de Economía = formerly known as SECOFI) The DGN creates National Consultative Committees integrated by experts, both government and private sector who create NOMs or Standards based on the Laws, and Regulations. The NOMs provide you with the details of compliance, procedures, programs, permits. Each NOM has a designation based on the Secretary responsible for oversight of compliance. Example: NOM-005-STPS-1998 is a Health and Safety standard. All Health and Safety Standards have a different number but the same "STPS" designation.

NOM-005-STPS-1998

**NOM = Norma Oficial Mexicana = Official Mexican Standard**

**005 = the number of this NOM**

**STPS = Secretaría de Trabajo y Previsión Social  
Secretary of Labor and Social Welfare**

**1998 = The year this NOM was published in the DOF**

	<p><b>NOM = Normas Oficiales Mexicana = Official Mexican Standard</b></p> <p><a href="#">Chronological history of current Health and Safety NOMs</a></p>
<a href="#">PDF</a>	<p><a href="#">NOM-047-SSA1-2011</a>, Environmental Health - Biological Exposure Indices for the personnel occupationally exposed to chemical substances. Published in the DOF June 06, 2012 - effective date Dec. 03, 2012</p>
<a href="#">PDF</a>	<p><a href="#">NOM-001-STPS-2008</a>, Buildings, locales, installations and areas in the workplace - Safety conditions. Published in the DOF on Nov. 24, 2008 - effective Jan. 26, 2009 - modification of art. 7.1.3 Sept. 18, 2016</p>
<a href="#">PDF</a>	<p><a href="#">NOM-002-STPS-2010</a>, Safety conditions - Fire prevention and protection in the workplace. Published in the DOF December 9, 2010 -this Standard takes effect June 9, 2011 -- 5.11 of this Standard become effective for workplaces with high risk of fire after Jan. 1, 2014. (See Transitional Article 1)</p>
<a href="#">PDF</a>	<p><a href="#">NOM-003-SEGOB-2011</a>, Signs and warnings for civil protection. Colors, shapes and symbols to be used. Published in the DOF Dec. 23, 2011</p>
<a href="#">PDF</a>	<p><a href="#">NOM-003-STPS-1999</a>  <b>Agricultural activities - Use of phitosanitary materials or pesticides and materials of vegetable nutrition or fertilizers - Safety and Health Conditions.</b></p> <p>Establishes the health and safety conditions for preventing the risks to workers who are exposed to and perform the agricultural activities of storage, movement, and handling of phitosanitary materials or pesticides and materials of vegetable nutrition or fertilizers.</p>
<a href="#">PDF</a>	<p><a href="#">NOM-004-STPS-1999</a> <b>Protection Systems and Safety Devices for Machinery and Equipment used in the Workplaces.</b></p> <p>The Objective of this NOM is to establish the safety conditions, protection systems and devices for preventing accidents and protecting the workers from accidents on the job caused by the operation and maintenance of machinery and equipment.</p> <p>Defines the <u>risk studies</u> for machinery, the preventive and corrective maintenance logs.</p>

<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-005-STPS-1998</a> Health and Safety Conditions in the Work Place for the Handling, Transport, and Storage of Hazardous Chemical Substances.</b> The objective of this NOM is to establish Health and Safety conditions for the handling, transport and storage of hazardous chemical substances, for preventing accidents and protecting the health of the workers and avoiding damage to the work place.</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b>NEW STANDARD</b> <b><a href="#">NOM-006-STPS-2014</a></b>, Handling and storage of materials - Occupational Health and Safety conditions. PUBLISHED SEPT 11, 2014 - <b>Took effect APRIL 11, 2015</b></p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-007-STPS-2000</a> Agricultural activities -Installations, machinery, equipment, and tools - Safety conditions</b> The objective of this NOM is to establish the safety conditions which the installations, machinery, equipment and tools utilized in agricultural activities must consist of in order to prevent risks to the workers.</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-008-STPS-2000</a> ACTIVITIES OF BEST UTILIZATION OF TIMBER YIELDING FORESTS AND SAWMILLS - CONDITIONS OF SAFETY AND HEALTH.</b> The objective of this NOM is to establish the procedures and the minimum conditions for safety and health in order to prevent the risks to which workers are exposed to and avoiding damage to the work places.</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-009-STPS-2011</a></b>, Safety conditions for working at heights. Published in the DOF May 6, 2011 - effective Aug. 6, 2011</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-010-STPS-1999</a></b>, Health And Safety Conditions In The Workplace Where <u>Chemical Substances</u> Capable Of Generating Contamination In The Labor Environment Are Handled, Transported, Processed, Or Stored</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><b><a href="#">NOM-010-STPS-2014</a></b>, Contaminating chemical agents in the work environment - Inspection, evaluation and control.</p>

