



SALARY INCREASES SURVEY 2025



304

PARTICIPATING COMPANIES

REPRESENTATIVENESS

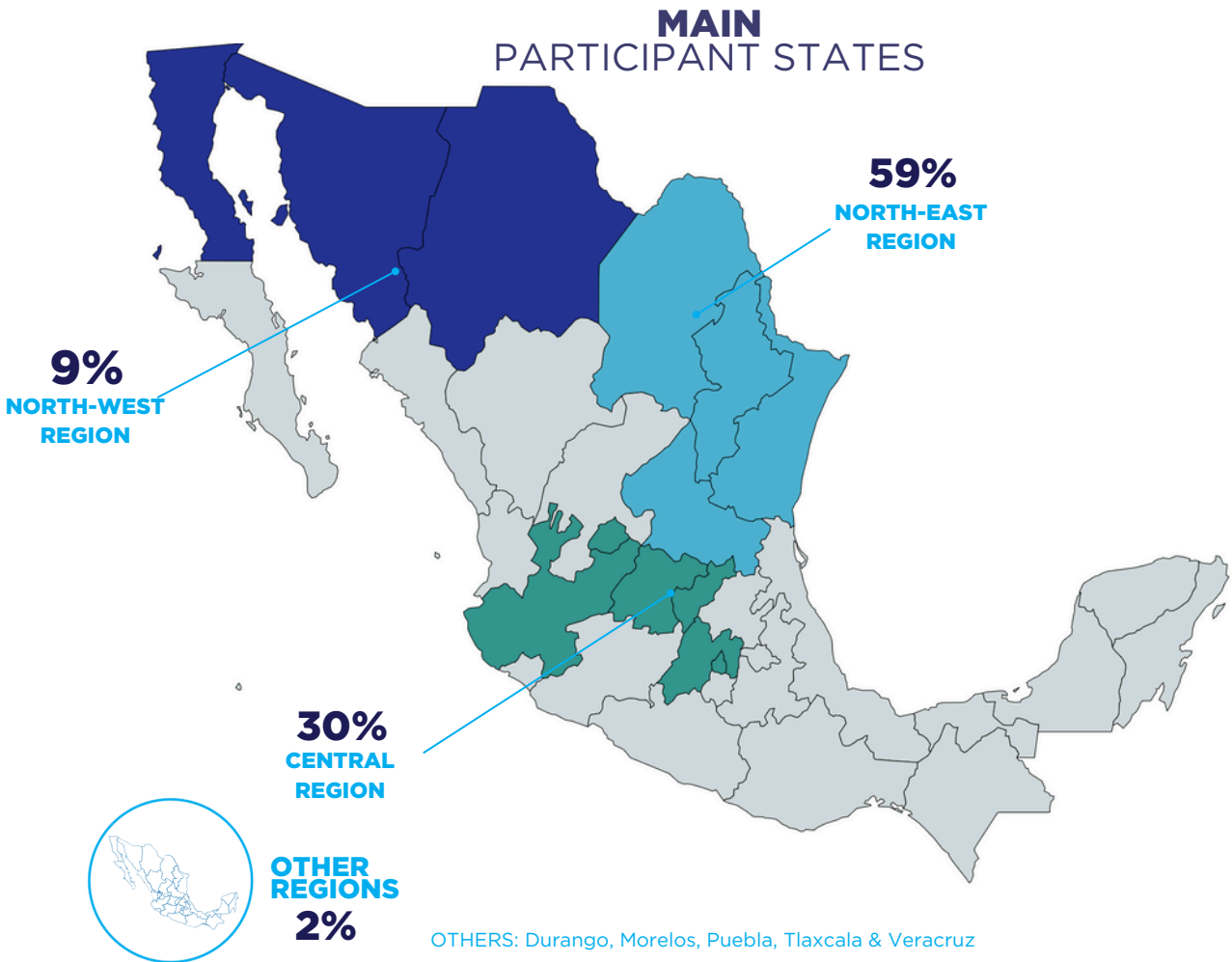
461,548 EMPLOYEES

329,461 - 71%

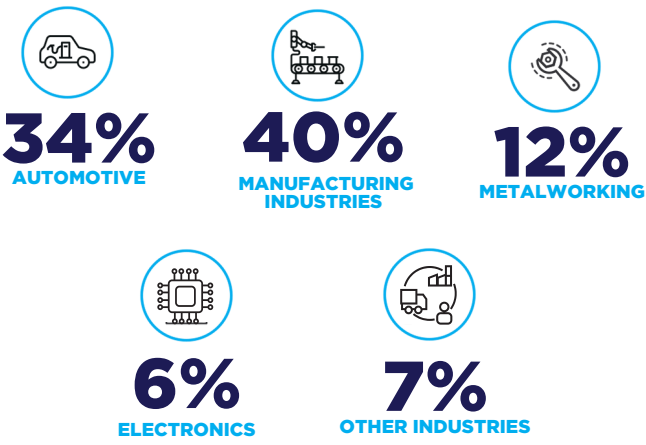
HOURLY

111,074 - 29%

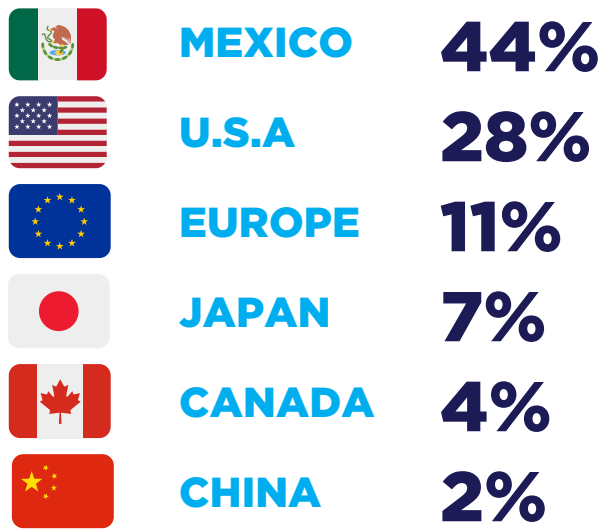
SALARY



MAIN SURVEYED INDUSTRIES



COUNTRY OF ORIGIN COMPANIES



MOST MENTIONED UNIONS



33%	CTM (Confederación de Trabajadores de México)
22%	OTHER
21%	FNSI (Federación de Sindicatos Independientes)
8%	CROC (Confederación Revolucionaria de Obreros Campesinos)
16%	No collective bargaining agreement has been signed.

COLLECTIVE BARGAINING AGREEMENT
MONTH OF REVIEW-NEGOTIATION

35%
JANUARY

15%
MARCH

27%
FEBRUARY

7%
APRIL

Survey results show that 84% of companies plan to review or negotiate their Collective Bargaining Agreement in the first four months of 2025, with 4% scheduled for the following four months, and 12% in the last quarter of the year.

PERSONNEL STAFFING FOR 2025
INCREASE / MAINTAIN / DECREASE

37%

Surveyed companies will increase the number of workers for the next year 2025

52%

Most companies will maintain the number of workers it currently has in its workforce

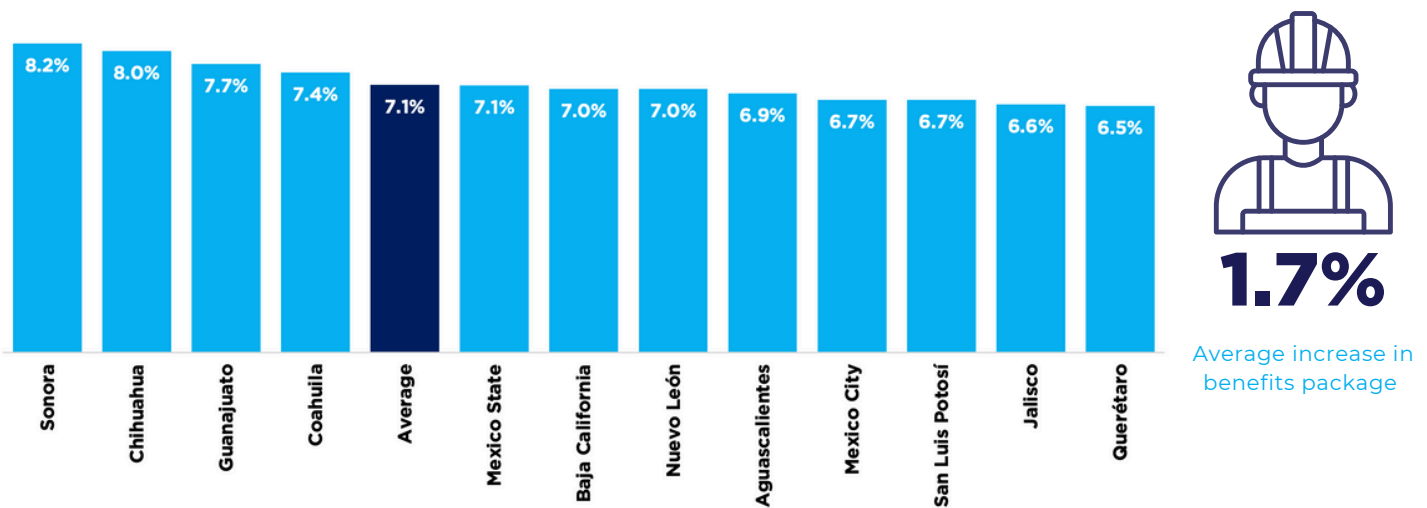
11%

Some participants indicated that there would be a decrease in workforce numbers

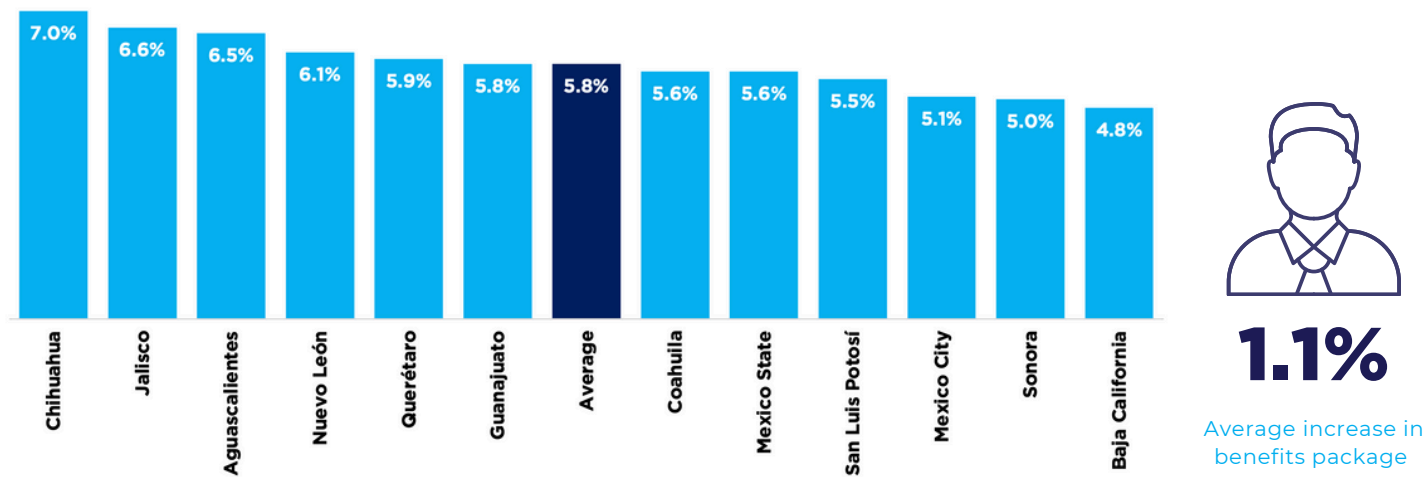
SALARY & BENEFITS INCREASES
REST OF THE COUNTRY

This salary increase represents de percentage to be applied to the base salary based on annual adjustments for inflation, cost of living, and collective bargaining agreement reviews.

HOURLY POSITIONS
BY STATE

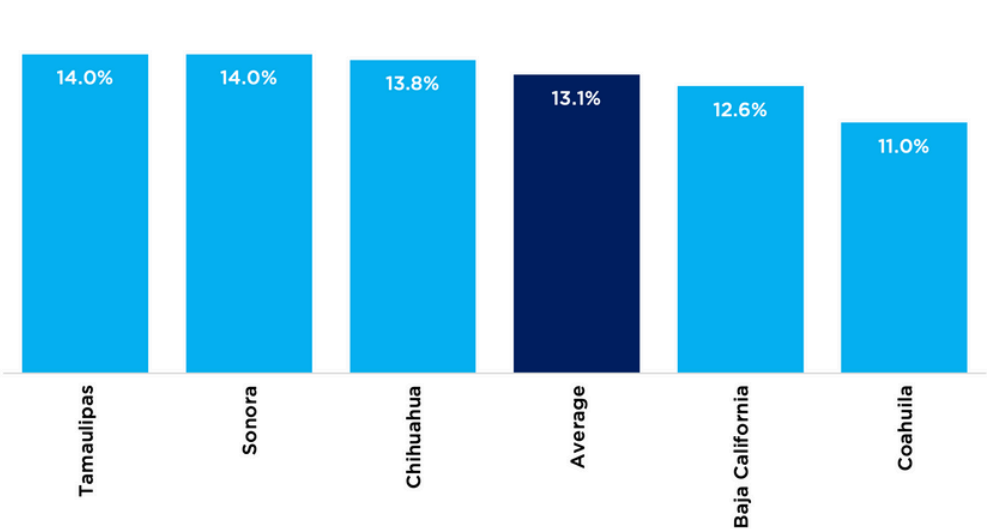


SALARY POSITIONS
BY STATE



SALARY & BENEFITS INCREASES
NORTHERN BORDER FREE ZONE

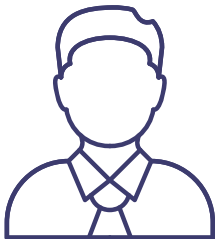
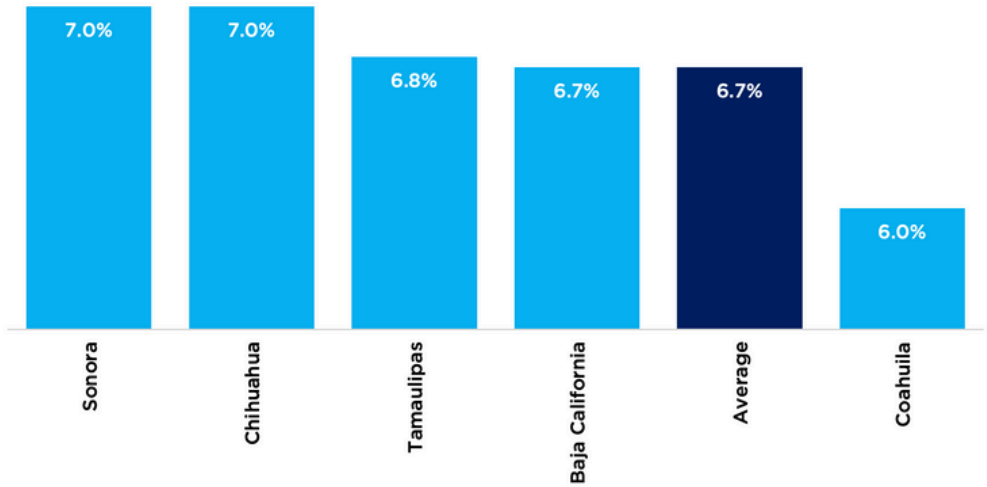
HOURLY POSITIONS
BY STATE



2.0%

Average increase in
benefits package

SALARY POSITIONS
BY STATE

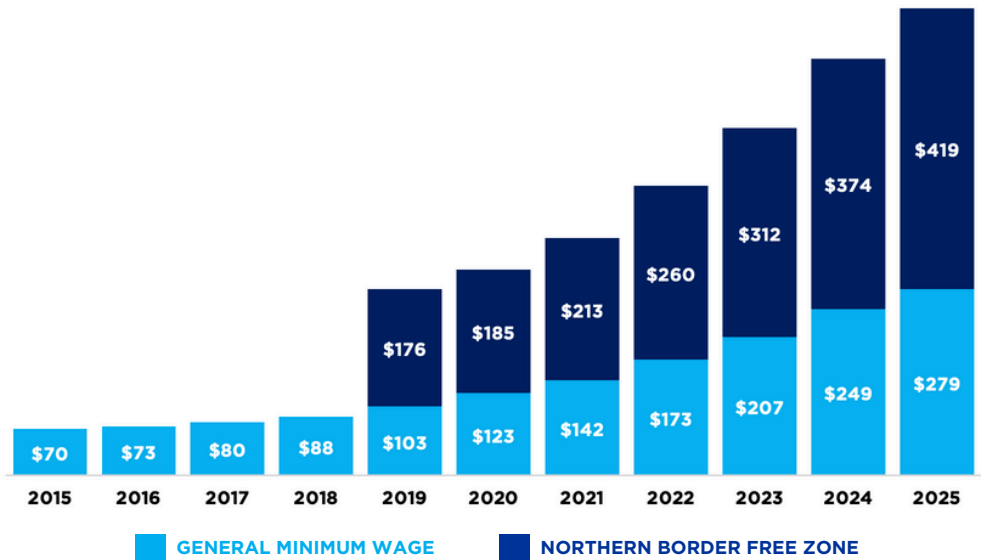


1.9%

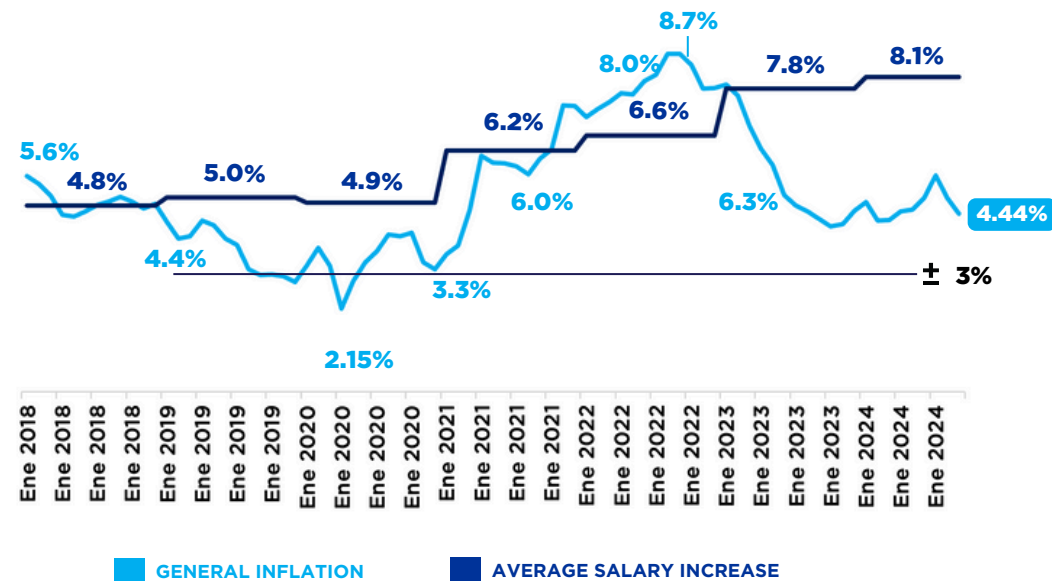
Average increase in
benefits package

MINIMUM WAGE INCREASE 2025

In 2025, Mexico is expected to raise the minimum wage by 12%. in both Northern Border and the rest of the country, raising the minimum wage up to \$419 and \$279 MXN accordingly.



INFLATION & SALARY INCREASE



The chart displays the inflational fluctuation from 2008 to 2024. Banxico's year-end inflation forecast is 4.44%.



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