

Increase to the Minimum Wage for 2023

Mexico City, December 7, 2022

Today, December 7, 2022, the Resolution of the Council of Representatives of the National Commission on Minimum Wages (“CONASAMI”) that sets the general and professional minimum wages that will be in force as of January 1, 2023, was published in the Official Gazette of the Federation.

For the application of the referred minimum wages, the country continues to be divided into two geographical areas, the Free Zone of the Northern Border made up of the municipalities that border the United States of America in the states of Baja California, Sonora, Chihuahua, Coahuila, Nuevo León and Tamaulipas, and the rest of the municipalities of the country and territorial demarcations of Mexico City.

As regards to the professional minimum wages, CONASAMI agreed to maintain the list of existing professions, trades and special jobs.

Now, the new general minimum wages are calculated considering the minimum wage in effect for 2022, the sum of an Independent Recovery Amount (“MIR”), which is an amount in pesos applied since 2017 in order to recover the acquisitive power of the minimum salary, and an increase of ten percent (10%) applied to the result of the previous calculation, as indicated below:

Minimum Wage for the Free Zone of the Northern Border

Daily Minimum Wage 2022	+ MIR	* Increase Percentage	= Minimum Daily Wage 2023
\$260.34	\$23.67	10%	\$ 312.41

Minimum Wage for the Rest of the Country

Daily Minimum Wage 2022	+ MIR	* Increase Percentage	= Minimum Daily Wage 2023
\$172.87	\$15.72	10%	\$207.44

The professional minimum daily wages will receive an increase of twenty percent (20%) in both geographical areas.

Finally, it is important to point out that CONASAMI emphasizes the following two points in its resolution:

1. That the MIR should not be used as a reference to set increases to other salaries in force in the labor market, and
2. That the increase granted to the general and professional minimum wages should not be used as a floor or ceiling for salary or contractual reviews to labor agreements to be held in 2023.

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