CodersLink

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Mexico Tech Salaries Report

2022 Edition

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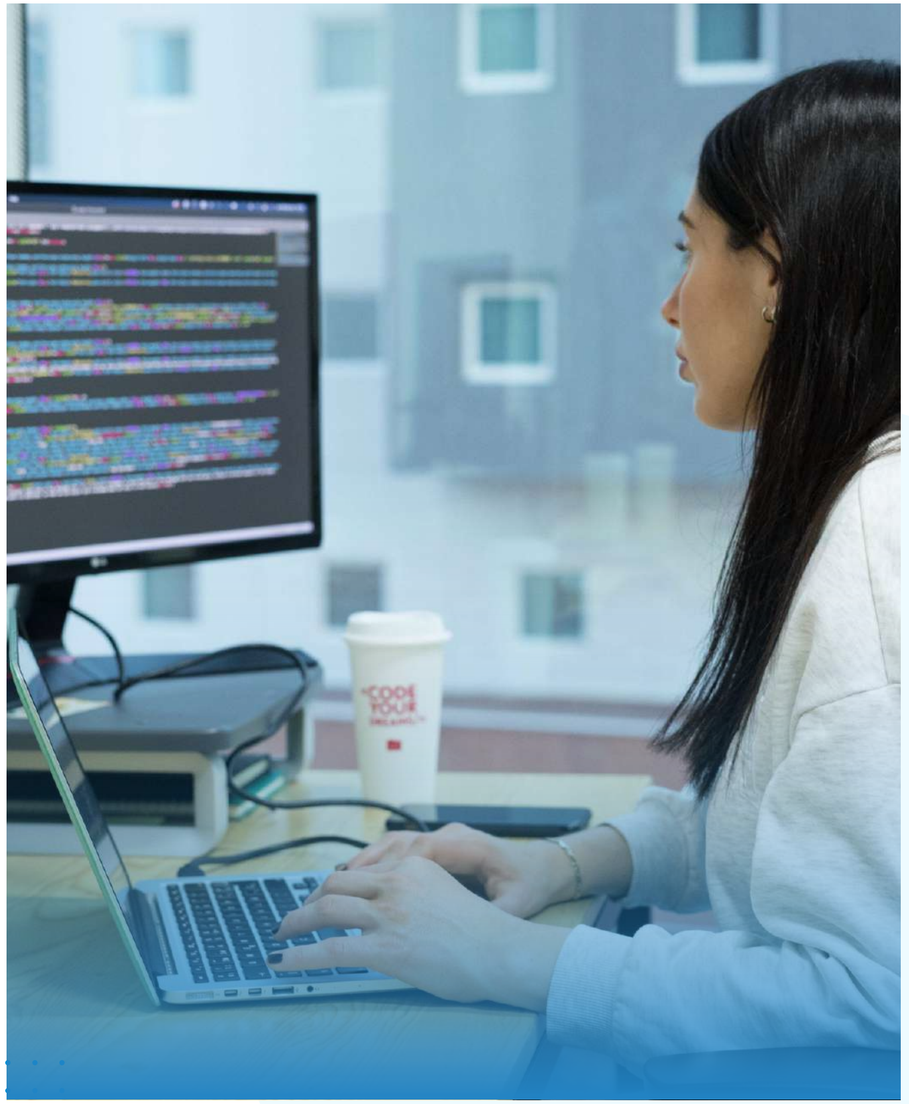
About CodersLink

CodersLink is the leading platform that empowers global companies to recruit, manage, and develop their LATAM tech teams on-demand. Connecting them to the best developers in LATAM and managing their team's payroll, office, and development in a single invoice.

Our end-to-end talent management platform is powered by data-driven automation, scalable HR management services, and a growing community of more than 20,000 engineers.

Whether it's building their first remote tech team in LATAM or relocating from another outsourcing destination, the CodersLink platform supports our partners continuously and on-demand.



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Methodology

This report analyzes more than 1 million data points gathered from survey data, job position information from our 150+ partners, and data from our more than 20,000 engineering community, developers, and professionals in the information technology industry in Mexico.

Due to our high volume of data, our report has a margin of error of less than 3%. We're confident in our findings as we've provided a detailed, reliable account of labor market trends and salaries inside the IT industry in Mexico.

From both inside and outside the CodersLink community, the data collected corresponds from January - to December 2021. Our findings showcase the employment and economic snapshot of the different IT roles throughout Mexico's technology sector.

This 2022 Tech Salaries Report is the third edition of this study and is to be used as a guide for more than 1.9 million IT professionals in Mexico.

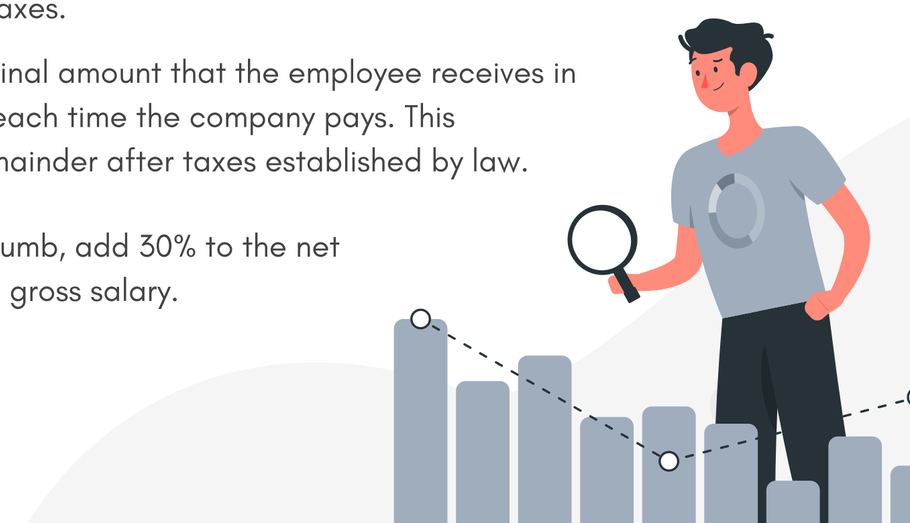
Consider this when reading this report.

Monthly net salaries and compensations found here are earnings after taxes and without considering other income such as bonuses, fringe benefits, or any additional benefits offered by companies or management fees of third-parties. They are expressed in U.S. dollars (USD) and Mexico pesos (MXN).

Think of it this way:

- **Gross salary** is the total amount a company pays an employee. Includes base salary, bonuses, and benefits. It is all the money that the employee receives contractually before applying withholdings from IMSS, AFORE, ISR and other applicable taxes.
- **Net salary** is the final amount that the employee receives in his bank account each time the company pays. This payment is the remainder after taxes established by law.

As a general rule of thumb, add 30% to the net salary to calculate the gross salary.



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Key Findings

Professionals in the IT industry are among the **highest-paid 2% of Mexican workers.**

The five cities with the **highest average IT salaries** are Monterrey, Mexico City, Mérida, Guadalajara, and Querétaro. Querétaro and Mérida have the best salary vs. cost of living ratio.

The average salary for the tech industry in Mexico is $3,828 USD, that's **45% less than the average salary in the United States** of $7,000 USD.

30% of IT professionals in Mexico **changed jobs for a better salary** in 2021, while 28% left their company for better benefits at another company.

IT professionals in Mexico are highly satisfied with their employers, rating **job satisfaction an average of 7/10.**

60% of professionals are **actively seeking employment.**

70% of candidates **prefer specialized IT job portals.**

17% of professionals in the technology sector **are women.**

Cities with the **highest density of IT professionals** are Mexico City, Guadalajara, Monterrey, Mérida, Tijuana, and Querétaro.

90% of professionals who worked at home during the pandemic **do not want to return to work in the office.**

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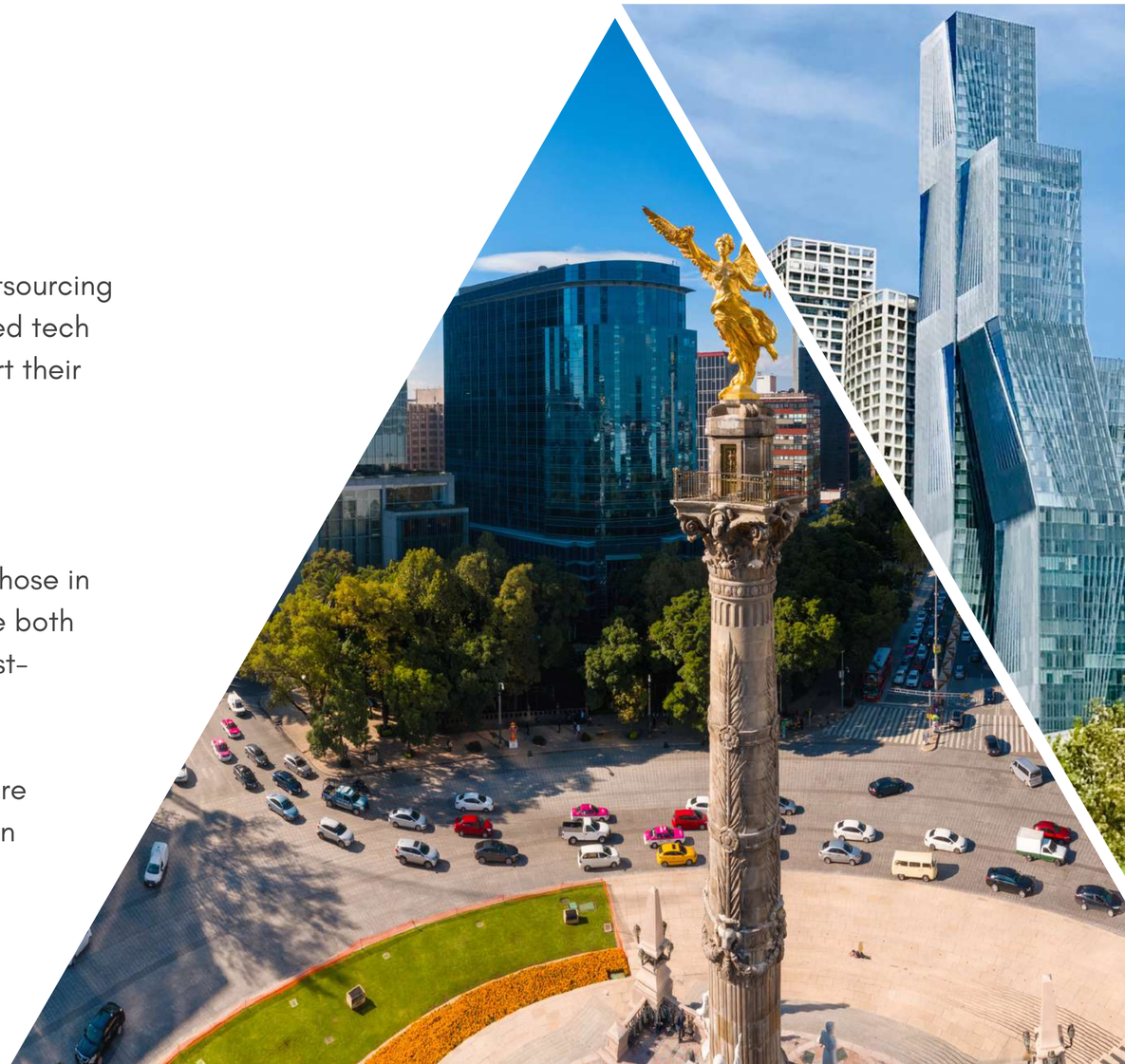
Why Mexico

Over the past five years, Mexico has become an outsourcing hotspot. Large and small companies have established tech teams or hired remote talent in this region to support their continued growth. Notable names such as Amazon, Facebook, Pinterest, Uber, and LinkedIn work with developers in Mexico, with startups following suit.

IT professionals in Mexico have lower salaries than those in the U.S., and teams not coming into the office make both financial and logistical sense to hire where most cost-effective.

Though there are many reasons why organizations are turning to Mexico for IT outsourcing, they're not often discussed - until now.



