



Trabajos como origen y recuperación de las depresiones. Relatos biográficos sobre cuestiones laborales y experiencias de depresión (Santa Fe, Argentina)

Works as origin and recovery of depressions. Biographical stories about labor issues and experiences of depression (Santa Fe, Argentina)

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Palabras clave: "depression", "labor issues", "biographical stories", "Santa Fe", "Argentina"

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Resumen: Este artículo analiza los relatos biográficos sobre las experiencias de depresión y los temas laborales en Santa Fe, Argentina. Se exploran cómo las condiciones de trabajo pueden actuar como origen o factor de recuperación de las depresiones. El estudio se basa en entrevistas en profundidad con personas que han experimentado depresión en el ámbito laboral. Los resultados indican que la falta de reconocimiento, la carga excesiva y la precariedad laboral son factores que contribuyen al desarrollo de depresiones. Sin embargo, algunos participantes reportaron que el trabajo les permitió encontrar sentido y estructura, lo que facilitó su recuperación. Estas hallazgos sugieren la necesidad de abordar las condiciones laborales desde una perspectiva integral que considere el bienestar psicológico de los trabajadores.

Palabras clave: Depresión, cuestiones laborales, historias biográficas, Santa Fe, Argentina

Abstract: This article analyzes biographical narratives about depression experiences and labor issues in Santa Fe, Argentina. It explores how work conditions can act as an origin or recovery factor for depression. The study is based on in-depth interviews with people who have experienced depression in the workplace. Results indicate that lack of recognition, excessive workload, and job precariousness contribute to the development of depression. However, some participants reported that work allowed them to find meaning and structure, which facilitated their recovery. These findings suggest the need to address labor conditions from an integral perspective that considers workers' psychological well-being.



Keywords: 6WdW'a`l I ad`l 4[aYbZ[US` SdSf]hW >[XV efaQVž

Introducción

>S WdW'a`l WLa`e[WdS SufgS`_ WfVg` zdfad a_ WfS`La_ó`^ badeg Sfs bMS'WUJ/A BEI S' #) Sfz7` Wfd` dgd a Ww_ W|SVae WwY a J J l WfS bS e W W W W W W S S b d W U J W S V e f [U S b S W W M d W W f e f a d a _ W f S ^ _ Y e X M g W f V S ` [h W _ g ` V | S ^ / 7 Z d W T W M S " " - I Z [f S] W f S " # - B [S d a A T S [V k 6 W S 8 S I] Y 3 ^ T S Y] i S " # + f z 3 W W Y e ' S e W f _ S u a ` W S d _ S c g W W ó _ W a W b W a ` S e c g V b S W W W f S L a ` V [U i ` U d W W M e f d r V a e V g ` S g _ W f a W W # l & _ W f d W S " " k W S " # / A B E I S " #) S f z 3 e g h W M V e f ` f a e W f g M a e [V U S c g W ` S b S W W | S W 5 a d ` S h [d e / 5 A H ; 6 Ž + f i W W W g ` [U d W W f a e Y [U S f] h a W W a e e V [U a W W W d W a i ` / A ? E l S " S S S E S f a _ S g d W S 2 S " S # f z

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fSkWadSe WWSgVZVXU WSVZFWUj ` ž7` afcSe bSSTcd `Se Suf[h]VSW
`STadS^WSeg_ Wg` da^UWfd^W `ae_ aVae WWSWUWVZVXU Sdk SXa` fSd
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dMgbWScdWWW^WWSWU [Wfa egTWI`haž7` `Se` Sdbf]hSeWfcdISa`~Sg` cgW
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>gWä bcaUWW`ae S S` S` I]Sd`Se UgW`a`W`STadS^WLa` a WWSVae`Se W
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Estudios sobre depresiones y trabajos

G` S W W S e d a ` W c g W a ` V g U W S W b d W W W W W f g V a d a W W W ` S e W S S e
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_ g f S U j` i` ` W W S W W d W i` ` c g W a U g d W W W W b S e W` S` V a S V S W W +` W` S
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e e` T a` a L a` W [h a W W W W i` ` S e a U S S S` S U S d S b e [L a i` Y U S W W f d e` S T a d S z 7 e f S
d W a` U W f g S [S U j` i` ` W W S W W d W i` ` L a_ a b a V g U V S e a U S` _ W f W b a d W W a W W
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e a U S W S g` U g` S V a S b S d W W X W i` _ W a e b d h S v a e z 7 e b W e L S_ W f W S` e` W
[f W b d W S [h S L a_ o` W c g W S e L a` V [U a` W` S T a d S W [V g U W S W f a e_ S` W S d a z
B a d f S` f a l W W W S e b W W [h e` S W W d W i` ` ` a W S` _ W a e V U g e [h S_ W f W i
g` f d e f a d a b a h a L S v a b a d g` S X` S` [f W f a d g` W a T S S` U W g e` [L a l` g` V a U f
W e W f a [` S i g` S W W [V S W W S d U W W f d W f d e W b [L S U a` W [V h [V g S [e f S e
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' S T a d S W L a` e [f g k W g` _ a V a W W b a` S j [e b S d S e d W S S e d W d W W S` X d_ S e
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S z S` # + : a` ` W Z i S` #` f ž 3 e d W W b W W W U W g` S [` g W U S b a d W f a d S e a T d W
' S W W d W i` ` k` S e` S` g V_ W S` ^ W Y W W S z 7` W W S d a g` a b a X` V U S_ a e W W S
V a T` W S d S W S e U g W [a` W` S T a d S W L a_ a a d W W W b a T` W S b e c g [L a k L a_ a
_ W a W W W g b S U j` i` ` f i W` S e V b W W U S e W W W d W i` ` z

G` S W W S e d i a` W` c g W L a` V g U W S [V S S d W` S e` S d f [h e T i a Y d` U S e
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`æS fVWVWæTæTWS fV Y[LS Wlá fð_ aecgVWdS bSdVWVæWfgMaed
SYg` æVWVæUfSvæScTISBadS dWVMa` WfVdUSbWá` aMgbWS `æ
bg` faeWVhæSeWg[WVh]hWTSa WS Lá` VUj` žBadeg bSfWæWfgVæ
æU[SW WWS WbWá i bchM[VfV UWFd^_ WfWVWSeW VWSd`SVæd
Lá` e[fgkW_ gUZSehMá[hM[YSUa` WVW[VW[aí Y[Se/Cf.ES fa_ Sgda W
Sž S` S# EFSY Sd WSž S` #- DaVðgW/7bè a`SkESH[S S` #+ficgVd` VS
g` SdM[aYdS WWS_ SY [fgVWVSeg fa kbW [fW dS] SdV[e] Ua` Wbad
YgbaebaT`SUa` SWbWá` a bdaX` V[S` WegeSbWæUgfgdVæž

A fdehS[æSe[hM[YSUa` WgVWVSTadSd`SeUgV[a` W`STadSVLá` ag` S
V_ Wej` _ YéWfda WWS fafS[VSV WSe VbW[VWUSe WbWá]Se/DSU[W
S` # fž 7` WfV_ Sdál` æ STadSVæ WWWW[fV[SU]a [e_ a e_ Ti [Lá W
= Sdb/S` #) fik WWWW[da SXM]ha Wb hM] ah[UZ/S` #Sf WfdVge_ óf]bW
SbWæd VS` UgWfS WWege bdb]Se VbW[VWUSe bWá` SW W `Se cgVW
fdSISa SLSVá [Lá Lá` fdTgkWS bdaVgUd WS USæVWV_ SWSž@a aTæS fW
egeSbdMST`Wlá` fdTgUa` W` a egVW UWFdWS` Y[deW WWhè Uga WfdW
fdSISa kVbWá žA fda [eg_ a bSdVWVSLd`a Lá` e[fgkWSd`Uga WD[VW
/D[VWWSž S` #+fi cgVSTadS `Se` SdS]hSe WWWWá i` kfdSISa WDW`a
G` [Vak3gefS]Sž7eWVUdTVSeXWVSeLá` fdM[ufadSek`Se_ T]h`WUSeWV
`Se VbW[VWUSe W VbUjæ`STadSVæW`æcgvæWVbWS SgVW[UVSM bWá` æ
[bWS]hæ_ adSVWVWVgWæ/keSgVST`WfVb`SVææa` `ad S]hæž

7` 3_ äd[US>Sf] SkW3dWf] Sea` VLSææ`æWfgVææUjaS` fdbaí Y[Læ
SU[S WU]_ a` SebWá` SecgVfch]WS` VbW[VWUSe WWWWá i` eY [US
`Se[UWUSe WfðSISa W egebaUææWæSgM SFWUj` k WXX[WSVž7`
WfV_ Sdál` WfSLS_ æ WfðSISa WbYgSka /S` Ssf cgWS S]IS` æe dVfæ
WWWá i` W Za_ TdWk ege dM[WUSe S` æ h`ada` WWS_ SdUg[[SV
ZMWi` [LSeWéTVS`Lá` fMfa`STadSVæebSf[U]bS fæž7bWæ LS_ WfWV
`æWfgVæW3dWf] S`SeUgV[a` W`STadSVæSbWUá` ag` SV_ Wej`
_ Yé`SVAS1 WWS VbW[VWUSe WWWWá i` /=ad S` WVakSYS? a[S S` #`-
9d]bbSv] S` S%ž5a` eVWS_ æe dVWS fVWVSLd`cgVWVgVæ eWfðS W
3dWf] S~gT[USV W 3_ äd[US>Sf] S` SdM]i` _ YéWVYgS`WV_ g` Va~ W
g` WWSdææUjæá i_ [Lá WWS LS_ [Wfa dV[SU]i` WVVbWá Xad S1
VbS` eí` WæWæd` Xad S`kSfS[` Sui` /Bak]DaT`W>WWSkESH[S S` S%ž

