

LABOR MARKET GUIDE 2024

Unlocking Opportunities: **A Guide for Foreign Investors** in Tijuana's Thriving Manufacturing Sector



Tijuana EDC Introduction


2024

Tijuana EDC, established in 1989, is a non-profit private organization committed to fostering business success in the dynamic Tijuana-San Diego Mega Region. With a focus on promoting opportunities and facilitating industrial operations, we serve as a vital link for businesses seeking to thrive in this vibrant cross-border economy.

Tijuana EDC holds the prestigious IEDC-AEDO accreditation, distinguishing us as one of only two recognized professional Economic Development Organizations in Mexico. As an industrial concierge and government liaison, we provide invaluable, free-of-charge support for softland manufacturing and business operations across the region.

Our mission is to position our Tijuana- San Diego Mega Region as a premier destination for foreign investment by providing world-class support services and fostering a business-friendly environment. Through sustained collaboration with public and private partners, we will work to attract and retain high-value foreign businesses, catalyzing economic growth and creating opportunities for all.





Welcome to our comprehensive labor market guide in Tijuana's dynamic manufacturing sector. As a key player in Mexico's industrial landscape, **Tijuana offers a prime location and a myriad of opportunities for foreign investors** seeking to capitalize on its strategic advantages. Renowned for its proximity to the United States, skilled workforce, and robust infrastructure, **Tijuana has emerged as a favored destination for companies looking to establish or expand their manufacturing operations.**

In this document, we delve into the **distinctive features and advantages of Tijuana's manufacturing labor market**, shedding light on its diverse characteristics such as mandatory benefits, market advantages, and labor costs. Whether you're a seasoned investor seeking new ventures or exploring opportunities in Mexico for the first time, join us as we uncover the potential awaiting you in Tijuana's well-established manufacturing landscape.

Labor Cost (USD)

Exchange Rate 1 usd = 17 mxn

2024

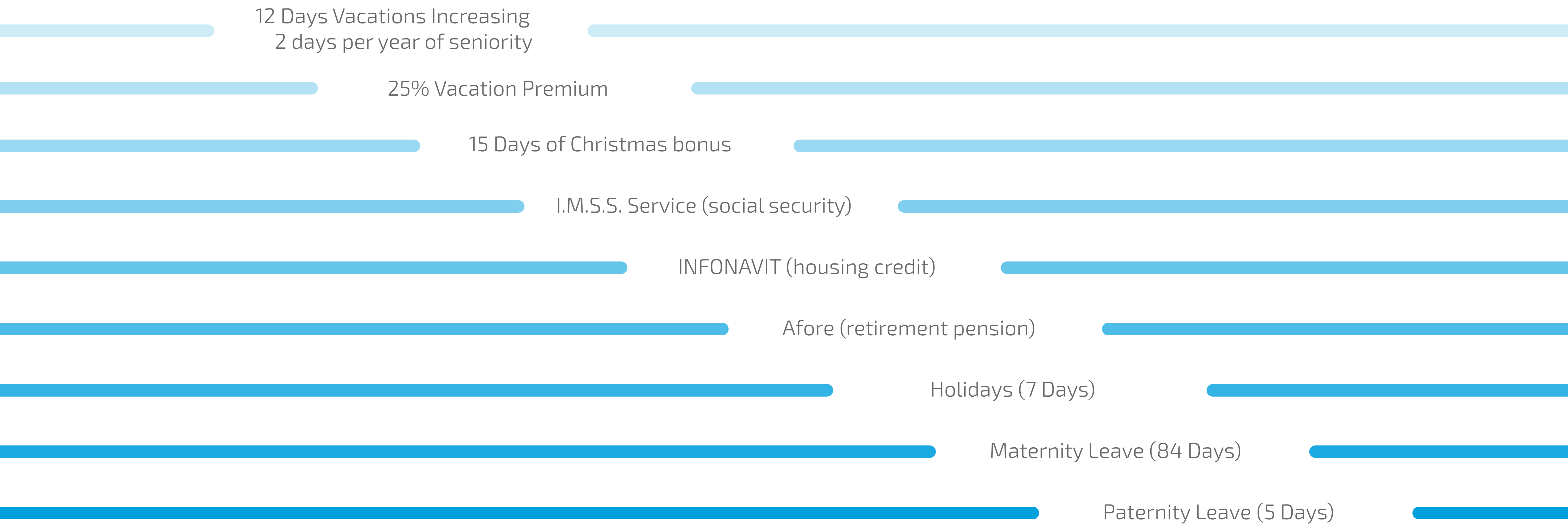
Position	Weekly	Monthly	Yearly	Hourly
Non-Skilled Operator	\$ 321.15	\$ 1,391.65	\$ 16,699.85	\$ 6.69
Semi-Skilled Operator	\$ 365.13	\$ 1,582.24	\$ 18,986.89	\$ 7.61
Skilled Operator	\$ 402.63	\$ 1,744.73	\$ 20,936.77	\$ 8.39
Shipping Receiving Clerk	\$ 502.47	\$ 2,177.35	\$ 26,128.19	\$ 10.47
Line Leader	\$ 463.31	\$ 2,007.67	\$ 24,092.07	\$ 9.65
Quality Inspector	\$ 396.92	\$ 1,719.99	\$ 20,639.92	\$ 8.27
Maintenance Technician	\$ 575.71	\$ 2,494.73	\$ 29,936.75	\$ 11.99
Production Supervisor	\$ 1,058.56	\$ 4,587.11	\$ 55,045.28	\$ 22.05
Manufacturing Engineer	\$ 1,522.66	\$ 6,598.21	\$ 79,178.54	\$ 31.72
Quality Engineer	\$ 1,472.32	\$ 6,380.07	\$ 76,560.86	\$ 30.67
Buyer	\$ 1,278.59	\$ 5,540.57	\$ 66,486.79	\$ 26.64
Production Manager	\$ 2,841.30	\$ 12,312.31	\$ 147,747.72	\$ 59.19
Engineering Manager	\$ 3,101.05	\$ 13,437.90	\$ 161,254.84	\$ 64.61
Quality Manager	\$ 3,068.75	\$ 13,297.93	\$ 159,575.10	\$ 63.93