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Here's why Mexico has become a hiring hotspot for tech talent:

#1
Reduced Costs

Currently, the cost of living in Mexico is almost 300% less than in the United States. This means that software developers in Mexico have lower economic needs when compared to other countries, often being paid 40-60% less overall than developers in the U.S.

#2
Proximity to the United States

With more than 300 flights each day between the U.S. and Mexico, hiring software developers in this country is an easy way for organizations to build a talented team without worrying about the distance.

#3
Similar Time Zones

Mexico shares a maximum two-hour difference in time zones compared to the U.S. This makes it easy for teams to grow with one another without consistently missing deadlines.

#4
Cultural Similarities

The similarities between Mexico and the United States far outweigh the differences, especially when comparing work styles in Asian countries. Both Mexico and the U.S. celebrate a strong work ethic, workplace hierarchies, and an emphasis on technology.

#5
Growing Talent

Mexico has more than 130,000 tech graduates each year - a number that continues to increase. With the rise of specialized tech programs and training opportunities, this country has invested in its tech talent. Meaning there's no more shortage of talented software developers for growing companies.

#6
Global Changes

COVID-19 pandemic accelerated the digital transformation and the large-scale adoption of remote work. Along with global geopolitical shifts, companies turn to Latin America as the new outsourcing/nearshoring region, with Mexico at the forefront.

#7
Trade Agreements

Formerly known as NAFTA, the United States-Mexico-Canada Agreement (USMCA) governs the trade in North America, setting the highest standard of any U.S. trade agreement for strong, effective protection and enforcement of intellectual property (IP) rights, which are critical to driving innovation and creating economic growth.

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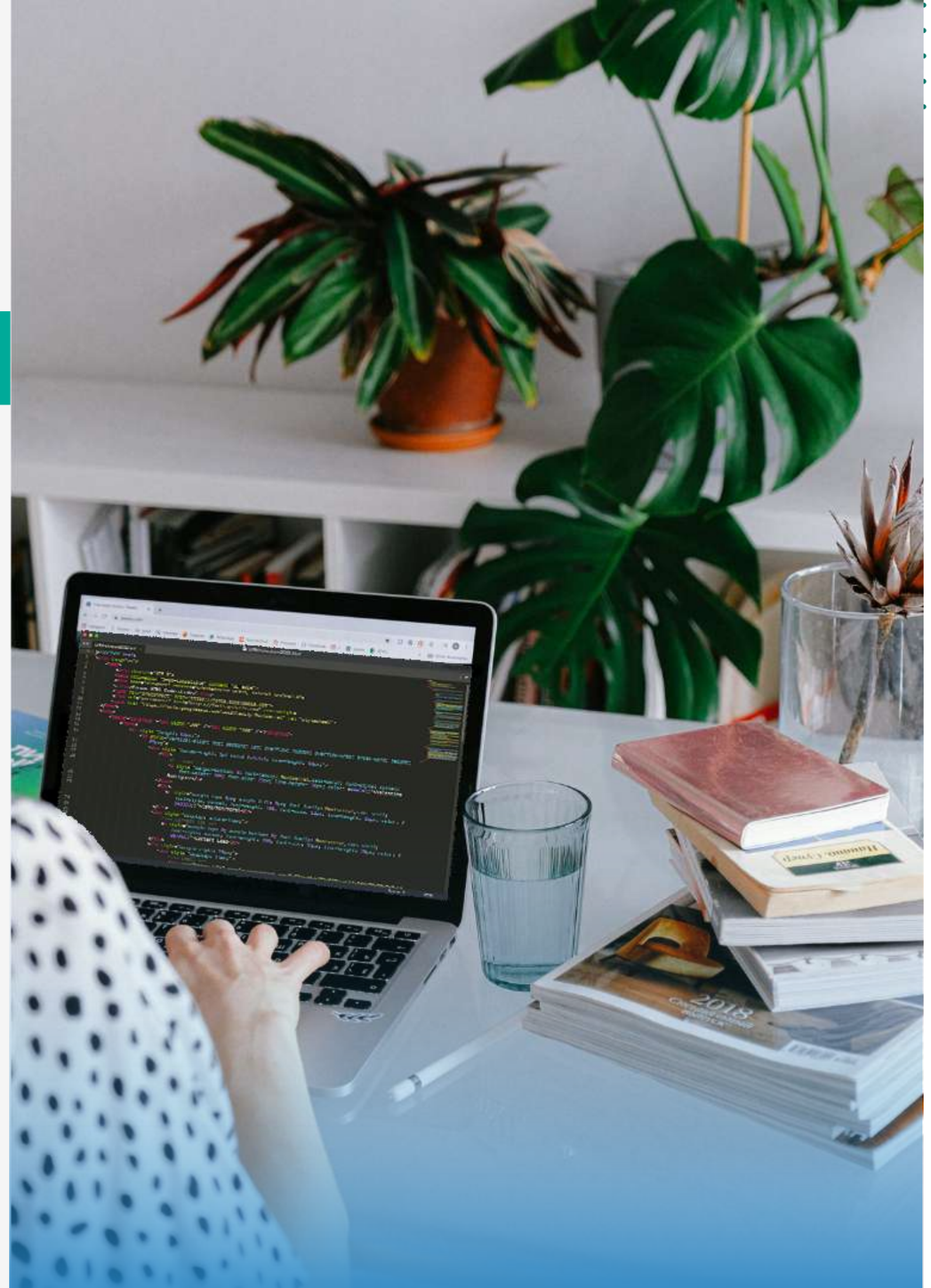

Remote Work Findings

According to our findings, hiring remote workers in Mexico is a highly cost-effective option for companies looking to build a team of top tech talent.

Remote work allows Mexicans in the IT industry to work for international companies without needing to move or relocate. They're offered superior pay and benefits without dealing with the higher living costs in major tech hubs such as San Francisco, New York, and Austin.

The average salary of an intermediate remote worker surveyed is $3,981 USD ($79,820 MXN), which allows them to live comfortably from anywhere in Mexico. It also gives them a salary surplus of about 62% in Mexico City, which has the highest cost of living in the country, and a 50% salary surplus in Cancun, an area preferred by digital nomads with a similarly high cost of living.

This salary pales compared to remote workers in the U.S., with the average remote developer making $92,330 USD per year ($7,694 USD per month). Those outsourcing inside the U.S. will need a higher hiring budget to afford these workers.

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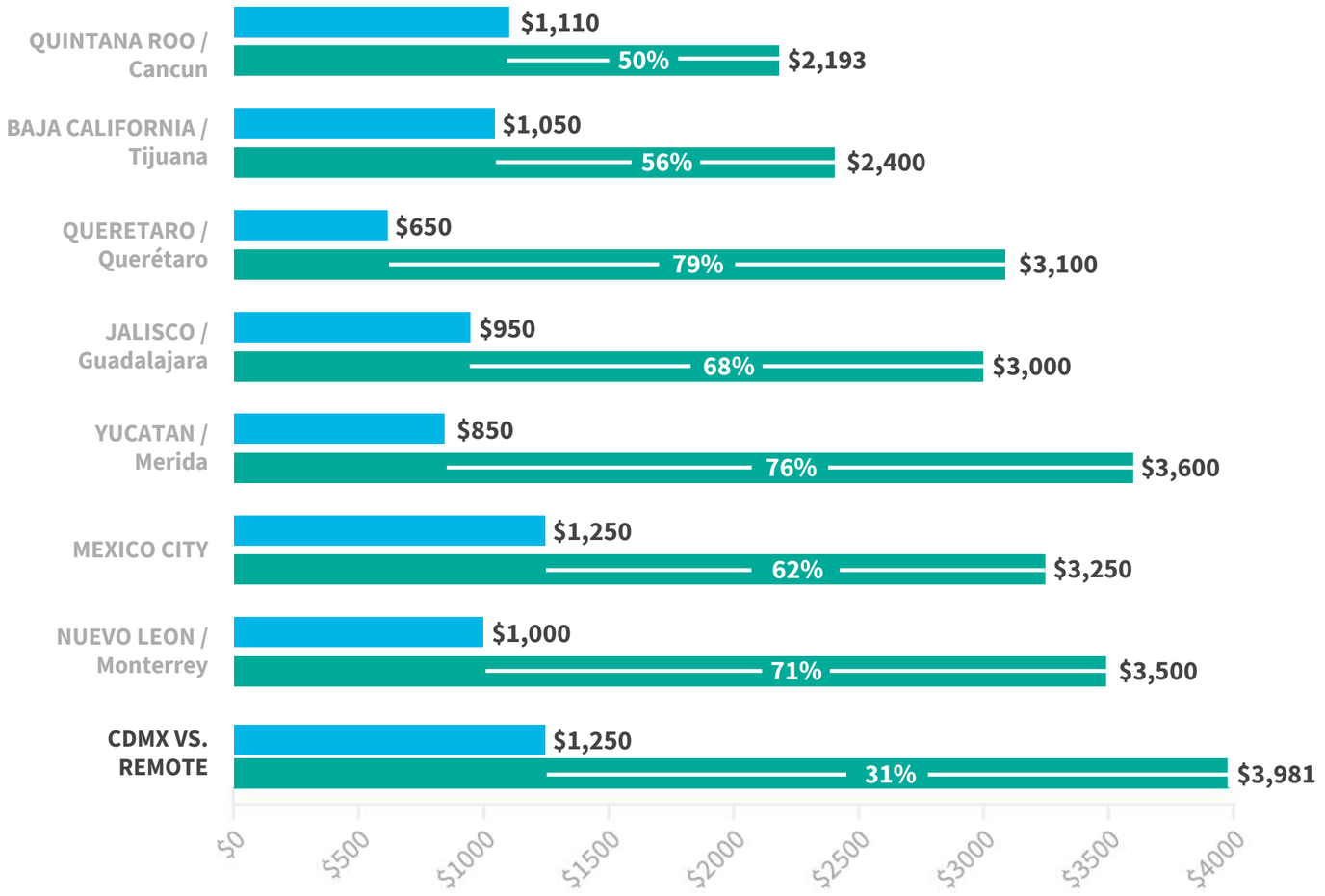

***Salaries expressed here are net.** They do not include bonuses, complementary benefits, additional benefits that certain companies may offer, nor taxes or legal withholding such as IMSS, ISR, AFORE.

Source: Median wages by state, cost of living according to Numbeo and % left over from wages after subtracting cost of living.

Queretaro has the best salary vs. cost of living ratio in Mexico, with a salary surplus of 79%. It is followed by Merida and Yucatan with almost 76% and Nuevo Leon, Monterrey with 71%.

In the past decade, the technology industry in Mexico has grown three times faster than the world average. States such as Queretaro, Yucatan, and Monterrey have positioned themselves as leaders in the tech scene due to their trained talent, geographic accessibility, and affordable cost of living.

Quintana Roo, Cancun has the lowest salary average vs. the cost of living at 50%, as it's a popular area for tourists, with international visitors coming from Europe, the U.S., and Canada with higher purchasing powers. In addition, Cancun is known for attracting digital nomads who want to work from the beaches and live a comfortable lifestyle.