	Published in the DOF April 28, 2014 - takes effect April 28, 2016
<a href="#">PDF</a>	<a href="#">NOM-011-STPS-2001</a> <b>Health and Safety Conditions in the Work Place where NOISE is generated.</b> To establish the health and safety conditions in the workplaces where noise is generated that by its characteristics, levels, and time of action, is capable of altering the health of workers; the maximum permissible levels, and the maximum permissible exposure times per work shift, their correlation and the implementation of a program of conservation of hearing.
<a href="#">PDF</a>	<a href="#">NOM-012-STPS-2012</a> , <b>Health and Safety conditions in the workplaces where sources of ionizing radiation are handled.</b> Published in the DOF on Oct. 31, 2012 - Effective date March 1, 2013.
<a href="#">PDF</a>	<a href="#">NOM-013-STPS-1993</a> <b>Relative to the health and safety conditions in the workplaces where non-ionizing electromagnetic radiations are generated.</b> Establishes the preventive and control measures in the workplaces where non-ionizing electromagnetic radiations are generated for preventing the risks to the health of the workers that involve the exposure to said radiations.
<a href="#">PDF</a>	<a href="#">NOM-014-STPS-2000</a> , <b>Occupational exposure to abnormal environmental pressures - Health and safety conditions.</b>
<a href="#">PDF</a>	<a href="#">NOM-015-STPS-2001</a> <i>December 14, 2002</i> <b>Elevated or lowered thermal conditions - Health and Safety Conditions</b> To establish the Health and Safety Conditions, the maximum permissible exposure times and levels to extreme thermal conditions, that by their characteristics, type of activities, level, time, and frequency of exposure are capable of altering the health of workers.
<a href="#">PDF</a>	<a href="#">NOM-016-STPS-2001</a> <b>Operation and maintenance of railroads - Safety and Health conditions.</b> This standard has the objective of establishing safety and health measures for preventing accidents and occupational illnesses in those activities that are performed for operating and giving maintenance to the means of transport related to railroad service.

<p style="text-align: center;"><a href="#">PDF</a></p>	<p><a href="#">NOM-017-STPS-2008</a>, Personal protective equipment - Selection, use and handling in the work place.          NOM-017-STPS-2008, Equipo de protección personal-Selección, uso y manejo en los centros de trabajo.          Published in the DOF on Dec. 09, 2008 takes effect Feb. 2009</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><a href="#">NOM-018-STPS-2000</a>  <b>SYSTEM FOR THE IDENTIFICATION AND COMMUNICATION OF HAZARDS AND RISKS FOR HAZARDOUS CHEMICAL SUBSTANCES IN THE WORK PLACE.</b> (This NOM replaced NOM-114-STPS in Dec. 2000)          The Objective of this NOM is to establish the minimum requirements of a system for the identification and communication of hazards and risks by hazardous chemical substances, that in accordance to their physical, chemical characteristics, toxicity, concentration and time of exposure, can affect the health of workers or damage the workplace.          It includes a reference guide to 1000 chemical substances, and their classifications.          It includes Appendix C, the new rules for MSDS and Appendix D, Instructions for filling out the Material Safety Data Sheets.</p> <p>Published in the DOF Oct. 27, 2000 - effective Jan. 25, 2001 - <b>Reform - Third Transitional Article added Sept. 06, 2013</b></p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><a href="#">NOM-018-STPS-2015</a>, Harmonized System for the identification and communication of hazards and risks from hazardous chemical substances in the workplace.</p> <p>Published October 9, 2015, clarification published November 11, 2015 - takes effect on October 9, 2018</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><a href="#">NOM-019-STPS-2011</a>, Constitution, integration, organization and operation of the Commissions of Health and Safety Published in the DOF on April 13, 2011</p>
<p style="text-align: center;"><a href="#">PDF</a></p>	<p><a href="#">NOM-020-STPS-2011</a> Containers subject to pressure, cryogenic containers and generators of steam or boilers - Operation - Safety Conditions Published in the Official Daily of the Federation Dec. 27, 2011 - effective June 27, 2012</p>
<p style="text-align: center;">GUIDELINES <a href="#">PDF</a></p>	<p><a href="#">GUIDELINES</a> of operation for the granting of the operating authorizations of containers subject to pressure, cryogenic containers and steam generators or boilers. Published November 30, 2012 - effective Dec. 1, 2012          The publication of this document cancels the Third,</p>



