



Executive Enacts The Subcontracting Reform

The President of the Republic, Andrés Manuel López Obrador, enacted the changes to the Federal Labour Law that regulate the figure of outsourcing staff and which were approved by the Congress of the Union.

Since the publication of this Friday, April 23, in the evening edition of the Official Journal of the Federation (DOF), the proposed changes to the reform come into force.

Among other relevant points, some of the highlights are:

- Outsourcing of personnel is prohibited.
- It is allowed to subcontract, only specialized services, but there should be no coincidence between the social object of the provider and the social object of the beneficiary of the service.
- Anyone providing the outsourcing service must register with the STPS, stressing that at any time the STPS may cancel registration.
- Inspection is strengthened, and if the pattern prevents it from being carried out,

up to 5000 times the Unit of Measure and Update (UMA) Who subcontracts and has no registration may be fined up to 50,000 times the UMA (4.4 million pesos).

For more information, we invite you to review the [DOF publication](#).

We will continue with the close monitoring and timely analysis of this topic, sharing with all our customers the evolution of the criteria linked to it, as well as any new features regarding it.

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