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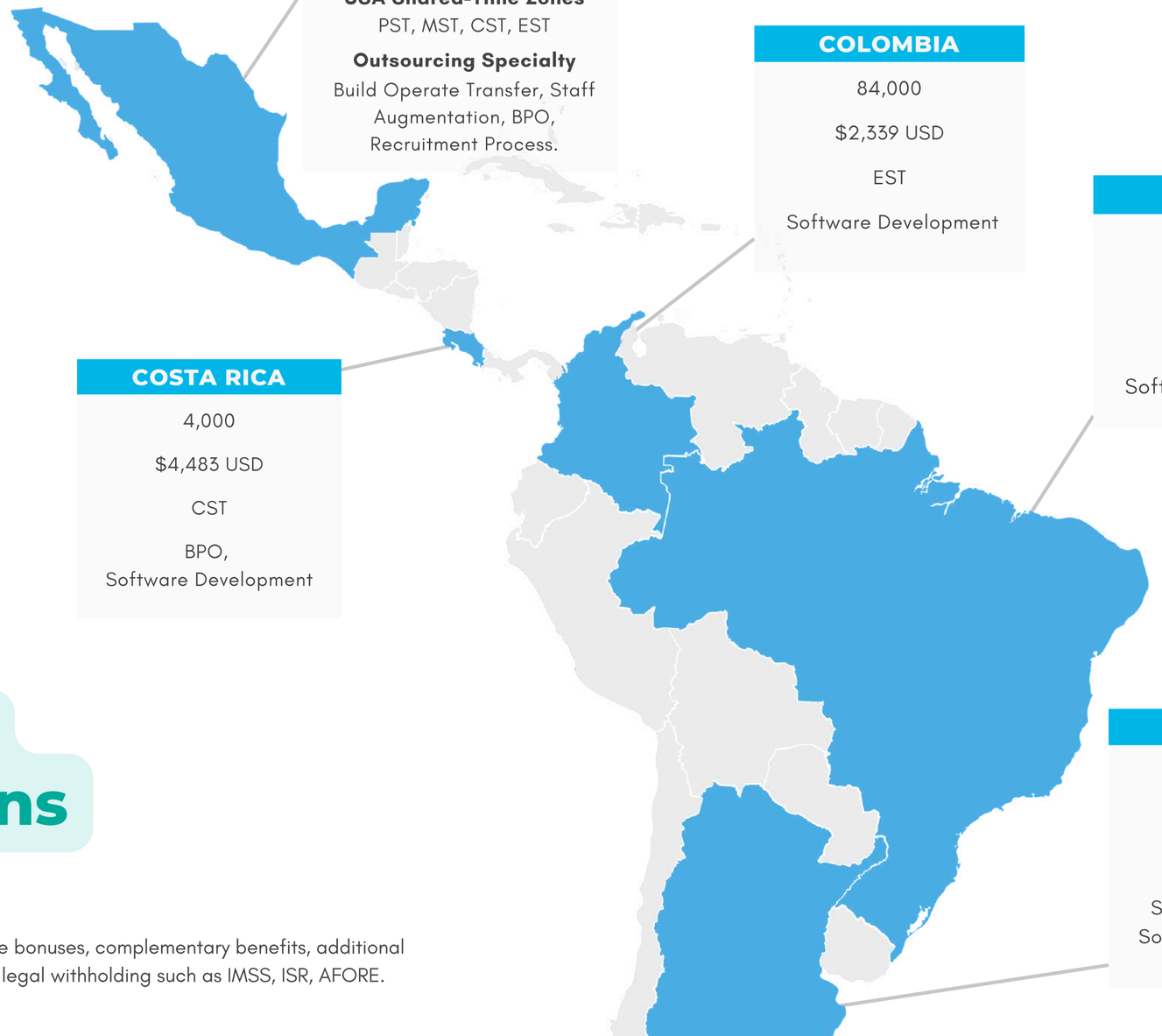
Salary Comparisons Between Latin America Regions



MEXICO

Graduates per year
130,000

Average salary per month
$3,828 USD

USA Shared-Time Zones
PST, MST, CST, EST

Outsourcing Specialty
Build Operate Transfer, Staff Augmentation, BPO, Recruitment Process.

COLOMBIA

84,000

$2,339 USD

EST

Software Development

BRAZIL

475,000

$6,020 USD

EST

Software Development

COSTA RICA

4,000

$4,483 USD

CST

BPO,
Software Development

ARGENTINA

134,000

$6,520 USD

None

Staff Augmentation,
Software Development

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Salary Comparisons Between Mexico Regions

Salaries for tech professionals vary throughout Mexico's tech hubs, with Nuevo Leon offering the highest pay and Estado de Mexico offering the lowest.

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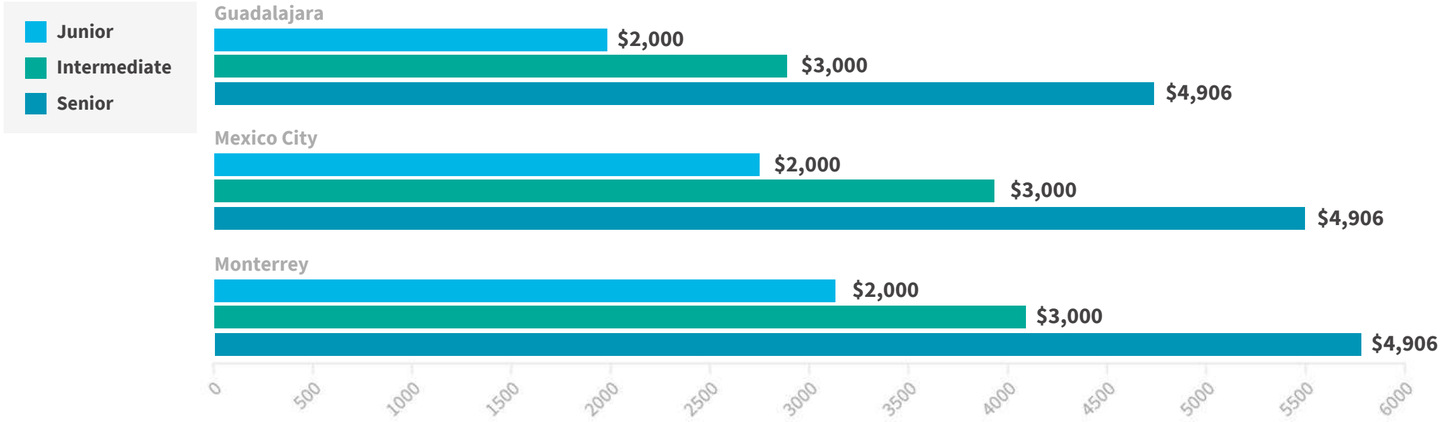
Average Salary in the most wanted locations by tech companies

Seniority is one of the most significant factors when considering engineering salaries. On average, engineers with 5-8 years of experience earn 40% more than Junior with 1-4 years of experience, and Senior with 9+ years of experience make on average 50% more than intermediate engineers.

English proficiency is also a key variable for salaries in Latin America. For example, in México, at least 45-50% of the IT population has an advanced English level, and 35-40% are reported to have an Intermediate Level. That being said, according to our survey results, professionals with an advanced level of English (C1 and C2) earn 115% more than those with an intermediate level (B1 & B2) and 205% more than engineers with basic English proficiency (A1 & A2).

These are the salary expectations for the top these top 3 Mexican tech cities:



Considerations

- Major cities like Monterrey and Mexico City have the largest population of professionals. However, the cost of living is much more expensive. Salary expectations in these cities can be 30-40% higher than in the rest of the country due to the high competition from high-profile companies.
- The talent pool in cities outside the main tech hubs is rising due to the opportunity to work remotely.
- This report considers advanced English proficiency, C1 and C2 in the Cambridge English Scale. This proves professionals can communicate with the fluency and sophistication of a highly competent English speaker.

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Engineering Positions Density in Mexico by Role

Mexico has a vast talent pool. However, these roles are most frequently found:

1. Full Stack Developers
2. Back End Developers
3. Front End Developers
4. Web Developers
5. Mobile Developers
6. Technical Support Engineers
7. Data Scientists
8. System Administrators
9. UX & UI Designers
10. Business Intelligence Engineers

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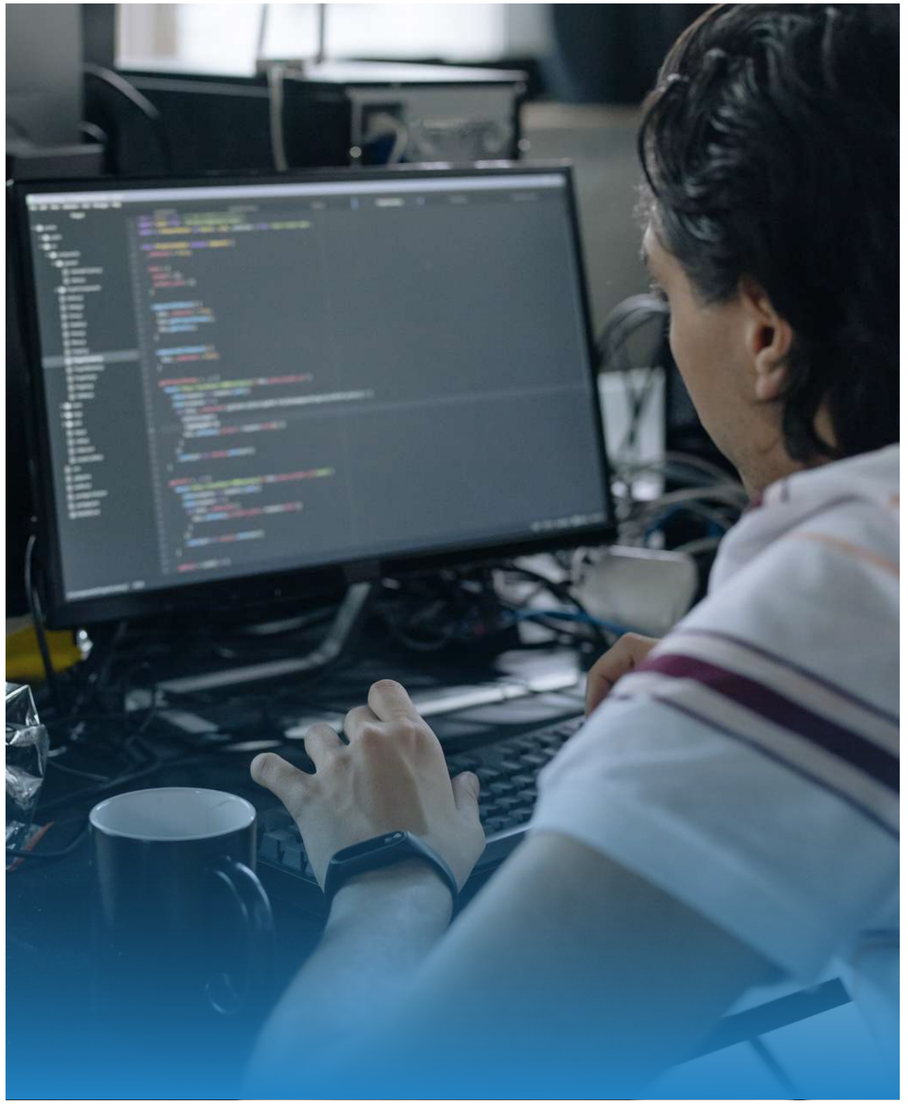
Salary Comparisons by Role

Average Salary for IT Professionals

According to our data from more than 20,000 IT professionals in Mexico, the average salary for the tech industry in the country is $3,828 USD ($76,735 MXN) per month.

According to a report from PayScale, in the United States, the average salary for IT professionals is $7,000 USD ($142,182.81 MXN) per month, about 82% more than the average salary for IT professionals in Mexico, at $3,172 USD ($63,583 MXN) increase per month.



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Average Salary by IT Role

In Mexico, the IT position with the highest overall net salary was the Chief Technology Officer (CTO), with a salary range of $9,300 USD ($186,401 MXN) per month. In second place is the role of Chief Product Officer (CPO), with an average salary of $7,915 USD ($158,639 MXN), and in third place is the Engineering Manager with $5,986 USD ($120,907 MXN).

Due to the workload and responsibilities, management roles normally register higher net salaries than other technology professionals. However, of the engineering roles, the role of Solutions Architect is the highest paid, with an average salary of $8,497 USD ($170,032 MXN) per month, based on responses from over 300 surveyed senior professionals with advanced English levels.

The second best paid are Network Engineers with an average net salary of $3,942 USD ($79,019 MXN). These employees are senior developers with several years of experience in high demand worldwide.

Meanwhile, the IT position with the lowest median monthly net salary in 2021 is Technical Support at $2,130 USD ($42,696 MXN), based on more than 220 survey responses.

The following showcases the average monthly net salaries for top IT roles in Mexico and the United States based on Salary.com, Indeed, Glassdoor, PayScale, and CodersLink.

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Management Positions

	USA	MEXICO		
	Intermediate	7-8	9-10	11+
Release Manager	$13,340	$2,300	$3,400	$5,850
Scrum Master	$9,416	$3,150	$3,380	$3,575
Engineering Manager	$9,167	$4,173	$4,628	$5,986
Product Manager	$9,167	$2,500	$4,221	$4,537
Project Manager [1]	$7,418	$3,312	$7,998	$6,170

Note: Mexico's salary ranges are filtered by respondents with an advanced English level and more than 7 years of experience.

