



PRODENSA



SALARY INCREASES SURVEY 2024

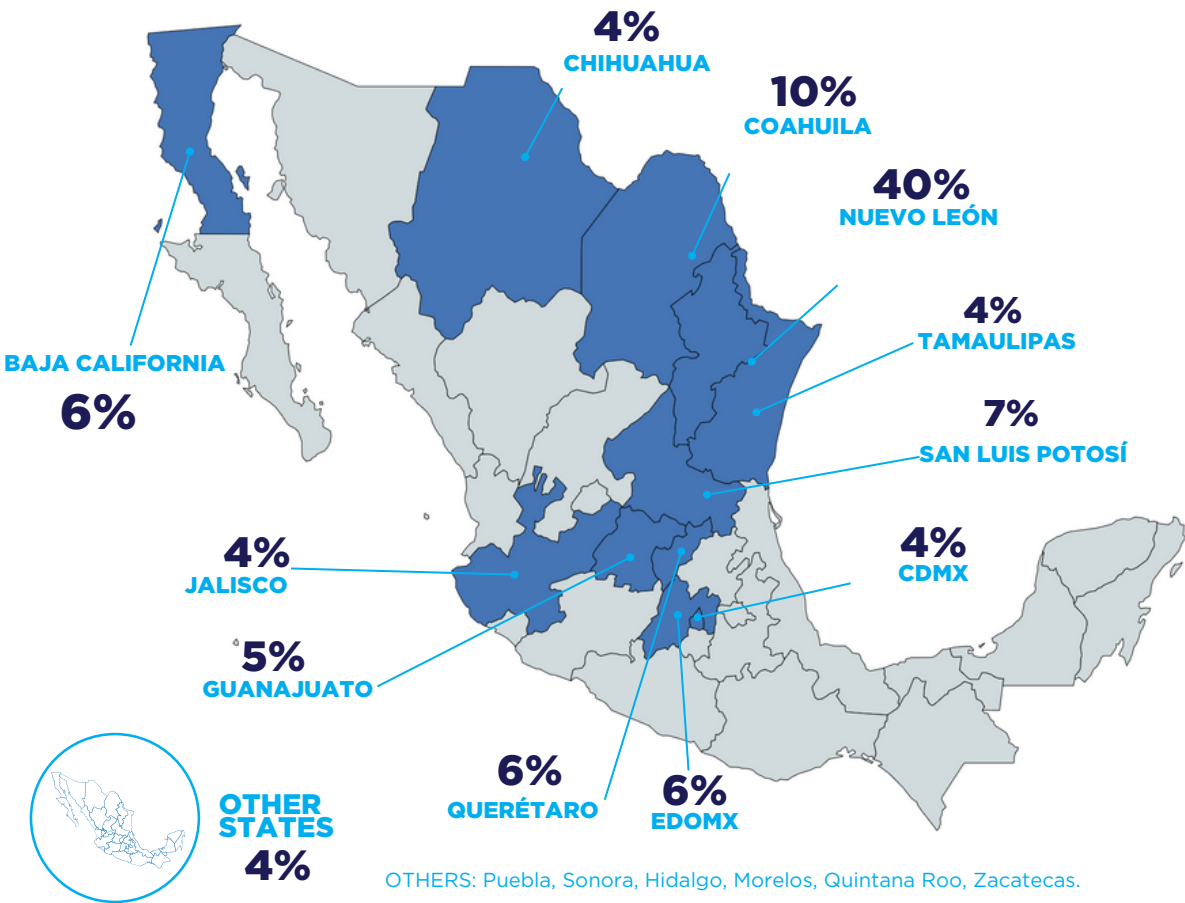
190 PARTICIPATING COMPANIES

REPRESENTATIVENESS 335,170 EMPLOYEES

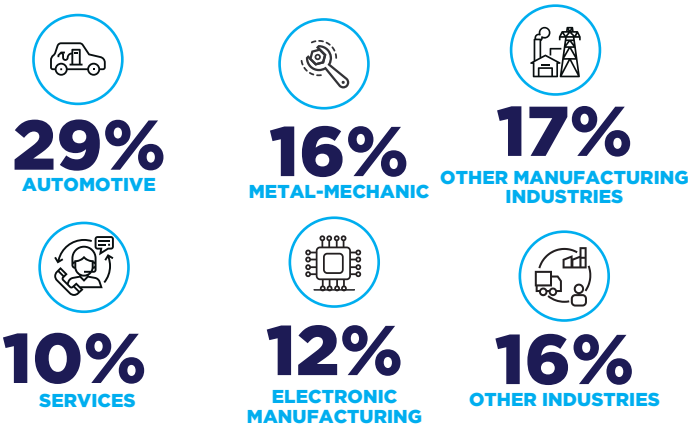
281,555 - 84% HOURLY

53,615 - 16% SALARY

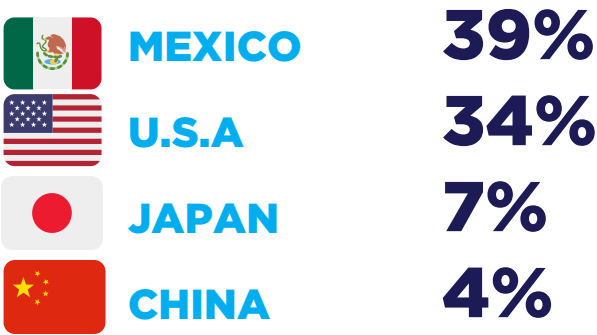
MAIN PARTICIPANT STATES



MAIN SURVEYED INDUSTRIES



COUNTRY OF ORIGIN INVESTMENT IN COMPANY



PRINCIPAL
MENTIONED UNIONS



35%	CTM (Confederación de Trabajadores de México)
21%	FNSI (Federación de Sindicatos Independientes)
06%	CROC (Confederación Revolucionaria de Obreros Campesinos)
19%	No collective bargaining agreement has been signed.
