

# Mexico's Daily Minimum Wage for 2025 Will Increase by 12 Percent

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On December 4, 2024, the Ministry of Labor and Social Welfare announced an increase to the daily minimum wage that will be applicable in Mexico for 2025.

## Quick Hits

- Effective January 1, 2025, Mexico's daily minimum wage will increase by 12 percent.
- The applicable daily minimum wage will be MXN \$278.80 (approximately USD \$13.76) and MXN \$419.88 (approximately USD \$20.72) for the Free Zone of the Northern Border.

The National Commission on Minimum Wages (*Comisión Nacional de los Salarios Mínimos* or CONASAMI), based on the consensus of the employment sector and the government, decided on a total 12 percent increase for 2025.

Effective January 1, 2025, the applicable daily minimum wage will be MXN \$278.80 (approximately USD \$13.76) and MXN \$419.88 (approximately USD \$20.72) for the Free Zone of the Northern Border (*Zona Libre de la Frontera Norte*, ZLFN).

The increase is composed of a 6.5 percent fixed increase to the 2024 applicable minimum wage and an independent recovery amount (*Monto Independiente de Recuperación* (MIR)) in accordance with the following:

- MIR for the ZLFN: \$19.36 pesos
- MIR for the rest of the country: \$12.85 pesos

The increase for 2025 is a reflection of Mexico's continuous commitment to taking steps toward improving the standard of living to bridge the income gaps between employees' earnings and their needs and promoting social equality. The increase also complies with the United States-Mexico-Canada Agreement and the recommendations of the International Labour Organization (ILO).

The increase to the daily minimum wage will be published in the *Official Federal Gazette* (*Diario*

*Oficial de la Federación, DOF).*

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