



Mexico Is About to Mandate Movement at Work: **Pausas Activas**



What leaders need to know, and how to get ahead of it.

THE LEGISLATION: WHAT'S COMING

Two bills are advancing through Mexico's Camara de Diputados that would require employers to build physical activity breaks into the workday.

Both bills are in committee. They sit alongside Mexico's new 40-hour workweek (signed May 1, 2026), the Ley Silla, and digital disconnection rights. Active pauses are the next step in this wave.

PVEM Bill (Bolanos-Cacho)

Filed March 25, 2026

Modifies Articles 132 and 512-E. Mandates active pauses when the nature of work allows it. Includes tax deductions for companies that invest in physical activity programs.

Duration: TBD by STPS/CONADE guidelines

MC Bill (Gonzalez Franco)

Filed December 2024

Modifies Articles 132, 133, and 423. Mandates 40 minutes of active breaks per shift (two 20-minute sessions). Prohibits employers from blocking breaks. Requires documentation in the Internal Work Regulations (RIT).

Duration: 2x 20 min per shift (mandatory)

WHY IT MATTERS

55.5%

of adult Mexicans are completely sedentary

52.1%

stopped exercising due to lack of time

586K MXN

potential max fine per violation, per worker affected

The Public Health Problem

Physical activity drops sharply when people enter the workforce. 52.7% of teenagers are active. By ages 40 to 49, that falls to 38.5%. The barrier is not willpower, it is time.

Awareness campaigns have not moved the needle. The legislation's position is that if exercise is going to happen, it has to happen inside the workday.

Sedentary behavior is directly linked to musculoskeletal disorders, cardiovascular disease, obesity, and type II diabetes, all of which drive absenteeism and higher employer costs.

Potential Fines Under Current LFT

If passed, enforcement would mirror the Ley Silla model: STPS inspections, documentation requirements, and fines multiplied per worker affected under Art. 992.

Violation	Basis	Max Fine (MXN)
RIT Non-Compliance	Art. 1001	\$58,655
General LFT Violation	Art. 1002	\$586,550
Safety & Health	Art. 994	\$586,550
Recidivism Cap (Repeat Offenders)	Art. 992	\$5,865,500

Based on existing LFT provisions. Active pause legislation pending. Fines multiply per worker affected.

WHY BREAKTHRU MAKES SENSE, NOW

Breakthru delivers 2-minute guided movement and breathing microbreaks inside Microsoft Teams, Slack, and Chrome. No separate app. No disruption. No additional lift for HR.

Why it fits the legislation:

Activates during working hours, not in personal time, which is exactly what both bills require.

No infrastructure needed. No pause room, no instructor, no scheduling.

Usage reports give HR documented proof of a program for STPS audit readiness.

Tax deductible today under Prevision Social frameworks (LISR Art. 27), and the PVEM bill would create an additional fiscal incentive.

Deployed in 72 countries. Customers include Microsoft, NHS England, Lululemon, and Concentrix.

Breakthru by the Numbers

51%
weekly active users

77.5
NPS Score

93%
employee satisfaction

85%
organic growth

2.2M
users, 72 countries

45,000+
organizations

“My greatest productivity hack is a break.
Breakthru.”

GLOBAL CUSTOMER SUCCESS LEAD, MICROSOFT

HOW TO GET AHEAD

1

Start Today

Deploy Breakthru inside Teams or Slack. Your team is moving in days, not months.

2

Document It

Breakthru engagement reports give HR proof of a program, ready for any STPS inspection.

3

Update Your RIT

Codify active pauses in your Internal Work Regulations using Breakthru as the delivery mechanism.

4

Capture the Tax Benefit

Classify Breakthru as a Prevision Social expense under LISR Art. 27 and deduct up to 53% of the cost.



Companies that act now don't just check a compliance box.

They build a culture of trust before the law requires it, and see better focus, lower absenteeism, and higher retention in return.

Ready to see how Breakthru works?

We can have your team moving inside Teams or Slack within a week. No IT overhead. Two minutes inside the tools they already use.

BOOK A 20-MINUTE CALL

breakthru.me