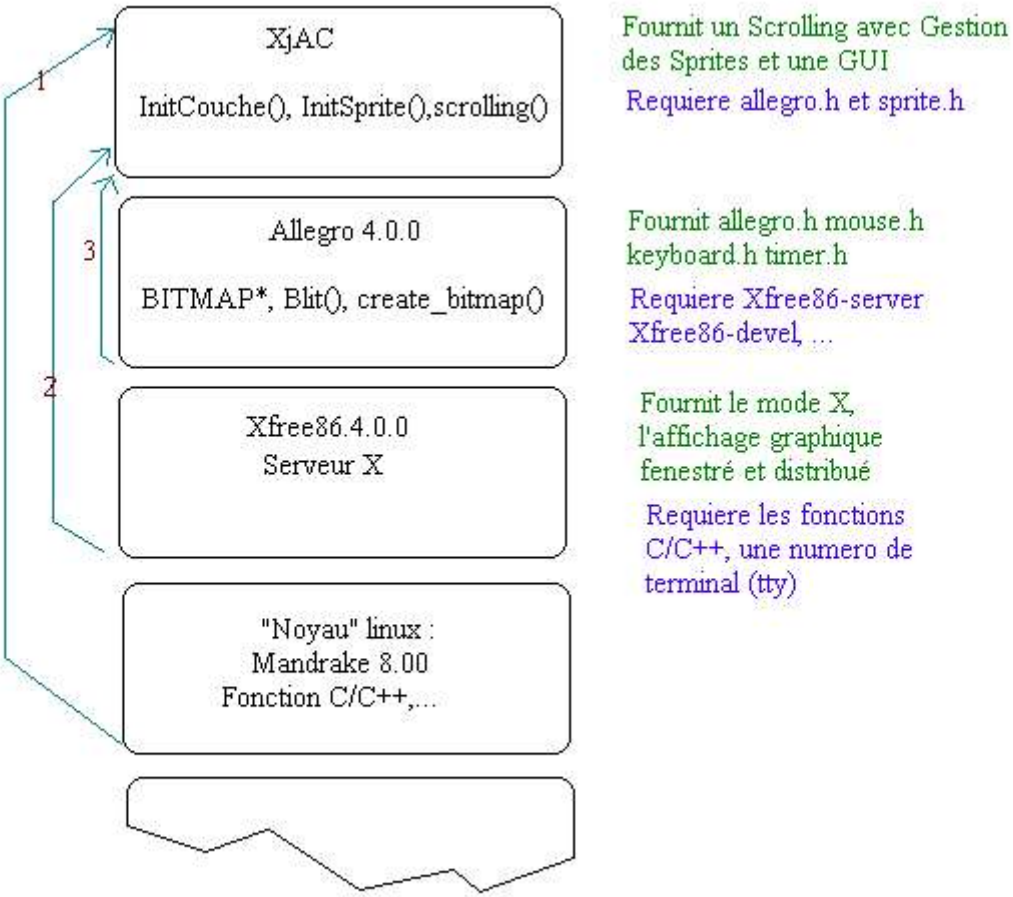L'ENVIRONNEMENT DE TRAVAIL