

Constitutional Reform regarding the Reduction of the Workweek

Mexico City, March 4, 2026

Yesterday, the “Decree amending Sections IV and XI of Subsection A of Article 123 of the Political Constitution of the United Mexican States, regarding the reduction of the workweek” (the “Decree”) was published in the Federal Official Gazette.

The Decree entered into force on March 3, 2026, and establishes a 90-day period for the Mexican Congress to enact the corresponding amendments to the Federal Labor Law (the “FLL”).

Progressive Reduction of the Workweek

The Decree provides that the statutory workweek will be progressively reduced to 40 hours per week, through a two-hour annual reduction beginning January 1st, 2027, in accordance with the following schedule:

Year	Maximum Weekly Work Hours
2026	Entry into force and transition period
2027	46
2028	44
2029	42
2030	40

The constitutional obligation to grant at least one paid day of rest for every six days worked remains unchanged.

Likewise, the reduction of the workweek may not result in any decrease in employees’ salaries, wages, or benefits.

Overtime

The Decree introduces specific provisions regarding overtime, as follows:

- Overtime work is prohibited for minors.
- A maximum of 16 overtime hours per week is established:
 - The first 12 overtime hours must be paid at double rate (100% premium).
 - The subsequent four overtime hours must be paid at triple rate (200% premium).
- Any overtime worked in excess of this limit will constitute a violation of the FLL.
- Overtime may not be performed for more than four days per week nor exceed four hours per day.

Practical Considerations

Although the reduction of the workweek will be gradual, its implementation will require significant adjustments in shift structures, compensation schemes, and budget planning, particularly regarding the calculation and payment of overtime within the new constitutional limits.

In this context, companies are advised to promptly conduct a preventive assessment of their operational structures to anticipate the impact that the progressive transition to a 40-hour workweek may have on labor costs, productivity, and operational continuity.

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