Fourth and Fifth Transitional Articles of the NOM-020-STPS-2011 Containers subject to pressure, cryogenic containers and generators of steam or boilers - Operation - Safety Conditions Published in the Official Daily of the Federation Dec. 27, 2011 - effective June 27, 2012 - which states that until these Guidelines are published the permit process and permit extension process through the STPS is to follow the articles 8.2, 8.4 and 8.5 of NOM-020-STPS-2002 which was canceled and replaced by NOM-020-STPS-2011 in June 2012.

As of December 1, 2012 - individuals and companies must use these Guidelines instead of the articles 8.2, 8.4, and 8.5 of the now canceled NOM-020-STPS-2002. These Guidelines are very important - they regulate the process for applying for operating permits for containers subject to pressure, steam generators or boilers for those individuals or companies that opt for the STPS to inspect and observe the testing of the equipment.

- If your permit application for a new permit is in process, you have 90 days from December 1, 2012 to provide the additional information (article 8 of the Guidelines).
- If your permit application for an extension of an existing permit, you will have 90 days to provide the additional information required (article 9).

**[NOM-021-STPS-1994](#) Requirements for Reporting of Accidents in the Workplace. Cancelled**

[System for the Reporting Work Accidents](#)

**[NOTICE of cancellation of the Official Mexican Standard NOM-021-STPS-1993](#)**

On December 14, 2015 the following was published in the DOF:

**NOTICE of cancellation of the Official Mexican Standard NOM-021-STPS-1993, Relative to the requirements and characteristics of the reports of the work risks that occur, in order to integrate the statistics, originally published on May 24, 1994.**

[PDF](#)

This cancellation took effect on January 1, 2016.

[PDF](#)

On December 28, 2015 the following was published in the DOF:

[PDF](#)

**AGREEMENT by which is created the System for the Reporting Work Accidents and the forms for informing of accidents and deaths of workers are made known.**

This is a new online system for the reporting of work accidents. The legal representative of each business must enroll online with their electronic signature (FIEL). (the legal representative of each business in Mexico must go to SAT and be fingerprinted and photographed for an electronic signature that consists of 2 files that a person stores on their computer. For all government procedures, a permit, paying taxes, etc you must do everything online and upload the 2 files that are your electronic signature and it has the legal effect of a handwritten signature. We have had the FIEL for about 5 years now.)

The system is online at <http://siaat.stps.gob.mx>

[PDF](#) [NOM-022-STPS-2008](#), Static electricity in the workplace. Safety conditions. Published in the DOF Nov. 7, 2008 - will be effective Jan. 7, 2009.

[PDF](#) [NOM-022-STPS-2015](#), Static electricity in workplaces - Safety Conditions. Published in the DOF April 1, 2016 -in effect October 1, 2016

[PDF](#)

[NOM-023-STPS-2012](#), Underground mines and open air mines - Occupational Health and Safety conditions. Published in the DOF Oct. 11, 2012 - effective Oct. 11, 2013

[PDF](#)

[NOM-024-STPS-2001](#) *cancelled and replaced NOM-024-STPS-1993 on July 11, 2002*  
Health and Safety Conditions in the Work Places where Vibrations are Generated.  
The objective of this NOM is to establish the health and safety conditions in the work places where vibrations are generated that by their characteristics and exposure time, are capable of altering the health of the workers.

