

A TERAPIA OCUPACIONAL NA ATENÇÃO PRIMÁRIA SAÚDE REINVENTANDO AÇÕES NO COTIDIANO FRENTE AS ALTERAÇÕES PROVOCADAS PELO COVID-19 *

Occupational therapy in primary health care reinventing actions in everyday front the changes caused by COVID-19

Terapia ocupacional en atención primaria a salud reinventando acciones en el día a día frente a los cambios provocados por COVID-19

Resumo

Uma desconhecida e letal infecção respiratória se disseminou mundialmente levando a Organização Mundial de Saúde a decretar uma pandemia pelo COVID-19. O Sistema Único de Saúde (SUS) brasileiro adotou recomendações de distanciamento social, uso de equipamentos de proteção entre outras medidas, para prevenção a novas infecções. A demanda hospitalar é crescente, requerendo participação dos demais serviços, incluindo a rede de Atenção Primária de Saúde (APS), tanto para enfrentamento a epidemia como continuidade do cuidado a outros problemas de saúde. O objetivo é apresentar às experiências da Terapia Ocupacional no contexto da APS na epidemia pelo COVID-19. As experiências estão apresentadas como remotas e presenciais. O trabalho remoto usa a comunicação telefônica e/ou redes sociais para teleconsulta, telemonitoramento e reuniões de equipes. Atividades desenvolvidas pelas famílias são adaptadas, para que ocorram de forma segura. As terapeutas ocupacionais realizam grupos de promoção à saúde, informativos sobre a rede de saúde, orientações para isolamento domiciliar, atividades de autocuidado e funcionalidade para pessoas com deficiência, transtorno mental e outras com tratamentos interrompidos. Presencialmente, as terapeutas ocupacionais organizam ambientes e processo de trabalho, acolhimento, triagem e prioridade de atendimento, incluindo urgências por adoecimento mental, pânico e vivência do luto. A Terapia Ocupacional vem apoiando a equipe com escuta qualificada e uso de práticas integrativas. A epidemia escancarou dificuldades do SUS e as injustiças ocupacionais, as quais o terapeuta ocupacional e a equipe da APS já enfrentavam. A epidemia vai passar, mas as desigualdades e injustiças permanecerão e combatê-las com afinco e consciência crítica será fundamental.

Palavras-chave: Terapia Ocupacional; Atenção Primária a Saúde; Atenção Básica; COVID-19; NASF.

Abstract

An unknown and lethal respiratory infection has spread worldwide leading the World Health Organization to decree a pandemic by COVID-19. The Brazilian Unified Health System (SUS) has adopted recommendations for social distance, the use of protective equipment and other measures to prevent new infections. Hospital demand is growing, requiring the participation of other services, including the Primary Health Care (PHC) network, both to face the epidemic and to continue care for other health problems. The objective is to present the experiences of Occupational Therapy in the context of PHC in the epidemic by COVID-19. The experiences are presented as remote and in person. Remote work uses telephone communication and / or social networks for teleconsultation, telemonitoring and team meetings. Activities developed by families are adapted, so that they occur safely. Occupational therapists hold health promotion groups, information about the health network, guidelines for home isolation, self-care activities and functionality for people with disabilities, mental disorders and others with interrupted treatments. In person, occupational therapists organize environments and the work process, reception, screening and priority care, including emergencies due to mental illness, panic and bereavement. Occupational Therapy has been supporting the team with qualified listening and use of integrative practices. The epidemic opened up difficulties for SUS and occupational injustices, which the occupational therapist and the PHC team already faced. The epidemic will pass, but inequalities and injustices will remain and tackling them with diligence and critical awareness will be critical.

Key words: Occupational therapy; Primary Health Care; Basic Attention; COVID-19; NASF.

Resumen

Una infección respiratoria desconocida y letal se ha extendido en todo el mundo, lo que llevó a la Organización Mundial de la Salud a decretar una pandemia por COVID-19. El Sistema Único de Salud de Brasil (SUS) ha adoptado recomendaciones para la distancia social, el uso de equipos de protección y otras medidas para prevenir nuevas infecciones. La demanda hospitalaria está creciendo y requiere la participación de otros servicios, incluida la red de Atención Primaria de Salud (APS), tanto para enfrentar la epidemia como para continuar atendiendo otros problemas de salud. El objetivo es presentar las experiencias de la terapia ocupacional en el contexto de la APS en la epidemia por COVID-19. Las experiencias se presentan como remotas y en persona. El trabajo remoto utiliza la comunicación telefónica y / o las redes sociales para teleconsulta, telemonitorización y reuniones de equipo. Las actividades desarrolladas por las familias se adaptan para que ocurran de manera segura. Los terapeutas ocupacionales organizan grupos de promoción de la salud, información sobre la red de salud, pautas para el aislamiento en el hogar, actividades de autocuidado y funcionalidad para personas con discapacidades, trastornos mentales y otras personas con tratamientos interrumpidos. En persona, los terapeutas ocupacionales organizan los entornos y el proceso de trabajo, la recepción, la detección y la atención prioritaria, incluidas las emergencias debido a enfermedades mentales, pánico y duelo. La terapia ocupacional ha estado apoyando al equipo con la escucha calificada y el uso de prácticas integradoras. La epidemia abrió dificultades para el SUS y las injusticias ocupacionales, que el terapeuta ocupacional y el equipo de APS ya enfrentaron. La epidemia pasará, pero las desigualdades e injusticias permanecerán y abordarlas con diligencia y conciencia crítica será fundamental.

Palabras clave: Terapia ocupacional; Atención primaria de salud; Atención básica; COVID-19; NASF.

