



Labor Agenda Perspectives and Reforms in the new mexican government

After her inauguration on October 1, 2024, the President of Mexico, Claudia Sheinbaum Pardo, published the "100 Commitments for the 2nd Stage of Transformation," which is a plan that includes various proposals and priority areas expected to become a reality during the 2024-2030 administration.

In this context, several commitments in labor matters stand out, which will imply substantial changes in the Labor Law for Mexican employees:

- Annual and progressive increase in the minimum salary to reach an amount equivalent to 2.5 times the cost of basic necessities, compared to the current amount equivalent to 1.6 times.
- Constitutional and legal reforms to guarantee substantive equality between men and women. Additionally, mechanisms will be implemented to reduce the wage gap and comply with the principle of "equal work, equal pay."
- Constitutional reform to increase workers' pensions.
- Educational programs in workplaces to reduce diseases such as obesity, hypertension, and diabetes.
- Care program for the first 1000 days of life, during which breastfeeding will be promoted.
- Creation of the National Care System with IMSS and DIF, with the primary aim of protecting the rights of women who provide

unpaid care services, prioritizing farm workers and workers in the maquila sector.

- Progressive increase in the salaries of basic education teachers, doctors, nurses, soldiers, members of the National Guard, and Navy, so that they earn more than the average salary registered with the Mexican Social Security Institute.
- Reform to the Federal Labor Law to regulate work on digital platforms and guarantee access to social security for these workers.
- Gradually achieving a 40-hour workweek, with the agreement of the business sector and workers.
- Rescuing the jobs of miners at Altos Hornos de México in the Monclova regions.

These commitments complement other initiatives and efforts that began in the previous administration but were not achieved, and its aim is to promote the well-being of the country, especially the most vulnerable sectors.

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