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The STPS presents the 2025 Federal Labor Inspection Program

The Ministry of Labor and Social Welfare, through the Decent Work Unit and the General Directorate of Federal Labor Inspection, presented the 2025 Federal Labor Inspection Program, which represents a significant shift in the strategy for monitoring and enforcing labor obligations at the national level. A substantial increase in inspection activity is expected this year, with 43,000 inspections planned, compared to 32,000 in 2024, representing a 34% increase and reflecting a more active and focused policy on the part of the labor authority.



The program aims to strengthen the supervision of respect for labor rights in strategic sectors, while incorporating technological tools based on artificial intelligence for the first time. Of particular note is the use of the Data Intelligence System for Labor Inspection, which, through predictive models, will make it possible to identify more accurately those companies most likely to be in breach, optimizing the scheduling and execution of inspections. This means that employers with a history of violations, specific risks, or reported inconsistencies could be automatically prioritized by the system.

The programmer's approach is complemented by the promotion of alternative mechanisms to inspection, which seek to encourage regulatory compliance without resorting directly to sanctions, under a scheme of continuous improvement. This strategy opens up opportunities for companies that adopt a proactive stance to voluntarily and transparently bring themselves into compliance.

As part of this new dynamic, the STPS will sign collaboration agreements with authorities such as the Ministry of the Navy, the Federal Attorney General's Office for Environmental Protection (PROFEPA) and the General Directorate of Mines, in order to coordinate joint actions that strengthen oversight in specific sectors such as mining, the environment and maritime activities. This inter-institutional collaboration will make it possible to expand the scope and depth of inspections, integrating broader and more technical criteria into verification visits.

Overall, the 2025 Inspection Program reflects a change in the way the STPS will supervise compliance with labor regulations: it will be a more technical, coordinated and strategic model, which requires companies to be prepared. In this context, it is highly recommended that workplaces review and reinforce their labor policies, internal documentation, general working conditions, Convention 190, NOM 0-35, NOM 0-37 and compliance with fundamental rights, in order to anticipate possible inspections and minimize risk.

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