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GHUDQGR R TXH IRL UHDOLJDGR QR PRPHQWR LQLFLDO TXDQGR R TX
DLQGD FRP PHQRU JUDYLGDGH 5HVVDOWDU R PDWULFLDPHQWR FRPR
PHQWD GH WUDEDOKRXPFD \$S6)omR SDUD HYLGHQFLDU R SRWHQFLDO GD
ILVVLRQDO DOLQKGDG GHVGH D VXD LQFOXVmR QD \$36 FRP D HTXLSH
GD GHVHVWUXWXUDomR QRV VHUYLoRV SURYRFDGD SHODV DWXDLV S
9,'-

\$VVLP p QDWXUDO TXH D GLPHQVmR DVVLVWHQFLDO FRP DWHQG
GXRV SUHIHUHQFLDOPHQWH DR FROHWSM\$DHyDVF GH FRPRV SRVJQLFRH
FRQKHFLPHQWRV GH HGXFdomR SHUPDQHQWH GH XP Q~FOHR GH VDE
GDGHV SDUD UHVROXELOLGDGH GH VLWXDo}HV GD SRSXODomR WHUUL
VD~GH GD IDPtOLD VHMDP WUDQVYHUVDLV DR WUDEDOKR VHMD HOH
WDQWH FRQVLGHUDU TXH DV Do}HV GHVFULWDV QmR VmR SDGUmR SD
DJHQGD UHJXODU H TXH YHQKDP D WHU FRQWLQXLGDGH GXUDQWH HV
DR &29,' 6mR SRVVLELOLGDGHV H[SHULPHQWDGDV HODERUDGDV H U
PHQWH QR VHQLGR GH UHVSRRGHU DV GHPDQGDV H GH RIHUHFHU R
RFXSDFLRQDO DSHVDU GDV UXSXUDV FDXVDGDV SHOR QHFHVViULR
SUHYHQomR D GRHQoD

2 TXH SRGHPRV DILUPDU p TXH R WHUDSHXW\$B R\$SDPLRQDO GRV
SULQFtSLR GH UHDOL]DU 3FRP' H QmR 3SDUD' GH FRQVLGHUDU R FRQ

VLJQLILFDWLYR SDUD DV SHVVRDV HQYROYLGDV GH IDFLOLWDU R GH SURPRYHU D VD~GH FRPR IXQGDPHQW\$RQGQGDKVXTXHDWHDForCRVLGHUDU D IHUHQoDV HQWUH R WUDEDOKR SUHVFULWR H R UHDO

2 SUHVFULWR p R TXH IRL SODQHMDGR HVW GHILQLGR QDV GLU FRQWLGDV HP GHFUHWRV QRUPDV H QRWDV WpFQLFDV GHYLGR DR FR WUDEDOKDGRU HIHWLYDPHQWH UHDOL]D H HVVH WUDEDOKR Mi QmR V SUHVFULWR DQWHULRUPHQWH D HSLGHPLD SRUTXH DV UHDOLGDGHV Ki QtYHLV GH HQYROYLPHQWR GLIHUHQWH GR R SRPHQWR R DSDVGGH\$3 PLD DJUHJRX VREUHFUDJD H HVWUHVH DRV WUDEDOKDGRUHV VHQG IHUHQoDV HQWUH R SODQHMDGR H R H[HFWDGR

,VVR RFRUUH HP IXQomR GR ULVFR GH FRQWijLR H GH WUDQVPLV omR SDUD PDQXVHDU HTXLSDPHQWRV GH SURWHomR LQGLYLGXDO (3, DGHTXDGR GHVVHV GR PHGR GR DGRHFLPHQWR RX GH VHU IRQWH GH FRP R yELWR GH SURILVVLQRDLV GD HTXLSH GRV SUREOHPDV TXH Mi HVWUXWXUD LQWHDomR HQWUH RV SURILVVLQRDLV HQWUH DV HTXIHQWUH R XWURVHV DVSHFWRV SHUPHLDP R WUDEDOKR GRV SURILVVLRLGLILFXOGDGHV SDUD TXH HVWDEHOHoDP XPD URWLQD GH WUDEDOKR H R TXH SRGHP UHDOL]DU - &RPHVSDR SDWH TXH R WHUDSHXWD RFXSD EpP LPHUVR QHVVDV FRQGLo}HV UHVVLJQLILTXH D URWLQD GR WUDE RFXSDomR PRGLILFDGD SHOR FRQWH[WR GH HSLGHPLD H DFROKD DV GRV XVXiULRV RIHUHFHQGR FXLGDGRV D SDUWLU GR VHX Q~FOHR GH 1\$6)\$3

D ([SHULrQFLDV GD 7HUDSLD 2FXSDFLRQDO QR WUDEDOKR UHPRWR

3DUD GDU VHJXLPHQWR D DFRPSDQKDPHQWRV GH XVXiULRV FRP DWHQGLPHQWR SUHVHQFLDO HQWUD HP FHQD D HVWUDWpJLD GD WH RFXSDFLRQDO H RXWURV SURILVVLQRDLV XVDQGR XPD WHFQRORJLD IL[R RX PyYHO H RX DSOLFDWLYRV GDV UHGHV VRFLDLV UHDOL]DP D PHQWR

&RPR D WHOHFRQV XQV DSDUWHGDQ XFDWLQTXLSDHVD P- RBLH SDUD DWHQGLPHQWR SDUD XVR GHVVD WHFQRORJLD 2 PRQLWRUDPHQ OLPLWDGR SHOD DFDUWFLDQHWLWXFLRQDO VHQGR XVDGR SUHIHUHQF DSDUHOKRV IL[RV GDV XQLGDGHV GH VD~GH RX SODWDIRUPDV GH YtG R WHOHIRQH SHVVRDO GR SURILVVLQRDO 3DUD HVVD PRGDOLGDGH G FRP DV \$&6 XPD OLVD GRV XVXiULRV HP JUXSR GH ULVFR SDUD ID]H ULyGLFR LQYHVWLJDU R HVWDGR JHUDO GH VD~GH GH XVXiULRV FRP WRUQR PHQWDO SUREOHPDV VRFLDLV H RIHUHFHU VXSRUWH QRV FXL PHQWR H LVRODPHQWR VRFLDO 9iULRV GHVVHV XVXiULRV LDP D 86) P GR D HTXLSH FRPR DSRLR H R IXQFLRQDPHQWR SDUFLDO H R GLVWDQ

FRP TXH HVVHV SHUGHVVHP HVVD SRVVLELOLGDGH

\$V WHUDSHXWDV RFXSDFLRQDLV HP FRQMXQWR FRP jV HTXLSHV
VDUDP D UHDOL]DU R WHOHPRQLWRUDPHQWR GRV FDVRV VLQWRPIWLF
D FDGD KRUDV FRQIRUPH R SURVFRUR XMRV GEMODIFLGR UDWPJLD G
LVRODPHQWR IRL D LQFWUSRGDGR SDUD VHUHP GHVHQYROYLGDV SR
GHVGH FULDQoDV DWp LGRVRV VmR LGHQWLILFDGDV H DGDSWDGDV
RFXSDFLRQDLV SDUD TXH RFRUUDP GH IRUPD VHJXUD DGTXLULQGR

