



Senate approves constitutional amendment initiative on the reduction of the workweek

On 10 February 2026, the Plenary of the Senate of the Congress of the Union approved the constitutional amendment initiative to amend and add various provisions to Article 123, Section A, of the Mexican Constitution regarding the reduction of the workweek.

It is important to recall that the initiative, promoted by the president of the Republic, primarily establishes the following:

- Reduction of the workweek to 40 hours, ensuring that for every six days of work, employees shall enjoy at least one day of rest with full pay.
- Overtime work shall not exceed 12 hours per week, which may be distributed in up to 4 hours per day, on a maximum of 4 days within that period.
- Additionally, any overtime exceeding these limits shall require the employer to pay an additional 200% of the salary corresponding to regular

working hours.

- Prohibition of overtime work for individuals under 18 years of age.
- Gradual implementation of both the reduction of the workweek and the payment scheme for overtime.
- The reduction of the workweek shall not result in a decrease in salaries, or benefits for employees.

The constitutional amendment initiative was sent to the Chamber of Deputies for discussion, voting, and

approval. If approved by a qualified majority, it must then be ratified by the majority of state legislatures.

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