

GC Alert

Laboral y Compensación Corporativa

Labor, Employment and Corporate Compensation

diciembre 2022

NUEVOS SALARIOS MÍNIMOS EN MÉXICO VIGENTES A PARTIR DEL 2023

El 7 de diciembre de 2022, se publicó en el Diario Oficial de la Federación la resolución del Consejo de Representantes de la Comisión Nacional de los Salarios Mínimos por virtud de la cual, el gobierno de México, el sector obrero y el sector empresarial, acordaron un aumento tanto al salario mínimo, como a los salarios mínimos profesionales, los cuales equivalen a un aumento del 20% y que entrarán en vigor a partir del 1 de enero de 2023.

En virtud de dicha resolución, el salario mínimo diario en la mayor parte del territorio mexicano aumentará de MXN \$172.87 a \$207.44, lo que representa un salario mínimo mensual de MXN \$6,223.20.

De igual forma, el salario mínimo diario en la Zona Libre de la Frontera Norte, actualmente de MXN \$260.34 incrementará a MXN \$312.41, representando un salario mínimo mensual de MXN \$9,372.30.

NEW MINIMUM WAGES IN FORCE IN MEXICO AS OF 2023

On December 7th, 2022, it was published in the Official Gazette of the Federation the resolution issued by the Council of Representatives of the National Minimum Wage Commission pursuant to which the Mexican government, the labor and business sectors agreed a 20% increase to both the minimum wage and the professional minimum wage, which will be in effect as of January 1st, 2023.

By virtue of the aforementioned resolution, the minimum daily wage in most of Mexico will increase from MXN \$172.87 to \$207.44, which represents a minimum monthly salary of MXP\$6,223.20.

Likewise, the minimum daily wage in the Northern Border Free Zone, which is currently MXN \$260.34, will increase to MXN \$312.41, representing a minimum monthly salary of MXN \$9,372.30.

En ese sentido, habrá que estar pendientes del impacto que dichos aumentos tendrán al momento de negociar los contratos colectivos de trabajo.

Finalmente, se encuentra pendiente la publicación oficial sobre la cantidad que registrará la Unidad de Medida y Actualización que, de la misma forma, se verá incrementada a partir del próximo año y que será referente para el cálculo de sanciones por incumplimiento a obligaciones laborales y cálculo de cuotas obrero-patronales.

In such sense, we should follow the impact that said increases will have in the in negotiation of the collective bargaining agreements.

Finally, the official publication on the amount that will govern the Measurement and Update Unit is pending, which, in the same way, will be increased from next year and that will be a reference for the calculation of sanctions for non-compliance with labor obligations and calculation social security contributions.

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