&RP D VXVSHQVmR GRV JUXSRV GH HGXFDoM R H SURPRoM R GH VD
RFXSDFLRQDLV SDVVDUDP D UHDOL]DU DOJXQV JUXSRV SRU PHLR UHP
(VVD DWLYLGDGH p RUJDQL]DGD QRV WXUQRV SUHVHQFLDLV H JHUDO
D ILOPDJHP H PDLRU GLQkPLFD GDV RULHQWDo}HV H GHPRQVWUDo}HV
GH \$XWRFXLGDGR HP KDQVHQtdVH p XP GRVRTXFD YHPPR FRUD DWQR pGH
:KDWVDSS

\$LQGD FRPR SDUWH GDV DWLYLGDGHV GH SURPRoM R H HGXFDoM
RFXSDFLRQDLV FRQIHFFLRQDP LQIRUPDWLYRV VREUH R IXQFLRQDPHQ
R GLVWDQFLDPHQWR VRFLDO FRP RULHQWDo}HV GH VHJXUDQoD SDUD
ODPHQWR GRPLFLOLDU FRP VXJHVW}HV GH DWLYLGDGHV GH DXWRFXL
SDUD XVXiULRV FRP GHILFLrQFLD LGRVRV FRP GHFOtQLR FRJQLWLYR
OLWDoM R VXVSHQVR

\$ DYDOLDomR H RULHQWDo}HV SDUD DGDSWDo}HV GRV XWHQVtOL
GHVHPHQKR GH DWLYLGDGHV GH YLGD GLiULD H RX LQVWUXPHQWDLV
IOX[R SDUD DTXLVLomR DUPD]HQDPHQWR H KLJLHQL]DomR GH FRPSUD
PpVWLFDV OD]HU H XVR GH WHODV HQWUH RXWUDV WDPEpP YHP VH
WDV RFXSDFLRQDLV FRP DV IDPtOLDV SDUD UHVSRRGHU D GHDPDQGD

2XWUD H[SHULrQFLD HP TXH R WHUDSHXWD RFXSDFLRQDO YHP GI
UHPRWD pRLWRUDPHQWR HP VD~GH PHQWDDSyM B SODWRMUCRHPTXGR
LVRODPHQWR VRFLDO FRPHoDP D VXUJLU DV FRQVHTXrQFLDV SDUD VD
FRP DJUDYDPHQWR GH TXDGURV H VLQDLV GH DGRHFLPHQWR SHOR GI
HP XP GRV WHUULWyULRV D SULPHLUD YtWLPD IDWDO GH YLROrQFLD
SHXWD RFXSDFLRQDO R PDQHMR H DFRPSDQKDPHQWR GRV GHVGREUD
IDPtOLD H FRPXQKRGD PHGLFDomR DV DWLYLGDGHV GH DXWRFXLGD
SULQFLSDLV YtQFXORV H D GHVFREHUWD GH QRYDV DWLYLGDGHV GH
SVtTXLFR YHP VHQGR DOYR GDV OLJDo}HV H SDFWRV FRP RV XVXiULR

+i WDPEpP VLQDLV GH VRIUHPSWR PDQW DHTXLSH SHORV ULVFI
FRQWiJLR FRQWDPLQDomR IDPLOLDU SHODDSDHXDIDFRPUHSDSIDGhRLD
WUH RXWUDV 2 DGRHFLPHQWR GH SURILVVLRQDLV XFD HHTXMSH GHYORV &
WDGRU H SUHFLVD VHU FRQVLGHUDGR FRPR IDWRU TXH DOWHUD D SU

TXDOLGDGH GH YLGD GRV GHPDLV FRP VRPDWL]DomR SkQLFR PXGDC
FHVVLGDGH GH FXPSULU TXDUHQWHQD 2 DIDVWDPHQWR GH PHPEURV
IDVDGDV HP VXD FRPSRVLomR UHVXOWD HP ODFXQDVRXDVORVPHFDUJD
HP DWLYLGDGH H VHQWLPHQWR GH FXOSD SDUD RV TXH VH DIDVWDP
HP FRQIOLWRV HQWUH RV PHVPRV

3RU RXWUR ODGR HYLGHQFLDPRV XP IHQ{PHQR SRVLWLYR QHVVL
H[SUHVVR QD VROLGDULHGDGH H UHIRUoR DRV YtQFXORV FRP DWXDor
omR GR SRGHU RX HP PDLRU GLIORJR H UHGXomR GH FRQGXWDV SUHV
QDLV VHMD FRP R XVXiULR RX FROHJDM GHFBSDSESD\$PISORHXVFXWD H
SDUWLOKDPHQWR QD SURGXomR GH FXLGDGRV \$OJXPDV HTXLSHV WL
omR SDUD GLVFXVVmR GH FDVRV GH UHDOL]DU DWLYLGDGHV JUXSDLV
FRPXQLGDGH 2 WUDEDOKR UHPRWR DSUR[LPRX DV SHVVRDV SDUD DS
ORJLD SRU FRPSDUWLOKDU PDWHULDO GH HVWXGR H LQIRUPDo}HV ~V
YrQFLDV H UHFHLRV FRP R IXWXUR LPHGLDWR FRP R PDQHMR GRV UL
VmR GD QHFHVVLGDGH GR XVR GRV (3, H VHX PDQHMR FRUHWWR 2XYL
SURILVVLQRDO H UHVSHLWDU R VDEHU GRV Q~FOHRV GH FRQKHFLPHQ
H HQFDPLQKDPHQWRV FRP D FRPXQLGDGH \$OJXPDV SURILVVLQRDLV I
TXH FRPSDUWLOKDYDP HQWUH VL FRP GLFDV H LQVWUXo}HV TXH FRP
H GH FXLGDGRV FRPR D SDUDPHQWDomR H GHVSDUDPHQWDomR R SU
UHJLVWURV FXLGDGRV GRPpVWLFVRV SDUD SUHYHQLU R FRQWiJLR 6m
SHUDPRV SRVVDP SHUPDQHfHU QR SURFHVVOR GH-WSDGEBOKR GDV HTX

