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## INFONAVIT participates in the pilot program for the inclusion of digital platform workers

On June 26, 2025, the Administrative Board of the National Workers' Housing Fund Institute ("INFONAVIT" or the "Institute") published the Agreement containing the Sole Annex governing the Institute's participation in the pilot program for the inclusion of digital platform workers in the Mandatory Social Security Regime (*Régimen Obligatorio de Seguridad Social*) ("ROSS") in the Official Gazette of the Federation.

The Annex establishes the general rules to ensure compliance with the obligations contained in Article 291-K, Section VI of the Federal Labor Law. Under these general rules, employers must:

- Register the workers who provide services through digital platforms with the Mexican Social Security Institute (the "IMSS");
- Submit the corresponding employer registration notices to the Institute, as well as those related to the enrollment of their workers;
- Determine and pay the housing contributions of their workers, under the Rules issued by IMSS to include digital platform workers; and
- Continue to pay housing contributions even where the digital platform workers are retired or affiliated under the voluntary regime. However, this obligation will not apply to employers in cases where, by the end of the month, self-employed workers have not generated a net monthly income equal to or greater than the daily minimum wage in Mexico City.

It is important to mention that, in the event of non-compliance with these obligations, the Institute may impose sanctions under the *Regulations on the Imposition of Fines for Non-Compliance with the Obligations Set Forth in the Law of the National Workers' Housing Fund Institute and its Regulations established for the Employers*.

**Pérez-Llorca México's** Social Security team is available to provide further information on this Legal Briefing.

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