Descripción del estudio

7` WfVd`Ug`al` æeSbakS_ æeWg`S [hM[YSUj` UWFdVS Wg` WæcgW
æUjæ` SdS]h/? WU]S S` #+Tfž7eSbWbW]hSS` S`f[USLá` e[fgkWg` SWSe
Xad` Se V]ba` [T`W WVVgV]Sd`Se egT]h]VSW`Lá` fW badY` Wž6 WWWW
bde_ S` `Se` SdS]hSe T]aY` USe æ` VSTadUjæ` WV]dUg]hSe S bSf]d WSe
UgSVcg[WVUgWfS` VS` eWf[VakLáZMWUSegeh[VSeaS_ a_ WfæWVfSž
3`Lá` fSdVbW[VWUSe`SebWá` SeSufgS]IS` Wæd` SdM]h]S`Yg]a` Wk_ Sdæ
WVWVU]Se]` UadaSvæekSbdW[VæW`æeWUWSdæUgfgdVæWá` WVVY
[eVæž3ed`WSe_ S` WSe WWSdeWf]Val` WWWWbdaWVfS`bSæVal` a`æ`
g`S [hMUj` [V]h]VgS`e]` a`Suf]h]VSW` dialógicas /9aaM S` "% 8dS]IS` #S-
3d]Zi S` #` fi W[VaScgVæ` VSTadSVSeSf]hæWSSb[U]Uj` WVVcgWSe
[fVbWV]had`Wg]æeW` eg_ æe` SdS]hæeg_ [[e]dVæebad`SUgfgd`Wg`
_ a_ Wfa Z]e]i` dLá` keW[V]dYWSafda` Sž

7` Ua` ea` S` UqS` Ua` 'SUS` Wad` S` Wnarrativas biográficas` Sb` [US_ aeW_ äfaVa`
TjaYd` Ua` W eg` hW` i` ` W` W` S` fae` W` h` [VSe/life storyfi/?` WU` S` `#`-S` 5` ZSAM`
S` `#` - 9` d` bb` S` V` i` S` `#`+fz` >ae` b` d` a` U` M` _` [W` fae` W` d` M` a` W` U` j` i` ` W` W` S` fae` W` Y`
ad` W` S` V` ae` S` W` d` T` i` d` 'ae_` a` Vae` W` W` a` `f` S` d` ege` T` j` a` Y` S` S` d` e` V` e` T` V` S` 'ae` _` b` S` U` fae`
W` W` b` S` ea` W` W` f` [W` ba` W` 'Se` eg` T` W` h` [V` S` W` a`/?` WU` S` `#`-S` f` 7` e` f` fa` `e` S` Ua` `W`
_` äfaVal` 'S` faU` [U` S` b` d` `U` b` S` 'b` S` d` 'S` a` T` f` W` U` j` i` ` W` W` S` fae` W` 'S` W` f` d` M` [e` S` T` j` a` Y` d` U` S`
/?` g` i` [F` W` S` l` 8` S` e` S` k` 4` [V` S` e` g` i` S` `#`-f` i` Ua` `b` d` V` g` `f` S` e` W` W` f` `S` V` S` e` S` b` d` a` _` ah` W` 'S`
'` S` d` S` U` j` i` ` e` a` T` d` V` e` g` h` [V` S` e` Ž`

7` 'a` Ua` `U` W` [W` F` V` S` 'S` Y` [e` W` W` a` e` d` W` S` fae` W` h` [V` S` i` d` S` [U` S_` ad` b` d` _` W` h` g` `S`
'` W` f` g` d` [`V` h` [V` g` S` 'k` l` g` W` a` l` W` W` g` S_` ae` g` S` [`f` W` d` M` S` U` j` i` ` Ua` `b` S` d` [h` S` W` W` S` e`
W` f` d` M` [e` S` e` 5` S` V` S` d` W` S` a` d` M` a` W` W` S` g` `S` g` [V` S` V` e` `Y` g` 'S` d` `a` a` T` e` S` `f` W` W` a` `a`
[`b` [W` W` S` [U` S` d` Ua` `b` S` d` Ua` `W` e` W` 'ö` `f` W` Y` [U` S` e` 6` W` W` S` _` S` W` S` T` g` d` S_` ae` f` W` W`
b` d` a` W` W` S` V` _` W` e` j` i` `Za` 'e` f` [U` S` W` W` S` S` `S` d` S` f` [h` S` k` l` S` e` g` h` M` Ua` `Xa` `f` S` d` S` e` W` f` d` M` e`
G` f` [U` S_` ae` S` `a` U` j` i` ` W` W` u` e` s` t` i` o` n` e` s` l` a` b` o` r` a` l` e` s` Ua` _` ag` `f` äd` [`a` S_` b` [a` c` g` W` W` U` [F` W`
d` e` f` d` M` W` 'S` e` `S` d` S` f` [h` S` e` S` e` V` W` W` U` S` d` e` Y` [`U` S` V` a` e` k` b` d` U` [U` S` e` W` W` S` e` b` W` a` `S` e`
e` a` T` d` V` e` g` e` S` U` f` [h` [V` S` W` a` W` f` d` S` i` S` a` z` 7` d` b` W` e` U` S_` W` f` W` [W` W` f` [U` S_` ae` 'S` e` U` g` W` [a` `W`
'` S` T` a` d` S` W` W` V` a` e` V` _` W` e` j` a` `W` Ua` _` a` p` r` o` b` l` e` m` a` k` Ua` _` a` r` e` c` u` p` e` r` a` c` i` o` n` z` >` S` b` d` _` W` S`
S` g` W` S` S` c` g` W` a` e` V` e` d` g` a` e` e` a` T` d` W` S` T` j` a` Y` d` S` W` 'S` U` g` S` 'ae` S` e` b` W` a` e` 'S` T` a` d` S` W`
[`U` W` W` 'S` W` S` U` j` i` ` W` W` _` S` W` S` e` >` S` e` V` g` `V` S` d` M` W` S` f` d` S` i` S` a` e` c` g` W` a` `f` d` [T` g` k` W`
S` 'S` _` V` a` d` S` a` d` M` b` W` S` U` j` i` ` W` W` b` S` W` M` _` [W` f` a` z`

7` 'a` d` M` W` W` S` 'S` e` W` U` j` i` ` W` W` S` e` b` W` a` `S` d` W` U` d` [W` a` X` g` W` g` W` S` d` [U` b` W` W`
W` b` S` U` j` a` e` f` W` S` ä` g` [Ua` e` W` U` S` d` [U` W` W` g` e` g` S` d` S` e` a` e` k` e` V` S` g` a` b` W` U` S` 'S` Ua` `W` W` d` M` i` `z`
B` a` d` f` S` f` a` l` X` i` d` `S` `b` S` d` W` W` W` a` g` [V` a` b` W` a` `S` e` c` g` W` a` f` [W` W` g` `V` S` Y` i` e` f` [Ua`
b` e` [c` g` [Y` d` Ua` z` @` a` a` T` e` S` `f` W` g` `W` W` S` V` a` `ó_` W` a` W` W` S` d` [U` b` S` `f` W` -Ua` `U` M` S` _` W` W`
f` d` W` f` S` k` f` d` W` W` W` S` d` f` W` W` g` `V` S` Y` i` e` f` [Ua` W` W` W` d` M` i` `z`

7` U` g` S` f` a` S` 'S` e` X` i` d` `S` e` W` W` a` `f` S` U` S` d` ae` Ua` `b` W` a` `S` e` V` e` b` g` W` S` e` S` b` S` d` [U` b` S` d`
g` f` [U` S_` ae` V` e` f` `f` S` e` W` f` S` W` [S` e` z` B` d` _` W` h` _` W` [S` `f` W` b` a` X` a` `S` W` W` W` Y` d` S` W` W`
e` S` g` V` _` W` S` ^` W` f` d` M` [e` S` V` a` e` z` E` W` g` `V` a` l` S` U` g` M` _` ae` S` S` ^` W` S` V` a` e` c` g` W` `X` i` d` S` i` S`
W` W` W` a` `S` e` Ua` ` [`f` W` U` j` a` `W` W` W` S` d` [U` b` S` e` z` F` W` W` h` Ua` `U` g` [V` S` e` 'S` e` W` f` d` M` [e` S` e`
Ua` `e` g` 'S` _` ae` e` l` Ua` `a` U` S` `b` a` e` [T` W` b` S` d` [U` b` S` `f` W` z` 5` g` S` f` a` k` ó` f` _` a` l` S` f` d` S` a` e` W` W` S`
Ua` `U` g` d` M` U` S` S` g` `S` [`e` f` [g` U` j` i` ` c` g` W` S` T` a` d` S` b` d` T` W` Y` f` [U` S` e` W` W` S` g` V` _` W` S` z` >` S`
_` g` W` f` S` e` W` a` _` b` a` `W` W` W` g` S` d` M` S` k` V` a` e` b` W` a` `S` d` Ua` `c` g` [W` W` Ua` `U` W` S` _` ae` _` Y` e`
W` g` `W` U` g` W` f` d` a` z`