2XWUD H[SHULrQFLD GR WUDEDOKR QmR SUHVHQFLDO VmR DV UH
(QDVIUHDOL]DGDV VHPDQDOPHQWH SDUD GLVFXVVmR GR SURFHVVOR V
VRV DYDOLDomR H DMXVWHV GDV Do}HV RX SURFHVVORVXGLMVEDOK
SRU FDWHJRULD YROWDUDP D DFRQWHFHU SRU GHPDQGDV GRV SUYSU
UDSHXWDV RFXSDFLRQDLV DV-SULPHSLUJDMVDWHGRFLGLUDP DGLDU DV
SODQHMDGDV SDUD HVWHDORSRUVEHFWOQDQV PDLV HPHUJHQWHV QR F
SDQGHPLD 6mR GLVFXWLGDV QHVHVH HQFRQWURV DV DWLYLGDGHV G
RFXSDFLRQDLV GH FDGD WHUULWyULR DV UHVLG rQFLDV H SUHFHSWR
DV 3UiWLFDV ,QWHJUDWLYDV H &RPSOHPHQWUDHV H D VLWXDomR GD

2XYLU RXWUDV IRUPDV GH WUDEDOKR GH WHUDSHXWDV RFXSDFL
VHUYLorV FRPR R &\$36 WDPEpP WHP SHUPLWLGR UHGLUHFLRQDU R SC
DWLYLGDGHV 2 UHFUXUR UHPRWR WHP SHUPLWLGR D SDUWLFLSDomR
VHUHP GR JUXSR GH ULVFR H RXWURV TXH R SURFHVVOR GH WUDEDOKR
DV DJHQWHV FRPXQLWiULDV GH VD~GH \$&6 (VVDV WrP FRQWULEXtG
PLFD IDPLOLDU H WHUULWRULD SDUD GHILQLomR GDV HVWUDWpJLD
PDQGDV TXH VH PRGLILFDP D FDGD GLD SHOR DYDQoR GD HSLGHPLD
o}HV GH VXEVLVWrQFLD H YLROrQFLDV GRPpVWLFDV H FRPXQLWiULDV

5HPRWDPHQWH RV WHUDSHXWDV RFXSDFLRQDLV WDPEpP HVWmR

URWLQDV GH DWLYLGDGHV QRV HTXLSDPHQWRV VRFLDLV HP TXH WLQ
PR FUHFKHV HVFRODV RUJDQL]D}HV QmR JRYHUQDPHQWDLV DVVRF
WXLomR GH ORQJD SHUPDQRQLD SDUD LGRVRV +i FRQWDFR FRP RV
oRV H RULHQWDomR TXDQWR DRV FXLGDGRV GH GHVLQIHfomR OLPLW
DRV XVXiULRV PDLV YXOQHUiYHLV

E ([SHULrQFLDV GD 7HUDSLD 2FXSDFLRQDO QR WUDEDOKR SUHVHQFLD

8PD GDV DWLYLGDGHV SUHVHQFLDLV p D RUJDQL]DomR GR SURFH
PRPHQWR TXH DV HTXLSHV HVWmR WHQVDV H GHVRUJDQL]DGDV FRP D
QDV QD SUHVWDomR 26 RWMD\$HXWDV RFXSDFLRQDLV HVWmR DSRLDQG
GDV HTXLSHV GD \$36 H QDV XQLGDGHV GH VD~GH GD IDPtOLD QRV WX
DFROKLPHQWR RX QD UHRUJDQL]DomR GR HVSDoR H IRUPD GH DFHVVR
DJORPHUDomR

2V WHUDSHXWDV RFXSDFLRQDLV FRP D HTXLSH DQDOLVDUDP D H
FHVVLGDGHV GR VHUYLoR H GHVHQYROYHUDP DGDSWD}HV DPELHQWD
[R HVSDoDPHQWR DGHTXDGR GDV FDGHLUDV QD VDOD GH HVSHUD DU
SDUD GLVWDQFLDPHQWR H PDLRU VHJXUDQoD (VVD p XPD DomR TXH V
DOJXPDV 86) SRLV PXLWDV YH]HV Ki SUHFDULHGDGH GD HVWUXWXUD
VXILFLrQFLD GH HVSDoR VHMD QDV XQLGDGHV RX QRV SRQWRV GH DS
GHVWHV VmR UXLQV RX LPSURYLVDGRV FRP VDODV SHTXHQDV VHP M
UDO H DOJXQV FRP PHVDV IL[DV LPSHGLQGR D UHRUJDQL]DomR \$ QH
oD GHFRUUHQWHV GRR}DORX DLQGD PDLV JULWDQWH D IDOWD GH HVW
OKR \$ RUJDQL]DomR H SUHVHQoD GRV SURILVLRQDLV HP HVSDoRV U
FRPSOH[D D URWLQD GH WUDEDOKR D KLJLHQL]DomR D DFRPRGDomR
LQIHFWDQWH

8P SUPWHQGLPHQWR IRL FULDGR H RFRUUH QD iUHD H[WHUQD GD
FDVRV VLQWRPiWLFrv SUHDS TXDWHVULRV PivFDUDV H SHUPDQHoDP HP OF
FtILFRV GLVWDQFLDGR GRV GHPDLV (VVH DWHQGLPHQWRSDUQLFLDO F
RXWURV DWHQGLPHQWRV H RUJDQL]D D RUGHP SDUD D FRQVXOWD Pp

'XUDQWH R DFR}KWHQWRXWD RFXSDFLRQDO YHP FRODERUDQGR
ILVVRQDLV GD HTXLSH UHDOL]DQGR WULDJHP H HVFXWD TXDOLILFD
H RUGHP SDUD DWHQGLPHQWR HVWDEHOHFHQGRD}DQGRV BULH\$WDR
TXDQWR DR XVR FRUUHWR GD PivFDUD FRPXQLWiULD GD KLJLHQL]DomR
GRV SDUD QmR FRQWDFRQomR VtYHO HVWH SURILVLRQDD UHIOHWH
UHDO QHFHVVLGDGH GH HVWDU SUHVHQFLD DDFHQGRQHWVHVDFRELHQDWH
ELOLGDGHV GH SRVWHUJDU R DWHQGLPHQWR VHP FRQVHT}RQFLDV SD
VREUH R DWHQGLPHQWR UHPRWR