[PDF](#)

[NOM-025-STPS-2008](#), Conditions of illumination in the workplace.  
NOM-025-STPS-2008, Condiciones de iluminación en los centros de trabajo.  
Published in the DOF on Dec. 30, 2008- effective March 02, 2009

[PDF](#)

[NOM-026-STPS-2008](#), Health and Safety Colors and signs, and identification of risks from fluids conducted in pipes.  
Published in the DOF on Nov. 25, 2008 - effective Jan. 25, 2009

[PDF](#)

[NOM-027-STPS-2008](#), Welding and cutting. (welding, cutting, confined spaces)

[pdf](#)

[NOM-028-STPS-2012](#), System for the administration of work - Safety in the critical processes and equipment that handle hazardous chemical substances. Published in the DOF Sept. 6, 2012 - effective date June 6, 2014

[PDF](#)

[NOM-029-STPS-2011](#), Maintenance of electrical installations in the workplace - Safety Conditions.  
Published in the Official Daily of the Federation Dec. 29, 2011 - effective date March 29, 2012

<a href="#">PDF</a>	<a href="#">NOM-030-STPS-2009</a> , Preventive services of occupational health and safety - Functions and activities. Published in the DOF December 22, 2009
<a href="#">PDF</a>	<a href="#">NOM-031-STPS-2011</a> , Construction - Health and Safety conditions in the workplace. Published in the DOF el 4 de Mayo de 2011 - effective October 4, 2011.
<a href="#">PDF</a>	<a href="#">NOM-033-STPS-2015</a> , Safety conditions for performing tasks in confined spaces.
<a href="#">PDF</a>	<a href="#">NOM-034-STPS-2016</a> , Safety conditions for access and the carrying out of activities of workers with disability in the workplace. Published in the DOF on July 20, 2016 - Effective Sept. 18, 2016
<a href="#">PDF</a>	<a href="#">NOM-100-STPS-1994</a> , Safety - Pressure Contained Dry Chemical Powder Fire Extinguishers - Specifications
<a href="#">PDF</a>	<a href="#">NOM-101-STPS-1994</a> , Safety - chemical foam based extinguishers.
<a href="#">PDF</a>	<a href="#">NOM-102-STPS-1994</a> , Safety - Carbon Dioxide Based Extinguishers- Part 1: Containers
<a href="#">PDF</a>	<a href="#">NOM-103-STPS-1994</a> , Safety - pressurized water based fire extinguishers (January 11, 1996)
<a href="#">PDF</a>	<a href="#">NOM-104-STPS-2001</a> Extinguishing Agents - Ammonium Monophosphate Based Dry Chemical Powder, Type ABC
<a href="#">PDF</a>	<a href="#">NOM-106-STPS-1994</a> , Safety - Extinguishing Agents - Type BC sodium bicarbonate based dry chemical powder.
<a href="#">PDF</a>	<a href="#">NOM-113-STPS-2009</a> , Safety - Personal Protective equipment - Protective Footwear - Classification, specifications and testing methods. Published in the DOF December 22, 2009 - Modification published in the DOF December 24, 2010
<a href="#">PDF</a>	<a href="#">NOM-115-STPS-2009</a> , Safety- Personal protective equipment - Protective helmets - Classification, specifications and testing methods.  Published in the DOF December 22, 2009 - Effective December 22, 2010 - Modification published in the DOF December 24, 2010 - Articles 10.1.1 and 10.1.2

	take effect after January 1, 2012.
<a href="#">PDF</a>	<p><b><a href="#">NOM-116-STPS-2009</a>, Safety - Personal protective equipment - Anti-noxious particulate negative pressure air purifying respirators - Specifications and testing methods.</b></p> <p>Published in the DOF December 22, 2009 - Effective date Dec. 22, 2010 - Modification published in the DOF December 24, 2010 - effective Dec. 24, 2010 - (The certification referred to in 8.11 and 8.12 took effect January 1, 2012) <b>Modification published 24-03-2017 - took effect 25-03-2017</b></p>