

## VELAVO - Publication of the Voluntary Labor Verification Program

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The Ministry of Labor and Social Welfare ("STPS" per its acronym in Spanish) has designed the "Accreditation System for Good Labor Practices and Decent Work", which aims to promote and strengthen good practices of employer companies in Mexico so that workers have decent work conditions, acquire the necessary training to carry out their activities and develop their activities in workplaces with adequate safety and hygiene conditions.

Therefore, the STPS has developed the Voluntary Labor Verification Program ("VELAVO" per its acronym in Spanish), as a tool that, through a voluntary declaration by the employer entities, allows the employer entities to state their compliance with labor regulations regarding (i) working conditions, (ii) training, and (iii) safety and hygiene; this is an alternative mechanism to the inspection visits carried out by the Federal Labor Inspection.

As an alternative to inspection visits, work centers complying with the verification process will be exempted from being subject to ordinary inspections in the matters they comply with for one year. However, it is important to note that the Labor Authority may carry out advisory and technical assistance inspections to encourage compliance with labor provisions among workers and employers, as well as verifying the information provided by employers. If, during the visits, non-compliance with labor legislation is identified, the authority will schedule an extraordinary inspection visit.

Furthermore, if the authority, during the verification inspections, certifies that the information provided to VELAVO is false or that it was conducted with malice or bad faith, the work center will be removed from the program and extraordinary inspections will be carried out; regardless of the imposition of a fine and notifying to the Public Prosecutor's Office.

It is important to mention that work centers must, first and foremost, prove their compliance regarding working conditions. Once the previous matter has been accredited, the employers may voluntarily choose to obtain the accreditation in the matter of occupational safety and health and/or in training.

Our firm's labor practice is able to assist our clients in any matter related to the VELAVO program.

In case of doubts or comments, please do not hesitate to contact us.

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