

New Obligations for Employers: Gender Equality and the Prevention and Eradication of Discrimination and Violence

On January 15, 2026, a Decree was published in the Federal Official Gazette amending several laws, including the Federal Labor Law, to strengthen actions that ensure the principle of gender equality, as well as to prevent and eradicate discrimination and violence against women, which entered into force on the day after its publication.

The main amendments to the Federal Labor Law are indicated below:

- Substantive equality and non-discrimination: the principle of substantive equality between women and men in all labor relations is reinforced.
- Working conditions: employers must ensure that working conditions are established in accordance with the principle of substantive equality between women and men.
- Training and prevention of violence: employers must train their personnel to prevent and eliminate violence against women in the workplace.
- Violence-free workplace: the obligation of employers and workers to promote and maintain a workplace free of discrimination and violence is reinforced.

These reforms establish new obligations for employers to strengthen protections for women in the workplace. It is essential to review and update internal policies, have a Protocol for Preventing Gender Discrimination and Addressing Cases of Violence and Sexual Harassment, and Eradicating Forced and Child Labor (which has been mandatory since 2019), and train personnel to ensure compliance.

For more information, please see the link to the official publication in the Federal Official Gazette:

https://www.dof.gob.mx/nota_detalle.php?codigo=5778297&fecha=15/01/2026#gsc.tab=0

We would be glad to answer any questions you may have in this respect.

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S I N C E R E L Y

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