



Increase in the minimum wage in force during 2026

Following negotiations among representatives of employees, employers, and the federal government, on 3 December 2025, the Council of Representatives of the National Minimum Wage Commission (CONASAMI) approved adjustments to general and professional minimum wages, which will be effective from 1 January 2026.

These modifications entail an increase in the general minimum wage, rising from \$278.80 pesos to \$315.04 pesos per day. This adjustment was determined considering a 6.5% adjustment increase, along with an independent recovery amount of \$17.01 pesos.

In the case of the Northern Border Free Zone, the minimum wage will

increase from \$419.88 to \$440.87 pesos per day, which represents only a percentage increase of 5%, with no independent recovery amount.

Finally, it should be emphasized that this increment will only be mandatory for employers with employees receiving these incomes.

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