



MEXICAN LABOR MARKET 2025

PRODENSA


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2025

Vulnerable labor conditions:

- 1.7 million employed individuals receive non-salary earnings (in-kind payments).
- 2.2 million employed individuals receive no remuneration (informal or family work).
- Nearly 4 million employed individuals lack regular monetary income, highlighting informality and low-quality employment.

Underestimated unemployment:

- 1.8 million unemployed (3% of the EAP), a figure that does not fully capture the issue given the high proportion of precarious jobs.

Labor reserve in the economically inactive population (EIP):

- 5.2 million individuals are available to work but not actively seeking jobs, representing 13.1% of the EIP.
- These individuals can rejoin the labor market with appropriate policies.

Potential labor force:

- Combining the unemployed and available individuals, there are 11.1 million non-employed individuals, representing an opportunity for productive growth.

Structural challenges:

- Informality and underemployment (4.7 million underemployed) hinder the utilization of talent and perpetuate inequality.

Total Population in Mexico	130,154,247
Population aged 15 and over	101,620,868
Economically Active Population (EAP)	61,370,334
Employed	59,528,249
Salaried Workers	39,221,455
With Non-salary Earnings	1,761,239
Employers	3,167,260
Self-employed Workers	13,158,507
Unpaid Workers	2,219,788
Unemployed	1,842,085
Non-economically Active Population (NEAP)	40,250,534
Available	5,277,222
Not Available	34,973,312
Available Workforce	11,100,334

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- The 10.69% represents the proportion of people within the economically active population and those available in the economically inactive population who are not employed. This indicator highlights the extent of underutilization of human capital in the country and may include both the unemployed and the available individuals who are not being absorbed by the market.

$$\text{Labor Gap} = \frac{1,842,085 + 5,277,222}{61,370,334 + 5,277,222}$$

$$\text{Labor Gap} = \frac{7,119,307}{66,647,556}$$

$$\text{Labor Gap} \approx 0.1069 (10.69\%)$$

- The 17.87% extended labor gap reflects the share of the expanded labor force—including the unemployed, underemployed, and available individuals in the economically inactive population—not fully utilized in the labor market.
- This highlights significant underutilization of human capital, with nearly 18 out of every 100 potential workers unable to contribute fully to economic productivity. Structural issues like informality, low-quality jobs, and barriers to labor force participation exacerbate the problem.

$$\text{Extended Labor Gap} = \frac{1,842,085 + 5,277,222 + 4,785,888}{61,370,334 + 5,277,222}$$

$$\text{Extended Labor Gap} = \frac{11,905,195}{66,647,556}$$

$$\text{Extended Labor Gap} \approx 0.1787 (17.87\%)$$



Contact:

esaucedo@prodensa.com

lguerral@prodensa.com