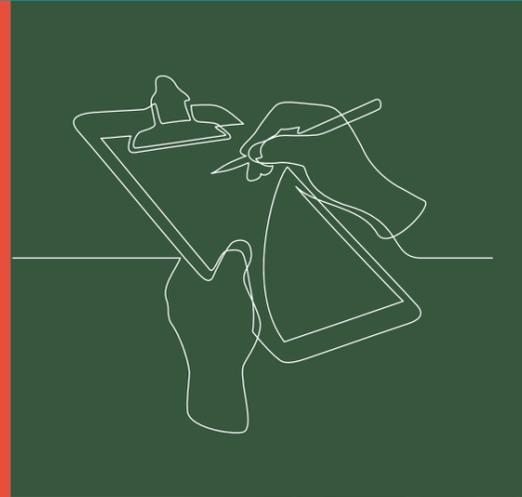


When does NOM-037 apply?

During the remote provision of personal and subordinated services through information and communication technologies for more than 40% of the work shift.



What is the consequence of not complying with NOM-037?

In case of an inspection by the Ministry of Labor, sanctions include fines from 250 to 5,000 Updated Metric Units (from USD\$5,525 to USD\$30,511) per breach and per affected employee.



What are the employer's obligations under NOM-037?

- Having a Telework Policy in place
- Maintaining a list of teleworkers
- Training on health risks related to telework
- Periodically verifying the health conditions of the remote workplace
- Providing ergonomic equipment (e.g., chair) and necessary supplies for the job (e.g., printer)
- Maintaining technological equipment
- Establishing mechanisms to deal with domestic violence cases (e.g., allowing return to in-person work).

Place for teleworking

It must be a fixed place and its health and safety conditions must be verified previously by the employer or its Health and Safety Mixed Committee.



When does the NOM-037 become enforceable?

On December 5, 2023.

