



REDUCTION OF THE WORKWEEK FROM 48 TO 40 HOURS: WHAT LIES AHEAD FOR COMPANIES IN MEXICO?

The new government has resumed the initiative to reduce the weekly working hours from 48 to 40 hours in Mexico. Although it is not yet law, the proposal is in an advanced stage of analysis and is expected to be presented in September 2025.

I. The proposal

It is proposed to amend the Federal Labor Law to establish:

- A maximum working week of 40 hours.
- Two days off for every five days worked.
- No reduction in salary.

The government's stated objectives:

- To improve workers' well-being.
- To bring Mexico into line with ILO international standards.
- To move towards a culture of work efficiency and personal balance.

II. Legislative and implementation schedule

Although the reform has not yet been voted on, the authorities have announced a legislative schedule:

- June–July 2025: national consultation forums with employers, trade unions, and experts.
- August 31, 2025: publication of a consensus legislative proposal.
- September 1, 2025: presentation of the formal initiative to Congress.
- From 2026: possible phased entry into force.
- Maximum implementation deadline: January 2030.

The transition will be gradual and possibly differentiated according to the size of the company or the sector.



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III. Gradual implementation (proposal under discussion):

Although not yet defined in law, the government has proposed a phased model for reducing working hours. Some possibilities that have been mentioned:

- 2026: reduction from 48 to 46 hours per week.
- 2027: reduction to 44 hours.
- 2028: reduction to 42 hours.
- 2029–2030: arrival at 40 hours per week as the new legal maximum.

It has been suggested that these stages may vary by company size (large, medium, small) or by sector (industrial, commercial, services), so that sectors with a higher operational load or lower financial capacity have more time to adjust.

The transition would also include the obligation to grant two days off for every five days worked, which will entail a profound reorganization in sectors that operate six or seven days a week.

IV. Impacts for businesses

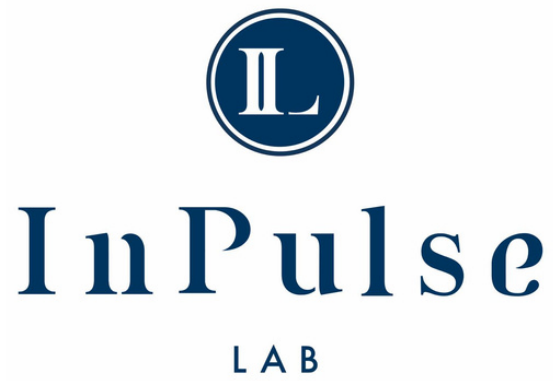
Operational and legal changes:

- Employment contracts: updating clauses on working hours, breaks, and overtime.
- Personnel management: reorganization of shifts, reduction of overtime, adjustment of breaks.
- Regulatory compliance: risk of penalties for excessive working hours or failure to pay overtime.

Potential additional costs:

- Up to a 36% increase in overtime if processes are not adjusted.
- Need to hire additional staff in sectors with continuous operations.
- Costs of organizational restructuring, training, or adoption of new technologies.

The transition to a 40-hour workweek represents one of the most significant changes in Mexican labor legislation in recent decades. Although its implementation will be gradual, companies that anticipate the change with legal, operational, and financial planning will be better prepared to ensure regulatory compliance without compromising the operational viability or economic stability of their activities.



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