\$SHVDU GD VLWXDomR GH HPHUJrQFLD HP VD~GH S~EOLFD DV RX

SRGHP VHU HVTXHFLGDV RX QHJOLJHGFVWDEB0H\$VCGDVIGHDPQGDV SUL
GHILQLGDV SDU5HRL1\$6) TXH PRELOL]DP D 7HUDSLD 2FXSDFLRQDO SR
QD IXQFLRQDOLGDGH SDUWLFLLSDomR VRFLDO H RFXSDFLRQDO (QWU
DQoDV SUHPDWXUDV H GH ULVFR R DGRHFLPHQWR PHQWDO FRPR D G
DXWRPXWLODomR RV TXDGURV GH GHVRUJDQL]DomR HPRFLRQDO DQ
W~UELRV FRJQLWLYRV H GH PHPyULD RX DLQGD R OXWR YLYHQFLDGR
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HQFHiiOLFR OHVmR PHGXODU DPSXWDomR DOpP GH DFDPDGRV H SH
H QHJOLJrQFLDV VmR SULRUL]DGRV SDUD RULHQWDo}HV GH HVWLPXO
ELHQWDLV TXH IDFLOLWH R FXLGDGR H D SDUWLFLLSDomR GRV XVXiUL
HFRQ{PLFDV H VRFLDLV WDPEpP SDVVDUDP D WHU XPD DWHQomR GLIH
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LQVWUXPHQWRV QHFHVViULRV SDUD DFHVVi

8P FDVR TXH GHPDQGRX DWHQGLPHQWR SUHVHQFLDO IRL R GH X
TXH Mi HUD DFRPSDQKDGD SHOD HTXLSH 1\$6) \$ TXHL[D PDWHUQD HUD
SkQLFR GLDQWH GD HSLGHMFLR HGHQWIRLGHX[SRVLomR GD PHVPD D L
o}HV H HVWDWtVWLFDV VREUH R FRURQDYtUXV VHP TXH HOD WHQKD P
DOpP GD IDOWD GDV DWLYLGDGH HVFRODUHV GH OD]HVHFRQYtYLR
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SRGHULD DGRHFPDWi \$SyV D HODERUDomR GR PHVPR H DR FRQYHUVD
WR DWXDO GH IRUPD DGHTXDGD D FULDQoD H D WHUDSHXWD RFXSDF
FRP HVWUDWpJLDV SDUD GLPLQXLU R PHGR TXH Mi ID]LD SDUWH GR V
SrXWLFV (VWD IRL UHHVFULWD FRQVLGHUQGR R PRPHQWR H IRL DPS
GHV GH LQWHUHVH GD FULDQoD FRP DOWHUQDWLYDV jV DWLYLGDGH
DO

7DPEpP FRP R LQtFLR GD FDPDQKD DQXDO GH YDFLQDomR FRQW
FDOHQGiULR URHJWODD SHXWDV RFXSDFLRQDLV DQDOLVDUDP FRP DV H
GR IOX[R FRQVLGHUQGR DV RULHQWDo}HV GH GLVWDQFLDPHQWR H
SURILVVLQRDLV BPDVMMWLDWpJLD VHJXLGD SHOR PXQLFtSLR SDUD DW
YDFLQD 1GULYH WJLWV FULDGRV SRVWRV GH YDFLQDomR YRODQWH X
XPD GDV SULQFLSDLV DYHQLGDV FRP JUDQGH FLUFXODomR GH YHtFX
WHUDSHXWD RFXSDFLRQDO GR 1\$6) GHVHQYROYHX D DWLYLGDGH HG
WUDQVSRUWHV S~EOLFRV 2V {QLEXV HUDP SDUDGRV SHOD HTXLSH G
WDYDP RV SDVVDJHLURV VREUH D LPSRUWkQFLD GH PDQWHU R GLVWD
FRP D KLJLHQH QR GRPLFtOLR H IRWDFLGRVGHHTXIDQMPBVHP YDFLQD
RV LGR\$FVHGLGD TXH VH DSUR[LPDYD RV KRUIULRV GH SLFR H R WUDC
RU ORWDomR SRU VHJXUDQoD GDV HTXLSHV DV DW(LWGDGWHLYHGDP I
GH IRL XPD WHQWDWLYD SDUD GLPLQXLU D FLUFXODomR GH SHVVRDV
WLQXDYD LQWHQVR

2EVHU-~~YR~~TXH R PDLRU IOX[R GH XVXiULRV QDV 86) RFRUUHX QDV
GR GLVWDQFLDPHQWR VRFLDO 1HVVH PRPHQWR D SURFXUD HUD SRU
FRQIXVmR TXDQWR D SRVVtYHLV VLQWRP-DV ~~URXOSDFLRQDGRVVDH XUDU~~'
FRQWLQXLGDGH GH DFRPSDQKDPHQWRV D VD~GH SDUD RV GLDEpWLF
SHVVRDV FRP WUDQVWRUQR PHQWDLV H PHGLFDomR GH XVR FRQWtQX
IOX[R GH XVXiULRV UHGX]LX DWp PHVPR SRU PDLRU QtYHO GH LQIRU
D QHFHVVLGDGH-~~GH PDPQDWD~~ H SHOR FRQKHFLPHQWR GR DWHQGLPHQ

&RQVLGHUDQGR XPD DWULEXLoMR DQWHULRU GD HTXLSH 1\$6) H
HP UHODomR D VD~GH GR WUDEDOKDGRU HVWH YHP FRQYHUVDQGR V
GH WUDEDOKR GDV HTXLSHV FRP LQFOXVmR GH URWLQDV TXH SRGHP
ILVVLRQDLV H R SUySULR WUDEDOKR FRP SDXVDV LQJHVWD GH iJXD
QL]DomR GRV PDWHULDLV GH WUDEDOKR \$ HVFXWD TXDOLILFDGD GH
GH WUDEDOKR SUHVHQFLDO H QDV UHXQL}HV GH HTXLSH WHP SRVLE
DSOLFDomR GH SUIWLFDV LQWHJUDWLYDV H FRPSOHPHQWUHV FRP R
[DPHQWR H DXWRPDVVDJHP UHLNL XVR GH FKiv HVFDODG SpV HQW
RFXSDFLRQDLV KDELOLDGRV QHVVDV SUIWLFDV