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Engineering Positions

	USA	MEXICO		
	Intermediate	7-8	9-10	11+
Solutions Architect [2]	$21,215	$5,615	$5,547	$8,497
Network Engineer	$16,196	$3,417	$3,450	$3,942
Machine Learning Engineer	$15,475	$3,982	$3,849	$4,649
Back End Developer	$15,127	$3,241	$3,921	$4,015
Development Operations	$14,286	$4,010	$5,383	$5,731
Cloud Engineer	$14,165	$3,679	$3,800	$5,250
Data Engineer	$13,486	$3,000	$3,972	$5,271
Site Reliability Engineer	$13,164	$2,435	$3,637	$6,913
Business Intelligence [3]	$13,080	$7,662	$8,812	$5,900
Information Security Engineer	$12,289	$3,156	$3,483	$3,284
QA Manual Test Engineer	$11,224	$1,859	$2,200	$2,646
Database Administrator	$10,500	$3,136	$3,551	$3,594

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	USA	MEXICO		
	Intermediate	7-8	9-10	11+
Full Stack Developer	$10,417	$2,900	$3,400	$4,880
QA Test Automation Engineer	$9,165	$3,320	$4,198	$5,245
UX/UI	$8,955	$3,129	$3,200	$3,271
Data Scientist [4]	$8,340	$4,813	$4,530	$4,821
Mobile Developer	$7,587	$2,495	$3,600	$3,651
Front End Developer	$7,565	$3,811	$3,874	$4,941
Web Developer	$5,811	$2,009	$2,569	$4,251
Tech Support Specialist [5]	$5,655	$1,500	$2,195	$2,025
System Administrator	$5,385	$2,975	$3,792	$4,047
Tech Support Engineer [6]	$4,835	$2,750	$2,971	$2,130

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Engineering Positions Table Notes

1. Project Managers
With 9-10 years of experience earned higher salaries compared to 11+ the survey results show that this is because they are proficient in frameworks, programming languages and tools (eg. .Net, Azure, PHP, etc.). Java, Ubuntu) in addition to the skills of the position such as Agile methodologies and tools such as Jira. In addition to this, the respondents with the highest incomes indicated working in multinational companies such as Google, Mercado Libre, Amazon, Verizon, IBM, and others.

2. Solution Architects
With 7-8 years of experience earned higher salaries compared to 9-10, the survey results show that this is due to proficiency in open source platforms and Linux in addition to skills with Agular.js, Rest, Java, and Python. In addition to this, the highest earning respondents indicated that they work at companies such as Illyum, Amazon, AstraZeneca, NTT Group and Quarksoft.

3. Business Intelligence
Professionals with 9-8 years of experience earned higher salaries compared to 11+, with higher earners reporting experience in Project Management as well as proficiency in ELT and SQL processes. The highest earning respondents indicated that they work at companies such as Deloitte, Vortech, Particle, and Consiss.

4. Data Scientists
With 7-8 years of experience earned the same or higher salaries compared to their more experienced peers, respondents with higher earning reported having vast experience with SCALA, Python, R, and MATLAB, as well as having earned Master's and PhD degrees. Respondents with higher incomes indicated that they work in companies such as Globant, Nubank and Kueski.

5. Tech Support Specialist
With 9-10 years of experience earned higher or equal salaries compared to their more experienced peers by answering that they are fluent in more than 3 languages, including English and Spanish.

6. Tech Support Engineers
With 9-10 years of experience earned equal or higher salaries compared to their more experienced peers by stating that they are proficient in Java, Linux, SQL, Bash, PHP, and .Net, as well as customer service platforms.

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Considerations for the salary table:

- Software Engineers with different specializations have higher salary expectations, anywhere between 20%-30% more than a non-specialized developer.
- Front End Developers' salary has maintained a steady and continuous upward trend due to high demand. By the end of 2022, their salary expectation in Mexico will be above $7,500 USD.
- Mobile Developers are expected to grow in demand as well. Their expected salary will increase to $12,500 USD.
- Technical Supports / Help Desk roles are becoming more specialized, and the requirements for certain certifications have increased their salary expectations in the 15%-30% range.
- The above salaries are net averages for intermediate-level engineers. In the US, there are three general ways in which developers are categorized: Junior, Intermediate, and Senior. Each category implies that a developer has particular years of experience and specific technical and organizational skills.To understand the seniority in this report, the following is how we categorized our report.

Junior	Intermediate	Senior	Senior Advanced
1-4	5-8	9-10	11+

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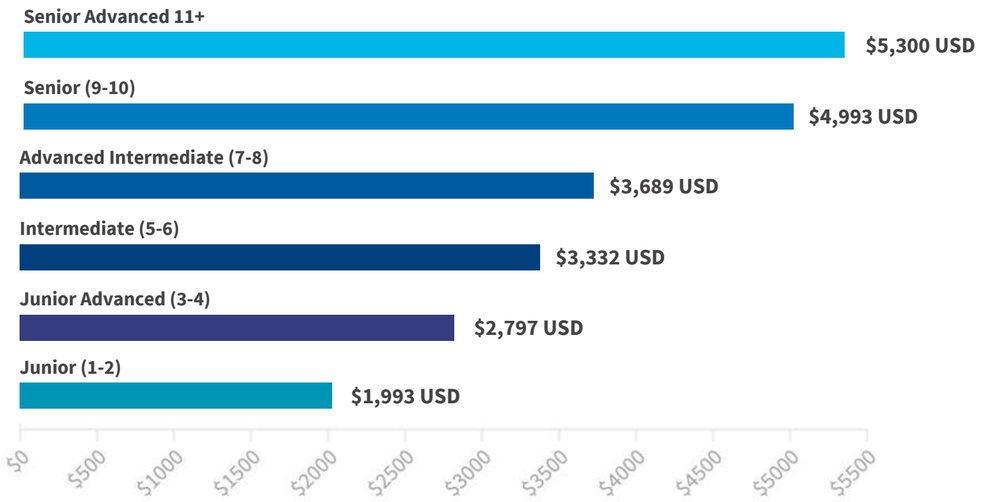
Average Salaries for Years of Experience

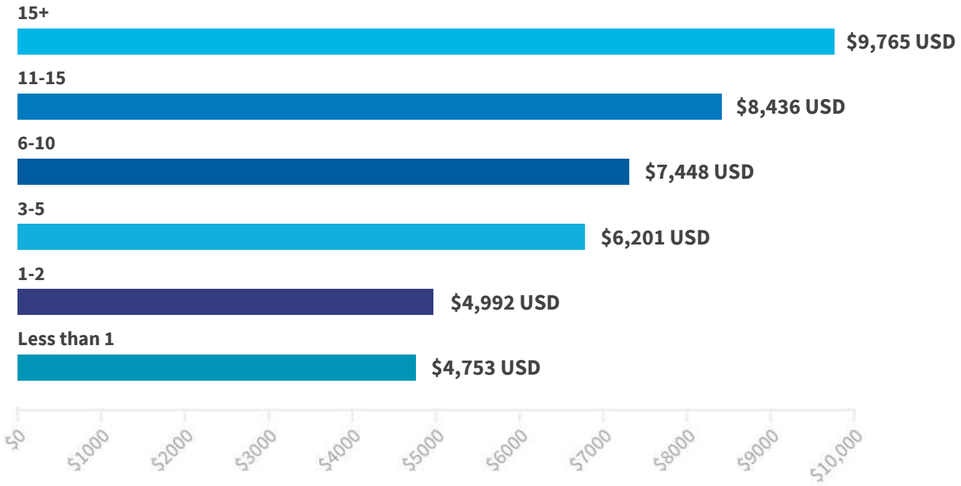
In Mexico, experience directly influences technology salaries. In fact, Senior respondents (9-10 years of experience) reported a 150% higher salary than Juniors (1-2 years of experience).

IT professionals with 9 or more years of experience earn 50% more than those with 5-8 years of experience.

Thus, workers who have started their careers at an early age can draw on their years of experience programming in different technologies to negotiate a better salary.



The same goes for U.S. IT professionals, who are also found to be paid more depending on their overall experience levels. Monthly salary breakdown in the U.S. from the latest Dice Salary Report:



It's important to note that the Senior Advanced IT professionals in Mexico make even less than those with less than one year of experience in the U.S. And, those Senior Advanced IT professionals in Mexico make less than three times as much as Senior Advanced IT professionals in the U.S.

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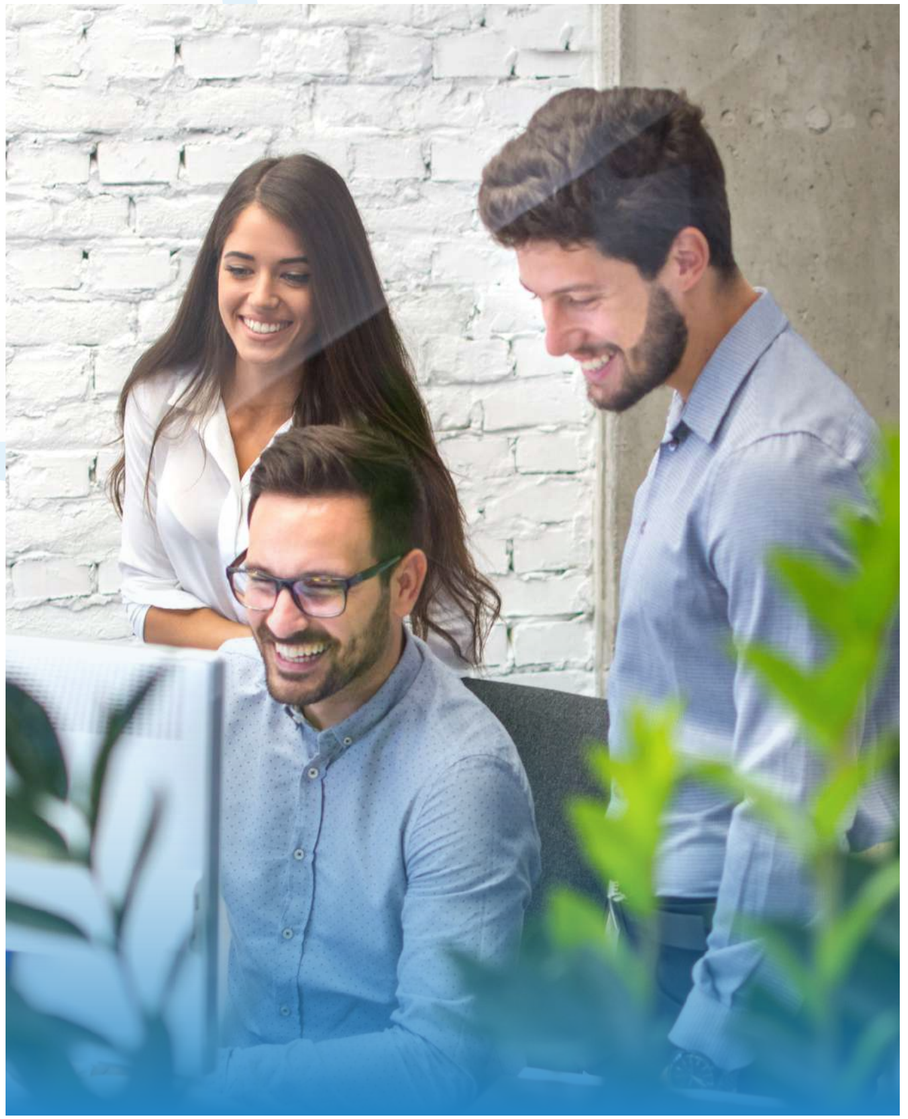
Job Satisfaction

To bolster growth and attract new prospects, it's vital to focus on employee retention. This means finding new ways to retain the talent you've already hired and ensuring your team can grow together for years to come. In addition, you'll want to make sure your employees are satisfied with their salaries, benefits, and your company's overall culture.

On average, IT professionals in Mexico rate job satisfaction a 7/10, considering their current salaries and benefits.



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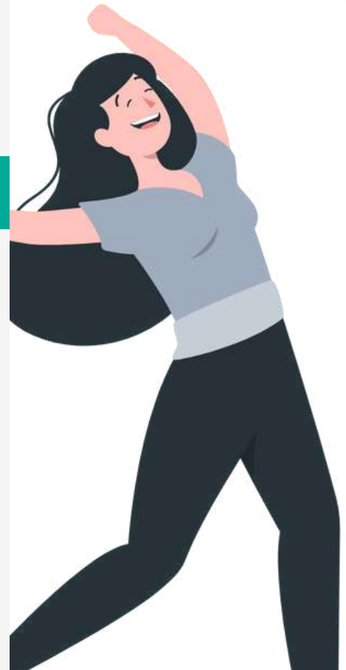
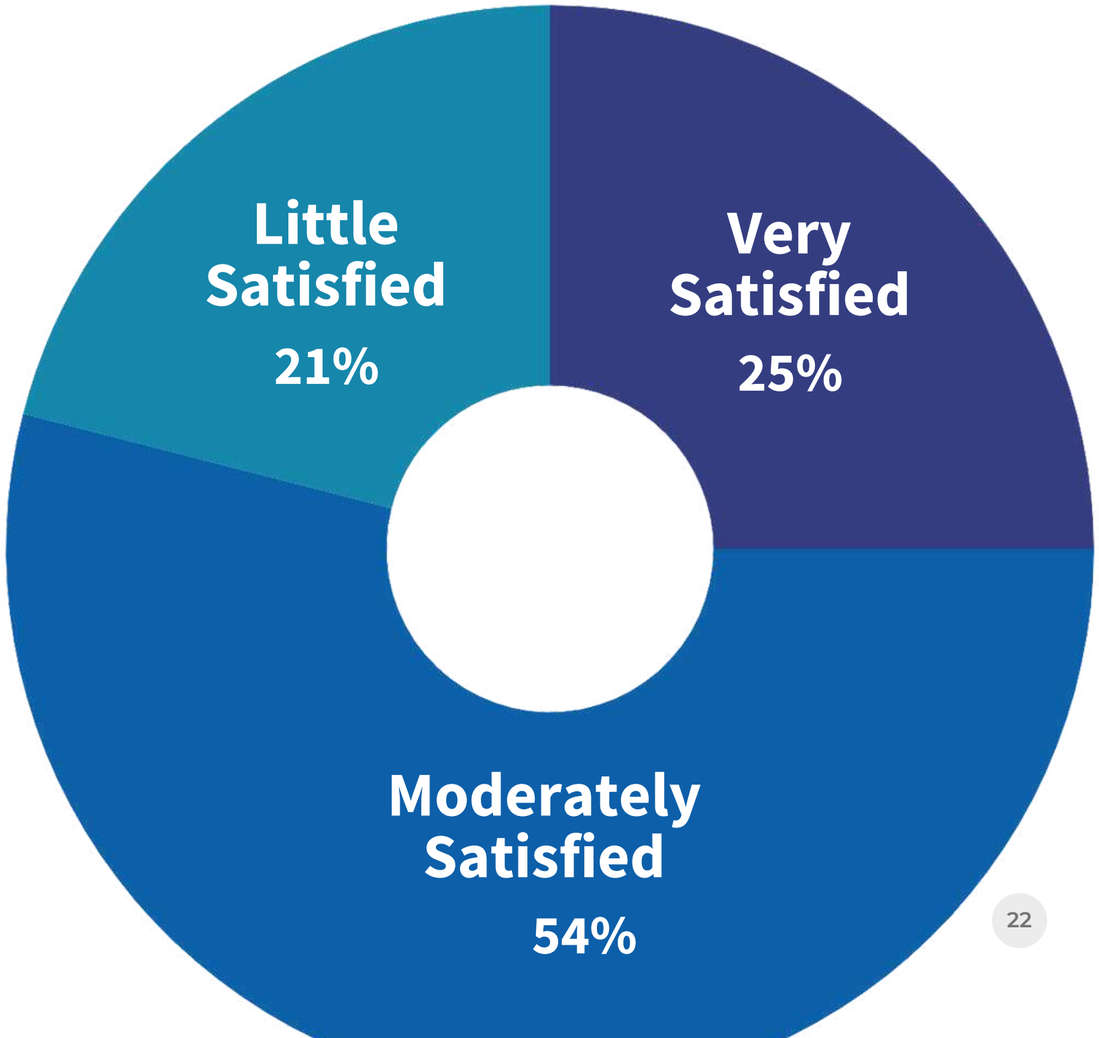
Job Satisfaction by Salary

Just over 50% of the tech workers CodersLink surveyed reported medium-level satisfaction regarding their pay, meaning they would switch jobs should a better financial opportunity come alone. Around 4% of Mexico IT professionals are unsatisfied with their job (rating it a 1/10) and 12% are fully satisfied (rating it a 10/10) in terms of their salary.

Additional surveys have found that 65% of workers inside the U.S. are satisfied with their job, but only 20% of workers would describe themselves as passionate about their job.





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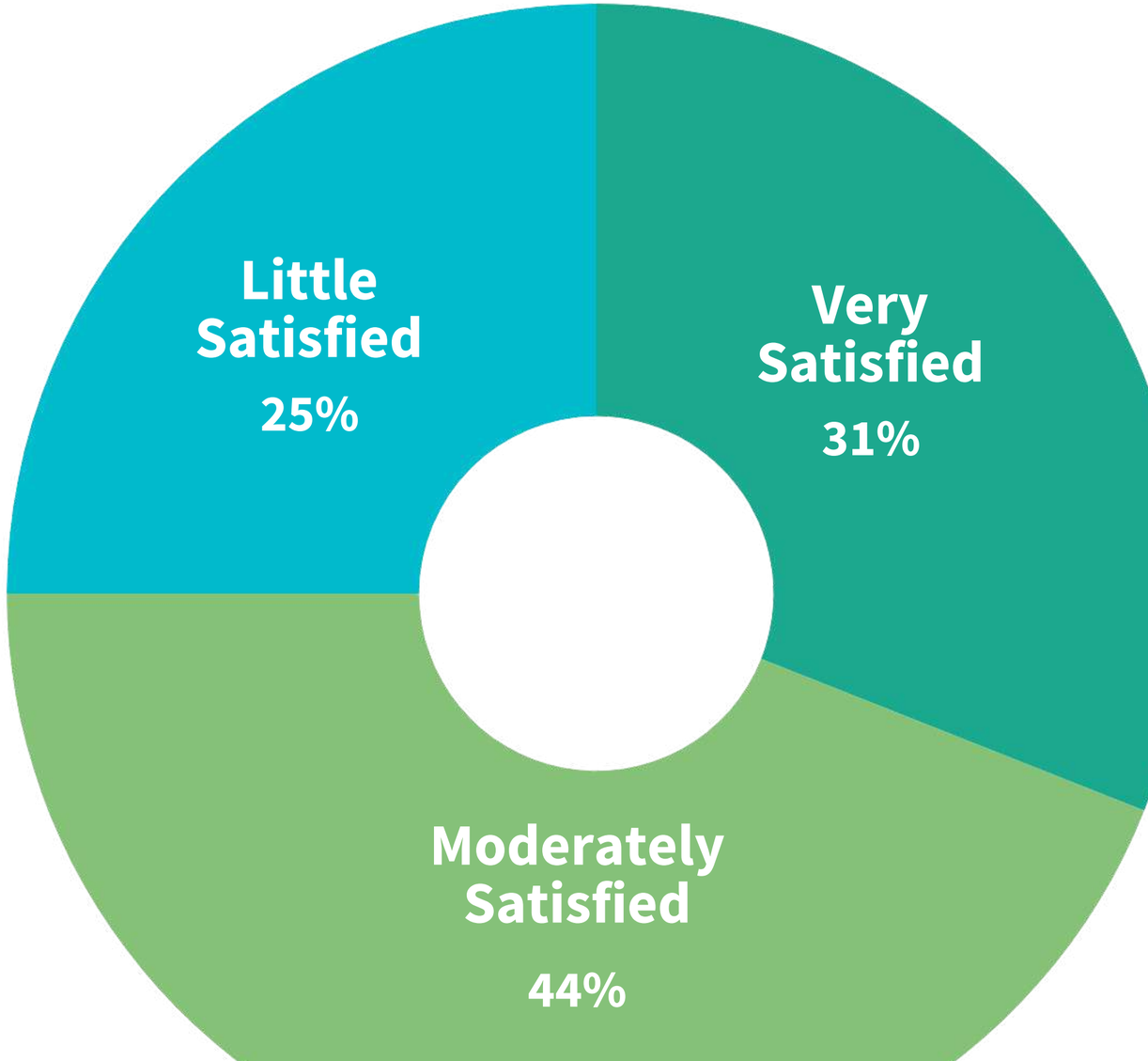
Job Satisfaction by Benefits

Of those surveyed, about 40% are moderately satisfied with the benefits provided by their employer. Though not unsatisfied, these IT professionals would likely switch jobs should a different employer offer better benefits.

CodersLink found that 5% of IT professionals in Mexico are dissatisfied (1/10) with their current job benefits, and 15% are completely satisfied (10/10).

This satisfaction rate is comparable to statistics found by the Employee Benefits Research Institute (EBRI) in the U.S., with 47% of U.S. workers feeling satisfied with their current benefits. Their findings also uncovered that many employees would be willing to take a pay reduction in exchange for better health and wellness offerings.



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Benefits and Compensations in Mexico vs USA

Average employee benefits

USA	MEXICO
Health Benefits — **4.5%**	Social Security + Health (IMSS) — **10%**
Social Security — **10%**	Housing Contribution (Infonavit) — **8%**
Annual Bonus — **7.5%**	Annual Bonus — **4%**
Workspace — **7%**	Workspace — **7%**
15 days PTO + Holidays — **7%**	7 days PTO + Holidays — **4%**

*Benefits required by law in Mexico only apply to those who are full-time employees. They are quite similar to those established by the US.

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Why IT Professionals in Mexico Change Jobs

Mexico is the number one country in Latin America and one of the top ten countries globally with the highest level of employee turnover. According to the Mexican Association in Human Resources Management (AMEDIRH).

This turnover is even more noticeable in the tech industry, where talent is highly demanded. That's why it's essential to understand why Mexican IT professionals are changing jobs so often. Better salaries and benefits are top of mind. Still, there are a handful of additional factors to consider.

Employees' demand for flex work is an international trend, as indicated by a survey by Harris Poll. 76% of workers say they want their company to make work permanently flexible in their schedule and location.

Of those surveyed looking to make a career change, 41% are looking for flexible or remote work, 39% want a raise or promotion, and 33% are focused on changing industries entirely. 22% also noted that they're looking to quit their current job and start their own business.

- Work environment and culture
- Remote working opportunities
- Vacation and time off
- Professional growth opportunities
- New challenges and development
- Training provided
- Schedule flexibility

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Employee Retention & Benefits

One of the best ways to improve employee retention is to ensure all team members have good benefits. Health insurance and PTO no longer make the cut in today's market. Companies are now looking to enhance an employee's experience through food stamps, plane tickets, pet-sitting services, lodging, longer maternity and paternity leaves, and more.

In addition, 30% of IT professionals in Mexico switched jobs for better pay in 2021, while 28% left their position for a company that offered increased benefits. With these relatively high percentages, companies across the country are forced to improve their salaries and benefits to retain their current employees and hire new top talent.

10 Benefits Most Valued by IT Professionals in Mexico

Regarding the technological sector in Mexico, there are 10 benefits that workers rank in terms of importance:

1. **Health Insurance** (Including partners and children)
2. **Social Security**
3. **Christmas Bonuses** (Required by law in Mexico)
4. **Training and Assistance in Payment for English Classes**
5. **Unlimited Vacation Time**
6. **Retirement Contributions**
7. **A Profit-Sharing Plan**
8. **Reimbursement of Home Office Expenses**
9. **Mental and Physical Health Assistance**
10. **Gym Memberships**

Even though Health Insurance takes the top spot here, it's something - alongside Social Security and Christmas Bonus - that's expected to be provided by employers in the highly competitive tech talent space.