3` f` a` W` W` a` `U` g` [d` 'S` e` W` f` d` M` [e` S` d` e` a` [U` f` S_` ae` c` g` W` a` _` b` W` W` g` `U` g` W` [a` `S` d` a`
Ua` `W` ` W` W` d` W` W` S` d` W` b` W` ^` e` a` U` a` W` W` a` Y` d` Ua` `W` W` c` g` [W` W` b` S` d` [U` b` S` z` >` S`
b` a` T` S` U` j` i` ` W` Y` Ua` `b` g` W` S` b` d` `U` b` S` ^` W` f` W` W` W` W` a` `S` e` W` e` W` f` a` d` W` _` W` j` a` e` z` 7` e` f` S`
U` S` S` U` W` e` f` [U` S` e` W` ` W` W` W` W` a` e` V` S` fae` a` T` f` W` [Vae` c` g` W` W` b` d` S` `g` `e` Y` [`U` S` [h` a`
'` ó_` W` a` W` W` S` d` [U` b` S` `f` W` Ua` `W` b` W` X` i` d` S` i` W` g` U` S` U` j` i` ` g` [h` W` h` f` S` d` S` k` b` a` e` W` i` `
W` a` T` d` e` a` U` S` z` 7` U` g` S` f` a` S` 'ae` f` d` S` i` S` a` e` W` W` S` d` S` V` a` e` S` ^` _` a` `W` f` a` W` W` S` e` W` f` d` M` [e` S` d`
e` W` f` S` S` W` g` `Y` g` b` a` Z` W` W` a` Y` a` `V` a` l` Ua` `b` g` W` f` a` b` a` d` _` S` W` f` S` e` `S` d` M` `W` S` d` V` a` U` W` f` W`
W` W` U` g` W` S` e` b` d` _` S` d` S` d` e` W` g` `V` S` d` S` e` k` g` [h` W` h` f` S` d` a` e` [`h` W` h` [V` S` V` a` d` f` S` ^` W` i` e` S` i`
W` X` i` d` W` S` _` ä` V` [U` S` d` S` T` a` Y` S` V` a` e` k` S` T` a` Y` S` S` e` W` W` g` V` [ae` `g` e` M` [a` d` f` W` S` b` g` f` S` d`
_` S` e` S` [e` S` i` d` M` S` d` [V` a` d` Z` W` W` h` U` S` b` [`f` W` h` b` W` f` a` W` S` U` [W` W` f` W` h` [S` W` d` M` [e` S` i`
e` W` [U` a` e` W` W` a` S` U` z`]` Y` a` `f` a` i` Y` [Ua` `W` b` W` S` V` a` e` S` V` _` [`e` f` d` S` [h` a` d` W` f` d` M` [e` S` a` f` d` e`
b` W` a` `S` e` S` d` S` e` W` S` _` S` W` W` S` e` S` i` W` S` d` g` T` [S` V` e` k` W` W` b` W` S` e` z` 7` e` f` S` [h` W` h` [V` S` V`
e` W` j` b` d` S` W` W` f` [b` a` W` W` W` b` W` a` `b` W` a` `S` e` Ua` `f` d` S` S` e` d` Ua` `W` b` W` X` i` d` S` i`
U` g` W` S` b` d` a` b` [e` f` S` e` a` S` g` f` i` `a` _` ad` W` b` W` a` e` [`X` i` d` S` W` k` W` Ua` `V` [Ua` `W` W` W` S` k` a` d`

bdMSqWSVž 3^Yg` Se bWfa` Se S d` S` WfSd WfaUghSVSe bdaVgUfa WWS
 WbdMfi` kafdeW WbdMfi` WfVa S` SbädVfS WgefdSISaež
 7` a cgWdWbMS S` Ya` Wd WfdMefS_ ae S hWf[gWVW_ gWVWk fdWV
 hSch` Wž3^_ a_ Wfa WWSefWfdMefSd V[W]e[e]e dS[IS` beLafVb[Se/ gWVW
 beLafS` Y[e]d Ugsfca fVb[Se LāY [f]ha Lā VgUfgS^ k fdW e[e]fā [USf` gWVW
 dMfTW fdSfS_ [Wfa be]cg|YfdUāžSd SLā' Y[Lā] `gWVWae` gegSdSe Wg` S
 [ef]fgUj` Lā` STadSWLā_ g` [fS]da k aUZa WfVb[Se Za`ef[USež 7` ES fS
 8WVW[e]fW V[h]WSe [ef]fgUa` WfVb[Se]äg[f]Lsd bōT[USe k bqlhSVSd Lā_ bgWfSe
 badZMfYā` Wse bdu[USek V[e]g daeadWfSvaeS` SYWf[` WfaegXL [Wfae
 bæcg[LaežBadeg WbWV U]SV `aLS^k badcgVLSdMWWVWfWae dMād[Va cgW
 WAU]WVWV]WVW `Se WV`Ye fVb[Se_ WUa` SVSd WbdW]ea LdSfVd] SdW
 WbS]a cgWV_ b`W`WfS`g` STadSWLā_ g` [fS]daz7efS Wg` S [ef]fgUj` cgW
 dS[IS`g` fdSISa [fVW]d]b[` Sda cgWgdWVW WS a \$`" " Lā` Wbdabi efa
 Wbda_ ahWfSbSf[U]bS]i` a]gbS]a` S`WbWfa` SecgVbdWMS` V] UgfSWV
 W eg WbW]bWfa Lāf[V]S` a bdaVgUfa WV_ bS]a WVVWfae WWS h]VS k]a
 V]SY í ef[Lae_ äV[Lae]fSWLā_ a WbdMfi` k Wcg]aXW]Sž
 Badófl_ al W UGS` fa S` S V_ Wej` äf[US` S [hW]Y]S]i` eVSM]GS S` ae
Lineamientos para el comportamiento ético en las Ciencias Sociales y Humanidades,
 WSTadSVa badW5a_ [fā W]cf[US W5A @; 5 7F /DVā`gUj` WVV]ž [[efW]a
 WVVg]S]i` 15 [W]S kFW a`aYS @ž S*`)!S`" (fikS`aeU]fW]ae WWS *Guía*
de Buenas Prácticas Clínicas de Investigación en Salud Humana /DVā`gUj` WV
 V]ž [[efW]a WWS`gV@ž #&`"!S` ##fž

Las cuestiones laborales como problema y recuperación de las depresiones

7` a SFW]WfVS WfVSc]ag`al UWfd_ ae WS` Y[e]e W Vae fW]bad[V]SWV
 T]aYd` Use cgWdV [fW S` bW]aVa WbdVgUj` k S` WdM]gbW]S]i` WV
 bSVM_ [Wfaž>S V]XW]S]i` W_ Ye S` Sef[US cgWV] b[e]L]S]i WfVa S cgWV
 `Se` Sdb]h]Se Wfae_ a_ WfaeWV]gWfd` eā`SbSvaež
 7` Lā` eā` S` U]S S` a cgWae[V]W]a fW] /S` # fl S bSf]d W]eg fdSISa WV
 [hW]Y]S]i` l eafWV] aecgWV]f]d[V]SVS_ WfWV]X]`WV]b[V]L]S]d`ae WV`Ye
 k V]b[V]L]S]d]S` eē_ [e_ a `Seh[U]efgV]W]WSe V]bW]W]S]e WbdMfi` Se e]` dM]d]W
 Wg` S_ S` W]S`g`afdS`S`_ g` Va Wf]dSISaž@a aTeS` fW]W` W]V]S]a SUS]ed
 cgW]e] T]W `Se U]gW]a` W Wf]dSISa Lā` ef]fgk W Se W]fae dW]S` fV]bS]S` S
 Lā_ bd]Wej` WWS WbdMfi` l W]W]gV]a` a W]Wō` [Lā` Y` T]fa WWS V]e]W]S
 cgV]a]gbS]g` dā`W]S]SVa kW`aed W]faegWV] Wf]S]d]f]d]S]vaeLā` W]W]fae
 X_ [f]S]d]ž
 7` `Se fd_ Se ` Sdb]h]Se S]bS]WV `Se S]f]h[V]SWV `STadSV` Lā_ a WVVW
 UWfd` WV]d]S]al Lā_ a eg]T]d_ S a V_ Wej` bW]S]d]Sž 7` YW]S]1 `Se
 bW]fa` Se W]Tad` ` Sdb]h]Se_ g`f[US]gesW/9 d]bbS]V]i` S` S]S]fi eāT]d]W]W]ad]Y
 k `S` dM]gbW]S]i` ž3 eā badg` S bS]d]W_ gUZae W]Wae fW]f_ a` [ae [W]f] US
 `ae ad]W]W]W]S WbdMfi` W Lā` [U]fae X_ [f]S]d]W eāS]S]a` W_ gW]V]W
 eāW]cgV]V]ad W]X] W]S]W]U]d` [L]S]d W]ž Bad af]d] V]h]W]ae Se W]fae WWS
 dM]gbW]S]i` eV]S]e` W]S]bad W]W]S]efV]b[Se]L]S_ T]ae W`S]V]` Y` [US]X_ [f]S]d
 `gW]ae hē U]g`ae eāU]S]W]k S]f]h[V]SWV W]f]d]af]d]ež Bad f]S` fal `Se U]gW]a` W
 `STadSV` WbdM]S` g` ae W]Wae W]h]f]S]W]b]W]a W]W]gV]a` a eā` Wō` [Lā` k
 Wbd]T]W]Y]f[Lā` V]d_ [d]e]f] Wbd_ ad]S]ž 7` bS]d]U]g]S]d W`ae fW]f_ a` [ae W]S]e

bWfa` SeWfdMefSVSe`SeLgWf[a` W`STad`VW_ óf[b`WAlSeja` WaUgB` g`
`gYsdUWfS`W`Se` SdSf[h`SeTjaYYS`SUULS`WWS`WdMfi` ž3ed`aeSeg` faeW
fdSISa abWS` Lã_ a bcaVgUfadVd[e_ g`fY` W` WfWabad`WVWdMg`WUj`
WbSWM_ [Wfaž