17%	OTHER

COLLECTIVE BARGAINING AGREEMENT
MONTH OF REVIEW-NEGOTIATION

41%
JANUARY

12%
MARCH

28%
FEBRUARY

6%
APRIL

The 86% of surveyed companies will carry out the review/negotiation of the Collective Bargaining Agreement in the first four months of 2024. The 6% will do so in the following four months.

PERSONNEL STAFFING FOR 2024
INCREASE / MAINTAIN / DECREASE

52%

Of the participating companies will increase the number of workers for the next year 2024

41%

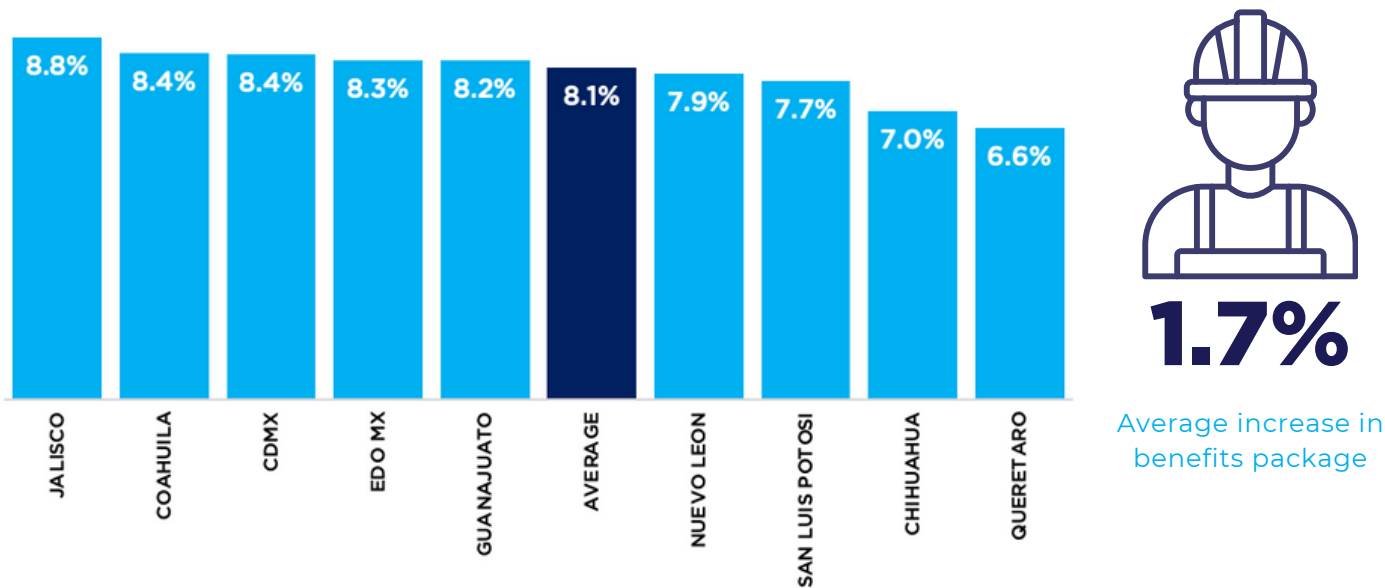
Of the company will maintain the number of workers it currently has in its workforce

