



## Increase in the minimum wages for 2024

Following negotiations among representatives of employees, employers, and the Federal Government, on December 1, 2023, the Council of Representatives of the National Minimum Wage Commission (CONASAMI) approved adjustments and increases to general and professional minimum wages, which will be effective on January 1, 2024.

These modifications entail an increase in the general minimum wage, rising from \$207.44 pesos to \$248.93 pesos per day.

This adjustment was determined considering a 6% increase based on inflation, along with an independent recovery amount of \$27.40 pesos.

In the case of the Free Zone of the Northern Border (ZLFN), the minimum wage will increase from \$312.41 to \$374.89 pesos per day, also incorporating a 6% inflation-based increase and an independent recovery amount of \$41.26 pesos.

Regarding professional minimum wages, a 20% increase was established, in accordance with the scale published by CONASAMI on its website. This adjustment will apply to all employees in professions, labor trades, or special jobs determined by the Commission.

It is important to note that this total annual increase of 20% falls midway between the 12.8% proposed by different employers' organizations and the 25% suggested by employees' representatives.

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