

Mexico Mandates Gradual Workweek Reduction to 40 Hours by 2030

March 10, 2026 Alejandro González, Francisco Gaytán

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On March 3, 2026, the decree amending and adding various provisions to article 123, section A, of the Constitution of the United Mexican States was published in the Official Gazette of the Federation, whereby the working week is gradually reduced and the maximum number of permitted overtime hours is increased.

A. Working Week Reduction and Resting Days.

- The working week will be gradually reduced from 48 to 40 hours, pursuant to the following:

YEAR	WEEKLY WORKING HOURS
2026	48
2027	46
2028	44
2029	42
2030	40

- Mandatory rest days will remain at one day per six days of work.

B. Overtime.

- The number of maximum overtime hours increases from 9 to 12 hours per week, with workers being paid an additional 100 percent for each overtime hour worked.
- If the 12-hour weekly overtime limit is exceeded, an additional 200 percent will be paid for each hour exceeding that limit.
- Workers under the age of 18 may not work overtime.

C. Implementation.

- Congress will have 90 days upon the decree's publication to carry out the relevant amendments to secondary legislation, including amendments to Federal Labor Law.
- The reduction in the working week cannot signify a reduction in employee wages or benefits.

Beyond the operational and financial impacts that this amendment may bring, it will be of the utmost importance for companies to establish appropriate implementation strategies that enable them to maintain their current productivity levels.

For more information regarding the foregoing, please contact the following attorneys: