



Serviap Global

Mexico Country Facts 2025





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Expanding your Business in Mexico



Mexico Country Facts (2025)

Mexico is the largest Spanish-speaking country in the world.
It is among the five countries with the highest biodiversity due to its privileged geographical location, varied climate, and diverse topography.
It has the most UNESCO World Heritage sites in the Americas, with 36 inscribed properties.
Mexico is currently the 6th most visited tourist destination worldwide and 2nd in the Americas, welcoming about 45 million international visitors in 2024.
The country also boasts a strong and diversified industrial base.
"From adventure sports to gastronomy, more and more tourists are going to Mexico to experience everything it has to offer."

1.- The Economy

Mexico is the second-largest economy in Latin America and consistently ranks among the world's top 15 economies.
The country maintains a wide trade network with 14 Free Trade Agreements (FTAs) covering around 52 countries, including the USMCA, EU, Japan, and the CPTPP, which gives it access to more than half of global GDP.
Mexico is also a major recipient of Foreign Direct Investment (FDI), ranking #2 in Latin America and #11 globally in 2024, reflecting its strategic position as a hub between North and Latin America.

2.- The Importance of Small and Medium-Sized Companies

6 Small and medium-sized enterprises (SMEs) are the backbone of the Mexican economy.
According to INEGI's 2023 data (published in 2025), more than 99.8% of all economic units are MSMEs.
They provide over two-thirds of national employment and contribute significantly to production and value generation, representing close to half of the country's GDP.
This makes them essential for both regional development and national competitiveness.

3.- Population Characteristics

Mexico has a population of 129 million inhabitants (2025 estimate, CONAPO/UN data), making it the most populous Spanish-speaking country in the world.
Around 22% of the population lives in or near Mexico City and the State of Mexico, which together form one of the largest metropolitan areas globally (~ 22–23 million people).
Mexico has a relatively young population compared to other OECD countries, though it is gradually aging. In the 2020 census (INEGI), the median age was 29 years; projections for 2025 place it closer to 30 years.
While Spanish is the official language, more than 7 million Mexicans speak one of the country's 68 recognized indigenous languages. The most widely spoken are Maya, Nahuatl, Mixtec, and Zapotec. States with the highest proportion of indigenous language speakers include Oaxaca, Chiapas, and Yucatán.

4.- Economic Opportunities

Workforce cost
Mexico remains a leading destination for manufacturing and nearshoring, thanks to its competitive labor costs, proximity to the U.S., and participation in global trade networks.

- The average annual salary in Mexico (2024) is approximately \$17,000 USD (OECD/INEGI data), compared to ~\$85,000 USD in the United States.

- For specialized roles, such as engineers, salaries are generally 3–5 times lower than in the U.S., while maintaining internationally competitive quality and productivity.

Additionally, English proficiency is concentrated in border states and urban areas (e.g., Baja California, Nuevo León, Jalisco, CDMX), making them attractive hubs for international business operations.

5.- Key Sectors of the National Economy

Mexico's economy is highly diversified, including advanced manufacturing, automotive, aerospace, electronics, oil and gas, mining, agriculture, and services.

- Agriculture: Represents ~3.2% of GDP and employs around 12% of the labor force (INEGI 2024). Mexico is one of the world's largest exporters of beer, avocados, berries, tomatoes, sugar, and limes.
- Automotive & manufacturing: Mexico is the 7th-largest vehicle producer worldwide and the leading auto exporter to the U.S.
- Energy & mining: Oil production remains significant (PEMEX + private sector), though renewables are expanding (solar and wind, mainly in northern states).
- Financial services: The banking sector continues to expand, supported by fintech growth and government efforts to modernize infrastructure (transport, hospitals, digital payments), which also seeks to attract more FDI.

Human talent

- Roughly 25% of university graduates specialize in STEM (science, technology, engineering, mathematics) fields, one of the highest proportions in the OECD.
- Mexico consistently ranks among the top 10 countries worldwide for the number of engineering graduates per year (~130,000 annually).

6.- Guadalajara, the Mexican Silicon Valley

Guadalajara, Mexico's second-largest metropolitan area, is recognized as the country's leading technology hub and is often referred to as "the Mexican Silicon Valley".

- It is home to global companies such as IBM, Oracle, HP, Intel, and Flextronics, as well as a thriving ecosystem of startups.
- The electronics and IT cluster in Guadalajara accounts for nearly a quarter of Mexico's electronics exports, exceeding \$20 billion USD annually.
- The state of Jalisco has invested heavily in infrastructure, talent development, and innovation to position the city as an international technology center.
- The University of Guadalajara and local institutes graduate more than 10,000 engineers annually, feeding the local and international high-tech industry.



7.- Technological Ecosystem

Mexico has become one of the leading startup ecosystems in Latin America, particularly in fintech, e-commerce, and logistics.

- By 2024, Mexico ranked as #2 in the region for venture capital investment (after Brazil).
- The ecosystem has more than 1,000 active startups, far exceeding the older figure of 350.
- Mexico City, Monterrey, and Guadalajara are the main hubs, with fintech representing the largest sector.
- Mexico's fintech market is projected to grow above 15% annually through 2026, supported by digital banking adoption and government fintech regulation (Ley Fintech 2018).

8.- Facilities for Foreign Investment

Mexico continues to offer attractive conditions for FDI:

- 14 Free Trade Agreements covering ~52 countries.
- USMCA provides preferential access to the U.S. and Canada, consolidating Mexico as a nearshoring hub.
- The country has streamlined business registration procedures via platforms like “Tu Empresa” and continues improving tax administration.
- Nonetheless, the regulatory environment requires careful compliance, particularly regarding tax obligations, labor law, and social security. Working with reliable local partners remains key to mitigating risk.

9.- Business Culture of Mexico

- Conversations often start informally. Small talk is important before discussing business.
- Lunch is the main meal of the day (1:30–4:00 pm) and a frequent setting for business meetings.
- **Trust and personal relationships** are central to negotiations; competence is valued, but long-term partnerships often rely on confidence and rapport.
- **Deals may be closed outside the office.** It is common for agreements to be finalized over meals or informal gatherings.
- **Negotiation style:** Mexicans are generally flexible, relationship-driven, and prefer a balance of formality and cordiality.

10.- Mexican Gastronomy: Regional, Street and Contemporary Food

Mexican cuisine is one of the world's most renowned and was declared by UNESCO in 2010 as part of the Intangible Cultural Heritage of Humanity.

- There are seven culinary regions, each with distinctive traditions: the North, North Pacific Coast, El Bajío, South Pacific Coast, the South, the Gulf, and Central Mexico.
- Street food (antojitos or garnachas) remains a cornerstone of everyday culture, from tacos and tamales to regional specialties.
- Innovation is increasingly present: acclaimed chefs such as Enrique Olvera, Daniela Soto-Innes, Jorge Vallejo, and Francisco Ruano have positioned Mexico as a top global gastronomic destination.



General Highlights

Year	2025
Country	Mexico
Capital	Mexico City
Num. States / Province	32 states
Principal Cities	Mexico City, Guadalajara, Monterrey
Language	Spanish and 68 recognized indigenous languages
Local Currency	Mexican Peso (MXN)
Major Religion	Predominantly catholic
Date Format	DD-MM-YYYY
Thousands Separator Format	999,999,999.99
Country Dial Code	+52 1
Time zone	Pacific Standard Time – PST (UTC -8) Tijuana Mountain Standard Time – MST (UTC -7) Hermosillo Central Standard Time – CST (UTC -6) Mexico Eastern Standard Time – EST (UTC -5) Cancún
Population	≈129,000,000 (2025 est.)
Border Countries	North: United States of America South: Belize and Guatemala
Continental surface	1,964,375 km ² (14th largest country worldwide)
Fiscal Year	January 1st – December 31st
VAT%	16% (8% in the Northern Border Free Zone)
Minimum wage	\$374.89 MXN per day in Northern Border Free Zone \$249.00 MXN per day in the rest of the country (effective 01/01/2025)
Tax Payer Identification Number Name in the country	RFC (Registro Federal de Contribuyentes)
Current president	Claudia Sheinbaum Pardo (since 01/10/2024)



1. Laws That Regulate Labor Relationships

Laws	Brief Description
Political Constitution of the United Mexican States (CPEUM)	The supreme law that governs the economic, social, and political life in Mexico. Labor rights are primarily derived from Article 123.
Federal Labor Law (Ley Federal del Trabajo – LFT)	The main labor law, regulating employment contracts, working hours, wages, leaves, and termination. Last reformed in 2023–2024, incorporating changes on vacations, subcontracting, profit-sharing, and union democracy.
Income Tax Law (Ley de Impuesto sobre la Renta – LISR)	Governs federal income tax on individuals and corporations. Contributions are calculated annually with monthly advance payments.
Social Security Law (Ley del Seguro Social – LSS)	Regulates contributions to the Mexican Social Security Institute (IMSS), covering healthcare, pensions, and occupational risk insurance. Reformed in 2021 to gradually increase employer retirement contributions (2023–2030).

2. Key Tax and Labor Authorities

Authority	Brief Description
Secretary of Finance and Public Credit (SHCP)	Designs and oversees federal economic and fiscal policy, including tax collection through the Tax Administration Service (SAT).
Mexican Social Security Institute (IMSS)	Provides mandatory health insurance, maternity, disability, and pension benefits for employees. Employers must register workers with IMSS and pay contributions.
Institute of the National Housing Fund for Workers (INFONAVIT)	Provides housing financing through employer contributions (5% of salary base). Employee participation is optional.

Authority	Brief Description
National Commission of the Retirement Savings System (CONSAR)	Regulates the retirement savings system (Afores) where employees have individual pension accounts.
Institute of the National Fund for Workers’ Consumption (INFONACOT)	Provides access to subsidized credit and consumption loans for workers, repayable via payroll deductions.

3. Labor Contracts

- Written contract is mandatory for all employees, regardless of position or duration.
- Minimum working age: 15 years (with parental consent). Under 18s cannot work in hazardous or night jobs.

Types of contracts:

- Indefinite-term contract (default).
- Fixed-term contract: allowed only when the nature of the job justifies it.
- Seasonal or project-based contracts.
- Trial and training periods: max. 30 days (extendable to 180 days for managerial/technical roles).

Employment Contracts under the Federal Labor Law (LFT – 2025)

Contract Type	Legal Basis	Updated Description
Contract for an Undetermined Time	(Article 39, LFT)	Considered the standard employment relationship. Probationary periods may not exceed 30 days (or 180 days for management/technical roles). If the employee continues after probation, the contract is automatically deemed indefinite.

Contract Type	Legal Basis	Updated Description
Fixed-term contract	Article 37 LFT	May only be used when the nature of the work requires it or to temporarily replace another employee. It must be objectively justified; otherwise, the relationship is presumed to be indefinite.
Initial training contract	Article 39 B LFT	Applies when a worker provides services under the employer’s direction to acquire the knowledge or skills necessary for the job. The maximum duration is 3 months, or 6 months for management, executive, or specialized positions. If the relationship continues afterward, it automatically becomes indefinite.
Trial period contract	Article 39 A LFT	Allows the employer to verify that the employee meets the requirements of the role. The maximum duration is 30 days, extendable to 180 days only for management, executive, technical, or specialized positions. If the employee is not suitable, the employer may terminate the relationship at the end of the period without liability.
Seasonal contract	Article 39 F LFT	Used when the activities are not required year-round but only in specific periods (e.g., harvests, seasonal sales). Workers have the same rights as indefinite-term employees, proportional to the time worked. Must always be in writing.



4. Payroll

Payroll is one of the most essential records within a company, as it documents employee salaries and all mandatory withholdings in line with Mexican labor and tax law.

Through payroll, companies ensure compliance with:

- Income Tax (ISR) withholdings for employees.
- Social Security (IMSS), Housing (INFONAVIT), and Retirement (Afores/CONSAR) contributions.
- Compliance with minimum wage and benefits established by the Federal Labor Law (LFT).

From payroll operations, both the net salary employees receive and the total employer cost per worker (including taxes and contributions) are determined for each pay period.

Legal Benefits in Mexico (2025)

Work benefits are additional benefits provided through a worker as a condition of their labor relationship. The benefits are established in a contractual relationship and will be independent of salary; they may consist of an economic, cultural, or medical nature. The law establishes mandatory statutory benefits that every employer must grant to their employees; others may be agreed upon by mutual agreement in the individual work contract.

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Benefit	Description
Minimum Wage	The minimum wage must be sufficient to cover the basic needs of the worker. • General minimum wage (2025): \$249.00 MXN per day. • Northern Border Free Zone: \$374.89 MXN per day (effective Jan 1, 2025).
Salary (Articles 5 and 101, LFT)	• A salary is the compensation employers must pay for work performed during a set period. • Payment must be made at least bi-weekly for manual workers (professionals may be monthly). • No salary can be below the legal minimum. • Salary must be paid in Mexican pesos, unless otherwise agreed (Art. 101). • Equal pay for equal work, regardless of gender or nationality.
Vacations (Article 76, LFT – reform effective Jan 1, 2023)	Employees with more than one year of service are entitled to paid annual vacation as follows: Years of Service – Days of Vacation 1 → 12 days 2 → 14 days 3 → 16 days 4 → 18 days 5 → 20 days 6–10 → increase by 2 days per year of service 11–15 → increase by 2 days per 5 years of service thereafter.
Vacation Bonus (Articles 79 & 80, LFT)	Workers are entitled to a bonus of no less than 25% of their regular salary during vacation days. If the employment relationship ends before completing the year, the worker is entitled to a proportional payment.



Benefit	Description
Christmas Bonus (Article 87, LFT)	Workers are entitled to an annual Christmas bonus of at least 15 days’ salary, payable no later than December 20th. If the employment relationship ends before this date, the worker must receive a proportional share according to the time worked.
Social Security Articles 15, 38, 56, and LSS	Social security provides employees with medical, surgical, pharmaceutical, and hospital services. The mandatory regime includes insurance for: • Occupational risk • Illness and maternity • Disability and death • Retirement and old-age pensions • Day care and social services
Superior Benefits (above the legal minimum)	Examples of common benefits offered by employers, not mandated by law but widely practiced: • Food vouchers • Transportation allowance or shuttle service • Private health insurance • Meal vouchers • Gas vouchers • Savings funds (employer/employee contributions) • Productivity or performance bonuses • Additional vacation days or flexible work arrangements

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Employer Contributions (Labor Cost)

Employer contributions are mandatory payments that companies must make to the government and are non-recoverable. They represent a significant part of labor costs.

Contribution	Description (2025)
Social Security (IMSS + INFONAVIT + Retirement contributions)	Employers must register employees with IMSS and pay contributions covering health care, maternity, occupational risk, disability, retirement (Afore), and housing (INFONAVIT – 5% of salary base). Rates vary by risk classification but employer cost usually ranges ~25–30% of gross salary.
State Payroll Tax (Impuesto sobre Nóminas)	A local tax levied by each state on payroll expenses. The rate varies from 2% to 3% depending on the state. It is paid monthly and is not creditable against federal taxes.
Federal Taxes	Employers are responsible for withholding Income Tax (ISR) from employees’ salaries and paying it to the Tax Administration Service (SAT). Employers also report and pay social security-related contributions. Non-compliance may result in significant penalties.

5. Types of Disabilities

According to Article 473 of the Federal Labor Law (LFT), occupational hazards are accidents and illnesses to which workers are exposed in the course of performing their duties. Employers must provide compensation, whether the injury results in death, or causes temporary or permanent incapacity. Employer liability exists even if the employee was hired through an intermediary.

- Work accident: Any organic injury or functional disturbance, whether immediate or later, caused directly by work activities. This includes accidents occurring while commuting directly between the worker’s home and workplace.
- Occupational disease: Any pathological condition resulting from continuous exposure to hazardous working environments, such as infections, carcinogenic agents, or harmful environmental factors.

Disabilities caused by occupational hazards generate compensation. Payments must be made directly to the worker. In cases of mental disability, payments may be made to the responsible caretaker; in cases of death, benefits are paid to the worker’s beneficiaries.

Types of Disability and Related Leave

Type of disability / Leave	Brief Description
Temporary disability	Partial or total loss of faculties or aptitudes that prevents a worker from performing their job for a limited period. Once recovered, the worker may return to work.
Permanent partial disability	A permanent decrease in faculties or aptitudes that reduces but does not completely eliminate the worker’s ability to perform their job.
Total permanent disability	The total and definitive loss of faculties or aptitudes, making it impossible for the worker to perform any job for the rest of their life.
Death	In case of death caused by occupational risks, compensation is paid to the worker’s legal beneficiaries.
Maternity Leave (Article 170, LFT)	Working mothers have the following rights: • They must not perform tasks involving considerable effort or risk to their health or the baby. • They are entitled to 6 weeks before delivery and 6 weeks after birth with full salary, guaranteed by Social Security (IMSS). • In case of adoption of an infant, they are entitled to 6 weeks of paid leave after receiving the child. • They have the right to return to their same job position, with no loss of seniority or benefits.
Paternity Leave (Article 132, LFT)	Fathers are entitled to 5 working days of paid leave for the birth or adoption of a child.

Disabilities

The worker must go to a medical clinic registered with the Mexican Institute of Social Security (IMSS). There, a doctor will determine whether to grant the disability leave and issue the certificate.

Disability Due to General Illness

- The worker receives 60% of their salary, starting on the 4th day of absence, for up to 52 weeks.
- IMSS does not cover the first 3 days; it is up to the employer whether to cover those days.
- In prolonged cases, the benefit can be extended up to 78 weeks with IMSS approval.

Disability Due to a Work Accident

- The worker receives 100% of their salary, covered by IMSS, starting from day 1 of the disability.
- Payments can last up to 52 weeks, depending on the IMSS medical evaluation.

Maternity Disability

- Female workers receive 100% of their salary, paid by IMSS, during 6 weeks before birth and 6 weeks after (84 days total).
- Leave may be transferred partially (e.g., 1–4 weeks before and the rest after birth) with medical authorization.

Paternity Leave

- Fathers are entitled to 5 working days of paid leave for the birth or adoption of a child (Art. 132 LFT).

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Sick Days

- If a worker is absent without presenting an IMSS disability certificate, the employer is not obliged to pay for those days.
- Employers may choose to grant these days as paid leave (PTO), but it is not mandatory.

6. Workday and Holidays

According to Article 58 LFT, the workday is the time during which the worker is available to the employer to perform their duties.

- Maximum hours: 8 hours per day / 48 hours per week.
- Weekly rest: At least 1 day of rest for every 6 days worked (generally Sunday).
- Meal break: At least 30 minutes during the continuous workday.
- Overtime:
 - Maximum of 3 extra hours per day, up to 3 times per week (9 hours per week).
 - First 9 hours must be paid at 200% of the regular hourly wage.
 - Any additional hours beyond 9 per week must be paid at 300% of the regular hourly wage.



Workdays

Type of Work Day	Working hours per Day	Overtime	Sundays
Day shift	8 hours	100% over the hourly wage (double) for the first 9 overtime hours per week; 200% (triple) beyond that	If the employee works on Sunday (without exceeding 48 hrs/week), they must be paid a 25% Sunday premium (Art. 71 LFT). If Sunday work causes the weekly limit to exceed 48 hours, the employee must also be paid overtime (200% extra) in addition to the Sunday premium.
Night shift	7 hours		
Mixed shift	7 ½ hours		

According to Articles 71, 74 and 75 of the Federal Labor Law (LFT):

- Business days are all calendar days of the year, except for Sundays, mandatory weekly rest, and official public holidays.
- Weekly rest (normally Sunday) is mandatory, although workers may be assigned a different rest day when required.
- Labor authorities may declare extraordinary suspension of work (e.g., due to natural disasters or health emergencies).

Public Holidays (Article 74, LFT – 2025)

Date	Holiday Name
January 1st	New Year’s Day
1st Monday February	Constitution Day
3rd Monday March	Benito Juárez’s Birthday
May 1st	Labor Day

September 16th	Independence Day
3rd Monday November	Revolution Day
December 1st (only every 6 years)	Presidential Inauguration Day
December 25th	Christmas Day

7. Immigration Process

To obtain a work permit in Mexico, it is necessary to have a formal job offer and an employment contract before the foreign employee arrives in the country.

The Mexican employer must submit a petition directly to the National Institute of Migration (INM) in Mexico, requesting authorization for the employee to perform remunerated activities. This process generates a Unique Processing Number (NUT) for follow-up.

Once approved, the authorization allows the employee to apply for a Temporary Resident Visa with permission to work at a Mexican consulate abroad.

On the day of the consular appointment, the employee must present:

- A visa application, duly completed and signed (signature must match passport).
- Copy of the INM authorization (NUT approval).
- Original and copy of a valid passport.
- Original and copy of the job offer or employment contract.
- One recent color photograph, white background, without glasses, size 32×26 mm or 39×31 mm.

Processing times:

- Once the consular interview is completed, the visa is typically issued the same business day.
- If further review is required, the INM has up to 10 business days to issue a resolution.
- Entry into Mexico with this visa does not guarantee admission; final approval is subject to immigration authorities at the port of entry.

Important note: A visa may be denied in cases of prior criminal convictions, false documentation, or violation of immigration laws.



8. Employee Termination

An employment relationship in Mexico may be terminated either with just cause or without cause.

Termination with Just Cause (Article 47, LFT)

The employer may dismiss a worker without liability if the worker commits any of the following:

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- Lack of integrity, honesty, or acts of violence, threats, or insults against the employer, co-workers, or clients.
- Intentional acts or negligence that cause material damage to company property.
- Committing immoral acts, harassment, or sexual harassment against co-workers.
- Revealing company secrets or confidential information.
- More than three unjustified absences in a period of 30 days.
- Arriving at work under the influence of alcohol or drugs.

In all cases, the employer must provide written notice to the employee, clearly stating the facts and dates that motivated the dismissal. Failure to provide this notice may render the dismissal unjustified.

Termination without Just Cause

If the employer cannot prove just cause, the dismissal is considered unjustified.

The worker has the right to request reinstatement in the same position or to receive statutory severance pay.

Labor Termination Settlement (Article 48 & 50, LFT)

24 If reinstatement is not pursued or feasible, the employer must compensate the employee with:

- Three months of integrated salary (base salary + regular benefits).
- 20 days of salary for each year of service, in case of unjustified dismissal when reinstatement is not possible.
- Payment of accrued benefits, such as:
 - Outstanding wages up to termination date.
 - Proportional vacation days and vacation bonus.
 - Proportional Christmas bonus (aguinaldo).
 - Any other benefits established in the contract or collective agreement.