Here's an overview of average monthly and hourly wages for manufacturing personnel in USD, fully burdened. In Mexico, productivity tends to be higher with a standard 48-hour week (before overtime) compared to the U.S.'s 40-hour week. These costs are the full "all in" cost of having an employee in Mexico.

Mandatory Benefits

2024

Mexico's Mandatory Benefits by Law



Market Benefits

2024

Market benefits are not mandatory, but they are commonly offered by most foreign manufacturers in Mexico to their workers.

- Additional vacation days
- Additional percentage to the vacation premium
- Additional days to the Christmas bonus
- Paid days off: Birthday, good Friday, Christmas eve
- Civil Marriage days paid
- Family death days paid
- Minor medical insurance
- Weekly food coupons
- Punctuality and attendance coupon
- Savings fund (up to 13% Optional)
- Major medical insurance
- Life insurance
- Index-US dollar payment
- Cafeteria Subsidy

Official Holidays

2024

Holiday

Day

New Year

January 01st

Mexico's Independence Day

February 5th *

Benito Juarez Birth Day

March 21st *

Labor Day

May 1st

Mexico's Independence Day

September 16th *

Mexico's Revolution Day

November 20th *

Christmas Day

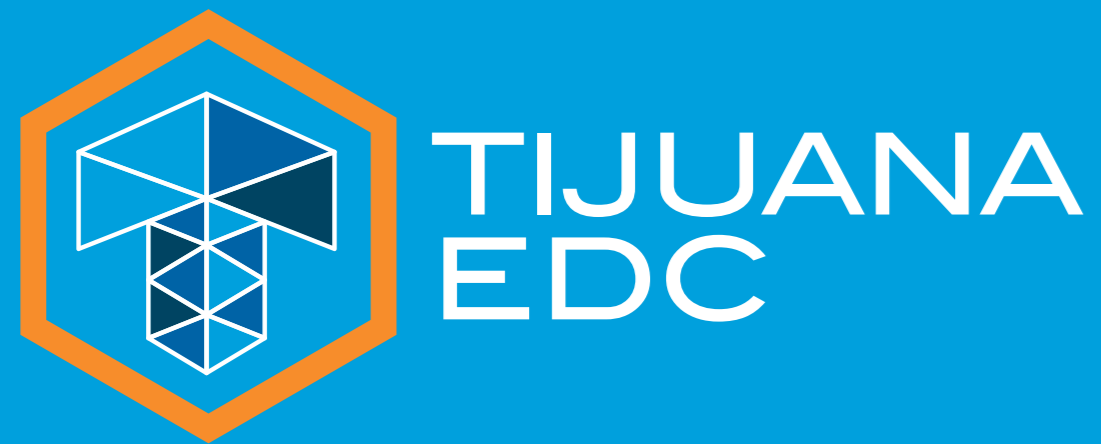
December 25th

Official Holidays Total

7 Days per Year

These official labor holidays are observed nationwide, with businesses and government offices typically closed, allowing people to celebrate or rest on these occasions.

*Typically move to the closest Monday.



Take the next step towards optimizing your manufacturing operations in Mexico by reaching out today!

For a personalized proposal, inquiries, clarifications, and more, schedule a call or meeting with the Tijuana EDC.

membresia@tijuanaedc.org

+52 (664) 681 8344

By Tjuana EDC and our Shelter Partners.