07%

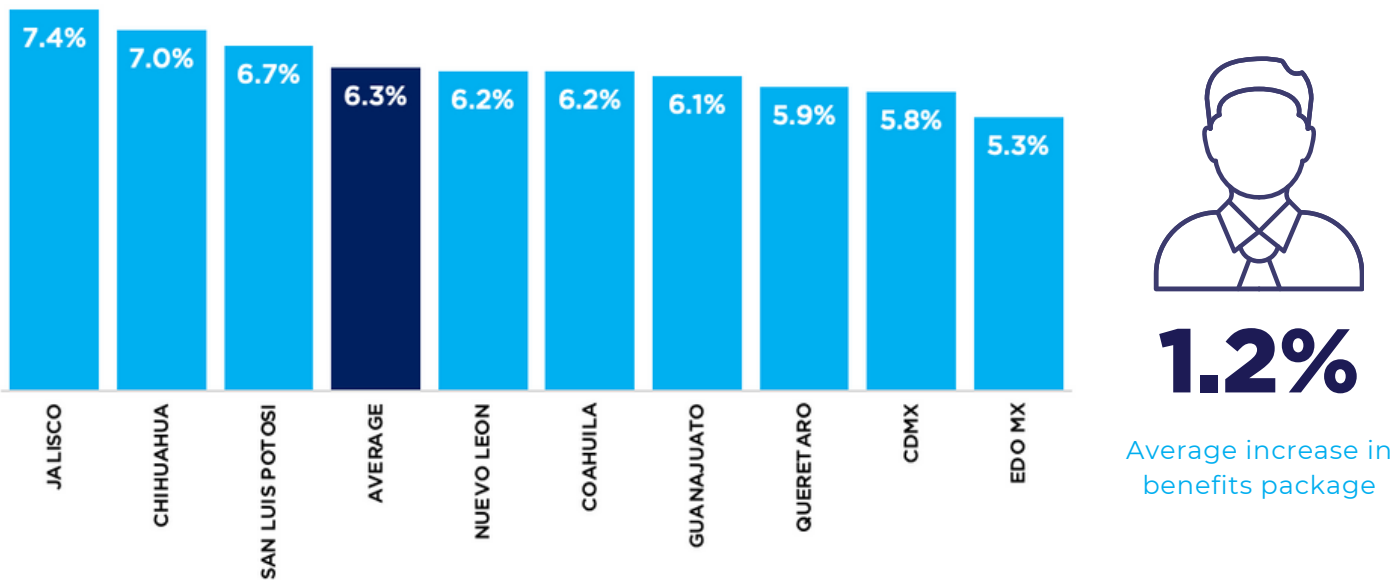
Among the participants, it is mentioned that there will be a decrease in the workforce.