Las cuestiones laborales como problemas de depresión

>Se` SdSf[h`SeTjaY`U`Se cgWbdMWS_ ae W`WfVSh`SdS`Va [Wf] U` `Se
LgWf[a` W`STad`VW_ a`Xfada`W`Lã` V[U]a` W`cgWbdahaUS` a`Lã` fdTgk`WS
YWWS`d`WdMfi` ž5a_ a`SWS` fS_ ad`W`WSeb`WdMfi`SeW`g[W`W` SdS`
eg`WVWfdM`SdW`g` S_ g`f[b`[U`SV`WVW`faecg`V` U`WVW`SW`W`W`U`SWW
`S`W`Sd` a`a`Tad`S` fMS`cgè` aeLã` U`Wfd` aeW` a`d`W`[ha`S`fdSISaž
G` d`W`fa`TjaY` Lã` cgW`W` [fW`Lã` bd`W`W`W`b`S`b`W`W`Lã` f`W`fa` `STad`
W`W`W`S`d`ã`a` W`S`W`d`Mfi` `W`W`W`?` SdS` až`7e`fW`Za_`Td`W`W`%` Si`ae
S`U`g`S`_`W`W`W`W`W`b`MS`Lã_ a`f`W`S`W`S`Za`ef`[Lã` b`W`Lã` W`W`_`a`_`W`fa` W`
cg`W`Lã_ [M`S` `aeb`S`W`M_ [W`fae`W`d`Mfi`ae`fdSIS`SIS`W`g` W`b`W`X`ad` S`full
time`W`g` U`Sd` a`W`S`U`g`V`S`ž;`W`f] U`S`W`ad`W`W`S`W`d`Mfi` `W`k`bad`W`
b`Sd`[U`g`Sd_ [Lã_ g` Val`W`U`[b`fa`Lã_ a`z`STead`W`W`k`z`Zaef`^,

7_ b`W`Lã`S`d`Mfi` a`U`W`L`g`S` Va`W`SIS`S`T`g`d` Va`W`W`L`Sd` a`W`W`g`b`[W`ž3`Zee`W`f`ecg`W`
S`Y`a`W`_ [h`V`S` `a`W`SIS`T`[W`ž7`d`Lã_ a`cg`W`a`W`SIS`d`W`W`a` W`Lã` Lã`e`Se`_`e`d`
Lã` Lã`e`Secg`V`W`S`_`W`W`_`W` f`W`S`SIS` /S`f`e`7`Z`W`Za`W`a`ba`W`d`Z`S`U`S`Y`a`cg`W`
`V`Z`S`U`S`e`W`f`d`[T`W`bad`[d`S`fd`SIS`Sd`S`U`Sd` al`S`Lã`bad`Sd_`W`W`W`W` [`S`V`S`X`id` S`
k`Z`S`U`W`W`M` [`S`V`e`Lã`e`Secg`W`_`W`b`S`d`Mfi` Lã_ a`_`g`k`W`Lã` fd`S`W`a`cg`W`a`W`S`
S`g`W`ž3`Ze`W`L`g`S` Va`Lã_`bd`W`e`a`cg`W`_`W`SIS`b`S`S` Va`k`cg`W`S`g`S`U`g`W`[i`
W`W`_`W`W`S`V`S`a`cg`W`a`e`W`f`e`ž?` SdS` al`%` Si`ae`fi`

7^`d`W`fa` W`W` SdS` a`_`S` [`W`S`g`S`f`W`e`i` `W`fd`W`a`cg`W`W`W`Z`S`U`W`W`W`
fdSISa`k`ã`cg`W`W`g`a`S`Z`S`U`W`S`X`W`S`ž3`Ze`W`f`d`a`W`[`W`Lã` e`Y`a`_`[e`_`al`g`
X`ta`yo`cg`W`L`g`_`b`V`g`_`b`S`b`W`cg`W`Lã` e`[W`S`W`S`Y`S`V`S`T`V`ž7`e`W`W`f`_`a`[a`W`
Lã` Y`g`W`f`W`Lã` `ae`d`g`f`S`V`ae`W`W`f`g`[a` W`d`[W`W`W`S`ž` S`#`+`fi` W`W`cg`W`
e`af`[W`W`cg`W`W`M`W`W`[Va`_`b`W`S`[ha`zã`fó`_`[e`_`a`_`W`Lã` fd`S`[U`f`ada`Lã` e`W`
W`z`k`ã`cg`W`W`W`fdSISa`e`W`W`S`cg`V`W`S`ž3`W`S`S`e`W`S`V`W`d`ã`Seg` [Va`e`W`
S`W`S`S`Lã` e`[W`S`U`j` `I`cg`W`S`d`U`W`W`W`S`V`S`_`W`f`W`W`f`af`_`a`[ae`W`W`d`Mfi`
/`D`S`f`U`[`W`S`#`fi`W`cg`W`a`Z`S`k`e`S`[V`S`

6`W`W`g`W`S`T`g`d`SIS`W`W`Sd` al`_`W`W`b`W`Lã`S`e`W`f`[d`Lã_ a`W`d`Mfi`ha`bad`g`S`U`g`W`[i`
W`W`a`b`g`W`a`e`S`[d`W`W`ž7`e`fa`W`S`e`ž7`e`fa`W`S`e`b`S`d`S`fa`Vad` `a`W`e`a`S`_`W`f`W`S`d`_`ž`
K`W` a`f`W`Y`a`e`S`[V`S`ž>a` `W`W`fa`b`S`d`h`h`d`k`W`a`h`S`e`W`fa`V`S`h`[V`S`e`ž?` SdS` al`
%` Si`ae`fi`

>SV` U`g`f`S`V`b`S`d`_`S`Y` S`d`X`f`g`ch`e`_`V`ad`e`W`S`S`W`cg`W`W`W`f`S`W`W`fdSISa`
[`W`S`T`V`W`S`d` eg`T`e`f`[d`k` bad`f`S` fal`Lã` e`[W`S`cg`W`a`b`g`W`W`W`g`_`U`S`ž`B`S`d`
W`W`b`[`U`S`d`W`W`S`ta`ka`Seg` [Val`U`g`W`S`cg`W`L`g`S` Va`W`SIS` `Se`z`IS`^`W`S`e`~
`g`Y`S`Vad`W`Lã_`b`g`e`[haecg`W`W`S`_`g`L`Za`V`[`W`ã`~`f`W`S` í`d`W`W`W`a`S`b`[U`S`d`ae`
V`[d`ae`f`[hae`S`b`d`W`[V`ae`b`S`d`S`S`g`fa`V`b`g`e`[i` `z`-`S`X` [`S`h`W`[S`k`f`W`W`S`U`Z`W`
`S`f`V`ž7`e`fal`ã`af`d`ž`@`a`e`W`ad`W`W`W`_`[fdSISaž7`f`W`W`ad`ba``W`f`W`[e`S`f`MS`Zã`
d`_`W`b`W`ã`e`[W`bd`W`ad`M`S`ž`E`W`g` ead`W`W`ã`ad`fa`ž`

7`W`W`fdSISa`W`a`[a`S`%: a`U`Z`ã`Z`[M`S`" `*`fif`[W`W`cg`W`W`b`W`S`d`S`baef`g`e`S`W`
`S`W`bd`Mfi`Lã`fd`S`S`e`ge`e`W`f`_ [W`faek`h`S`ad`W`W`ã`S`W`ž?` SdS` al`S`d`ã`W`
ã`cg`W`W`g`U`W`M`Lã_ [M`S`S`a`T`e`W`S`d`cg`W`a`cg`W`W`W`L` W`f`S`W`Lã_`ó` S`af`d`e`

Ua_ bSi Wad Sg` cgWSads` [ISUj` Waf] Sege WgWaeSaUg`fSda k` WSczã
 >S Ua_ bdWefi` Wgege bdaTWSe WWSgV Ua_ a bdaVgUvae bad Wf[ba WW
 Suf[hVSV`STad`V] WWWWSe WScda`SVSebadWbWba` S`WWMgdaezg_ S ae
 cgWV VgUS` SbWesda Ua_ a_ S`WfSdaWadY [Laea bdaM[WfVWWWUWScda
 X_ [fSc z7fUa_ a cgWa` W_ badSISef eVbaVes` a` eVbaVesZSUWS`Yaž3
 Wae`W_ badSISWcgWka` a_ WWA`cgWVcgW [WfdeWSc badWfdeSISa`ž
 7` afdeSbS`STdeTgdSIS` [`MhVgS`[ISdWadYWWW` S`WfSdeYfY` Va`a WW
 [`MhVga k`S`_ [e_ a f[W bal Waf] U`g`SddWba` eSI[TVSWWWSW`bdWScz
 Bad afde bSdW`W dWfa TjaYd` Ua_ WW3`[US` ~g` S WXX` WSc cgWdW
 W`W`bW`SIS W WYdW` WW` W` Sfa`a`YS W` g` Zab[fs` k` cgWS USgeS WW
 WXX` [`Svae Slà` fW_ [Wfae`STad`S`W`X`WfdeS`S`S` bSd` cgWLa` f]` óWeg
 `STadW`afd` [`effgUj` ` bÓT[US`-I [gefde afde Xad` S W`S`UgS``SeUgWf[a` W
 `STad`S`W`bdaVgUW`W`bdWf` `ž>ae egUae WWha`WUJ`egX[Vae W`W`g`Sd`WW
 fdeSISa k` `Se Ua` f]` gSe dWUS`[ISUja` W`abWSc` Ua_ a Wfa` S` fW`W`eg Ude
 W`bdWfS`