Companies who wish to make a stronger argument alongside an above-market pay grade should focus on building benefits that tailor and adapt to the talent market needs that go above and beyond.

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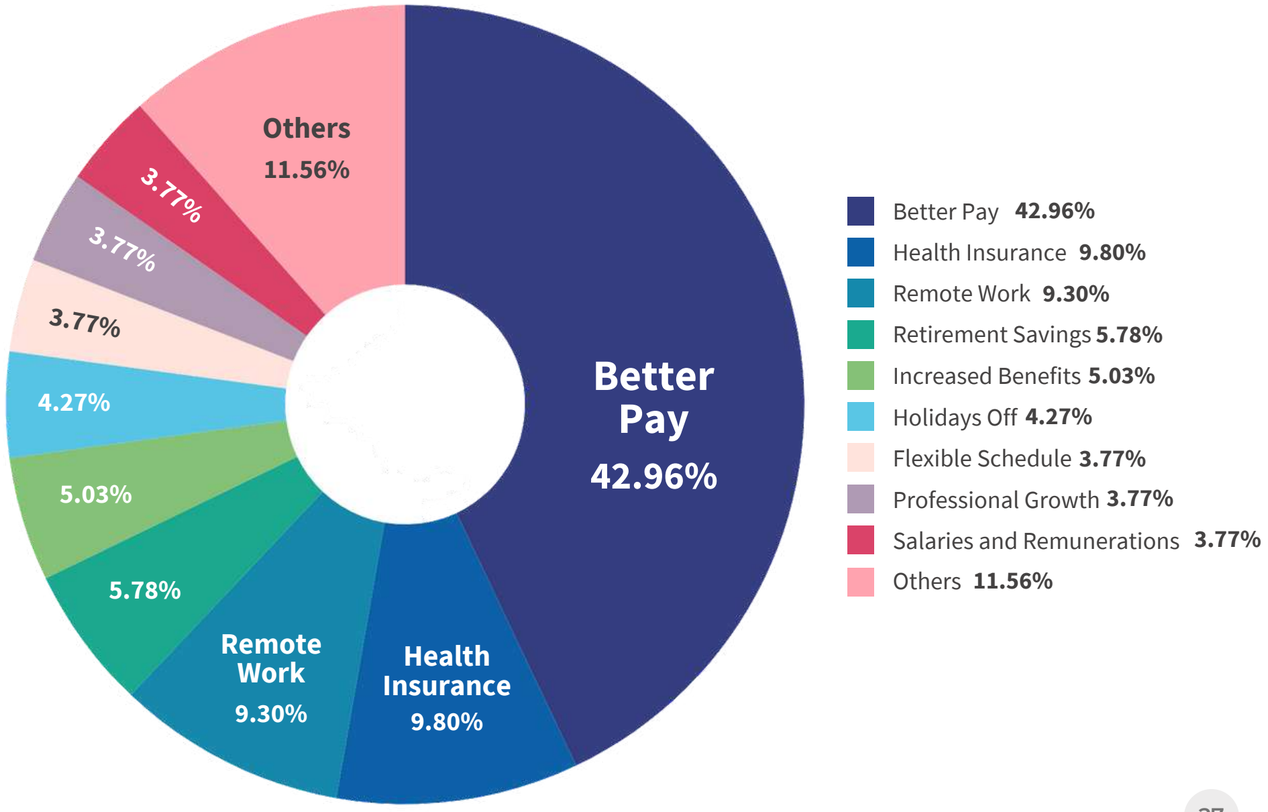
3 Benefits That Encourage Professionals to Leave Their Current Position

More than 77% of IT professionals in Mexico would leave their current job for an offer with better pay and benefits. However, before they take the leap, IT workers are looking for a boost in their income, increased benefits, and an option to work from home.

Though better pay and benefits have always been a cause for leaving, it's important to note that due to the increase in remote work due to the COVID-19 pandemic, many workers now value remote working as an additional option. IT professionals in today's market understand the importance of work-life balance and seek to be a part of a company that prioritizes this balance.

Here's a breakdown of these top three benefits:

1 **Better pay is the number one** reason professionals are changing jobs. Almost 43% of those surveyed believe that a positive salary change is their top motivation for leaving their current position.



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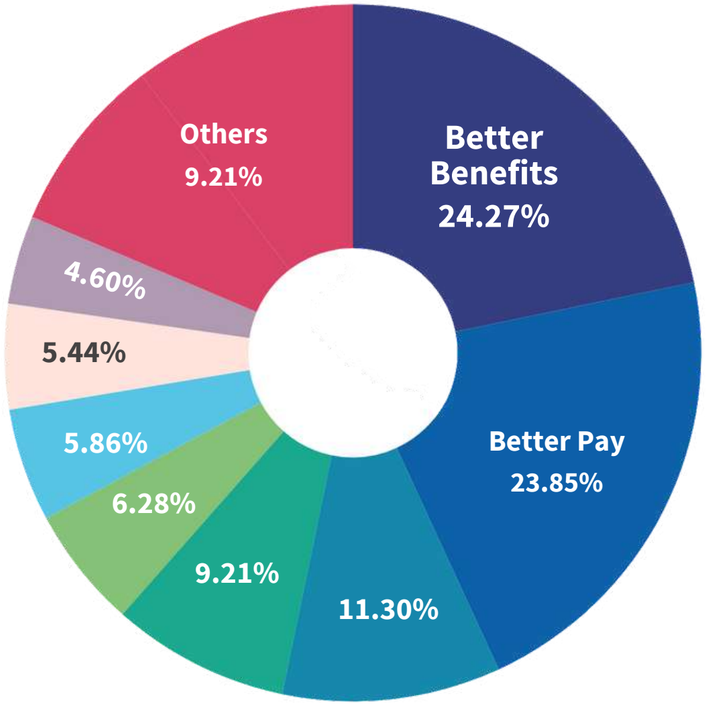
Another factor for employee retention is the level of benefits companies can offer their team members. 24% of respondents believe that **better benefits is the second most important reason** that would motivate them to leave their current organization.



- Better Benefits **24.27%**
- Better Pay **23.85%**
- Remote Work **11.30%**
- Health Insurance **9.21%**
- Retirement savings **6.28%**
- Food stamps **5.86%**
- Flexible Schedule **5.44%**
- Holidays Off **4.60%**
- Others **9.21%**

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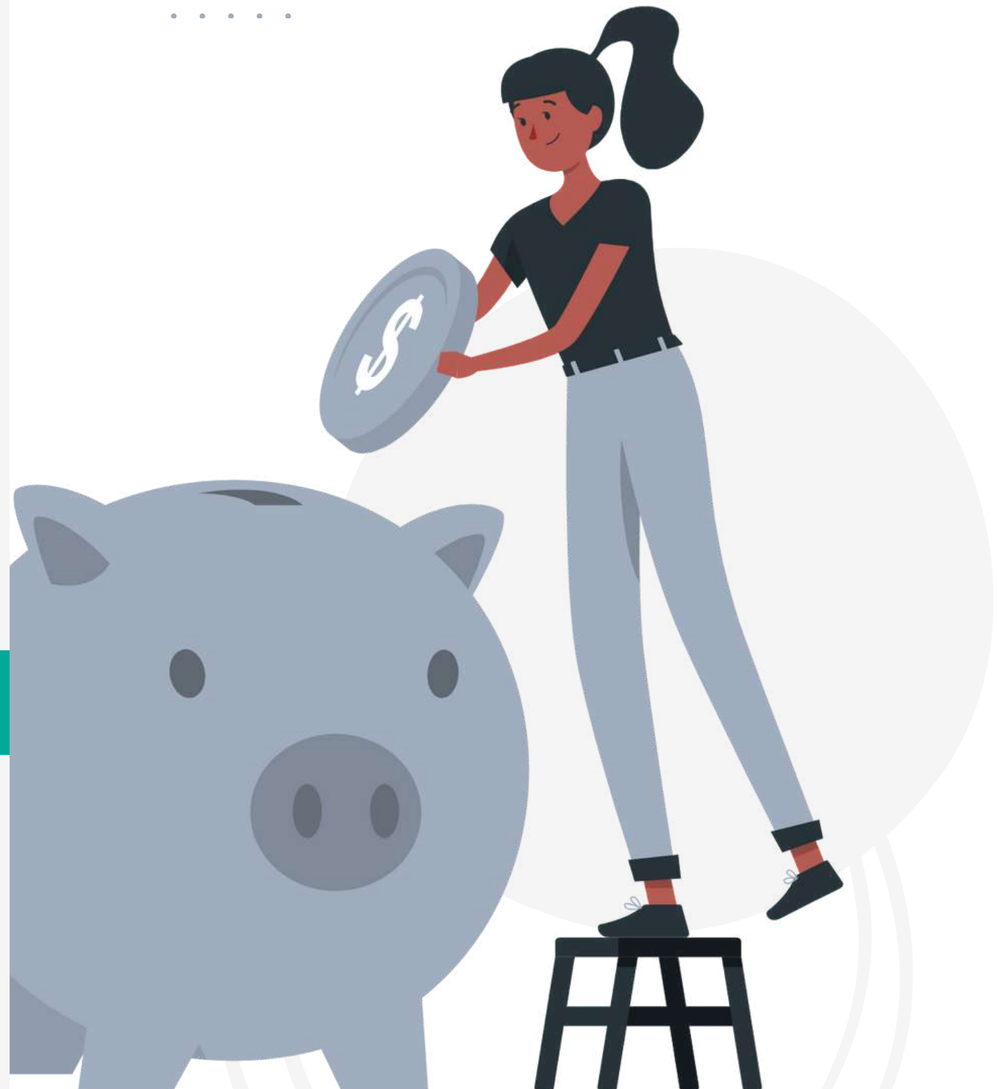

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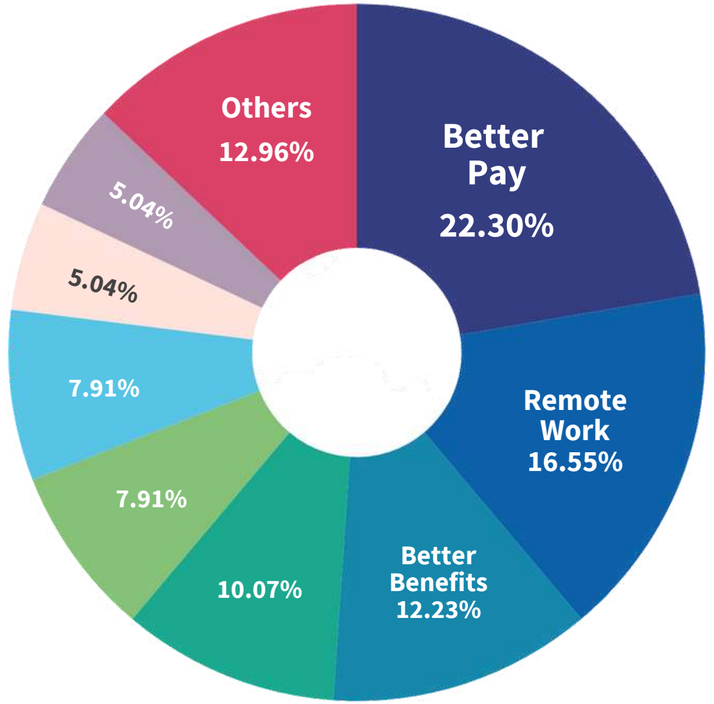
The third most important thing IT professionals consider when switching jobs is **having an option to work remotely and have a home office.** 16.5% of those surveyed believe that remote working would help them consider changing their position.