2XWUD DWLYLGDGH ~~SHVVRDV RPLQLGLU~~ RV LPSDFWRV ~~WRFLDLV~~ GD H
VLGR D RULHQWDomR HP UHODomR DR FDGDVWUR H SURFHGLPHQWRV
DX[tOLR HPHUJHQFLDO 1RV WXUQRV SUHVHQFLDLV RV SURILVVLRQDL
WLUDU DV G~YLGDV GRV XVXiULRV TXDQWR D LVVR SUHIHUHQFLDOPH
SDVVR D SDVVR SDUD HVVD RULHQWDomR H WUDQTXLOL]DomR SDUD R
SDQKDPHQWR DWp R UHFHELPHQWR QDV DJrQFLDV EDQFiULDV 7DPEp
3WUHLQDPHQWR' FRP DV \$&6 SDUD R XVR GH DSS EDQFiULR DWUDYpV
DR HVWDEHOHFLPHQWR H HVFODUHFHQGR VREUH FRPR WUDQVLWDU Q
LQGLYLGXDO FRPXQLWiULR H SDUD D HTXLSH (VVDV DWLYLGDGHV Vn
KLJLHQL]DomR GDV PmRV H HTXLSDPHQWRV RFDVLmR HP TXH VH UH
GDGR SDUD RXWUDV SHVVRDV H REMHWRV QR GRPLFLOR

8PD RXWUD IUHQWH GH DWXDomR WHP VLGR R FXLGDGR DV IDPtO
VHXV HQWHV TXHULGRV ~~FRPVWnR~~' HP SURFHVVOR GH GHVJDVWH HPRFL
YH]HV FXOSDELOL]DQGR XP GRV PHPEURV GD IDPtOLD SHOR FRQWiJLR
EUDGR D WUDQVPLVVMR FRPXQLWiULD H D IXQomR GR LVRODPHQWR H
FDQWHV (VVH FXLGDGR WDPEpP SDVVRX D VHU REMHWR GH DWXDom
QDLV XPD YH] TXH RV SURFHVVORV GH DGRHFLPHQWR PRUWH H ULWXD
PDUDP LQH[LVWLQGR QRV ~~FRQVLVSDG~~'RV H FDXVDQGR PXLWR VRIULP
TXH ILFDP 1R PRPHQWR SURWRFRORV H IOX[RV GH DFRPSDQKDPHQW
GRV SDUD XP PHOKRU PDQHMR GRV SURILVVLRQDLV QHVVD VLWXDomF

0XLW~~GH~~VVDV Do}HV Wp VLGR GLVFXWLGDV HP OLYHV HP DUWLJF
OHLURV GH FRPR HVWmR DWXDQGR QHVVD VpULD HPHUJrQFLD GH VD~

6mR UHJLVWURV GH H[SHULrQFLDV TXH UHYHODP RV GHVDILRV G

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SDUD VXSHUDomR GDV YXOQHUDELOLGDGHV TXH DIOLJH R SDtV GHYH
omR H HVIRUoRV GRV JRYHUQRV LQVWLWXLo}HV SURILVVLRQDLV H S

&RQVLGHUDo}HV ILQDLV

\$QGR GHYDJDU SRUTXH Mi WLYOHSHHDVFDUWHJD
'H TXH PXLWR SRXFR VHL
\$OPLU 6DWHU

2V ULVFRV GR &09LJHP IRFR PDV RXWUDV QHFHVVLGDGHV GH VD
VHU QHJOLJHQFLDGDV QHVVD YLYrQFLD FRPR R DFRPSDQKDPHQWR D
WDO SHVVRDV DFRPHWLGDV SHOD KDQVHQtdVH GRHQoDV FU{QLFDV
OKR GD HTXLSH H QHFHVVLGDGHV GH UHVSHLWR DR ULWPR GH DGDSW
VRD \$WLYLGDGHV GH FXLGDGR H RULHQWDomR SRGHP VHU GHVHQYR
FOXLQGR HP VXD UHDOL]DomR GHVGH FULDQoDV DRV LGRVRV PDQWH
IRUPDVHJXUD &RPSUHHQGHU DV GLPHQV}HV GD UHVSQRVDELOLGDGH
RV DWRV GH XQV WrP VREUH RV RXWURV SDUD D IDPtOLD H FRPXQLG
FRQWDJLRVD FRPR D DWXDO SDVVD D WHU DLQGD PDLV UHOHYkQFLD
EHP HVWUDU GH WRGDV DV SHVVRDV

7HPRV D FRQVFLrQFLD TXH D HSLGHPLD HVFDQFDURX GLILFXOGD
RFXSDFLRQDLV GD QRVVD VRFLHGDGH DV TXDLV R WHUDSHXWD RFXS
HQIUHQWDYDP HP VHX FRWLGLDQR SURILVVLRQDO \$ HSLGHPLD YDL S
LQMXVWLodV SHUPDQHfHUmR DSyV D HPHUJrQFLD DV FRP GHLSQFRHFD
FRQVFLrQFLD FUtWLFD VHUi IXQGDPHQWDO

3DUD ID]HUPRV DEPSKvRyHO GH KRMH pK \$MFLWR GDRMH
3DXOR)UHLUH

5HIHUrQFLDV

9DOH&HRGHxR 1- - 0UQD] -% - 89DQVLR 7, 09U00QXHUWH -OHQBUR]R
\$- &29-' /D QXHYD SDQGHPLD FRP PXFKDV OHFFLRQHV \ QXHYRV U
UDWLYD .DVPHUD 9HQH] >,QWHUQHW@ \$YDLODEOH IURP
GULYH JRRJOH FRP ILOH G EP0G\2-K .U,04BY'(MP Y.MJ+N8 W/[YLHZ
:X & &KHQ ; &DL < ;LD - =KRX ; ;X 6 HW DO 5LVN)DFWRUV \$VVR
5HVSLUDWRU\ 'LVWUHV 6\QGURPH DQG 'HDWK LQ 3DWLHQWV :LWK &
3QHXPRLD LQ :XKDQ &KLQD -\$0\$,QWHUQ 0HG >,QWHUQHW@ C
\$YDLODEOH IURP KWWSV MDPDQHWZRUN FRP MRXUQDOV MDPDLQW
IXOODUWLFOH

&KDYH] 6 /RQJ % .R\IPDQ \$ /LDQJ 6< &RURQBYLUS \$ SULLPHDUVHRU&29,
HPHUJHQF\ SK\VLFLDQV \$P - (PHUJ 0HG >,QWHUQHW@ ODU \$YD
OLQNLQJKXE HOVHYLHU FRP UHWULHYH SLL 6

-DFNVRQ ' %UDVLO & %DSWLVWH ' *HOOLQJ / 0RULQ . 1HYLOOH
SDQGHPLF 6RPH UHIOHFWLRQV RQ QXUVLQJ LQ &WOKO FRQWH[W RI &2
>,QWHUQHW@ \$SU \$YDLODEOH IURP KWWS GRL ZLOH\ FRP
&DUYDOKR / 3LUHV /1 ;DYLHU 'HVLJXD'OGDGH QR %UDVLO >,QWHUQ
FK*DWH S \$YDLODEOH IURP KWWSV ZZZ UHVHDFKJDWH Q
SXEOLFDWLRQ - B&B,'HVLJXD'OGDGH BQRB%UDVLO

