



Legislative Agenda of relevant issues in labor matters

On September 1, the regular session of the LXV Legislature of the Congress of Mexico begins. Therefore, in the following months, various legislative proposals will be presented and discussed on different topics. Regarding Labor Law matters, some possible reforms could have an impact on the companies in Mexico.

The most relevant topics to discuss are the following:

- **Reduction of the Work Days:** The aim is to reduce the maximum duration of the work and rest days currently regulated in the Federal Labor Law. For this reason, one of the initiatives is the reduction from 48 to 40 hours per week. Likewise, within this possible modification, the bill will implement two days off for every five working days. These possible changes would have an impact on various productive sectors of the country, including a significant increase in operating costs for employers, during the process of implementing this reform.
- **Christmas bonus:** Increase the payment of the Christmas bonus from 15 days to 30 days of salary, which implies a direct benefit for employees and an additional cost for employers at the end of each year.
- **Labor Rights for older adults:** To protect the rights of older adults, legislators have considered the need to implement actions and programs to promote jobs and paid jobs for this type of person. Therefore, the bill seeks to establish that in companies with a workforce of twenty employees or more, a percentage of older people must be hired, which may not be less than five percent of the total number of employees in a workplace.

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It should be noted, that there may still be changes in the aforementioned initiatives, since during the legislative procedure established by law, the legislators of both Chambers (Deputies and Senators) will be able to discuss the bill projects and make modifications or adjustments to them. It will be necessary to analyze the final bill projects of each topic.

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