- Better Pay **22.30%**
- Remote Work **16.55%**
- Better Benefits **12.23%**
- Professional Growth **10.07%**
- Retirement Savings **7.91%**
- Health Insurance **7.91%**
- Holidays Off **5.04%**
- Flexible schedule **5.04%**
- Others **12.96%**

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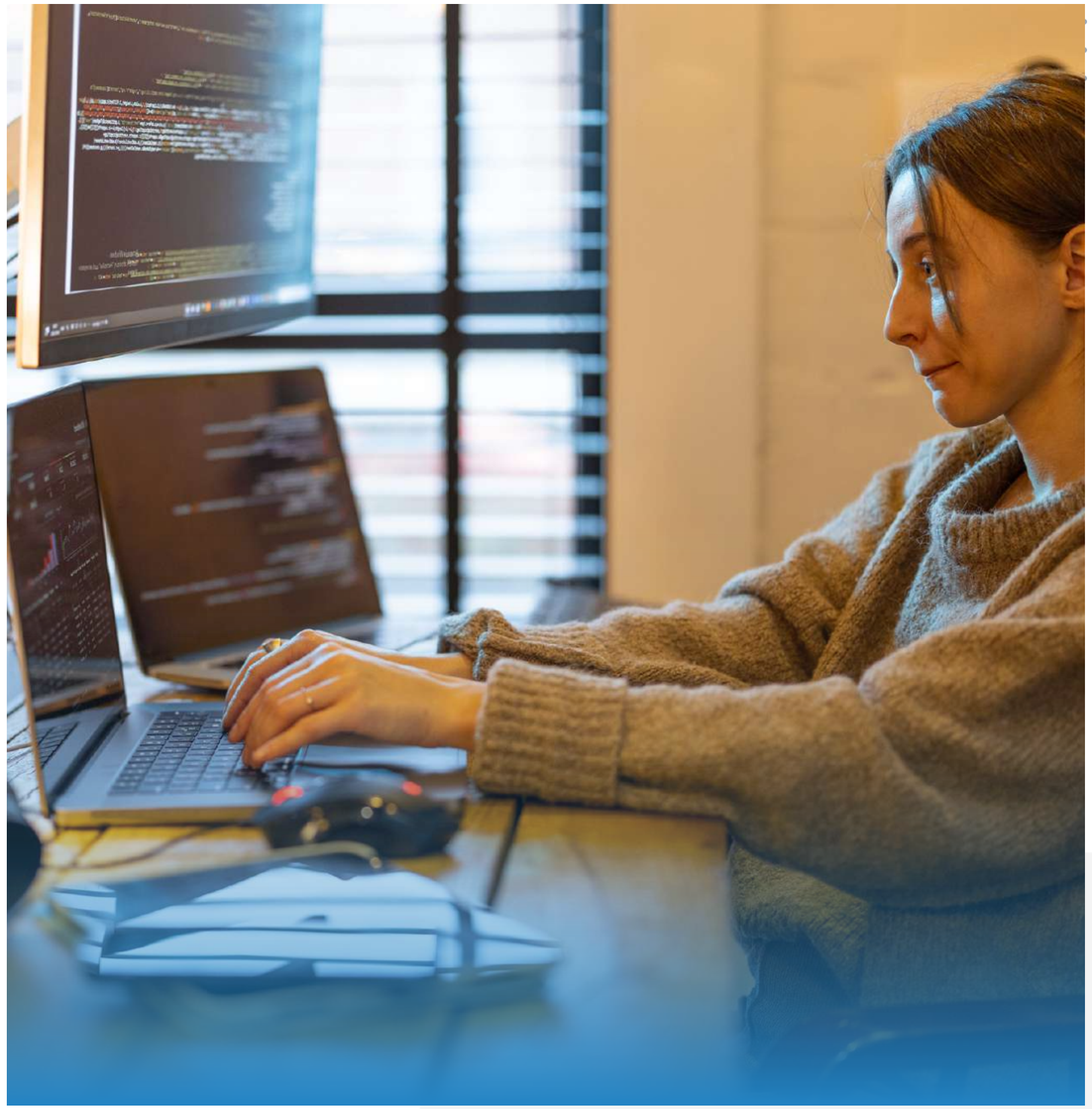
Mexico's Hiring Landscape

Most IT professionals and employees across other industries worked from home in 2020 due to the COVID-19 pandemic. But, as restrictions were relaxed, many team members returned to the office in 2021.

However, more than 80% of these IT professionals in Mexico continued to work remotely in 2021. Almost 90% of them would prefer not to return to the office even after the COVID-19 pandemic slowly decreases.

This home-office trend is not only in Mexico, in the United States, 92% expected to work from home at least 1 day per week, with 80% expecting to work from home at least 3 days per week. 23% of those surveyed would even take a 10% pay cut to work remotely permanently.



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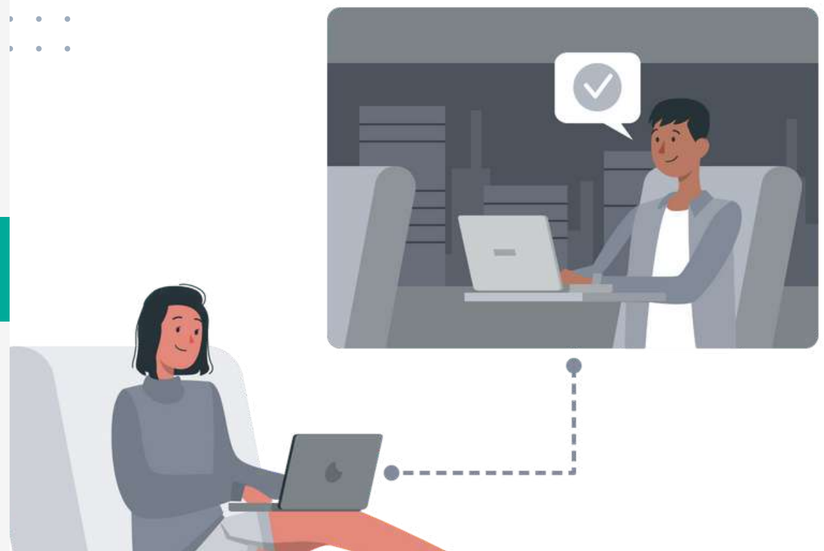
Main Reasons for Having a Home Office

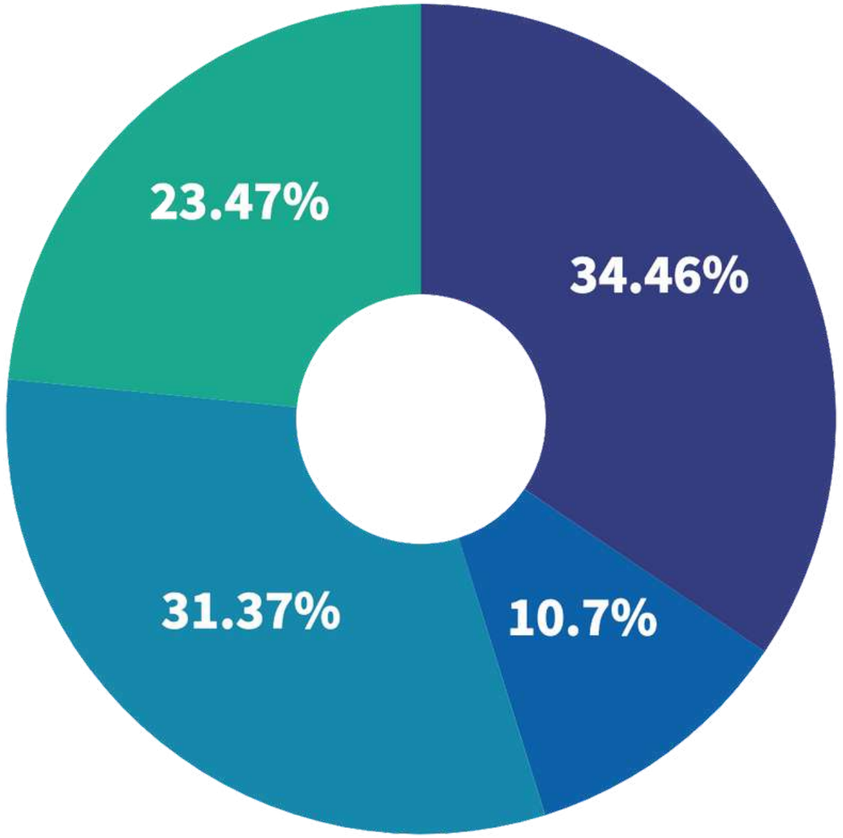
Most IT professionals in Mexico worked from home in 2021, but it's important to understand why this was the case – if it was indeed the pandemic or if there are additional factors to consider.

Although almost 90% of those surveyed hope to continue working remotely after the pandemic, only 34% of IT professionals in Mexico reported having a fully remote job throughout 2021. More than 30% worked from home due to official COVID-19 restrictions but should return to the office after the crisis. The other 30% are workers whose job is more flexible, though not 100% remote.



Reasons for Working From Home

- Position is 100% remote **34.46%**
- Official COVID-19 orders **31.37%**
- Official COVID-19 orders + position allows professional to work from home **23.47%**
- Position allows professional to work from home **10.07%**



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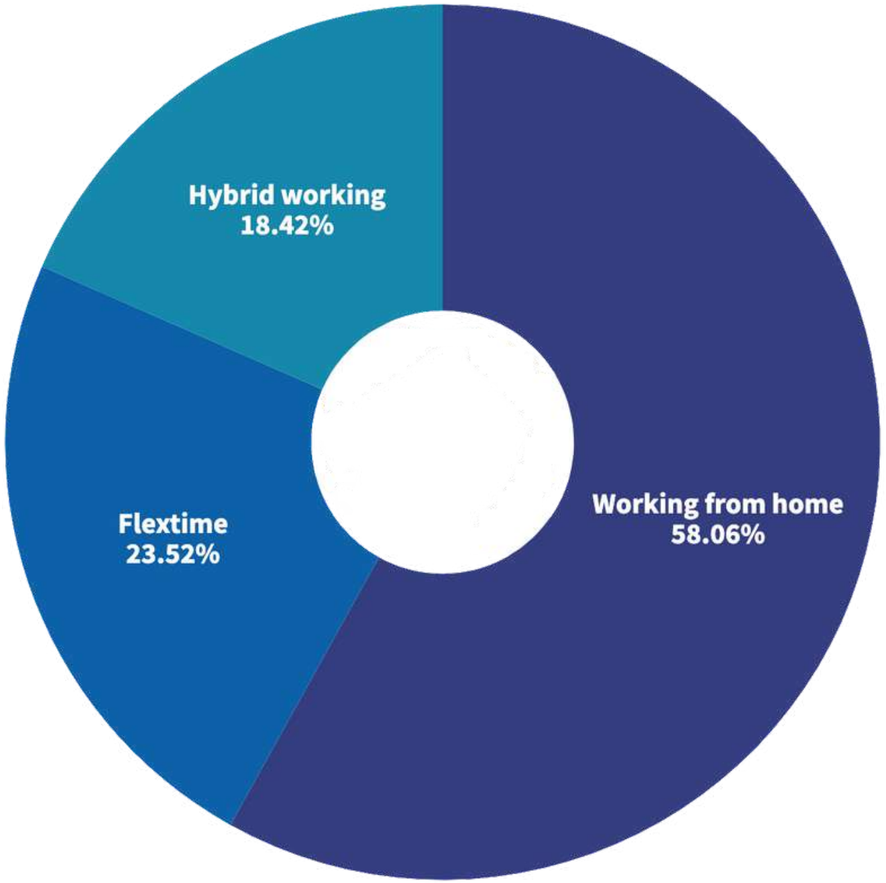

The Top Flexible Job Options

Almost 60% of IT professionals in Mexico consider having a home office or working from home as their top choice regarding job flexibility. The top three flexibility options preferred by tech workers are:

1- Working from home (having a home office)

2- Flextime (completing their work according to their own schedule, rather than only working from 8:00 a.m. - 5:00 p.m.)

3- Hybrid working (working in the office and at home depending on their schedule)

Most of these options relate to having more freedom and time, leading to a better work/life balance for professionals.

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World Events

With the COVID-19 pandemic changing the entire landscape of the working world, it's important to note that additional world events will continue to alter how teams operate—for example, the conflict in Ukraine and its impact on IT professionals.

Ukraine is a popular spot when it comes to outsourced IT services. It houses more than 250,000 technologists working for both native and foreign companies, a technological powerhouse. With its lower labor cost and strong technology education base, Ukraine has become a leader in technological outsourcing.

