



# MINIMUM WAGE FOR 2026

DECEMBER 2025

On December 3, 2025, the Secretary of Labor and Social Welfare announced that the Council of Representatives of the National Minimum Wage Commission reached an agreement to set the general and professional minimum wages that will be in effect as of January 1, 2026, in the Northern Border Free Zone (ZLFN) and in the rest of the country, continuing the policy of strengthening income, purchasing power, and poverty reduction.

For 2026, the general minimum wage in most of the country will increase by 13%, from \$278.80 to \$315.04 pesos per day, while in the ZLFN, the minimum wage will increase by 5%, from \$419.88 to \$440.87 pesos per day. The professional minimum wages will increase by the same percentage.

These adjustments directly impact budgets and payroll processes, and may impact collective bargaining procedures. Unlike recent years, this time an increase through an Independent Recovery Amount (Monto Independiente de Recuperación or MIR) is not contemplated, which was expressly indicated that it should not be used as a reference to set increases for other wages in the labor market (contractual, federal, and local jurisdiction wages, wages other than minimum and contractual, and other formal sector wages).

Employers must verify that their salary scales are aligned with the new minimum wages, updating payroll systems and controls accordingly. Payment of wages below the minimum is sanctioned with fines and even imprisonment.

The Resolution from the Council of Representatives of CONASAMI confirming the above is expected to be published in the Official Gazette of the Federation in the coming days.

We are available to analyze the effects of these new minimum wages on your compensation structures, payroll processes, salary scales, and budgets.

**Francisco Udave**  
Partner  
fudave@s-s.mx

**Samuel Flores**  
Associate  
sflores@s-s.mx