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STPS: AI in labor inspections

In April 2025, the Ministry of Labor and Social Welfare (*Secretaría del Trabajo y Previsión Social*) ("**STPS**") published the "*Operational Guidelines to be Applied by the Personnel Involved in the Federal Labor Inspection Process*" on its website.

These Guidelines establish the criteria and administrative procedures to be followed by the labor authorities in scheduling, conducting, evaluating, and following up on labor inspections.

Accordingly, through Bulletin 27/25, the STPS has emphasized the implementation of artificial intelligence ("**AI**") tools in labor inspections and announced the forthcoming conclusion of coordination agreements with other Federal Government agencies.

I.   Use of AI and new coordination agreements

To implement the Federal Labor Inspection Program 2025, the STPS has set a target of carrying out a total of 43,000 federal labor inspections.

It is important to highlight that, for the first time, the use of AI tools such as the Data Intelligence System for Labor Inspection (*Sistema de Inteligencia de Datos para la Inspección Laboral*) ("**SIDIL**") will allow for better planning, scheduling, and execution of labor inspections.

The use of SIDIL will optimize labor inspections through different learning algorithms. This tool uses data from various sources, such as the National Directory of Companies and the STPS's own inspection records, to identify companies with a higher risk of non-compliance and, thus, focus efforts on labor inspections.

The implementation of SIDIL seeks to triple the detection of irregularities, improve supervision processes, and predict the risk of non-compliance with labor regulations by companies, i.e., the STPS will use AI to calculate the probability that a given company will fail to comply with labor regulations.

Furthermore, the STPS has announced that it is considering signing collaboration agreements with different agencies such as the Ministry of Economy (*Secretaría de Economía*) ("**SE**"), the Ministry of the Navy (*Secretaría de Marina*) ("**SEMAR**"), and the Ministry of Environment and Natural Resources (*Secretaría de Medio Ambiente y Recursos Naturales*) ("**SEMARNAT**"), in addition to the collaboration agreements already signed with the Ministry of Finance and Public Credit (*Secretaría de Hacienda y Crédito Público*) ("**SHCP**"), the Mexican Social Security Institute (*Instituto Mexicano del Seguro Social*) ("**IMSS**"), and the National Workers' Housing Fund Institute (*Instituto del Fondo Nacional de la Vivienda para los Trabajadores*) ("**INFONAVIT**").

II.   Our comments

i)   **Labor supervision will be more accurate and proactive.** With the use of AI, the STPS will be able to identify risk patterns and focus its inspections on companies with a higher likelihood of non-compliance. This means that companies will no longer go unnoticed but rather will be selected based on data and predictive analytics.

ii)   **The margin for error and omission will be reduced.** SIDIL will enable the STPS to detect irregularities more effectively. Companies must prepare for a technical, automated verification process that is less tolerant of administrative errors or cases of minor non-compliance.

iii)   **Inter-institutional collaboration will broaden the scope of inspections.** With collaboration agreements such as those that the STPS has already signed with the SHCP, the IMSS, and INFONAVIT, together with the new collaboration agreements to be signed with the SE, SEMAR, and SEMARNAT, the information shared will be more robust, increasing the possibility of carrying out joint audits.

iv)   **Prevention and regulatory compliance are no longer optional.** In this new environment, specialized legal advice is essential in order to review internal processes, correct possible non-compliance, and avoid sanctions.

III.   Is your company prepared to face AI-powered labor inspections?

At **Pérez-Llorca Mexico**, we have the experience and technical knowledge to assist you in:

- assessing your level of regulatory compliance;

- implementing preventive programs;

- integrating the necessary information and documentation to be submitted in a technology-focused labor inspection.

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