

Jobs after the COVID-19 pandemic

Companies and employers must take protective measures

CMT's priority is to ensure the promotion and protection of healthcare.

In Mexico there is not a specific date to reopen labor activities yet, hundreds of companies continue hiring under home office schemes, and many others implemented their own measures to adapt to this situation. However, we all know that security is also the responsibility of workers, as they are the ones who must follow all the recommendations given by health authorities.

This shared responsibility contributes to reduce risks in workplaces during COVID-19 pandemic so, employers should evaluate the risks to make sure that those places cover all the requirements related to safety and occupational health. In order to minimize the risks of exposure, security and health must be priorities for all the companies from now on.

A few months ago, the Secretariat of Labor and Social Security (STPS), and the Health Department (SS) issued a guide to be used in workplaces to face COVID-19. In this guide, they established guiding principles to deal with this sanitary contingency, the main ones are:

- Participation of workers and owners on the implementation and accomplishment of safeguard measures in healthcare
- Transparency in the management of prompt and reliable information
- Respect to the rights of workers so as to allow the development of their activities in conditions that guarantee their lives and health
- Avoid discrimination to workers due to their health conditions
- Communication and operation of the different sectors
- Continuity on following preventive health programs
- Owners and workers must understand that affectations in processes, pace, and workloads may also affect productivity



Companies must design and implement control and prevention strategies in workplaces, as well as actions to promote health measures in the staff; like washing their hands constantly and physical distancing.

It is important to determine specific days for workers to attend to workplaces in order to reduce crowds and contact between the staff. Additionally, workplaces must be adapted to install sanitary filters, as well as disinfection areas to clean up before getting into the facilities.

In order to guarantee a safe return to labor activities, and to avoid new interruptions, the World Health Organization recommends:



- Anticipate danger and evaluate the risks of infections by monitoring all the activities, and keep continuous evaluation after reopening
- Take measures to control risks that must be adapted to every sector, providing specific details of each area and workforce
- Reduce physical interactions between employees, contractors, clients, and visitors to respect physical distancing while developing any activities
- Improve ventilation in workplaces
- Clean all the surfaces constantly, making sure that all the areas are clean and hygienic; install areas to allow people to wash their hands and sanitize
- If necessary, provide free protection equipment to workers
- Provide mental health counseling to staff members
- Implement training, education and information materials about health and security at work; including suitable hygiene practices, and the correct use of personal protective equipment



Message CMT

During COVID-19 pandemic, Congregación Mariana Trinitaria (CMT) is aware of the importance of healthcare, and how important it is to overcome the disease. Therefore, each company must give training to their staff on prevention issues as they develop their regular activities. For those reasons it is important to consider the following recommendations on health issues:

- Use water and soap to wash your hands constantly, or use 70% alcohol hand sanitizer gel.
- Cover your nose and mouth when sneezing, you may use a disposable tissue or your inner elbow.
- Do not spit on public areas. If you need to do it, use disposable tissue, after using it put it into a plastic bag, tie a knot on top, and throw it away. Do not forget to wash your hands after that.
- Do not touch your face with dirty hands, especially nose, mouth, and eyes.
- Clean and sanitize surfaces and items in offices, indoor spaces, transportation, meeting rooms, among others.
- Allow sunlight and fresh air to enter in the facilities.

On one hand, Congregación Mariana Trinitaria promotes telemedicine through medical orientation for symptoms that are not severe. On the other hand, its health model "Listening to the body" contributes to traditional and complementary medicine in treatments for non-severe treatments, but it also works in cases of serious diseases like cancer. As each person is responsible for their own health, and the multiple possibilities to take care of it; CMT always looks for options to assist people who need support.

Guiding principles in workplaces

Participation	Owners and workers get involved in the implementation and accomplishment of health promotion, prevention, and containment measures in workplaces
Transparency	Management of prompt and reliable information only, avoid maximizing or minimizing risks
Respect	Workers' rights are important, and they must perform their activities in conditions that guarantee their lives and health
Communication and cooperation	Authorities, owners, and workers must implement measures to protect the health of all the workers
Continuity	Promotion of health programs, and preventive programs once the risks are controlled
Comprehension	Contractors and workers must understand that affectations in processes, pace, and workloads may also affect productivity

Source: STPS