

REDUCTION OF THE WORK SHIFT TO 40 HOURS

DECEMBER 2025

Mexico is moving forward with a constitutional reform to reduce the workweek. On December 3, 2025, the Secretary of Labor and Social Welfare announced the results of the social dialogue with the sectors involved to reach consensus regarding the reduction of the weekly work shift to 40 hours. On the same day, the President filed before the Senate the bills that contain the proposed amendments to the Mexican Constitution and to the Federal Labor Law, respectively.

Among the main modifications contemplated in the package, the following stand out:

- The ordinary weekly work shift will be **40 hours**.
 - The ordinary daily schedule will be up to 8 hours for daytime, 7.5 for mixed, and 7 for nighttime.
 - For every six days of work, workers must enjoy one day of rest with pay.
- Gradual implementation, reducing two hours on January 1 of each year, until reaching 40 hours in 2030, as follows:

Year	Weekly work shift limit
2026	Entry into force and transition period
2027	46
2028	44
2029	42
2030	40

- The rules governing overtime are modified, increasing the maximum allowed:
 - It shall not exceed 12 hours in one week.

- Up to 4 hours per day, and in no more than 4 days.
- Paid at 100% more than ordinary hours (double rate).
- Any excess hours must be paid at 200% more than ordinary hours (triple rate).
 - These hours shall not exceed 4 hours (triple) in a week.

This increase in overtime will also enter into force gradually, as follows:

Year	Overtime limit (double)
2026	9
2027	9
2028	10
2029	11
2030	12

- The sum of ordinary and overtime hours shall not exceed 12 hours per day.
- The reduction in the work week shall not entail a reduction in employees' wages, salaries, or benefits.
- Express prohibition on minors working overtime.
- Employers must electronically record each worker's working hours, including entry and exit times, and provide it to the authority when required.
 - The Ministry of Labor and Social Welfare will issue general provisions determining the scope of application and exceptions.
 - These provisions are expected to enter into force on January 1, 2027.

If approved, as it is expected to occur, the constitutional reform would enter into force on the date of its publication in the Official Gazette of the Federation, under the terms of the initiative's transitory provisions, granting a 90-day period from that moment to carry out reforms to secondary legislation.

In turn, the bill to reform the Federal Labor Law contemplates its entry into force on May 1, 2026. The period from that date until December 31, 2026, will be considered a transition period to adjust work processes.

This gradual reduction of the workweek will require employers to redesign the organization of their workforce, with the consequent analysis of current shifts and future planning of staffing assignments and overtime control, adjusting the Internal Work Regulations and employment contracts accordingly, and implementing procedures that allow them to maintain, and ideally improve, productivity.

It will be very important to closely monitor the status of these bills and to remain highly attentive to their legislative process.

At S+S we would be delighted to discuss the implications of this reform for your operations, workforce planning, compliance, and internal policy updates.

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