

CONGRESS APPROVES WORKING HOURS REDUCTION REFORM

APRIL 2026

Executive Summary:

- Mexico moves toward a 40-hour workweek, with a gradual implementation from 2026 to 2030.
- Key labor changes ahead: stricter overtime rules and mandatory electronic time tracking starting in 2027.
- Direct business impact: companies will need to redesign shifts, processes, and operating models to maintain productivity

On April 22, 2026, the Chamber of Deputies approved a decree reforming various provisions of the Federal Labor Law regarding the reduction of working hours. The decree had been previously approved by the Senate in a session held on April 8, 2026, and will now be sent to the Federal Executive for its approval, enactment, and publication in the Official Gazette of the Federation, which is expected to happen before May 1, 2026.

Among the main amendments contained in the decree, the following stand out:

- The standard working week will be of **40 hours**, distributable by mutual agreement between employers and workers.
- The standard daily working hours will be of 8 hours for day shifts, 7 for night shifts, and 7 and a half for mixed shifts; however, the work week maintains a distribution of 6 working days per 1 rest day with full pay.
- Gradual implementation by reducing working hours starting January 1 of 2027, until reaching the 40-hour week in 2030, along with a gradual increase in the overtime limit:

Effective Date	Weekly Working Hours Limit	Weekly Overtime Limit (double pay)
May 1, 2026	48	9
January 1, 2027	46	9
January 1, 2028	44	10

January 1, 2029	42	11
January 1, 2030	40	12

- Overtime shall not exceed 12 hours per week, distributable up to 4 hours per day, over a maximum of 4 days. Such overtime should be paid at 100% above the regular wage (double pay), and if said limit is exceeded, only 4 additional hours may be worked (triple pay), which shall be paid at 200% above the wage corresponding to regular working hours.
- The sum of regular and overtime working hours shall in no case exceed 12 hours per day.
- The reduction in working hours shall not entail a decrease in wages, salaries, or benefits for workers.
- Starting January 1, 2027, employers shall be required to electronically record the working hours of each worker, including start and end times, and to provide such records to the authorities upon request. The content of the electronic record shall constitute full evidence if it is proven to have been agreed upon between the worker and the employer. The Ministry of Labor and Social Welfare shall issue general regulations determining the scope of application and exceptions to this obligation that would come into effect on the same date.
- A fine of 250 to 5,000 Units of Measurement and Update (UMA) is established for employers who fail to comply with the electronic working hours record obligation.

The period between the official publication and December 31, 2026 will be considered a transition period for workers and employers to adjust work processes to the terms of the decree.

This reform will require employers to redesign their workforce organization, including an analysis of current shifts, future planning of staff assignments, overtime control, and the implementation of electronic time-tracking systems. It will be necessary to update the Internal Work Regulations, labor contracts, and internal policies accordingly, and to implement processes that allow maintaining, and ideally improving, productivity.

Once the reform decree is published in the Official Gazette of the Federation, it will be important to follow up on the general provisions issued by the Ministry of Labor and Social Welfare regarding electronic work hour registration.

At S+S we are available to discuss the implications of this reform on your operations, scheduling design, compliance, and updating of internal policies.

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