Ka fghWg` SUJWWWSTad`W`WZab[fs`ž31S` Va` g` S bSUJWfWae`S`ZS`a` g`
 W`b`S`S_ [Wfa` W_ Wg`S`k`h`W`V`d`ž`K`S`S`i` a` ka` hg`W`a` W`b`g`ae` W`W`S` U`d`b`Y`ž`K`
 hg`W`a` U`M`W`a`cg`W`a` [ISS`h`a`h`MS`Zab[fs`1_ W`[W`a` cg`W`Zab[fs`k`S`` a`baVes
 ha`h`W_ Yez`S`fz`K`S`ze`X`W_ [bd_ W`U`de`W`W`W`W`cg`W`S`d`S`g`_ U`W`f`a` W`S`g`V
 cg`W`W`af`d` Uae`ž`7e`f`af`S`_ W`W`W`[ef]` fa` S` `a` cg`W`W`S`h`[V`S` W`Zab[fs`ž3U`Y`W`W
 U`W`f`a` W`S`g`V_ W`a`efi` _ g`[Zae_ a` S`V`b`f`S`d` W`bad`g`W`a` W`S`S`IS`S`a`ef`g`_ T`d`b`S`ž
 7`f`gh`W`f`d`S`S` Va` g`_ S`i` a` k`g` S`e`V`S`cg`W`a` W`S`S`IS`U`W`S` Va` W`U`W`f`a` W`S`g`V
 bSd` Vae`U`[Lae`cg`W`W`S` h`M` ae`W`W`S`d`[al` bSUJWfW` g`W`f`de`cg`W`S`S`S` cg`W
 d`W`[S_ aebelaf`d` b[Lae`W`W`S`d`V`S` Sk`Là` g`_ Sd` S_ V`S`b`g` f`S` I_ V`Z`S`U`W`W`f`d`d
 S`V`b`W`es`d`a`ž`4`g`W`al`f`gh`W`S`ef_ S`Va` `ae`T`d`l`ad` Y`a`b`W`S`k`f`a`V`a`ž` [U`W`S`W`g`_ U`S
 cg`W`ad`W`ba` V`es`b`W`a` e`V`g`e`f`d`S`S` V`al` Ua_ a` cg`W`W`S`S`Y`a_ Y`e`W`S` [`e`V`g`d`V`S`ž
 5`g`S` Va`ka_ W`W`S`S`S`S`b`f`S` Va`S`V`S`Y`W`W`W`? [`e`f`W`a` d`e`g`W`W`bad`ad`W`S`Zad`
 Z`S`k`g` S` `g`W`S` `W` `a` e`ä`U`_ a` W`cg`W`ae` `a` ba`W`e`ha`h`W`S`f`g` `g`S`d`W`f`d`S`a`l
 e`T`d`W`a` e`[`X`W`a` bSUJWfW`g`k`ae`a`cg`V`[U`W`a` W`a`ž? W`S`S` S`S`Y`g`d`[S`I`W`S
 Y`g`d`[S_ W`S`S` S`fa`V`S`U`a`e`S`Z`A` e`S`[W`f`gh`W`W`S`Y`g`d`[S`W`f`d`e`g`S`d`e`V`X`W`W`a`ž
 @`g` U`S`Là` f`W`b`S`d`_ [e`S` S`i` ae`W`W`W`X` W`S`k`S_ e`_ W`a`[i_ g`[Zae_ a` W`a`ž`7`
 `S`Y`g`d`[S`f`S_ T`j`a` Z`g`T`a` W`e`a`V`ae`Y`d`e`e`l` ae`W`W`a`W`U`S`Z`k_ W`S`S` S`U`Y`W`f`d`a` W`W
 e`S`g`V`O`cg`W`Z`eb[V`ab`ad`S`ad`Là` g` S` `af`S`k`g` S`d`g` [i` W`g`W` W`W`W`W`g` `g`S`d`
 `a` bad`g`W`S_ W`S`d`W`S`g` S`X`f`S`W`a`b`W`a`ž`Bad`g`W`W`a`ef`V`Z`S`S` W`W`a` g` [SV
 k`k`a` `a` f`W_ [`S`IS` `g` U`S`W`a` `a`U`W`S`U`a` g` [MS` [`S`U`a` g` [SV`f`S_ ba`Là_ W
 L`a` a`L`S`S_ e`ž`7` fa` U`W`W`W`W`W`S`d` V`S`U`ž`K`g` V`S`W`S`IS`f`d`S`S` Va` e`S`k`g` S
 U`[US`cg`W`W`S`S`IS`h`U`g` S` Va`S`ae`U`[Lae`cg`W`W`S`S`S`_ g`k`_ g`k`b`S`b`W`S`I_ V`S`d`W`W
 L`a` g` S`X`S`ž`3`[US` & S`i` afi`

7` W`S`W`f`W`e`S`U`f`S`I`3`[U`S`d`M`W`W`h`f`_ S`W`g`U`a`e`W`h`a`W`U`S`W`W`g`S`d
 W`f`d`S`IS`a`l`b`W`a`f`S_ T`j`a` `a`cg`W`W`U`[W`a_ a` [`gef[US`a`X`f`S`W`W`a` `a`U_ [W`fa
 [`ef[fgUa` S`b`ad`e`g`Là` f]` g`Sed`W`US`[ISUja` W`ž`5`a` f`d`e`a`S`a`cg`W`a`e`W`W`ad`W
 W`S`g`V`[U`W`b`d`a_ ah`W` `g` U`S`a`Y`d`[`f`W`S`d`V`S`U`a` g` [SV`~Là` a`U`W` [e`W
 L`a` a`U`V`S`~ž`7`e`fae`W`e`a`V`aek`ef`g`S`U`a` W`b`d`h`a`S` `S` [`f`W`S`U`j` ` W`g` S`U`e` [US
 b`e`[cg`[Y`f`d`US` k` `S` S`ge`W`U`S` `STad`^`Là` `U`W`U`S` b`e`[cg`[Y`f`d`US`ž`E`g` f`W`[` a` [a` W`Y
 U`W`f`d`Va` W`W`f`d`S`IS`a` W`W`X` W`S`Là_ a`h`a`S`U`j` `h`b`W`a` W`W`Là` f`W`f`a`S`U`f`g`S`W`W
 z`[`e`V`g`d`V`S`V`i`S`e`Là_ a` S` `W`S`U`j` ` [`ef[fgUa` S`S`cg`W`g`W`S`S`Zab[fs`abWSc`
 L`a_ a` [b`W_ W`faeb`S`d`e`g`d`S`[ISUj` `b`W`a` S`ž`

A`f`d`a`W`S`f`a` T`j`a`Y`d` Ua` W`W`W`W`S`d`e`S`~g` S`ah`W`cg`W`f`d`S`S`S`W`h`S`d`aeb`g`W`f`ae
 W`T`W`k`W`f`g`V`S`U` W`ž>S`Z`[efad`S`cg`W`S`d`S` `a` b`g`W`W`W`W`g`U`d`V`S` `ae_` g` Vae
 `STad`S`W` `ae`cg`W`b`S`d`[U`b`S` k`e`g`e`b`S`W`W_ [W`fae`Ua_ [M`S` S`_ S` [X`f`S`d`V`S`
 g` S` f`W`b`S` S`W`S`M` bad`U`g`W`f`a` W` [`V`e`a`U`S`T`W`S` `a` cg`W`S`_ S`z`ae`bd_ W`e

SXWfaēz@aTafS' fMS'Yg` aeW|eaV|aeWbdW|nebc|h|WWWWg` SzaTdMSdS
WWfde,

FWs_gUzafdTISad SbSdVWS_ VZSTAS_ gVSVa SStUf k_ |ebSVdW_ VStgVS
_ gUzaf_ al bWfS_ baLà bgWWWfS' faž7' fa' Uòka_ VStSdà faVae' aefdTISae
cgVlgVMSISUSaWg' fS'WUSeWVWd_ Slj` 'STadS' /zZf dTISSTISfS_ Tjà
Wg' Sb|lIWSz7' fa' Uòka 'VStS WWSdVaeS'WVWfSISg' SZad'WUSa'cgW
' a baVSSZUW' SVSfWSTISLà_ a_ gVSSZafScgVWZSLs' SZad'WVdS' Sb|lIWSk
ha' hSS' SeVàUWWS` aLZV7dfghW' gkSXg' fSbSdVWfVgVMS' Val'kWà SlUgdSd'g'
_ a' fi` WVaSeZafScgVWb'afà_ Sž5a_ a' g' SæTdMSdS WWWWfde bWà badW
_ a' Wfa cgVWfSISbS' VazK S_ è_ VbSdWVgVWV|ba WàTdMSdS WWWWfde
WWWfj` IS_ è_ V|WWWV S V W d W f j ` z / S d e l S % S i a e f i

