

Guide to Laws Prohibiting Forced Labor

in Mexico

What is forced labor?

- Forced labor is work performed against the will of the person doing it.
- Forced labor is also work done or personal services provided without proper payment.
- The Mexican Constitution prohibits forced labor.
- The Mexican Constitution protects you from forced labor even if you are a foreign worker or a worker without a valid work permit.
- The Federal Penal Code punishes anyone who forces another person to perform work without consent or without proper payment.

If your employer threatens or intimidates you to make you work, or if you are not paid for your services, you are a victim of forced labor.

If you think you are a victim of forced labor, contact the local Public Labor Defender's office.



As a worker, you have these rights:

- You can work wherever and whenever you wish, providing your work is not illegal.
- You must receive at least the minimum wage as payment.
- No one can force you to provide your services to an employer if you are not paid and do not agree.
- In Mexico, labor contracts can be valid for a set period, for an indefinite period, or for a specific task.
- If you quit before your contract ends, no one can force you to return to work.
- If you have incurred a debt with your employer because he or she gave you a loan, only 30 percent of the balance can be deducted from your minimum wage.

If you are a member of an indigenous community, no one can force you to work, even when it is your people's custom. If you do not wish to work, no one can make you do so.

You must inform the nearest local Public Labor Defender's Office if:

- a "coyote" makes you work for free under the pretext of charging you for the "trip;"
- you are forced to work in prostitution;
- your working papers are taken or you are not allowed to leave the workplace outside working hours.

You can be forced to work only:

- during compulsory military service;
- in prison, if ordered to do so by the court;
- when work is required in a national emergency situation, such as a war.

Remember, all workers are entitled to:

- At least the minimum wage.
- One day of rest for every six working days.
- The working day must be:
 - eight hours if you work during the day;
 - seven-and-a-half hours if you work part of the day and night (split shift);
 - seven hours if you work at night.
- You are entitled to payment for any overtime you work.
- Any overtime worked must be paid at double the normal rate.
- If you work more than nine hours overtime in a week, your employer must pay you triple for each extra hour.

For more information, see [Guide to Minimum Employment Standards, Pay Deductions and Severance Pay for Unjustified Firing in Mexico](#).

Where to call

General Federal Labor Inspection Department

(Dirección General de Inspección Federal del Trabajo):

Carretera Picacho-Ajusco Km. 1.5 No. 714,
Col Torres de Padierna, C.P. 14260.

Tel: (55) 5645-5999, 5645-5850,
5645-3995 ext. 2266

Fax: (55) 5645-6216

Federal Public Labor Defender's Office

(Procuraduría Federal de la Defensa del Trabajo):

Tel: (55) 5134-9800

Toll free: 01-800-717-2942

Information on Local Public Labor Defender's Offices

(Procuradurías de la Defensa del Trabajo Foráneas):

Tel: (55) 5588-0268

Federal Conciliation and Arbitration Board

(Junta Federal de Conciliación y Arbitraje):

Dr. Andrade No. 45 Col. Doctores, Deleg.

Cuauhtémoc Mexico, D.F. C.P. 06720

Switchboard: (55) 5722-8700

Child Protection Division, Office to Aid Minors and Adolescents at Risk, DIF

(Dirección de Protección a la Infancia,

Subdirección de Atención a Menores y

Adolescentes en Riesgo del DIF):

Calle Morelos No. 70, Col. Tlalpan, Deleg.

Tlalpan, 14000 Mexico, D. F.

Tel: (55) 5573-1540 or 5573-1355

ext. 313 or 338

Fax: (55) 5655-5003.

LOCATEL: in Mexico City, this agency has lawyers

specializing in labor law who provide

consultations on employment relations,

contracts, dismissal, wages and benefits.

Tel: (55) 5658-1111.

General Division of Crime Prevention and Community Services of the Attorney General's Office of the Republic

(Dirección General de Prevención del Delito y

Servicios a la Comunidad de la Procuraduría

General de la República):

Tel: (55) 5346-2400 in Mexico City, and toll free

01-800-002-5200 outside the capital.

State Attorney Generals of Justice

(Procuraduría General de Justicia de los Estados):

Look up the number in your local telephone directory.



Commission for Labor Cooperation