

NOM-037-STPS-2023 as a mixed work alternative for HEIs (Case of the Academic Unit of Accounting and Administration of the Universidad Autónoma de Nayarit)

La NOM-037-STPS-2023 como alternativa de trabajo mixto para las IES (Caso Unidad Académica de Contaduría y Administración de la Universidad Autónoma de Nayarit)

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Abstract

The following research paper aims to investigate the partial implementation of teleworking for the teachers in the Department of Accounting and Administration in accordance with NOM-037-STPS to offer an alternative solution for the lack of installed resources (furniture, equipment, and internet network). The situation of the Department of Accounting and Administration is no exception. On one hand, the institution demands an 8-hour workday and strict compliance with academic performance indicators; however, the institution does not have the necessary academic spaces to carry out these tasks. The total number of cubicles is insufficient to accommodate all the teaching staff in the morning, afternoon, and for semi-school shifts. In addition to the fact that these cubicles do not have computer equipment, very few have appropriate furniture, and the quality of the Internet is very unstable, especially when the university professors and students saturate the bandwidth. It is important to point out that the NOM-037 establishes as an obligation of the employer to provide their workers with all the necessary equipment to be able to do their work in the Telework modality, however; in this specific case the idea is to know if the self-employed teachers have the conditions to adhere to such modality of work.

Alternative, University Professors, Shift, Modality, Remote Work

Resumen

El presente trabajo de investigación pretende indagar sobre la implementación parcial del teletrabajo de acuerdo con la NOM-037-STPS en la jornada laboral de los docentes de la unidad académica de contaduría y administración como alternativa de solución a la falta de capacidad instalada (mobiliario, equipo y red de internet). En el caso de la unidad académica de contaduría y administración no es la excepción, sin embargo; mientras por un lado la institución exige la permanencia de 8 horas de jornada laboral y el cumplimiento estricto de indicadores de desempeño académico, por otro lado, no existe en la institución la cantidad de espacios académicos necesarios para poder llevar a cabo estas tareas, el número total de cubículos es insuficiente para albergar a toda su planta docente tanto en el turno matutino, vespertino y semiescolarizado, además de que dichos cubículos no cuentan con equipo de cómputo, muy pocos cuentan con mobiliario ergonómico, y; en lo que se refiere a la calidad del internet, este es muy inestable, sobre todo cuando los docentes universitarios y la comunidad estudiantil saturan el ancho de banda. Es importante señalar que la NOM-037 establece como obligación del patrón dotar a sus trabajadores de todo el equipo necesario para poder hacer su trabajo en la modalidad de Teletrabajo, sin embargo; en este caso específico la idea es saber si los docentes por cuenta propia tienen las condiciones para apegarse a tal modalidad de trabajo.

Alternativa, Docentes universitarios, Jornada Laboral, Modalidad, Teletrabajo

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Introduction

Since 2014, the Autonomous University of Nayarit entered into one of its worst financial crises, which among many other factors is due to a recurrent deficit in recent years, as well as liabilities with institutional third parties (mainly with SAT, IMSS and INFONAVIT) for an amount higher than its income budget for a fiscal year. This has meant that the institution has not been able to cover the salaries and benefits of its staff towards the end of its fiscal years, and as a result the unions holding collective bargaining agreements (academic staff and administrative staff) have implemented various strategies to protest, to the extent of enforcing their right to strike in some cases.

Invariably, in order for the institution to overcome its recurrent end-of-year crises, it has had to receive extraordinary resources from both the federal and state governments; however, access to these extraordinary resources has been possible because it has signed agreements in which it has had to eliminate employment benefits for its academic and administrative staff, as well as tighten surveillance measures in terms of punctuality, attendance and permanence of all its staff, and; the establishment of very strict indicators for academic, research and liaison work, with the requirement of specific evidence to measure the performance of each employee, especially in the case of teachers.

The academic unit of accounting and administration is no exception, however; while on the one hand, the institution demands an 8-hour working day and strict compliance with academic performance indicators, on the other hand, there are not enough academic spaces in the institution to carry out these tasks, the total number of cubicles is insufficient to house the entire teaching staff in the morning, afternoon and semi-school shifts, in addition to the fact that these cubicles do not have computer equipment, very few of them have ergonomic furniture and, in terms of the quality of the teaching staff's work, there is a lack of space for the teaching staff; As far as the quality of the internet is concerned, it is very unstable, especially when the academic staff and the student community saturate the bandwidth.

