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On the practical side of the comprehensive labor reform undergone in Mexico in 2019, it is noteworthy to point out that while special labor courts were created together with a procedure overhaul for labor and employment trials that are still awaiting enforcement pending on the inauguration of the courts, some aspects of the reform

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became effective immediately and they directly affect the relationship of employers with new and existing employees, and generated compliance obligations for ...

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Article 5 of the Mexican Constitution states that no individual shall be kept from engaging in any profession, industry, commerce or job that best suits him or her. Therefore, from a strict labour law perspective, post-employment non-compete and non-solicitation covenants are generally not

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enforceable against employees.

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other words, there is no employment-at-will in Mexico. • Duration of the employment contract. The Mexican Federal Labour Law (hereinafter the “FLL”), assumes, as a general principle,

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that an employment agreement has
been executed for an indefinite term,
unless the nature or the particular type
of service to be provided calls

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