



Publication in the official gazette of the constitutional amendment on the reduction of the workweek

On 3 March 2026, the President of Mexico published in the official gazette, the Executive Order amending Sections IV and XI of Paragraph A of Article 123 of the Mexican Constitution, regarding the reduction of the work hours per week.

The reform introduces the following changes to Article 123, Paragraph A, of the Constitution:

- Reduction of the weekly work schedule from 48 to 40 hours.

Likewise, for every six days of work, employees must enjoy at least one day of rest with full pay.

- Overtime work. Overtime may not exceed 12 hours per week, distributed to a maximum of 4 hours per day and up to 4 days within the same period. If these limits are exceeded, the employer must pay an additional 200% of the salary corresponding to regular working hours.
- Prohibition of overtime work for individuals under 18 years of age.

Although the amendment enters into force the day after its publication, the transitional provisions establish that the 40-hour work per week will be implemented gradually from 1 January 2027, through 2030. In no case, may the reduction of working hours result in a decrease in salaries or benefits.

Finally, the Congress of the Union has a period of 90 days to carry out the necessary adjustments to secondary legislation.

Contacts
Legal Services

Bernardo Martínez

cmartinezrivas@deloittemx.com

+ 52 55 5080 7336

César González

cgonzalezcalderon@deloittemx.com

+52 81 8133 7436

Mauricio Oropeza

morepeza@deloittemx.com

+ 52 55 5080 7399

Ramón Bravo

rambravo@deloittemx.com

+ 52 55 5080 6478

Diego Valdés

dvaldes@deloittemx.com

+ 52 55 5900 2399



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Fax: (999) 913 4052

Mexicali

Calzada Francisco López Montejano
1342, Piso 7 Torre Sur
Fracc. Esteban Cantú
21320, Mexicali, B.C.
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Fax: (686) 905 5231 y 5232

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Paseo de la Reforma 505, piso 28
Colonia Cuauhtémoc
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Tel: (55) 5080 6000

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Av. Juárez 1102, piso 40
Centro
64000, Monterrey, N.L.
Tel: (81) 8133 7300

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Edificio Deloitte, Vía Atlixcayotl 5506,
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Fax: (899) 921 2462

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Fax: (444) 102 5301

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Misión de San Javier 10643, Piso 8
Zona Urbana Río Tijuana.
22010, Tijuana B.C.
Tel: (664) 622 7878
Fax: (664) 681 7813

Torreón

Independencia 1819-B Oriente
Colonia San Isidro
27100, Torreón, Coah.
Tel: (871) 747 4400
Fax: (871) 747 4409



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