



## Constitutional reform on gender equality and equal pay in Mexico

On November 15, 2024, the Executive Branch of the Government published in the Mexico's Official Gazette a decree amending and adding articles 4, 21, 41, 73, 116, 122, and 123 of the Political Constitution of the United Mexican States, regarding substantive equality, gender perspective, women's right to a life free of violence, and the eradication of the gender pay gap was published in the Official Journal of the Federation.

With this reform, section VII of article 123, Part A was modified to establish the equal work, equal salary principle regardless of sex, gender, or nationality, and that the secondary laws will establish the mechanisms in order to reduce and eradicate the gender pay gap.

This constitutional reform is part of the labor commitments undertaken by the new administration, and it is

expected that the secondary laws will be amended within the next three months.

The reform came into effect the day after its publication in the Official Journal of the Federation, on November 16, 2024.

For more information, you can contact our partner:

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