2OLYHLUD :. GH 'XDUWH (*DUFLD *9\$ GH)/3 &RPR R-%UDVLO SRGH
(SLGHPLRO 6HUY 6DXGH %UDVLOLD >,QWHUQHW@ H \$
KWWSV EORJ VFLHORUWZSSORDGV - -UHVV- -
H SGI

%UDVLO 3UHVLRQFLD GD^R 5HS~E'QLFD)/9(51(,52 '('LVS}H
VREUH DV PHGLGDV SDUD HQIUHQWDPHQWR GD HPHUJRQFLD GH VD-
LQWHUQDFLRQDO GHFRUUHQWH GR FRURQDYtUXV UHVSQRQVYHO SHC
(GLomR 6HomR >,QWHUQHW@ %UDVLOLD ') 3UHVLRQ
S \$YDLODEOH IURP KWWS ZZZ LQ ORU EU HQZISEH GRX
IHYHU-GLUR -

0DVVXGD \$ 0XGDQoDV QR ILQDQFLD PHQWR GD \$WHQomR 3ULPiULD j
6D~GH %UDVLOHLUR DYDQoR RX UHWURFHVV" &LHQ 6DXGH &ROHW
± \$YDLODEOH IURP KWWS ZZZ VFLHOR EU VFLHOR SKS"
VFULSW VFLBDUWWH[W SLG 6 WOQJ SW

%UDVLO 0LQLVWpULR GD^R 6D~GH 6H3RUCVDMHWKPEUR GH \$SURYD
3ROtWLF 1DFLRQDO GH \$WHQomR %iVLFD HVWDEHOHFHQGR D UHYI
QL]DomR GD \$WHQomR %iVLFD QR kPELWR GR 6LVWHPD ÒQLFR GH 6
%UDVLOLD ') S ,QWHUQHW \$YDLODEOH IURP KWWS ZZZ EU
LQGH[SKS OHJLVODF-RV PJDQLQVWRH SRUW DU-D -GH -GH
VHWHPBWR

0RURVLQL 09*&)RQVHFD \$) /LPD /' GH 3ROtWLF 1DFLRQDO GH
UHWURFHVVRV H ULVFRV SDUD R 6LVWHPD ÒQLFR GH 6D~GH 6D~GH
-DQ ± \$YDLODEOH IURP KWWS ZZZ VFLHOR EU VFLHOR SKS
VFULSW VFLBDUWWH[W SLG 6 OQJ SW WOQJ SW

9HUEHNN -+ 5DMDPDNL % ,MD] 6 6DXQL 5 7RRPH\ (%ODFNZRR
SURWHFWLYH HTXLSPHQW IRU SUHYHQWLQJ KLJKO\ LQIHFWLRXV GLV
WDPLQDWHG ERG\ IOXLGV LQ KHDOWKFDUH VWDII &RFKUDQH 'DWDE
\$SU \$YDLODEOH IURP KWWS GRL ZLOH\ FRP &'

2QyULR -/ GD 6 6LOYD (GR 1 %H]HUUD :& 7HUDSLD 2FXSDFLRQDO
VD~GH GD IDPtOLD XP ROKDU SDUD D HVSHFLILFLGDGH GD SURILVVm
5HY ,QWHULQVW %UDV 7HU 2FXS 5LR -DQHLUR > ,QWHUQHWH@ IURP
KWWSV UHYLVWDV XIUM EU LQGH[SKS ULEWR DUWLFOH YLHZ SG

/LPD \$&6 GH)DOFmR ,9 \$ IRUPDomR GR WHUDSHXWD RFXSDFLRQD
GH \$SRLR j 6D~GH GD)DPtOLD 1\$6) GR 5HFLIH 3(&DG 7HU 2FXS GD 8
± \$YDLODEOH IURP KWWS GRL HGLWRUDFXER FRP EU

\$QGUDGH \$6 GH)DOFmR ,9 \$ &RPSUHHQVmR GH 3URILVVLRQDLV G
~GH6REUH DV 3U WFDV GD 7HUDSLD 2FXSDFLRQDOGR 1\$6) &DG 7HU 2FXS GD 8)
> ,QWHUQHWH@ ± \$YDLODEOH IURP KWWS
GRL HGLWRUDFXER FRP EU FWR\$2

&2)),72 &RQVHOKR)HGHUO GH)LVLRWHUDSLD H 7HU^BSLD 2FXSDF
GH GH PDUoR GH 'LVS}H VREUH PHGLGDV HPHUJHQFLDLV GH
DWHQGLPHQWR DRV SURILVVLRQDLV ILVLRWHUDSHXWDV H WHUDSHXW
) ,72 &5() ,726 SDUR HQIHQWPHQWR GD FULV SURYRFDGD SHD 3DQGH ID> ,QWHUQHWH@
VLOLD ') 'LiULR 2ILFLDO GD 8QHLmRmR(GLOmGH1PDUoR GH S
\$YDLODEOH IURP KWWSV ZZZ MXVEUDVLO FRP HEDGLDULRV
- -Sj

5HFLIH 3UHIHLWXUD GD &LGDGH 'HFHWRUQ VLWXDomR GH HPHUJ
FLD HP YLUWXGH GRQ&29,WHUPRV GD 206 GLVS}H VREUH DV PHGLGDV
IUHQWDPHQWR)RUPDOLJD D FULDomR GR FRPLWr PXQLFLSDO GH UHV
> ,QWHUQHWH@ 5HFLIH 3('LDULR 2ILFLDO GR HPHUJHQFLDLV
0DUoR S \$YDLODEOH IURP KWWS ZZZ UHFLIH SH JRY EU
ILOHV BGHFUHW R H SGI

5HFLIH 3UHIHLWXUD GD &LGDGH 'HFHWRUQ VREUH DV PHGLGDV WH
SRUIULDV SUHYHQWLYDV D VHUHP DGRWDGDV QR kPELWR GD DGPLQLV
R HQIHQWDPHQWR GD HPHUJrQFLD HP VD~GH 3~EOLFD GHFRUUHQWH
&29,' 5HFLIH 3('LDULR 2ILFLDO GR HPHUJHQFLDLV GH 0DU
oR S