SALARY & BENEFITS INCREASES
REST OF THE COUNTRY

HOURLY POSITIONS
BY STATE

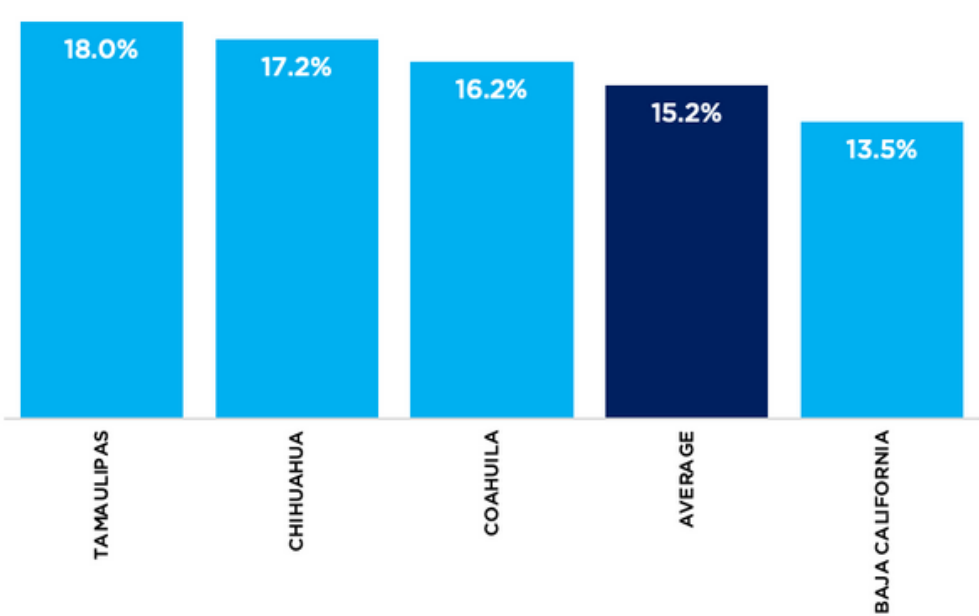


SALARY POSITIONS
BY STATE



SALARY & BENEFITS INCREASES
NORTHERN BORDER FREE ZONE

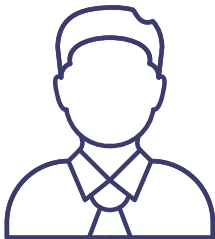
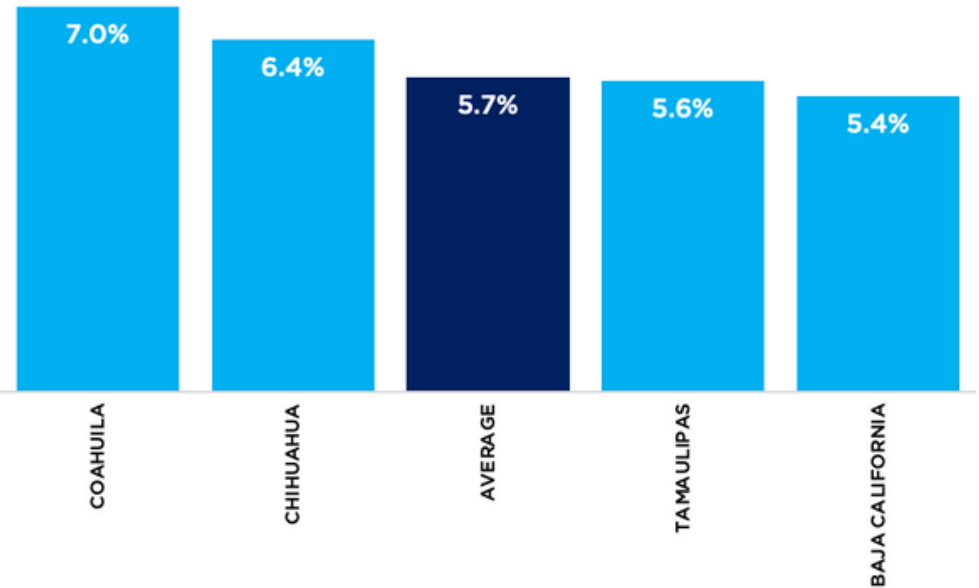
HOURLY POSITIONS
BY STATE



2.1%

Average increase in
benefits package

SALARY POSITIONS
BY STATE



0.7%

Average increase in
benefits package



PRODENSA HR



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