



Title: Proposal for a Public Policy in Reference to NOM-035-STPS-2018 and SARS-CoV-2/ COVID 19

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Introducción.

1. The current economic situation of companies in Mexico facing a scenario of uncertainty in the last years 2019, 2020 and 2021.
2. Pandemic of COVID-19 and on the other hand, there are commitments acquired by Mexico in relation to sustainability for which NOM-035- STPS-2018 was instituted, its purpose is aimed at detecting, correcting and eliminating psychosocial risk factors in companies, likewise the labor affectation and the current situation of companies in Mexico, which is in a non-beneficial scenario, is assessed.
3. The possibility of a public policy as an incentive for this situation is verified.

It is created through international agreements in which Mexico, in response to this treaty, adopts measures so that companies are regulated by labor regulations in order to establish guidelines that can identify psychosocial risk factors, as well as to promote a favorable climate in the workplace.

NOM-035. Identification of risks

Identification and analysis of psychosocial risk factors	Organizational environment how it is achieved
Working environment conditions	The sense of belonging of the workers in the organization, being committed to
workloads that exceed	Training for the proper performance of the assigned tasks to the extent of what he knows what to do, so that he is able to perform the work.
lack of control over the work, more workloads	The precise definition of responsibilities for the organization's members
Working hours and shift rotation, which exceed those established by the LFT, affect the worker.	Proactive participation and communication among its members.
Interference with the work-family relationship	Adequate distribution of workloads with regular work days
negative leadership with complicated and heavy environment	The evaluation and recognition of performance, to say what a good job was done so that they feel a sense of belonging.
workplace violence in the different types of employer attitudes	

Own elaboration of Psychosocial Risk Factors and Organizational Environment source (Diario Oficial de la Federación, 2021)

This virus was identified in Wuhan, China, was registered in December 2019, which is a severe acute respiratory syndrome. Coronavirus, causes a disease of almost immediate transmission, which can spread from person to person, it is considered to be a pandemic since (Center for Disease Control and Prevention, 2021), as of September 2021 there is an estimated number of 231, 820,802,

An approximate of 4,748,055 deaths were registered as a result of COVID-19 (Johns Hopkins University & Medicine, 2021), the figures in Mexico are equally alarming, since to date there are 3,847,368 cases of contagion (CONACYT, 2021)., this type of virus has been considered one of the most harmful worldwide.

According to an article published by FORBES magazine (FORBES, 2021) the Latin American region was the most affected with a loss of 39 million jobs, with Mexico presenting a reduction of 12.5%.

The Covid-19 pandemic reduced by 8.8% the number of working hours in the world in 2020, or the equivalent of 255 million jobs, highlighted today a new report of the International Labor Organization (ILO) that foresees a "slow, uneven and uncertain" recovery of the labor market in 2021.

Methodology

The research was documentary, qualitative of a basic type since it contributed to the generation of knowledge, it was non-experimental through an action research design, the information was collected through the collection of documents, it was possible to review a variety of scientific publications that have studied the different topics covered in this document, mostly international sources specialized in the subject.

Results

- There are unforeseen special conditions caused by the COVID-19 pandemic.
- Companies had to take measures, such as working at home.
- NOM-035, points out some aspects that are difficult to define such as working hours or work-home space independently.
- NOM-035 points out situations such as illnesses, such as stress or Bournet's syndrome, which is not catalogued as such in the IMSS.
- The after-effects of the virus can be confused with aspects of NOM-035.

Results

	Women	Men
No gainful employment	80.9%	26.2%
Work outside the home without the possibility of a home office	24.8%	45.5%
Work from home	4.1%	2.3%
Work outside the home with the possibility of a home office.	12.2%	22.5%

Employment status prior to the pandemic.

Source: Authors' elaboration based on UN México (2021).

Conclusions

A public policy is feasible, because although it represents a fiscal expense, it benefits the State in its public health expenditure. The companies could solve some problems immediately or prevent some illnesses, which would lighten the burden of the Health Sector in this extraordinary situation.

And at the same time, it would support the companies that today play such an important role in the country's economy, and would cooperate with the fulfillment of the country's commitments at an international level.

Proposals

- Government actions in support of compliant companies.
- Clear guidelines on the deductibility of NOM-035-related expenses.
- Rigorous follow-up by the STPS and coordination with the health sector.
- Advertising campaigns by the STPS for the reduction and elimination of psychosocial risks in the workplace.
- Workshops for employees to raise awareness on the subject.

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