5HFLIH 3UHIHLWXUD GD &LGDGH 6HFUHW DULD GH 6D~GH GR 5HFLI
GH 6D~GH - > ,QWHUQHWH@ 5HFLIH 3(6HFUHW DULD GH 6D~GH GR
\$YDLODEOH IURP KWWS ZZZ UHFLIH SH JRY EU VLWHV GHIDXOW ILO
SODQRBXPQLFLSDOBGHBVDXGHB B BYI SGI

0DIILVVRQL \$/ 6LOYD .- GD 9HQGUXVFROR & 7ULQGDGH / GH / 0H
FLDGRUD GRV 1~FOHRV \$PSOLDGRV GH 6D~GH GD)DPtOLD XPD UHYLV
6D~GH HP 'HEDWH > ,QWHUQHWH@ ±2F\$YDLODEOH IURP KWWS
ZZZ VFLHOR EU VFLHOR SKS"VFULSW VFLBDUWWH[WWSCJ6SW

5HFLIH 3UHIHLWXUD GD &LGDGH 6HFUHWUDULDR GH 6V~GH GR 5HFLI
E66 GH GH IHUHYHLUR GH^R - (GLomR>QWHUQHW@ 5HFLIH 3('LIU
2ILFLDO GR 5HFLIH S \$YDLODEOH IURP KWWS GR
GRFUHDGHU DVS["ELE 5 SDVWD)HYHUHLUR &'LD

5HFLIH 3UHIHLWXUD GD &LGDGH 6HFUHWUDULDR GH^R 6V~GR GR 5HFLI
GHQDomR GR5H\$6)H UHIHUHQWH DR SURFHVVR GH WUDEDOKR GR 1\$6)
IUHQWDPHQWR GD HPHUJrQFLD HP VD~GH S~EOLFD GHFRU~UHQWH GR C

5HFLIH 3(6HFUHWUDULDR GH 6D~GH GR 5HFLIH 'LUHWRULD ([HFXW
*HVWmR 'LVWULWDO 1~FOHR GH \$SRLR j 6D~GH GD)DPLOLD S

(KUOLFK + 0F.HQQH\ 0 (ONEXOL \$ 3URWHFWLQJ RXU KHDOWKFDUH
- SDQGHPLF \$P - (PHUJ 0HG >,QWHUQHW@ \$SU \$YDLODEOH IURP
OLQNLQJKXE HOVHYLHU FRP UHWULHYH SLL 6

%DUERVD 6'3 6LOYD \$9)* \$ 3UiWLFD GD \$WHQomR 3ULPiULD j 6D~G
9,'- \$36 (0 5HY >,QWHUQHW@ \$SU\$YDLODEOH IURP KWWSV
DSVHPUHLYVWD RUJ DSV DUWLFOH YLHZ

0HQGRQoD &6 5RVVHW , *RQoDOYHV 05 0ROLQD %DVWRV &* 'H 0H
DO 5HVSrvWD DVVLVWHQFLDO GH XP VHUYLoR GRFHQWH DVVLVWHQF
\$36 (0 5HY >,QWHUQHW@ \$SU\$YDLODEOH IURP KWWSV
DSVHPUHLYVWD RUJ DSV DUWLFOH YLHZ

&2)),72 &RQVHOKR)HGHUDO GH)LVLRWHUDSLD H 7HUBSLD 2FXSDF
GH -XOKR (VWDEHOHFH R &yGLJR GH eWLFD H 'HRQWRORJLD GD
%UDVLOLD ')

+HQQQLQJWRQ e\$ *HVWmR GRV SURFHVVVRV GH WUDEDOKR H KXPDQI
D SDUWLU GD HURORJLD 5HY 6DXGH 3XEOLFD >±QW\$UDLQW@OH -XQ
IURP KWWS ZZZ VFLHOR EU VFLHOR SKS"VFULSW VFLBDUWWH[W SLG
OQJ SW QUP LVR WOQJ HQ

+RO] (% %LDQFR 0 GH) (URORJLD XPD DERUGDJHP SRVVtYHO SD
]DFLRQDLV VREUH WUDEDOKR &DG (%\$3(%5 >,QWHUQHW@LODEOHXJ
IURP KWWS ZZZ VFLHOR EU VFLHOR SKS"VFULSW VFLBDUWWH[W SLG
OQJ SW WOQJ SW

&RVWD)% \$ VD~GH PHQWDO GRV SURILVVLRQDLV GH VD~GH HP PH
%UDVLOLD ') KWWS ZZZ VD~GHQWHXKR ELSZSDGV - 1RWD
,QIRUPD\$6YDGDGHQWHD3DQGH-FLH&29,'-LPSDF~MRVLHQWSDJHD
SURILVVLRQDLV GH SGI S

%URRNV 6. :HEVWHU 5. 6PLWK /(:RRGODQG / :HVVHO\ 6 *UHQE
SV\FKRORJLFDQ LPSDFW RI TXDUDQWLQH DQG KRZ WR UHGXFH LW UD
/DQFHW >,QWHUQHW@ 0DU± \$YDLODEOH IURP KWWSV
OLQNLQJKXE HOVHYLHU FRP UHWULHYH SLL 6

)UHLWDV \$55 1DSLPRJD 0 'RQDOLVLR 05 \$QiOLVH GD JUDYLGdGH
(SLGHPLRO H 6HUYLoRV 6D~GH >,QWHUQHW@ \$SU \$YDLOD
ZZZ VFLHOR EU VFLHOR SKS"VFULSW VFLBDUWWH[W SLG 6
OQJ SW QUP LVR WOQJ SW

'H 2OLYHLUD \$5 7KH %UD]LOLDQ VOXPV KLULQJ WKH%0-RZQ GRFWR
>,QWHUQHW@ \$SU P \$YDLODEOH IURP KWWS ZZZ EPM FRP
GRL EPM P

1HGHO)% (QIUHQWD-QGR\$36 & 20,WH DJRUD PDLV TXH QXQFD \$36 (0
>,QWHUQHW@ \$SU \$YDLODEOH IURP KWWSV DSVHPUHYLVWD R
YLHZ

&RQWULEXLoM R GDV7RGRUDW DXWRUDV FRQWULEXiUDP LJXDOPHQWH QD FRQFHSomR H
JR (VWmR GH DFRUGR H VH UHVSRQVDELOL]DP SHOD YHUVmR ILQDO GR WH[WR

6XEPHWLGR HP
\$SURYDGR HP
3XEOLFDGR HP