3g` cgVW' SWf d M f S U f [U S S ' Y g ` S e U g W f | a ` W W W S e L à ` V | U a ` W ' S T a d S V W
eg` S d f | h S L à ` e f W W c g V a e _ ó f | b W W b ' a e b d M S d a e L à ` f d T g k W S Y W W S d
g` W f d e c g V S z f [W W W S ' S W W d W f j ` ` ž 3 W a e f d T I S a e S Y W S ' a e W f g V a e k ' S e
V | U g ' f S W a b S b S Y S d M S ' c g | W L à _ a a f d e S U f a d e c g V S ' W S ' S z a f S d S X g ' z
8 | S ` W f W a f d a f W f _ a ` | a c g V a L S ' | I S ' a e S e g ` f a e ' S T a d S ' W W W U W f d a W W
W S d h ' a W e g e b S W M _ [W f a e W W W W f a _ Y e z 7 d f W W f d T I S S V a d S g f i ` a _ a W
f d T I S a e W Z W M S I S U g S ` W f W d T I S S W S f W U j ` S ' b ó T | L a W g ' S S W U S W W
' a f W S z 7 ' U S _ T j a W ' S f d S W f a d S ' S T a d S ' a T W W U S e g V b W f W U S W W W d W f j ` ,

: STS WbWSVal TgWal Là` _ gUzaf b d T W Se W f d e X ` Val Là` W f V S W W
f d T I S a z 3 Y d T I S f a V a e ' a e S T g d e Š f z 7 d f S I S L à ` _ g U z a f _ a ' S T g d z ? W W S f S I S
S S e U g f d a W W S _ S i S S i h a h S S ' S e V à U W W S ` a L Z V 6 a d ` e f d a U g f d a Z a d e z
7 _ b W à S W S d I S S h W _ Y e S U W S V a z / F a _ Y è % S i a e f i

EW6` Fa_ Yà 'S SUWWSUj` k` S bafWadU|e WbdW|S eWVb|US bad
cgVWf b d Y M S d W à ` í _ [U_ W f W b a d e g e S g f a V | W W U S e b S d z _ V a d d ž E g
f W f _ a ` | a e W W U g W f d S W L à ` e a ` S U S S ' S e ` a d _ S e W W S e e a U W S W W W
d W M _ [W f a W ' S e c g V W e g V a W d W f j a W g ` animal laborans cgVWVb'afSS
è_ |e_ al ha'g' fSdS_ W f W e j ` W W V S V W W à S U j i ` W W V S / : S i S ' # S z

7` Wfae d Wfae TgdS_ ae d W f d g ` S V | h W | V S V W W à ` f W f a e W W f d T I S a ~
e f ` b d W W W S T a d S d a e W e g f a f S | V S z c g W W W W S e b W b W f | S e W e g | W W
' S d S ` b d h a U S ` W d W f j ` ž D W g _ [a e ` S d f | h S e W b W a ` S e L à ` g ` f d T I S a
X d ` S ` W e W f a d b d h S v a l f d T I S S V a d S g f i ` a _ a U g W f S b c a b [e f S f d T I S S V a d S W
b g W f a e V | T W k W W e W f a d b ó T | L a z C g W S ` b a d g V S V b W V W U S e W W W b | V a
a b W a ` S e c g V a ` f | ó S ` W W b ' a e V a ` W e W S | S a ` W b | V a e _ S e | h a z

7` eè f W f d W ' a e d W f a e T j a Y d ` L a e S ' S | S V a e ' S e b W a ` S e e g V W e W
h d f _ S e W S L à ` f W _ [W f a e a L à ` V | U a ` W S e a U S V a e S U g W f | a ` W ' S T a d S V c g W
b d V g U W e g e _ S ' V S d e g T W f | h a e a [W S V W S g f a d S | S U j i ` [` f W f S | S V a e
k ` a S U S I S V a e z 7 e b W e U S _ W f W a e b d T W S e W W W d W f j ` e g d W W W J U a
b a d S e V W W U S e S g f a _ b g W f S e k W W f d e W b d a f S a ` [e f S b a d ' p r o g r e s a r l b c a b | S e
W W S e W X d _ W S W e W W S V W W W U S / 3 g T W f k 6 W 9 S e V S U # + + % z F S _ T j a
b a d S y a f S _ [W f a W W k a / H S ` 6 W 4 W Z I S ' # % f W L à ` f W f a e W W f d e V a ` W W S
W d W f j ` e W | U g ' S S W S d q u e m a d o k W S U à ` e W W U S W W W S d S _ [^ S z X g ^ k l
L à ` z _ g U z a f _ S e S U f | h | V S W z 3 W W Y è g X d S e f a e W W g Y S d W W f d T I S a l ` a
e W f | d W S a d S V S b a d S | ` e f | f g U j i ` a f W W c g V a _ b a d S e W W W _ S W S L à ` f d S
S e g e h S a d W W Y _ T j a e S t a d I W f a k W W S ' V S f W a b W S L a _ a a f d e S U f a d W
c g V a ` f d T g k W S ' S W W W U S W W S W d W f j ` ž

7` e f ` f a ` e S L à ` d e g f S V a e W a f d e S f | f g W f ' a e b S d | U b S f W W W d T W c g W
' S e b d W a ` W ' S T a d S W L à ` f d T g k W S e g W d W f j ` / 7 Z a d T W M S ' ' ' - 7] _ S i

[b[USWsdS^XWVWg` SUSaWb[US Val Uad[WWal WZEW6 ? SdS SI
W`Se VEdgefa` WXS_ [fSdWbSVdMS [UWf]hSScgVWd_ WwfDfSa La_ a
_ WJa bScS_ Vadd bWd WfVWad a W WVVdSv W aUa` S`La` Vg`a ScgW
dSVWbW[VzBSeVa g` bWJaVa WW[W bal La` fDfS [Wfa Xd SLá Y[La k
SLá bSi S_ [Wfa be[La Y[La La_ [MSS fDfSSd` gMS_ WfV5a` ? SdS S
`aeLa` aU_ aeW Wesi` bd` Ubs`Wg` UWfch WSWUji` be[LaeUjS`~g`
WbSJa cgVWdSd`S g` STadSWLa_ g` [fSda WbWfa` SeLa` egX_ [Wfae
baeg[Lae-l WWCgVdWVLa` fdSISfdSIS` Va,

8gl` MS` fS` VazFWS YS` Se WHW[d.SUj` _ Wgefi ž7_ bWd S fdSISd W bWd
S YS` Sd_ [e bWfae badgW_ WbSIS ž? WWS` fi` Wd badgWka fdSISIS bScS
SYglM bScS g` S bWfa` SI bScS g` WfWcgW WdfSIS W_ [SgVzA eM_ W
eVfSISdSWVSWaWfDfSISdSž7` fa` UW bsd[Uba_ gUza WfakfdSIS` Va
_ gUza Szad`Š ž3_ è WfWgSd_ WWS` fi` W faVa eM[Vaz7` WeaUjS1 W
Wbe[La Y[La W WSTadSžBadgWghW` eUji` `STad`fS` Tjã žF dSISa W W
bckWfa 7dbW` lSž? WWS` fi` fdSISdSž7` bckWfa WLSWzG` a ZSJS W
UadWafch` a WTSISl afch` a YgSdSISl afch` S afSIScg[W dWa ZSISHW[Vaz
7` Wglbaž/? SdS SI` * Si aefi

6gdS fWS WfdMefS? SdS` S La` fSIS cgVS` fWVdS g` S bWfa` S ea[fSdSI
LS`SVS k cgWVgdS` fWae bWJaVae WWWWdaji` eWVfS eaS W` of[žBWA
WfS [SW WVe_ [e_ S W dMf[V bad WfWbSJa W WcgWfdSISž 7efW
W bW` WchWbScS aIFWVg` S dWd_ bWes_ a` WsdS kl d_ g`fY` W_ WfW
La_ a WbSJa WfaUjS`[SUji` k WEM[fWof`^ bScS SYglWž 7efWã` Sele W
`S UglWji` dWJa` S` WfDfSISa WfY bckWfWV hSdae Wf` a` [aež7` WfW
eM[Val 3[UjS`~cg[W La` fSIS SUjS Wvae SUjWfW`STadS WcgXVae kege
La` fl` gSedWUS`[SJa` WfV5 WfchWes`gV` ead[WWzHM[dSUW` fWVfSd
La` _ [eLa` bSi WSe_ VZSUM[Wž? WgeS fdSISd k WsdLa` `aeUZ[Laek
hSg` ScažK bWsdLa` _ [eLa` bSi Wdek ZSUMLaSeLa` Waz5 dWcgWd
_ WkgVS_ gUzaž

FS` Tjã bScS cg[WdWfY` Wbd [Vad bWd eWVgWfdS` WLa` V[Ja` W
WfdSISd g` fdSISa SgVS S VefcW WWS`Yg` ae Wvae bWes_ [Wfae k
eM[V_ [Wfae/D[VWWSž S` #+ž3 ead W6` 5S_ [S`~cg[W W`S of[S bsdW
Wg` WfaVJa WbdWfa fdSIS` La_ a SLá_ bSi S fWVdSggl[S Wg` UWfch
WdZSI[fSUji` WSeSMUJa` W` WfdSISa Wg` SWSe_ of[bWsd[hVSWd
bScS WsdalghSVS

Öf[S_ WfWfakTSdS` fV` YealghSVsbadfdSISa k Wf` Yek_ W` S f[WVWVS
TSeS` fVdghSV[fa k TgWal` a cgVdS ZSUMfSdS SegWaeSgVdS b[fSd LadSdW
LdbW La_ a fWVdS` W_ gUza/žž7` _ WJa WVdka La_ [Mla SfdSISdLa_ a
SLá_ bSi S` fWVdSggl[S WbdWadWdWV [hVSI badgWfY`TgWa g` `STgdh fW
eSIS fW` gVdWVgd_ WfVgWVa cgW WdfSIS a cgã eã kaz8gVg` WdadbW
fVcg[Wd WdVcgWa bgWVsb[fs`[Sdk SbdWVd_ gUza_ aZBsdWVWa cgVZak
fVbgWa Wjdf[WVcgWVLa` Wd badgWdSIS Wvae Vae SVae E WfWVWaeH
WfSISWVSa WbSjWVWfSISWVSa WWWWbVgSbWd TgWal` afWã [Vae
dWVdWae bWd eebgWsdWVd g` _ a` fi` WLaed [fWVsd WV Ws` í Y[LS
`ScgWS_ S_ aeWVd al` S`a cgWS_ S_ aebWfa` SecgW[VWVcgVdZSI[fSdW
/5S_ [S` S` Si aefi

7^fdSISal SWV` Ye WcgWVg` S WSe fS` fSe SUf[hVSWd cgWVWV [fWS
5S_ [S_ S` fWVdWdghSVS Wg` STadLa_ a SLá_ bSi S` fWVdSggl[S SgVSS
g` S_ VdLa_ bWdaji` WWS` í Y[LS WdWbSJa eWVdZSI[fSUji` ž7efSdWVW

VaT'Wa^WbSUWVWk f dTSSVad~WVad S dWVS fVS? SdS S-l 'Vtd' VS
[eg_ aebSfUa_ bdWVWV WadSeè [e SkS'da^WSe] e ffgUa` WWS'gVz
7` Wfae dVfae 'Se UqW[a` W 'Stad'W Ygd' Ua_a g` _ Wla bSd
dMgbVSeSWS f dhaè WWea hWfSeWVWà i_ [L_ WFW Ua_a WbSJa W
ea[ST] [l] Sij` l Wm[ef] Sij` a WbWU [l] dWof [z 3 WV Yd dM WWS g` S
Xid S WWSgfa dS] Sij` bWfa` Sz3ed W S'Yg` ae fVfL` a [ae 'S_ S` Wb W
Vsd dMgbVSe S^ b dT'WS WWS'gV dUa` hWfVW g` ` gVWà _ aVa WbV
cgW_ b [L_ g` U_ Tja W 'S f dK W adS 'Stad' z 7` W W W f [Val ? SdS a ~
dMgbVSe_ aeS fWge b dT'W Se W W W dM W f ` adY] Svae W W W Se] a~ Ua_ [MS
S f dTSSd W UqW[a` W WWS'gV Za`ef [L_ S bSd [d Wg` b dUa` bWfa` S^
Wge f [fgUj` W W [L_ Wfae b d c g [f d Uaè b ad b'S fSe` Sfgd S W z 3` fV W W
dS] Sd S WfdM e f S f W S W ege_ S` ae g` ^ Tda W W SY S T' S U S X S Lae
bWgW aek 'VZS T' S S S g` ` ahW ea T d W i_ a [W d a e z 7 d S W W S e W] U g` S S
eg 'Stad S f g S`

7` SSUf g S [V S f d T S S a S d_ a` [L_ S Va S` SebWfa` Se W W W f [L_ W W W 7 e a W S h e f W
cgW a e f h e e a_ a e W W S W_ a h_ [W a k T S T S z 7 e L a_ a S d_ a` [L S d W b S d W
S f d h a e W D W] [l S f d h a e W g` b S d W W a e S e W W f [L_ S e L a_ a U V y a e a S d W > a
Z S y a S f d h a e W S y a c g W W S_ S f W W] [W a f Y l a l V e M a g` S X d_ g` S W S U g S^
d W a` W S g S z > a h e f W d M Z a k` a W S I S Z S U W W a z ? S d S a l % S i a e f i

7` Ua_ b S d U j` ` S` W b W a S` f W a d W W W f [W W g` [Y W a _ W a d @ a
a T e S` f M a f W d T S a` ` a W W W S` V S` f W a` a c g W a` e [W S X` V S_ W S l b g W W
d W W a` e Y a_ [e_ a k h a c e r l o q u e l e g u s t a z F S_ T j a` ` S W f d M e f S W Y S U a
[g e f d g` U_ T j a W 'S f d K W a d S 'S t a d' e l_ [S z 6 W b g a e W W e g W b d M f`
U a_ [M S S X i d S e W W b d M f [S e Z a` e f [U S e c g W a` f d T g k W a` S e g d M g b W S U j`
~ f d T S S U a_ a D W] e f S l 6 W W z S 9 [h W h _ S e S] e f S [f W S ^ k d W g` U S S e g
W b W a S V_ [e f d f] h a,

7_ b W a S Z S U W f a V S e W S e f W b] S e L a_ a S g f a L a` a U_ [W f a z E] T i W W S` S b [L S V S e
Z S U S_ d W b g a e W b W a S S b [L S d S k a U a_ a Z W S_ [M S f W S b a g f [U S B d_ W a b S d
e S` S d_ W a z K W b g a e b S S S g V S d S a f d e b W a` S e W W f d a W W a V a S e S` S d / z z K W
S y a c g W a S^ W F W W g e f S z ? W a k U g W S c g W W S e L a e e a` ` S e c g W a S_ W F W
_ W g e f S` Z S U W` ` a c g W W a k W b W W W a W g` ` W W e]` a c g W a Z S y a b a d c g W
h W S W a S_ W F W W g e f S z ; Y S U a l S + S i a e f i

7^ d W f a W W ; Y S U a V S U g W S W W f d Y` e f a W b S U W f W b S e S` V a b a d ` S
S g f a S b [L S U j` ` W W a U [L S e Z S e S` ^ W S d S e W e l_ g f Y` W W W b d U f [L S f W k
f W b W S z 7 e f W W b W a h` U g` S V a S` S e f W b] S e W b W [f W h d W Z S U W` a c g W W
Y g e f S W W c g W W h` V [L S` a f W W W W a k_ S` V S d e g e b d a b] a e Z a d S d a e z
B a d o f]_ a l W W d W f a W W g` Y` ` S e U q W [a` W 'S t a d' W a U g b S` g` b S b W
_ W g` S d W ` S W W W U S k W ` S d M g b W S U j` ` W W S W W d M f ` z 7 e f W U a` f S V a d
W S T S W W W S` f S V a W g b d X a f i` ` l e S T S c g W a c g W S e V g [d U a` e g W W U j a l
b W a` ` a c g a c g W S Z S U W` z F W y a f S` f S e a b U a` W c g W a e a c g a c g W a z K` ` a
c g W S W W U W_ [b d X a f i` ` z 7` f a` U a W a` _ W W S T S S W S S` Y g e f] S` z 5 g W S S^
d W W f a,

7_ b W a S S e W a d S d b W g W S e W b d M S d S S z a d e f S z 7_ b W a k W b g a e_ W g [W
W e a f [h S` V a z : S e S d W g` U S d S_ [o f]_ a f d S a z K V W W` a h a k S f d T S S d W W
U a` f S V a d h a k S T g e l S d` a c g V S_ e_ W g e f S / S f z D W a` Y d V g S V a W U a` f S V a d
_ W S W S T S b W e d W S d W W U S V a W g` S a U` S e a` a b S d Z S U W c g W S Y g [W` W W
e g e T a` e] a e W b S S z F d T S a U a_ a l a` e g` f a d U a_ a V a W f W k` ` S` W F W a_ a
S V_ [e f d f] h a z E W f a S c g W a c g V Z S U S W W a e g S d a W S [d W W S f a z K e S T S W

Wá Va Ww [Ladli` cgWwSszSuW'sYa_ YeYs WwWw_g` Vaz5a` _ Ye
[bSfa cgWw'a ZWza WwTWwWd dWwW? VsfWSTs'S[VWVWwWxL Sd W
WwWchbadfSISsdW'sYa cgWa_ WgefSIS ea'a badYS` Sdb/SfS/S'fk Wfa_ W
"Wl SUsWg` S` gWStUdekWfShW_ Yebax' Vsz? [UgWba WSTsS' al bWb
[_ WFWaz@a fWesXWSebSs` Ws fSd WwWUS_ S' a fWesZS_ TdW a_ W
[badSISsWd Vk` a cgWShW's` S'W'g'Y'1%Si aefi

>S WwEj` WwWg` Usd S ege fdSISae k S^ WwUJa WwEg bcaXWj`
La` Vg'a Sg` S S'gVS Ude WwWd'zBWh badWad_ WwWbW [fWwLa` fdEd
eg zhWwW's haLSUj` `z7^US_ Tja bQ Ubs^La` de fWwWsdWb^ae cgWa
'WgefSIS' ~fdSISsd bSs afche La_ a_ Wja bSs aTFWwW' Wl zaTWwW
í dWwW WwWb^abWUjVaeLa_ a zdWw's fW~ SbSsdShhdWw cgWw
SbSja` S7` La` ea` S USLa` ^aedWfaeWw SdS` a WY SjaLa` WfSegfdSISa
La` ege [fWwWbW'a S'Wz3UgS^ WfWtd` VS Ugd ae a` ↑ Wk SLa_ bS S
[VhVgS^ WfWw dW'a` Ws bW'a` SecgWwW's dW'hWfScWSTadS^ WfW
7` afdSbSSTEd SgVSS WLa` fdEd ea'gUj` S cg[WwWfch[Ws` V] UgfSWW
eL [SdS'SegkS

