

## client alert

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Mexico City; on December 21st, 2023

# Mexican Congress Expands Classification in Chart of Occupational Diseases with 88 New Entries

On December 4th, 2023; in the afternoon edition of the Federal Official Gazette ("DOF"), the Ministry of Labor and Social Welfare ("STPS") published the Decree amending the chart of occupational diseases (the "Reform") included in the Federal Labor Law ("LFT"), which became effective the day after it was published, that is, on December 5th, 2023.

This Reform increased the number of work-related diseases, recognizing eighty-eight (88) new illnesses, in line with the International Classification of Diseases CIE-11 issued by the World Health Organization ("WHO").

The disease chart is a key tool for occupational health physicians to diagnose the conditions related to the environment and work performed by employees.

## 1. Eighty-eight (88) new diseases added

The Reform increased the number of work-related diseases, recognizing eighty-eight (88) new illnesses, among which the following are noteworthy:

- Mental disorders, including depression, stress, anxiety, and insomnia.
- Women's diseases, such as endometriosis or infertility.
- The catalog of types of work-related cancer was expanded from four (4) to thirty (30) types.
- The catalog of infectious and parasitic pathologies is expanded from twenty-one (21) to forty-one (41) diseases, including SARS-CoV-2 (COVID-19).

## 2. New forms for the evaluation of occupational diseases and updating of the Permanent Disability Assessment Chart

A new catalog of evaluation forms for occupational diseases was also incorporated for the evaluation of occupational diseases to determine the link between the work performed and the damage caused. This catalog, in accordance with the Second Transitory Article of the Reform, must be published in the DOF by the STPS within forty-five (45) business days after the entry into force of the Reform, that is, no later than February 9th, 2024.

In addition, the chart for the evaluation of permanent disability due to occupational risks was updated.



### 3. Obligation to be reviewed every 5 (five) years

Likewise, the Reform added as a new obligation for the STPS to review, at least every 5 (five) years, the abovementioned tables, as well as the catalog of forms for the evaluation of occupational diseases, in order to keep them updated according to the progress of the medicine.

It is vital for employers to stay informed about these modifications and take actions to ensure the safety and well-being of their employees. This could include implementing safety standards, providing personal protective equipment, promoting good hygiene habits, and conducting training in the prevention of work-related illnesses, among others.

For further inquiries or assistance, please feel free to contact us.

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