This generates a climate of uncertainty, discomfort and stress among the teaching community, which has to comply with very demanding indicators, without having the appropriate conditions for this purpose.

With regard to computer equipment for work, a considerable group of teachers have been equipped under the Desirable Profile or PRODEP programme and the teachers who have not been beneficiaries of this programme work with their own equipment, which generates unease among the academic community for not having spaces, equipment, ergonomic furniture and quality internet service.

Recently, the NOM-037-STPS has just been approved, which aims to regulate telework, in order to regulate working from home in cases where the type of work and the circumstances allow it, in that sense, The objective of this work is to carry out an exploratory research to check if there are conditions for teachers of the accounting and administration unit of the Autonomous University of Nayarit to be able to do part of their work (especially activities that have to do with teaching management, research and liaison) from their homes and leave only and exclusively the hours in front of the group in a face-to-face manner. Therefore, the purpose of this study is to find out if the teachers of the academic unit of accounting and administration of the Autonomous University of Nayarit are aware of the NOM-037-STPS-2023, if they are willing to work a percentage of their working day in this modality and finally to check if they have the minimum necessary conditions according to the standard in question to do Telework or Home-office. It is important to point out that NOM-037 establishes as an obligation of the employer to provide their workers with all the necessary equipment to be able to do their work in the Telework modality, however; in this specific case, the idea is to know if the self-employed teachers have the conditions to adhere to this modality of work.

As a scope of this work, it is possible to establish the fact that this norm will only come into force in November and, as it is a recently created norm, it is necessary to continue researching the subject, mainly from a legal perspective.

The main objective of this research would be to find out whether it is feasible to establish, under an agreement, that the worker who demonstrates that he/she has the conditions for teleworking and the will to do so, can choose to work in this modality, without any equipment charge for the employer, in exchange for the institution authorising that part of his/her working day can be carried out through teleworking.

As a scope of this work, it is possible to establish the fact that this regulation will only come into force in November and, as it is a recently created regulation, it is necessary to continue researching on the subject, mainly from a legal perspective. The main objective of this would be to find out whether it is feasible to establish, under an agreement, that the worker who demonstrates that he/she has the conditions for teleworking and the will to do so, can choose to work in this modality, without any equipment charge for the employer, in exchange for the institution authorising that part of his/her working day can be carried out through teleworking.

Background

This research work aims to analyse the feasibility of the partial use of Teleworking as an alternative solution to solve problems of lack of installed infrastructure capacity (furniture, equipment and quality internet service), compliance with the working hours of university teaching staff and improvement of the working environment.

As a result of the above, some questions arise as a way of posing the problem: How many university teachers are aware of NOM-037-STPS? How many teachers have an adequate and equipped space in their homes to carry out part of their working day in the teleworking modality according to the checklist established by NOM-037-STPS? How many teachers would be willing to have their own furniture, equipment and internet services to carry out part of their working day in the teleworking modality?

Methodology

This research has been developed mainly with a qualitative and descriptive approach, oriented to know a phenomenon from the perspectives and approaches of the people involved, in the natural environment in which it occurs and in the context in which it is presented, this approach was chosen because of the novelty of the subject, since the standard is newly created and even its entry into force will be in November.

The sample is made up of 66 teachers from the academic unit of accounting and administration of the Autonomous University of Nayarit, out of a total of 131 active teachers, not including administrative staff.

The data were collected by means of surveys using a Google form, for which the checklist established in NOM-037-STPS2023 was used and questions were added to find out the type of contract of the teachers, gender, number of teachers with PRODEP desirable profile and members of the National System of Researchers SNI.

Theoretical framework

It is said that, as civilisations have evolved, they have also modified their forms of organisation and relationships, proof of which is teleworking or telecommuting, which has been implemented by organisations in both the public and private sectors. Much of this evolution is due to information and communication technologies (ICT), which allow a significant part of the workforce to perform their work from a place other than their workplace, which has allowed and favoured the empowerment of individuals, organisations and countries for a better quality of life.

Even in countries where telework was not so advanced, the Covid-19 pandemic accelerated its implementation, testing private companies and public institutions to adapt their work activities to this new modality, which could be achieved in most cases thanks to the fact that people were able to work from home through ICTs.

There are different opinions about the origin of teleworking or telecommuting, however, several authors agree that the idea of teleworking dates back to 1957 and comes from the United States. Another aspect in which there is agreement on the part of those who perform their work in this modality is that, so that this can be done in the best way, it is essential to use ICTs, which can be summarised as the set of services, infrastructure, networks, software, computer applications and devices that have as purpose, facilitate the tasks and functions of teleworkers, as well as those required for the management and transformation of information, in particular the technological components that allow the creation, modification, storage, protection and retrieval of that information (according to the Official Journal of the Federation).

Concept of telework

The definition of telework is not the same from one country to another and even among scholars, in this sense, the term can vary, acquiring different nomenclatures such as work at home, telecommuting or telework. However, as far as our object of study is concerned, which is teleworking, several authors agree that its definition has to do with the form of subordinate labour organisation, which consists of the performance of paid activities in places other than the workplace, so that the physical presence of the worker is not required, using information and communication technologies for contact and control between the worker and the employer.

The Royal Spanish Academy (RAE) defines it as "Work that is carried out from a place outside the company using telecommunication networks to fulfil the assigned workload" (RAE, 2022). Etymologically, the term telework comes from the union of the Greek word "tele" which means far away, and "work" which means to perform a physical or intellectual action that requires effort (Padilla, 1999).

There is also agreement that generally the place where telework is carried out is the worker's home. However, for (Martínez, 2010) telework can be carried out from any place where, with the support of information technologies, it is possible. Teleworking implies that staff use their homes as a new workplace and, many times, they make use of their "personal equipment, furniture, chairs, telephones, among other office items that are their property and even family use"(Cataño y Gómez, 2014).

It is important to highlight the following concept, because of the implications that derive from this, a Workplace is considered to be the place or places, such as buildings, premises, facilities and area, where activities of exploitation, exploitation, production, commercialisation, transport and storage or provision of services are carried out, in which people who are subject to an employment relationship concur.

Advantages and disadvantages of teleworking

Among the advantages of teleworking for companies or public institutions, the following can be highlighted: Reduction of fixed and indirect costs (electricity, water, electricity, cleaning supplies, cafeteria, internet services, etc.), reduction of labour incidents (absenteeism, punctuality and attendance, etc.), reduction of labour conflicts, to mention a few. The benefits for the teleworker are as follows: Better organisation and optimisation of their work and personal time, time savings due to commuting, fuel savings due to commuting, savings in indirect expenses for food and care of their clothes, and; greater integration between their family and work life, i.e.; improvement of their quality of life.

There are scholars who claim that society itself benefits from telework, as summarised by (Gómez 2020) in his comparative study of telework, who states that this modality offers a solution to access the labour market, helps to alleviate road congestion at peak hours (which contributes to less environmental and social pollution), ease of work from rural areas and not least, the insertion of disabled people into the labour market.

However, there are also disadvantages: in the case of employers, conflicts can arise due to changes in administrative management, vulnerability in the handling and security of institutional information due to the use of public networks, deterioration in human relations between bosses and subordinates, and one of the most important, the control and supervision of personnel.

As far as teleworkers are concerned, the disadvantages that can be foreseen have to do with the feeling of isolation on the part of the teleworker, the loss of institutional identity, possible lack of motivation and possibly the most important, the lack of job security due to little or no labour regulation. And as far as society is concerned, disadvantages could arise in areas such as reduced social and collective life, non-compliance with labour legislation and issues related to social security.

Conditions to be met by teleworking

After consulting different authors, it can be concluded that there must be some conditions for the employment relationship to be considered as telework, the first being the physical place where the work activity takes place, in that sense for Belzunagui (2001) the workplace must have a different location from the headquarters of the company, being able to be in the worker's home or in an environment close to it.

A second condition could be the use of ICTs (Information and Communication Technologies), in that sense this condition further restricts the definition of telework, clearly indicating that manual or piecework should not be considered as telework, even if it is carried out at the worker's home. A third condition would be the performance of telework as an essential element of the worker's life and not just as a sporadic activity.

The skills that the teleworker must have

(Guzmán, A, P. and Abreo, C.A. 2017) establish that the teleworker must have certain skills in order to be competitive, for this they establish that the adoption of Information and Communication Technologies (ICT) in organizations favors business competitiveness, in their research article they expose telework as a recruitment mechanism through the use of ICT and the need to raise the skills related to the activities of the teleworker, in the results show that in the recruitment of teleworkers are required to establish bonds of trust and the development of skills that go beyond their computer skills. In that sense, employers show that teleworkers must be responsible, creative, innovative, do their duty, and develop skills related to communication, time management and literacy to improve business competitiveness.

Labour Legislation for Telework

However, in our country due to the health contingency it had to be adopted as an option to avoid stopping working life, due to its multiple benefits for companies, public institutions and teleworkers themselves, nowadays it is a very viable option to be applied in those economic activities in which it is feasible, but undoubtedly it is necessary to have a greater legal and normative regulation.

A review of the literature showed that in countries such as Iceland, Finland, Norway and the United States there is evidence of successful cases of teleworking; in Latin America, Argentina, Chile, Ecuador and Colombia stand out. Nowadays, the Mexican government is also starting to address the issue through different initiatives to create or modify legal regulations that give greater certainty to this new work option, in these initiatives the formal adoption of this work modality is promoted and they try to disseminate its benefits.

Labour Legislation for Telework in Mexico

According to the Legislative Information System (SIL) (Gómez 2022), eight reform initiatives to secondary laws containing the word "telework" have been presented; it is worth noting that, in the LXIV Legislature in 2018 and 2019, only two initiatives of this nature were presented. However, as of 24 March 2020 and up to 20 July 2020, six telework reform initiatives have been presented. Most of them propose reforms or additions to the Federal Labour Law, and two of them to the Federal Law of Workers in the Service of the State, which regulates paragraph B) of Article 123 of the Constitution. All these initiatives are currently under review.

However, on 6 March of this year, the NOM-037-STPS-2023, teleworking-conditions of safety and health at work, was approved and published in the Official Journal of the Federation, which will enter into force on 5 November of this year and whose objective is to establish the conditions of safety and health at work in the places where workers under the modality of teleworking perform their activities, in order to prevent accidents and illnesses, as well as; promote a safe and healthy environment in their work environment, whose application according to the project is the present Mexican Official Standard that governs throughout the Mexican Republic and applies to all workplaces that have workers under the modality of teleworking.

NOM-037-STPS-2023-STPS-2023 also establishes, among other things, the field of application, references, definitions, obligations of the employer, obligations of workers under this modality, training and education, safety and health conditions at work, conformity assessment bodies and the procedure for conformity assessment. In the field of application, this standard is applicable throughout the Mexican Republic and applies to all workplaces with workers under this modality.

The employer's obligations include the fact that the employer must have an updated list of those who work under this modality, which must include the worker's general data such as name, gender, marital status, activities to be carried out, job name and profile, time (in percentage) of the working relationship to be used for teleworking, contact telephone number, address, proposed workplaces agreed with the employer, as well as a list of the computer and ergonomic equipment provided to the worker.

The workplaces proposed for carrying out the work must comply with the following conditions: To have connectivity for the use and management of Information and Communication Technologies, to have safety and health conditions at work, with emphasis on the good state of the electrical installations; in addition to having adequate lighting, ventilation and ergonomic conditions.

In addition to the above, a teleworking policy should be implemented, maintained and disseminated that complies with the provisions of the collective bargaining agreement or the internal work regulations, as applicable, in addition to promoting a culture of prevention of occupational hazards, and establishing mechanisms for remote communication and dissemination for teleworkers. Contact mechanisms and rules should also be indicated, provided that the right to privacy of teleworkers is guaranteed and that such mechanisms or rules do not interfere with the work-family relationship.

Establish the duration of the agreed working hours, and/or the agreed distribution of working hours, provided that they do not exceed the legal and contractual maximums, including the right to rest breaks and to disconnection (including disconnection from ICTs digitally) at the end of the working day, during non-working hours, holidays, leave and leave of absence.

NOM-037- STPS-2023 establishes that the rights of workers under this modality may not be inferior to those who work in the workplace, as well as to promote the gender perspective, determine the hours within the working day for working mothers under the Teleworking modality during breastfeeding period.

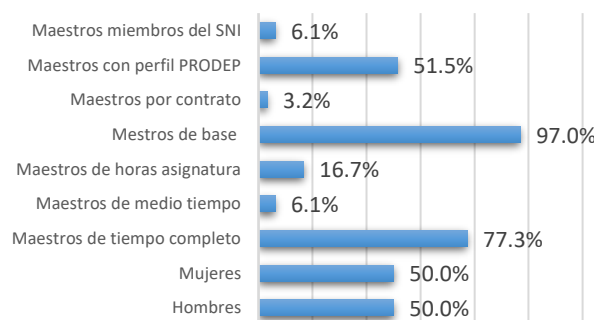
Regarding the work policy, the following can be read in the regulation: Inform teleworkers and the health and safety committee of the workplace about the risks related to teleworking and the possible exposure of teleworkers to agents and risk factors (ergonomic and psychosocial). Have a checklist of health and safety conditions in telework and comply with the health and safety measures in the workplace that have been established by the Health and Safety Commission. Provide facilities for the Health and Safety Commission to validate the Telework Health and Safety Checklist (including photographic or video evidence).

Obligations of Telework workers to provide the Health and Safety Commission, if agreed by the worker, with written facilities for a physical verification of the health and safety conditions at the workplace for Telework activities, inform the employer and the Health and Safety Commission of any alteration in the health and safety conditions at work, safeguard and keep in good condition the equipment (including computer equipment), materials, tools and ergonomic furniture that the employer may provide them with in accordance with the needs of their position or activity in order to carry out teleworking at their workplace. Comply with the policies and mechanisms for the protection of data and information established by the employer in the performance of their activities, as well as the restrictions on their use and storage.

Inform the employer in writing and in advance of any permanent or temporary change of address, participate in the risk information processes related to their telework activities and training provided by the employer, as well as in face-to-face or virtual meetings organised to avoid social isolation and notify the employer and the Health and Safety Commission of any occupational hazards suffered.

Analysis of results

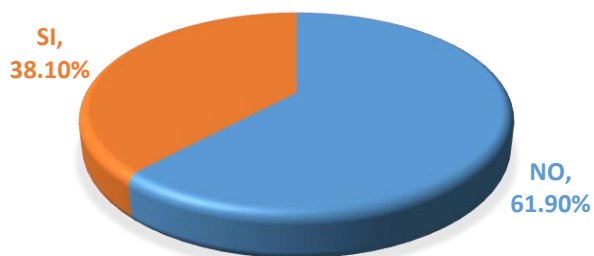
The research instrument was sent to all teachers of the academic unit of accounting and administration of the Autonomous University of Nayarit, through the Google form application, of which 66 out of a total of 131 answered, with the following composition:



Graphic 1 Composition of teachers who participated in the survey

Source: Own elaboration

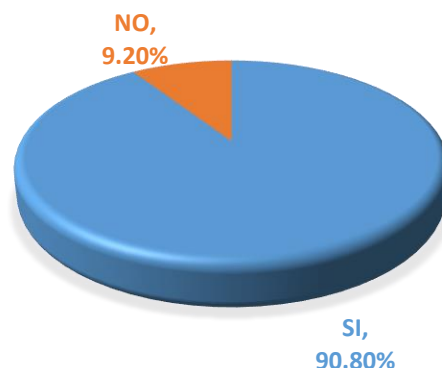
Regarding the first specific objective, which has to do with knowledge of NOM-037-STPS2023, 61.9% of respondents answered that they were not aware of this standard and only 38.1% said they were aware of it.



Graphic 2 Do you know or have you heard about NOM-037-STPS2023?

Source: Own elaboration

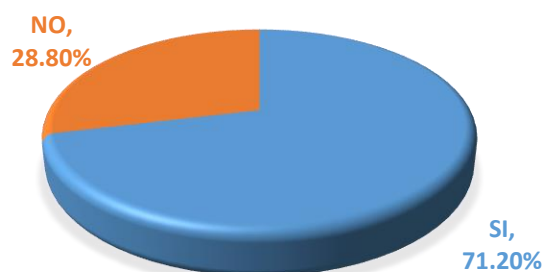
With regard to the second specific objective, which has to do with identifying the number of teachers who would be willing to work a percentage of their working day in the Telework or Home office modality, it was found that 90.8% would be willing to work in these terms, as shown in the following table.



