



JA Del Río

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Reforma al Sistema de Pensiones en México

Retomando las actualizaciones publicadas en el DOF el pasado 16 de diciembre de 2020, en las que se reformaron, adicionaron y derogaron diversas disposiciones de la ley del seguro social y de la ley de los sistemas de ahorro para el retiro donde se hace enfoque en incrementar las aportaciones patronales, reducir el requisito de semanas cotizadas, elevar el monto de la pensión garantizada y disminuir las comisiones cobradas por las AFORE.

A continuación, un resumen de las principales modificaciones:

1. Disminución del requisito de semanas cotizadas:

- Se mantiene la edad de retiro a los 60 años por cesantía y a los 65 por vejez.
- Se reduce el número de semanas cotizadas a 750 para 2021 y se incrementa en 25 semanas cada año a partir de 2021 para acumular las 1,000 semanas en 2031.



Amendments to Pension Plans in Mexico

Updates were published in the Official Gazette of the Federation, [in Spanish: DOF], last December 16, 2020 that amended, added, and repealed various provisions of the Social Security Law and the law of retirement savings systems which focuses on increasing employer contributions, reducing the requirement for qualifying weeks, increasing the amount of the guaranteed pension, and reducing commissions charged by the Retirement Funds Management [in Spanish: AFORE].

A summary of the key amendments is as follows:

1. Reduction of the requirement for qualifying weeks:

- The age of retirement is maintained for those who are 60 years of age due to dismissal and for those over 65.
- The number of qualifying weeks is reduced to 750 for 2021 and increases by 25 weeks each year starting in 2021, totaling 1,000 weeks by 2031.

2. Opciones de retiro

· Se plantea la opción de que el asegurado con derecho a pensión elija entre una renta vitalicia, un retiro programado o ambas opciones.

3. Aumento gradual en la aportación patronal de acuerdo con el salario base de cotización

· La aportación patronal por el concepto de retiro se mantendrá sin modificaciones: 2% del salario base de cotización (SBC).

· La aportación patronal por cesantía y vejez se incrementará de manera gradual y de acuerdo con el SBC de cada trabajador: en 2030 irá de 3.150% hasta alcanzar un tope de 11.875% del SBC.

Salario base de cotización	2023	2024	2025	2026	2027	2028	2029	2030
1.0 SM*	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%
1.01 a 1.5 UMA**	3.281%	3.413%	3.544%	3.676%	3.807%	3.939%	4.070%	4.202%
1.51 a 2 UMA*	3.575%	4.000%	4.426%	4.851%	5.276%	5.701%	6.126%	6.552%
2.01 a 2.5 UMA*	3.751%	4.353%	4.954%	5.556%	6.157%	6.759%	7.360%	7.962%
2.51 a 3 UMA*	3.869%	4.588%	5.307%	6.026%	6.745%	7.464%	8.183%	8.902%
3.01 a 3.5 UMA*	3.953%	4.756%	5.559%	6.361%	7.164%	7.967%	8.770%	9.573%
3.51 a 4 UMA*	4.016%	4.882%	5.747%	6.613%	7.479%	8.345%	9.211%	10.007%
4.01 en adelante	4.241%	5.331%	6.422%	7.513%	8.603%	9.694%	10.784%	11.875%

* Salario Mínimo

** Unidad de Medida y Actualización

2. Retirement options

· The insured individual, who has a right to a pension, has the option of choosing between a life annuity, a planned pension, or both options.

3. A gradual increase in employer contributions according to the daily contribution wage [in Spanish: el salario base de cotización] (SBC).

· Employer contributions, with respect to retirement, will remain unamended: that is, 2% of the daily contribution wage.

· Employer contributions due to dismissal and for those over 65 will gradually increase in accordance with the daily contribution wage of each employee. In 2030 it will increase from 3.150% until it hits a ceiling of 11.875% of the daily contribution wage.

Daily Contribution Wage	2023	2024	2025	2026	2027	2028	2029	2030
1.0 Monthly wage	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%	3.150%
1.1 to 1.5 UMA	3.281%	3.413%	3.544%	3.676%	3.807%	3.939%	4.070%	4.202%
1.51 to 2 UMA	3.575%	4.000%	4.426%	4.851%	5.276%	5.701%	6.126%	6.552%
2.01 to 2.5 UMA	3.751%	4.353%	4.954%	5.556%	6.157%	6.759%	7.360%	7.962%
2.51 to 3 UMA	3.869%	4.588%	5.307%	6.026%	6.745%	7.464%	8.183%	8.902%
3.01 to 3.5 UMA	3.953%	4.756%	5.559%	6.361%	7.164%	7.967%	8.770%	9.573%
4.01 and up	4.016%	4.882%	5.747%	6.613%	7.479%	8.345%	9.211%	10.007%
4.01 en adelante	4.241%	5.331%	6.422%	7.513%	8.603%	9.694%	10.784%	11.875%

* Monthly Wage

** Unit of Measure and Update

- La aportación del trabajador por cesantía y vejez permanecerá en 1.125% del SBC al igual que la del Gobierno Federal (0.225% del SBC) hasta el 31 de diciembre de 2022; a partir del 1 de enero de 2023 se eliminará.