However, Ukraine has experienced many internet outages and communication blackouts due to this conflict, making it difficult for employees to continue working. These disruptions put many tech teams in jeopardy, as they must prioritize the safety of their developers during these unprecedented times.

As their operations have been disrupted, companies in Ukraine are now looking for developers in places such as Mexico and throughout Latin America. Thus, the demand for IT professionals in these countries has now spiked.

Learn More

Due to the ongoing conflict in Ukraine, many companies are now looking for remote developers in places such as Mexico and Latin America.

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Outsourcing Reform

In April 2021, Mexico implemented various changes regarding its outsourcing laws. According to Mónica Vera, managing director of global professional services firm TMF Group in Mexico City, these updates aim to bring more workers into Mexico's economy and help workers who haven't received appropriate protection as subcontractors.

Those subcontracting in Mexico are now required to document their responsibilities with Mexico's Ministry of Labor, allowing the country to address any abusive outsourcing practices. In addition, many companies in Mexico have come under fire for not adequately paying their subcontractors, something its government is finally seeking to address.

Learn More

Mexico's latest outsourcing reform was implemented in April 2021, adding new requirements for those looking to outsource in this country.

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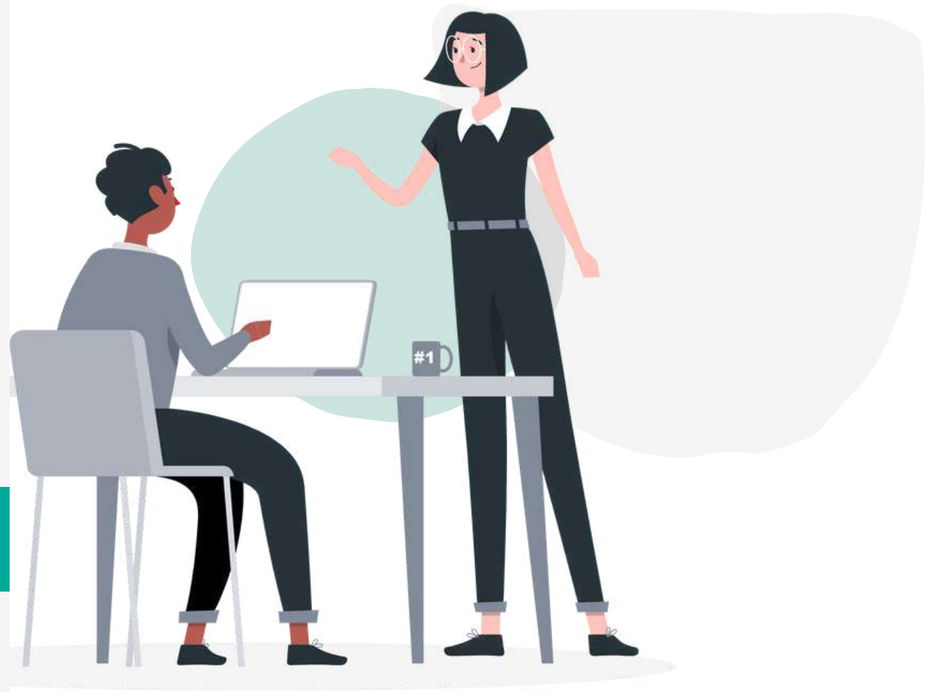
Mexican Labor Laws

If your organization is looking to hire in Mexico, you'll have access to top tech talent that won't infringe on your budget. However, you'll want to remain aware of a handful of Mexican labor laws and working requirements before doing so. Here's what you need to know to ensure your business is fully compliant as it expands to Mexico.



1 Contracts

If your organization is looking to hire in Mexico, you'll have access to top tech talent that won't infringe on your budget. However, you'll want to remain aware of a handful of Mexican labor laws and working requirements before doing so. Here's what you need to know to ensure your business is fully compliant as it expands to Mexico.

- The place where an employee will work
- Descriptions of any training
- All salary and benefit details
- Rest days and holidays
- Employment duration (if not defined, the timeline is indefinite)
- A lengthy job description
- Nationality, civil status, and a tax ID number
- Sometimes, the residence of the employee and employer

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Working Hours

There are specific hours in which employees can work in Mexico. Three different work shifts are recognized:

- **Day shifts:** 8 hours between 6:00 a.m. - 8:00 p.m., 48 hours per week maximum
- **Night shifts:** 7 hours between 8:00 p.m. - 6:00 a.m., 42 hours per week maximum
- **Mixed:** 7 ½ hours between both day and night hours, with the night shift not exceeding 3 ½ hours, 45 hours per week maximum
- All employees are allowed at least one 30-minute break each day. If any team member is working overtime, they must be paid double. After their 9th hour of overtime, triple compensation applies. Employees may also receive an additional 25% on top of overtime should they be working on Sunday.

3

Benefits & Bonuses

All employees working in Mexico are entitled to paid time off. After one year of employment, team members are given a minimum of 6 paid days off each year. This number will increase with time and does not include Mexico's 7 annual paid public holidays, including:

- January 1 - New Year's Day
- February 5 - Constitution Day
- March 21 - Benito Juarez Day
- May 1 - Labor Day
- September 16 - Independence Day
- November 20 - Revolution Day
- December 25 - Christmas Day
- Mexican workers are also entitled to a year-end bonus, comprised of at least 15 days of their daily base salary, paid no later than December 20 each year.

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4 Background Checks

All employers in Mexico can request a background check – nothing prohibits them from doing so. However, the Mexican Federal Law on the Protection of Personal Data Held by Private Parties is in charge of the treatment of data collected, giving employees the right to determine who uses the data and what it's used for.
In Mexico, only when talking about the payment scheme of salaries and compensations (see below), there must always be just cause for termination. If not, employees will be eligible for severance pay. Many of these causes come from employee behavior. Just causes include:

- Dishonesty
- Mistreatment of employers
- Insubordination
- Disobedience
- Disclosure of trade secrets
- 3 unjustified absences within 30 days

5 Wages

Mexico's National Minimum Wage Commission is in charge of updating the minimum wage requirements, often doing so each year. For example, as of January 1, 2022, the commission increased Mexico's general minimum wage to 172.87 pesos per day, a 23% increase from the 2021 wage of 141.70. This equates to $8.65 per day in the U.S.

6 Payment schemas

The Federal Labor Law of Mexico supports at least six types of employment relationships or contracts. Depending on the contract, a wage agreement is recommended to benefit both the employer and the employee. The most common wage agreements in Mexico include:

- Salaries and Compensations
- Salaries Assimilated to Wages
- Professionals Fees
- Mixed Salaries and Compensations

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Staying Competitive

To stand out in this competitive market, your company must focus on continuous improvement. Businesses that remain stagnant will struggle with employee retention and hiring top talent. Here's what you need to keep in mind as you navigate the tech landscape in Mexico.

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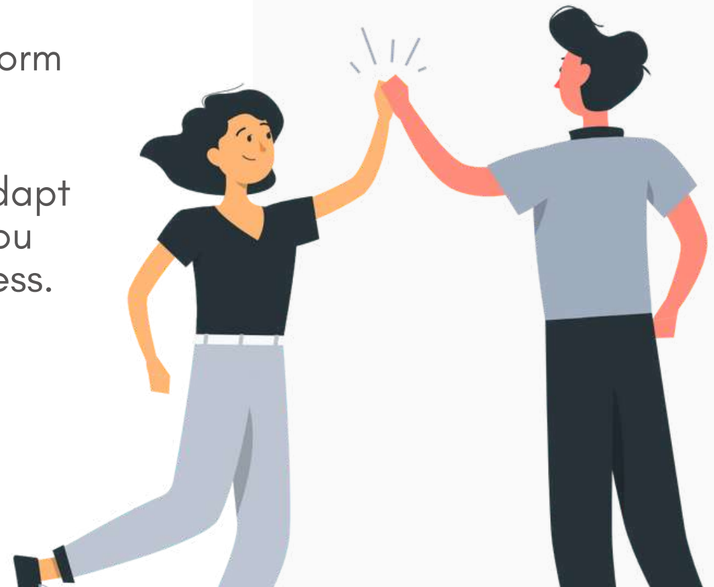
Do

- Offer flexible schedules and remote working options
- Consider improving benefits
- Focus on employee retention
- Have a detailed onboarding process
- Hire younger talent that can grow with your company
- Work in regions like Mexico
- Work with a talent marketplace platform like CodersLink
- Evaluate your interview process to adapt it to the country and culture where you are recruiting to streamline the process.

Don't

- Neglect to improve salaries and benefits
- Require in-office work
- Go at it without a partner
- Work in various regions around the world
- Reduce collaboration
- Continuously hire new talent instead of retaining current top talent



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How to Get Started Building a Remote Tech Team in Mexico

When evaluating prospective partners, be sure to identify if they offer the service you're looking for and if they have the resources to support the growth timelines you have.

For companies looking to hire and retain the top engineering talent in Mexico in the long run, the best bet is to establish, build and grow a tech team in the region as an additional location.

Whether starting a new team from scratch with no prior experience in the region or looking to expand an existing team faster, the best bet is to use the Build-Operate-Transfer (BOT) model.

BOT: How It Works & Its Benefits

The Build Operate Transfer (BOT) model is a turn-key approach to creating a team in a location (such as Mexico) that your organization isn't familiar with or hasn't recruited from before.

Using this model eliminates the risk and cost of building a team, as they can tap into an IT partner's recruiting and HR management strengths. In addition, this partner takes on the heavy lifting, so companies can simply enjoy the new tech talent they're able to hire.

BOT consists of three steps that take an organization from establishing a team to operating it efficiently and finally transferring all management to the hiring company.

Who should use it?

Scaling startup companies - looking to snag the best engineering talent in the region to continue growing their product/service exponentially at a lower operating cost.

Established global companies - that depend on technology and are looking to quickly expand a workforce or create a secondary team for future growth.

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5 proven benefits of the BOT model:

Learn More

1

Regional expertise

Get up-to-date information on labor laws, tax laws, labor market trends and cultural know-how. Having a local IT expert partner significantly reduces the learning curve on understanding the regional dynamics.

2

No operational set-up needed

The BOT model allows partner companies to quickly hire, manage and pay compliantly by using the partner's existing operational structure. They act as the employer of record.

3

Knowledge transfer

Before taking on all team responsibilities abroad yourself, you will have the opportunity to gradually obtain all the information you need in a controlled and risk-free manner.

4

Scalability

The staff is easily scalable at each stage of the BOT model. Even when operations have already been transferred, the partner can continue to serve as a talent provider and recruiter.

5

Long-term gains

The BOT model is designed to provide high-quality results over an extended period.

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We believe in a world where the best talent works for the best companies and projects

We make sure to connect technological talent with opportunities in high-impact multinational companies, through highly personalized offers that fit the expectations of both professionals and companies.

We've already connected more than 20,000 members with more than 150 top companies in the technology sector. We'd love for you to join us!

To truly take advantage of the ever-growing tech landscape in Mexico, it's best to work with a trusted partner. Looking to get started? Click the button below to schedule a free consultation call.

Schedule a Call Today

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Why work with us?

Grow exponentially

Find developers and companies that will push the boundaries and deliver the growth you need.

Better collaboration

No freelance projects - benefit from dedication, immersion, and full insertion into company culture by creating or being part of long-term agile tech teams.

Hire top talent

Reduce your time-to-hire by 30% and save 2x on labor costs. Never let your pipeline run dry with our talent pool of over 20,000 vetted engineers.

Utilize EOR

Hire without worrying about labor laws, as we act as your employer of record for your dedicated remote developer team.

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Success Stories

Aliyah
VP of People at Paystand

Our growth is large, so I rely on them to help me fill open positions and get the right candidates in our pool. They send me **quality resumes, ask for feedback, and recalibrate their search accordingly.**

Nour
COO at Easy Expunctions

Developers are creative; not only did they do what we expected, but they also provided insights and suggestions to make our solution better.

Clayton
VP of Business Operations at J2

Collaborating to grow a development team 10 times over, **CodersLink has become a committed business partner.** Internal stakeholders praise them for their ability to adapt to and align with changing business needs.

CodersLink +

Interested in learning more about the report or getting a quote? Contact us at:

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