

The commissions are formed with equal representation from the employer and the workers. Typically, worker representatives are union leaders. The size of the commission is based on the number of employees in the company. Quarterly meetings are mandatory.

The *Dirección General de Seguridad e Higiene, STPS*, is also responsible for drafting *NOMs*, which detail specific requirements for each work environment. There are six separate *NOMs* governing personal protective equipment and several more concerning other workplace elements such as air quality, noise and vibration. Most of them were issued in 1993 and 1994, and new standards are constantly under development.

As of November 1994, Mexican companies that have workers registered in the *Instituto Mexicano del Seguro Social (IMSS)*, Mexican Institute for Social Security, are obliged to classify the risks their employees are exposed to according to a published list of criteria. The purpose of this list is to establish the insurance premiums the company will have to pay to the *IMSS*. There are five ratings for increasing levels of risk, from 1 to 5. These risk ratings also affect compensation levels, because organized labour generally seeks higher pay for jobs with higher levels of risk.

The *IMSS* is responsible for the workers' compensation system covering most private-sector employees. The *Instituto de Seguridad y Servicios Sociales de los Trabajadores del Estado (ISSSTE)*, Institute of Social Security and Services for Public Employees, runs its own program for public-sector employees. *Petróleos Mexicanos (Pemex)*, the national oil company, has its own compensation system, and the *STPS* covers a small number of miners.

Cámaras and other industry associations often draft their own industry guidelines and publish them as *Normas Mexicanas*, voluntary requirements, that have had to be replaced with *NOMs* and government regulations in many cases.

PUBLIC SAFETY

The *Secretaría de Gobernación (SG)*, Secretariat of the Interior, through the *Sistema Nacional de Protección Civil*, National Civil Protection System, is responsible for setting safety standards for homes, offices and public buildings. It also organizes emergency reaction programs and public-health campaigns. In 1995, it published *Guía Técnica para la Implementación de Programas Internos de Protección Civil*. This is a technical guide to setting up emergency response programs for use by larger organizations.