Graphic 3 Would you be willing to have your own furniture, equipment and internet services to carry out part of your working day in teleworking mode?

Source: Own elaboration

Regarding the third specific objective concerning the number of teachers who would be willing to have their own furniture, equipment and internet services to carry out part of their working day in the teleworking modality, it turned out that 71.2% of the teachers would be willing to agree with the institution to work in this modality with their own furniture, equipment and internet service, as shown in the following chart.

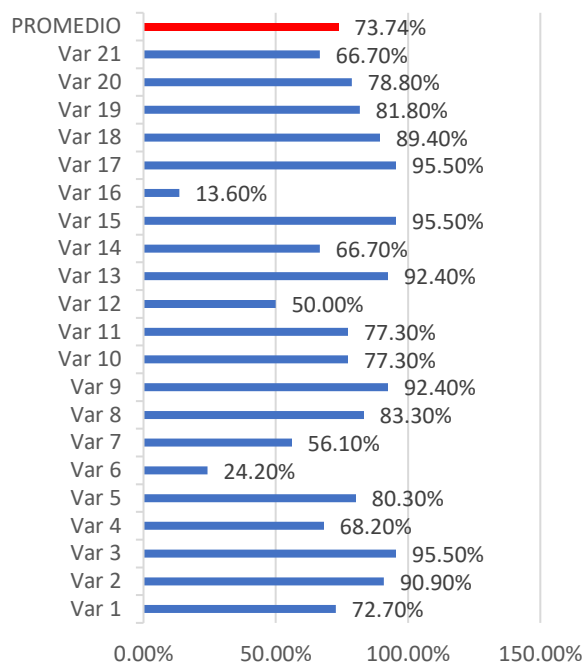


Graphic 4 Does teleworking require the employer to provide you with furniture and equipment or could you work with your own equipment?
Source: Own elaboration

In general it is perceived that 70% or more of the teaching staff of the Academic Unit of Accounting and Administration are willing to agree with the institution to work with their own equipment and internet service, that they consider that they can meet their academic goals without major problems, that the family does not represent an obstacle to develop their substantive and adjective activities in the modality of Telework and that in addition this form of work at home would not interfere with the times of attention to their family. Likewise, they show willingness to go to their work centres during teleworking hours when required by the educational institution, and regarding the supervision of their activities in this work modality, 84% think that they could be supervised under performance indicators (academic, research and academic management goals) or with minimum supervision.

However, it is worth noting that 36.40% of the teachers think that there are minors, older adults or people with disabilities who require their attention.

Likewise, 15% of the teachers surveyed require additional equipment other than an electronic device and internet service in order to carry out their work adequately under this modality. And 40% of the teachers surveyed stated that they required more than 40% of their working time for teleworking.



Var 1	Are willing to use their own equipment
Var 2	They have a space of 2 x 2.5 m for teleworking.
Var 3	Have natural or artificial lighting
Var 4	They have LED lamps
Var 5	The workplace is ventilated
Var 6	The space has air conditioning
Var 7	No a/c or fan required
Var 8	No noise from outside
Var 9	No noise from inside
Var 10	Your telework centre is insulated by doors, walls and windows
Var 11	Their Telework space is clear of objects that could cause accidents
Var 12	They have a first aid kit.
Var 13	There is no furniture that could pose a risk to physical integrity.
Var 14	They have a telephone directory with emergency numbers.
Var 15	Adequate electrical installations
Var 16	There is a fire extinguisher near the teleworking place.
Var 17	No odours of chemical substances can be perceived
Var 18	No smoking inside the teleworking site
Var 19	No odours from cooking food are concentrated in the telework place.
Var 20	They have a comfortable chair for teleworking.
Var 21	They have a table or desk with a minimum size of 72 cm to 76 cm.

