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Congreso Internacional
Congreso de las Américas sobre
**FACTORES
PSICOSOCIALES**
Estrés y Salud Mental en el Trabajo



**Universidad
Zaragoza**



UACM
Universidad Autónoma
de la Ciudad de México
Nada humano me es ajeno

Zaragoza, España

1st International Congress and 4th Congress of the Americas on Psychosocial Factors at Work.

Work is the field in which adults, and sometimes children, spend a large part of our lives. Occupational health hazards have evolved with the world of work. In addition to the physical, chemical and biological risks, there are new risks arising from globalization, the dominance of the free market, or new technologies. Teleworking, staff downsizing, outsourcing, the increase in working hours and precariousness led to a threat to physical, mental and social health: psychosocial risks.

The fourth European Survey on Working Conditions found that one in five workers suffer from a stress-related disorder, affecting more than 40 million people.

Accepting that the development of countries takes place at very different speeds and with increasingly noticeable differences, it becomes necessary to exchange experiences, initiatives and practices proposed from all professions and fields that deal with occupational health. Some countries do not even have legislation on psychosocial risks; in most of them, a culture of prevention has not been established and, in others, it is evaluated as a legal imperative without understanding the evaluation of these risks as a prior and essential step for intervention.

The World Health Organization recently recognized, forty years late, the "burn-out syndrome" in its review of the International Classification of Diseases. The damage caused by harassment at work is not understood as a work-related illness. In some countries it has been classified as a criminal offence and the International Labour Organization enacted Convention 190, where it is considered an abuse of human rights.

The research of psychosocial risks involves many difficulties, among other reasons due to their seemingly “invisible” nature. The focus has been on the characteristics of the worker, as if he were suffering from psychological weakness. The evidence shows that we were not facing a problem of individuals and organizations have now understood that devoting efforts to prevent these risks not only achieves healthier organizations, but also greater productivity and quality of services.

The debate in recent years has focused on discussing these three forms that are not exclusive, but necessary: actions on the psychosocial factors of the environment, facilitation of participation and communication processes, and attention to workers through actions that promote health and well-being. The implementation of a preventive culture in workplaces must involve all agents (governments, social agents, prevention services, managers and workers).

That is why this international meeting is an invaluable opportunity for multidisciplinary exchange between countries, research groups and health and prevention professionals. We must not forget that we live in an increasingly complex and changing world. The development of the productive forces grows unstoppably, and so does the knowledge and availability of new technologies and industrial processes, generating new problems.

Therefore, in this International Congress, the Network of Researchers on Psychosocial Factors at Work, A.C. (RIFAPT) and the University of Zaragoza convene all those who want to contribute knowledge, research and intervention methodologies, as well as experiences. The aim is to join forces, from a broad and multidisciplinary perspective, so that work ceases to be a source of suffering, discomfort and illness and recovers its creative and humanizing value.