

Guide to Child Labor Laws

in Mexico

The Federal Labor Law sets special standards for children who work in Mexico. The purpose of these standards is to ensure children's safety, welfare and access to education.

Child labor laws protect both Mexican and foreign children working in Mexico, including foreign child workers without a valid permit.

At what age can I start work in Mexico?

The Mexican Constitution allows boys and girls aged 14 to work.

What do I need to be able to work?

If you are over 14 but under 16, you must:

- have finished secondary school. If you have not finished, you need permission from the labor inspector;
- obtain a medical certificate stating that you can work. Without a medical certificate, no employer can hire you.



You need permission from your parents or guardians, or if you do not have any from:

- your trade union, or
- the Conciliation and Arbitration Board (Junta de Conciliación y Arbitraje, JCA), or
- the labor inspector, or
- political officials.

If you are over 16 but under 18, you must have finished secondary school and obtained a medical certificate.



Where do I get the permit authorizing me to work?

The offices you must go to vary from one city to the next. You should call the public information phone number in your city or any of the numbers shown below.

What papers do I need to be able to work?

You need to present the following papers in order to work:

- Birth certificate
- School certificate
- Medical certificate

If you are over 14 but under 16 years old, you must also have written permission from your parents or guardian.

Can I work wherever I want?

No. The law restricts where you may work if you are under 18.

- If you are under 15 you cannot work on ships, and if you are under 18 you cannot work there as a storeroom keeper or stoker.
- If you are over 14 but under 16, you cannot work in cantinas or bars, or in any place selling alcohol or offering adult entertainment.
- You cannot work in dangerous places or those that put your health at risk.

Can I work at night?

No. You cannot work after 10 p.m.



Can I work on a farm?

Yes. You can work in the countryside once you are 14 years old.

How many hours can I work?

If you are over 14 but under 16, you can work up to six hours a day.

Do I have to work on Sundays and holidays?

No. If you are over 14 but under 16, you do not have to work on Sundays or holidays.

- If you work overtime, your boss must pay you double your regular wage for each extra hour worked.

How many days of vacation am I entitled to?

You are entitled to at least 18 paid vacation days each year.

Can I belong to a trade union?

Yes. If you are over 14, you can belong to a union, but you cannot form part of its leadership until you are 16.

Will I get paid the same as an adult?

Yes. Your employer must pay you at least the minimum wage approved in your state.

Will I get Social Security?

Yes. You are entitled to the same Social Security benefits as an adult.

Is there anyone I can see if I have a problem at work?

Yes. You can see a labor inspector or go to the Federal Public Labor Defender's Office.

- Labor inspectors make sure your labor rights are respected.
- The Federal Public Labor Defender's Office will give you free legal advice and represent you if you have a problem at work.
- For more information, see [Guide to Resolving Labor Disputes in Mexico](#).



General Federal Labor Inspection Department

(Dirección General de Inspección Federal del Trabajo): Carretera Picacho-Ajusco Km. 1.5 No. 714, Col Torres de Padierna, C.P. 14260
Tel: (55) 5645-5999, 5645-5850,
5645-3995, ext. 2266
Fax: (55) 5645-6216

Federal Public Labor Defender's Office

(Procuraduría Federal de la Defensa del Trabajo):
Tel: (55) 5134-9800
Toll free: 01-800-717-2942

Information on State Public Labor Defender's Offices

(Procuradurías Foráneas):
Tel: (55) 5588-0268

Federal Conciliation and Arbitration Board

(Junta Federal de Conciliación y Arbitraje):
Dr. Andrade No. 45 Col. Doctores, Deleg.
Cuauhtémoc Mexico, D.F., C.P. 06720
Tel: (55) 5722-8700

National Minimum Wage Commission (Comisión

Nacional de Salarios Mínimos, Conasami):
Av. Cuauhtémoc 14, Doctores
Cuauhtémoc 06720
Tel: (55) 5588-9844

Child Protection Division, Office to Aid Minors and Adolescents at Risk, DIF

(Dirección de Protección a la Infancia, Subdirección de Atención a Menores y Adolescentes en Riesgo del DIF):
Calle Morelos No. 70, Col. Tlalpan, Deleg. Tlalpan, 14000 México, D.F.
Tel: (55) 5573-1540 or 5573-1355,
ext. 313 or 338
Fax: (55) 5655-5003

General Division of Crime Prevention and Community Services of the General Attorney's Office of the Republic

(Dirección General de Prevención del Delito y Servicios a la Comunidad de la Procuraduría General de la República)
Tel: (55) 5346-2400 in Mexico City, and toll free 01-800-002-5200 outside the capital

State General Attorney's Offices

(Procuraduría General de Justicia de los Estados)
Look up the number in the telephone directory for the local district where you are located.



Commission for Labor Cooperation