Graphic 5 Technical requirements to be able to carry out teleworking
Source: Own elaboration

As can be seen in the graph, of the total number of teachers surveyed, on average over 70% have the conditions and technical requirements established in the checklist of NOM-037-STPS2023, as they have Internet equipment and services, adequate physical space and natural or artificial lighting. Likewise, the spaces that could be used for this type of work have adequate temperature or the means to maintain it, are isolated from internal or external noises that could interfere with their work activities, as well as from toxic or unpleasant odours. Their spaces are insulated by doors, walls and/or windows that provide privacy, have adequate electrical installations, comfortable chairs and spaces free of objects or furniture that could endanger their physical integrity or pose a serious threat.

It is very important to highlight the technical variables with the lowest evaluation and therefore the ones that should be paid attention to if we intend to implement this type of work, among them, first of all, there is a perceived deficit in the use of LED lamps, which should be taken into account, but does not really imply a complicated situation to solve. However, the variables that are considered to be a priority and which were given low percentages were the lack of a first aid kit and directory of emergency numbers, not having a fire extinguisher at hand and the fact that their desk or work table does not have the minimum acceptable measurements to carry out their work comfortably and safely.

Conclusions

The objective of this proposal is to offer an alternative solution for public HEIs that have difficulties in strictly enforcing their regulations regarding the attendance and permanence of their teaching staff and, above all, the fulfilment of their substantive and administrative functions, with high standards of quality and competitiveness, in a working environment that is conducive to the physical and mental health of their academic staff, even when these institutions are financially unable to provide sufficient furniture, equipment and high quality internet service for all their staff.

This proposal is considered feasible due to technological advances, which are a fundamental basis for teleworking, especially in this type of work activities such as teaching, research and academic management at the higher level. The benefits for both teleworkers and the educational institutions themselves clearly demonstrate this possibility.

However, in this specific case we can highlight greater advantages for both, for example; for the teleworker we can highlight greater job opportunities, since there are no geographical limitations to access the work and on the other hand generates greater possibilities of family life associated with the flexibility of teleworking, less travel to work, which translates into savings in transportation costs; less discomfort and stress, ability to choose the work environment, ability to decide the working hours and work patterns, better combination of work and non-work demands, better quality of life and solid personal development, as well as; a favourable financial impact on their economy due to savings and time invested in the transfer that in no case is computed as effective working time, savings in fuel, savings in food for those who cover a continuous eight-hour working day, to highlight a few.

Regarding the benefits for public HEIs, it is considered that this option can contribute to making institutions more agile and flexible, in order to be able to respond to the labour, academic and administrative challenges they are currently facing, as a result of having staff who are prepared and committed to the institution, which translates into a better working climate and environment and thus in the generation of a better and more competitive service to the student community, the university and society.

Financially, this labour option represents a lower cost due to the existence of a lower need for infrastructure, technology, furniture and equipment, as it does not require physical spaces equipped and adequate to house all teachers at the same time; this apart from the cost savings derived from the decrease in absenteeism rates, reduction of labour conflicts, increase in productivity, identity and institutional commitment.

In order to avoid possible conflicts of motivation and identity caused by isolation from the workplace, it is considered that this can be avoided since the proposal from the NOM-037-STPS2023 considers a maximum of 40% of the working day in this modality and the rest, which makes up most of the working day, would be face-to-face, which favours academic and collegiate work.

Regarding the profile that people should have in order to be able to carry out part of their work in the teleworking modality, it is considered that in this case it is perfectly fulfilled, since higher level teachers are considered to be responsible, autonomous and self-motivated people, with maturity and with skills in the use of communication technologies.

With regard to the objectives of this research, it can be concluded that the subject is new and therefore few people know about it, even the teachers surveyed themselves, since only 38% said they knew about the norm, but once the subject was explained, 90% said they were willing to work part of their working day under this modality.

It is worth mentioning that when applying the checklist established by NOM-037, it was found that only 70% of the teaching staff met the requirements and conditions to be able to carry out part of their activities in this modality. However, if it was decided to opt for this option, the institution and the teachers concerned would have to ensure the implementation of LED lamps, a first aid kit, a fire extinguisher and an emergency call directory, as these were the variables that came out lowest in the verification. Finally, it is important to point out that as this is a relatively recent topic in our country and with important legal implications, it requires an in-depth study and analysis from the legal-labour point of view, and in another order of ideas, no less important, it is important to point out that this is a labour option based on trust, which can be considered as the greatest challenge for its implementation from the point of view of organisational culture.

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