Ka SgVa YfWwW [fW W/S dW'hWfScWSTadS^ WfWwWwEge bdbi efaez
3f[Ww'a bW'a` Sek_ WwK UgfWfScgWa_ WwK S'gT]'Sd' g' USzBadcgW WwK
UgfWfSc Ww'gWwWf[Va Ww [hVsbSs badW_ VadEd S'h[V S Wwae WwYe/S fz
7` fa` UW Wfak La` dS fVWfWLa_ a g' WbdWwWad WwLa` aU_ [Wfa' Wfak
UW Va ea'gUj` WbSs afcheZ k fS_ Tja` Sf[Ww'a g' a Sg` al S S'g' SebW'a` Se
a` ↑ WwWd' hWUj` bcaXWj` S` k W_ [USea` a WxLa` WwW'a WfWUS1
WwWwWLa` fdEd` a cgWfWgefS/S'fzEak_ [bcbja WwW_ S Va_ [eZadSdae
k bgWa fdSISsd WwWgS'cgW'gYsdLa` baLae WwWfae WfW a^aYS k_ [e
La` aU_ [Wfaez3WwYe` WwW's fSfdSISsdLa` afcheZ/g'Y'1%Si aefi

g'Y' Wg` USea WwW'hWUj` `STadS1bgWfa cgWwW' egebSSTdSe z'aYda
bSsdWg` S bcaXWj` cgWa_ WgefSIS S dW'hWfSc WSTadS^ WfWwWw
_ [hWwW's haLSUj` `z3ZadS [UWz_ WwWLa` S` a cgV's_ al fdS` eXad Sd'S
h[V S WafcheZEWbWUjWg` zWbdWwWad WwLa` aU_ [Wfa' W'eg bdbja
WwWLa` 'TWfSV bSs WwWd ege ZadEdad W eg_ S' Wsd S k bca_ gWw
SbWfaes` Ws'z` gW'a Wbdfg WwWb[fS'e_ a`/4a'fS` eJ [k5Z[SbW'al S'' S'fz
7` La` ea` S USLa` `Se` ad_ Se Ugf'gdS'WLa` fWbad' Wd [Uwf'h S cgW
USV bW'a` S WgWfdWeg US_ [al g' S Xad S WwWSSd S TöecgWS WWS
SgfadW'l S'Uj` Sgfä f[US fcdS'hae WwWLa` fdEd eg haLSUj` z5a_ a W;Y Sja
k? SdS` al WwfaedWfaeWfS'adS` S WjT]'VSM` S 'TWfSM` S La` Wj` La`
'aebcb|ae WwWd WwWd_ Wfa WwWSTISsd bSsYS` Sdb/SfS bSs g' WwWLa`
ZadEdae `aez3ed Ugf'hSdg` Wbdfg WbdWwWad USbS Wfeg_ [d dWad
[b[UScgWa eWwWwWwWfde] e'f'fgUj` WabW'a` SebSsfa_ SdSeqWwSe
WWS bcb|Sh[V S/8dV_ S' S'` #+fz

7` eE fWd WwWwWbg` fa Ww[hfS Wwcg[WwWbSMW a ZS` bSWWVa
WwWj` 'I' aefSISad badW'WwWfcd a W'egWwWUgSdg` bSbWwWfSsVa
W` aebcaUae WwWgWUj` `z@a aTefS fW' a WwWó` [La_ Wja Ww VadS
kl WwWw [Sv_a_ Wfa bcaVgUfa WwWSS [Uj` 'Hf[WwWcgW' fW' b[d
ege Suf[hVWw' STadS'z7` ^ae dWfae TjaYd' Lae `Se Ugf'ja` W' STadS'W
Ygd` La` ag` _ Wja WwWgWUj` SfdS'hae Ww'hWfScWwW' í_ [US_ WfW
La` e'f'fg[dWLa_ a WsUja WwaUSTI]'l S'Uj` 'I' WwWfcdUj` cgWZSI]'fS S
bWUj' dWf'kLa_ a Xad S Ws SgfadW'l S'Uj` bW'a` S'SbSd[dWwWLa` fdEd S
haLSUj` z7fdSó'f'_ SXad S' S'WfSsW'SSgfadW'l S'Uj` WwWfSISal YgSs

S ` [VSV S `ae [MSW WWS YgTW S_ WfS[VSV ` W[VWV1 Lã` eg hS`adSuj ` baeff[hS Wwe[MSWSeU SVaeSW bdWVW Seg_ [ddWVækeW VMTVW

Consideraciones finales

7` WfVScfãg`a S` S`[IS_ ae `Se [UWWUSe WSe UgrW[a` W`STadS`W W`Se VbWVWUSe WbdW[h`Se WWWWbg` fa WWhes Wcgl[WV h]hW Lã` WfS Lã` V[Uj ` k bSc[U]bS` W WbSUae fVbãg[Uad S fclãe Wg` S [hW[V]Suj ` Wbã[U]S dS[V]SWS W ES` fS 8W3dWV[S` 5 WfdS` WfWSTadS_ ae Vae V_ Wfa` WbWV USe WSe` ScS[h]Se TjaY` USe dW[h]Se S` SedWVUgda` W WfclS`a W WadYW k W` S dWgbVUj ` W WfVbSVM_ [WfaZg` a Wwe Wfe` g`aebScS [VSYdW WfVSeg` fa WfYdVUj`a Svã Lã` `S WfS bclVgUj ` W Wã` aU_ [Wfa` aUS` eaTdW WfV S S bWScdW Wd WfS U S W W[VSY í ef[Lã W WbdW` S` [hW_ g` V]S`k Wg Lã` Vj ` Lã` `Se Xad` Se WadS` [ISuj ` W W fclS`a hY WfVZ

7` `Se WfdW[fSe TjaY` USe bclWfVSe `Se UgrW[a` W`STadS`W S WfS` I W W V[h]WSe Xad` SclS` fclWfVad` Se WfS` g`V`W`W` WSVZfWUj ` ž@a aTefS` fW W dWfS` fVWfS` fclcg`V`Sg` cgW W WfVScfãg`a UfclS_ ae WfS` Y[de W WfclS`al `Se X_ [V]Se WadYW a Xad` Suj ` fS_ Tjã` aUghS` g` `g`Ysd WfS`U Va W` S W W W U S k W f i ` Wae_ S W f S d W k W_ ó f b W a S e a` W e W W f d W f S U a ` W b`S` a` STadS`z` Wf[U_ aecgVSe Suf[h]VSWdWf[h]Se S` fclS`a S b S d W W W `aedWfæLã_ a bclT`W`Sk Lã_ a_ Wja W W d W gbVUj ` W W f V b S V M _ [Wfa egT V W]hãz

Bad`g` S bScfW W U g`S` fa S `Se UgrW[a` W W W fclS`a Lã_ a bclT`W`S cgW adY[S a Lã` fd[TgkWS` S WbdW[h]` I WclU[T]_ ae g` S b`g`S`[VSV W W Lã` fV]fae `STadS`W cgW W W W S e b W b W [h`Se Wcg[W W ` ScS [VgUW a bclhaUS` WfS S X U j ` ž>Se WbdW[h]` W eg d W W W W U a bad W W W U Se S gfa_ bgWfScl W fclae W bclfS`a [efS bclbclYdW SclS`afS_ [Wfa W`g`Ysd W STadT W W f b`g`d W b`Vae bclWclad W W f a e fclg_ Y[fLae W W`g`Ysd W W fclS`al W W e a` W [e f]fgUa` S`W a [S g`W f[U]VSV W Wcl`cgV W W W W g_ b]cl`3ed W W b S W M _ [Wfa S b S d W W Lã` X M g`W U S U a_ a d W g`W f S S b f S [h]S X M V S U a` fV]fae`STadS`W b S f i Y W ad U g`k a e d W b a` e S T`W e a` W W W `Se W W k`Se W W e a` W [e f]fgUa` S`W z

Bada fclS` b SclW W `a cg W W W W S` fclS`a Lã_ a S bclV S `S d W gbVUj ` I `Se UgrW[a` W`STadS`W W W W b W S` g` d a`eY [U S [h a W W f a e bcl W e z 3ed W`Se` ScS[h]Se WfSe Ygd` Lã_ ag` _ W a b SclS`ea h W f Scl W W a` í_ [U_ W f W g` W b S U a W W a U S T [V]Suj ` I W W [fclS U j ` I W W b U [T]clW f [^k Lã_ a Xad` S W W S g f a d W [V]Suj ` b W f a` S z> S S g f a d W [V]Suj ` W W fclS`a Y g SclS` ` [VSV S`ae [MSW WWS YgTW S_ WfS[VSV ` W[VWV1 Se WfS V S W g` S h S`adSuj ` baeff[hS W W W bdW V W W S [[U S [h S [V h]VgS`1 Seg_ [ddW V ad e W V M T V S g f a` f [Lã W f Z

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