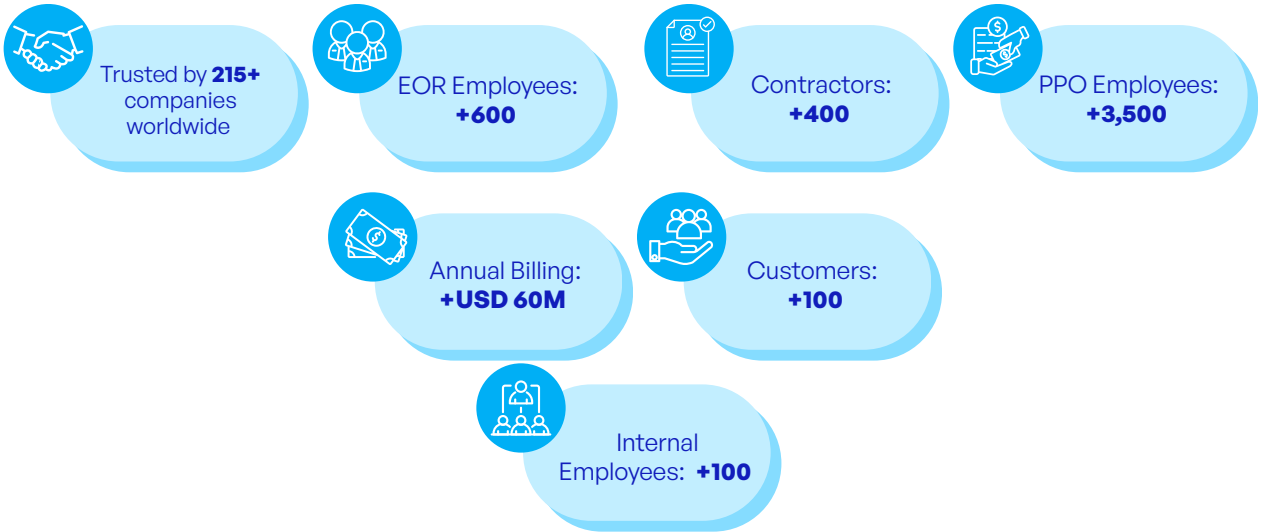
A man in profile is working on a laptop. Overlaid on the scene are several floating windows showing the faces of other people, suggesting a virtual meeting or global collaboration. The background is a dark office with a city view.

How Serviap Global Supports Your Expansion

Who we are?

Serviap Global, headquartered in Mexico City, brings over 25 years of local HR expertise and **15 years as a global Employer of Record (EOR) leader.**

With teams across the Americas, Europe, and Asia, we help companies build international teams without the complexity of foreign entities or regulations.



Our Solutions

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At Serviap Global, we provide comprehensive HR and workforce solutions to help companies expand and manage teams anywhere in the world.



How We Help You Hire and Onboard Talent

At Serviap Global, we simplify your international hiring process by managing every step , from contract creation to onboardin, ensuring full legal compliance in each country.

Below is an overview of our standard onboarding process for new hires, whether local or foreign:

Step	Description	Estimated Timeframe
1. Validate Onboarding Data	We verify candidate information and prepare the Service Order for client review.	2 business days
2. Formalize Service Order & Payment	The process begins once the Service Order is signed and advance payment is received.	2 business days (depending on client response)
3. Create Onboarding Documents	Draft job offer and employment contract.	1-2 business days
4. Send Documents to Candidate	Deliver approved documents to the candidate.	1 business day
5. Candidate Response	Candidate reviews, signs, and provides personal documentation.	2-4 business days
6. Confirm Acceptance & Finalize Onboarding	Receive signed documents and complete onboarding.	1 business day

Please note: timelines may vary depending on country-specific requirements such as background checks, pre-employment medical exams, or visa processing.

Why partner with us?

- **15+ Years of Expertise:** Proven track record in global expansions across 180+ countries.
- **LATAM Specialists:** Deep local knowledge for seamless hiring in high-growth regions.
- **Full Compliance & Agility:** Handle regulations so you can focus on business growth.
- **Human-Centered Support:** Multilingual team provides personalized, responsive service.
- **Cost-Effective Solutions:** Save on setup and operations with tailored, scalable plans.
- **All-in-One Platform:** Serviap Hub for total control and visibility.
- **Client-Driven Success:** 4.7/5 satisfaction, trusted by 215+ companies.
- **Value Differential:** Unlike competitors, we combine tech with human expertise for faster, more reliable global expansion.

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