4. Aumento y redistribución de la cuota social otorgada por el Gobierno a los trabajadores de menores ingresos

- A partir del 1 de enero de 2023, se otorgará una cuota social para los trabajadores que perciban hasta 4 veces la UMA. El monto de la cuota social será de carácter progresivo.

Salario base de cotización del trabajador	Cuota social
1.00 SM*	\$10.75
1.01 SM a 1.50 UMA**	\$10.00
1.51 a 2.00 UMA**	\$9.25
2.01 a 2.50 UMA	\$8.50
2.51 a 3.00 UMA	\$7.75
3.01 a 3.50 UMA	\$7.00
3.51 a 4.00 UMA	\$6.25

* Salario Mínimo

** Unidad de Medida y Actualización

- Durante el periodo del 1 de enero de 2021 al 31 de diciembre de 2022, la cuota social se otorgará de acuerdo con la ley vigente hasta antes de la reforma.

- *Employee contributions due to dismissal and for those over 65 will remain at 1.125% of the daily contribution wage, the same as those of the Federal government (0.225% of the daily contribution wage) until December 31, 2022. As of January 1, 2023 it will be eliminated.*

4. Increase and redistribution of partnership interest granted by the government to low-wage workers

- *As of January 1, 2023, a partnership interest will be granted to workers that earn up to 4 times the UMA. The amount of the partnership interest will be progressive in nature.*

Daily Contribution Wage of Worker	Partnership Interest
1.00 Monthly Wage*	\$10.75
1.1 to 1.50 UMA	\$10.00
1.51 to 2.00 UMA	\$9.25
2.01 to 2.50 UMA	\$8.50
2.51 to 3.00 UMA	\$7.75
3.01 to 3.50 UMA	\$7.00
3.51 to 4.00 UMA	\$6.25

* Monthly Wage

** Unit of Measure and Update

- *During the period from January 1, 2021 to December 31, 2022, the partnership interest will be granted in accordance with the law that is in force just before the amendment.*

· Durante el periodo del 1 de enero al 31 de diciembre de 2023, un año, se otorgará una cuota social a trabajadores que perciban entre 4.01 y 7.09 veces la UMA.

Salario base de cotización del trabajador	Cuota social
4.01 a 5 UMA*	\$2.45
5.01 a 6 UMA	\$1.80
6.01 a 7.09 UMA	\$1.00

* Unidad de Medida y Actualización

5. Modificación al monto de pensión garantizada (PG)

· La PG será el monto mínimo de pensión que al jubilarse irá de 2,622 a 8,241 pesos. Para determinar el monto se considerará el rango en el que se encuentre el promedio del SBC percibido durante la carrera laboral, el cual se actualizará con el Índice Nacional de Precios al Consumidor (INPC) a la fecha en que se pensione el trabajador; el total de semanas que hayan cotizado y la edad en la que se retire (a partir de los 60 años).

6. Cambios en las comisiones cobradas

· Las comisiones que cobren las AFORE estarán sujetas a un máximo, el cual será el promedio aritmético de las comisiones cobradas por los sistemas de contribución definida de Estados Unidos, Chile y Colombia.

En caso de requerir información adicional al respecto comuníquese con nosotros y con gusto lo apoyaremos.

· During the period from January 1 to December 31, 2023, one year, a partnership interest will be granted to workers that earn between 4.01 and 7.09 times the UMA.

Daily Contribution Wage of Worker	Partnership Interest
4.1 to 5 UMA	\$2.45
5.01 to 6 UMA	\$1.80
6.01 to 7.09 UMA	\$1.00

* Unit of Measure and Update

5. Amendment to the guaranteed pension (GP)

· The GP will be the minimum amount of pension and will increase from 2,622 to 8,241 pesos. The range will be taken into consideration in order to calculate the amount that is the average of the Daily Contribution Wage earned during one's career, which will be updated according to the National Consumer Price Index [in Spanish: el Índice Nacional de Precios al Consumidor], (INPC), or the date on which the worker retires, that is; the total number of qualifying weeks and the age at which he/she retires (starting at 60).

6. Changes in commissions charged

· Commissions charged by the Retirement Funds Management, [in Spanish: AFORE], are subject to a maximum limit, which will be an arithmetic mean of the commissions charged by the contribution systems as defined by the United States, Chile, and Colombia.

Please do not hesitate to contact us if you require any further information. Our team will be pleased to assist you.



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