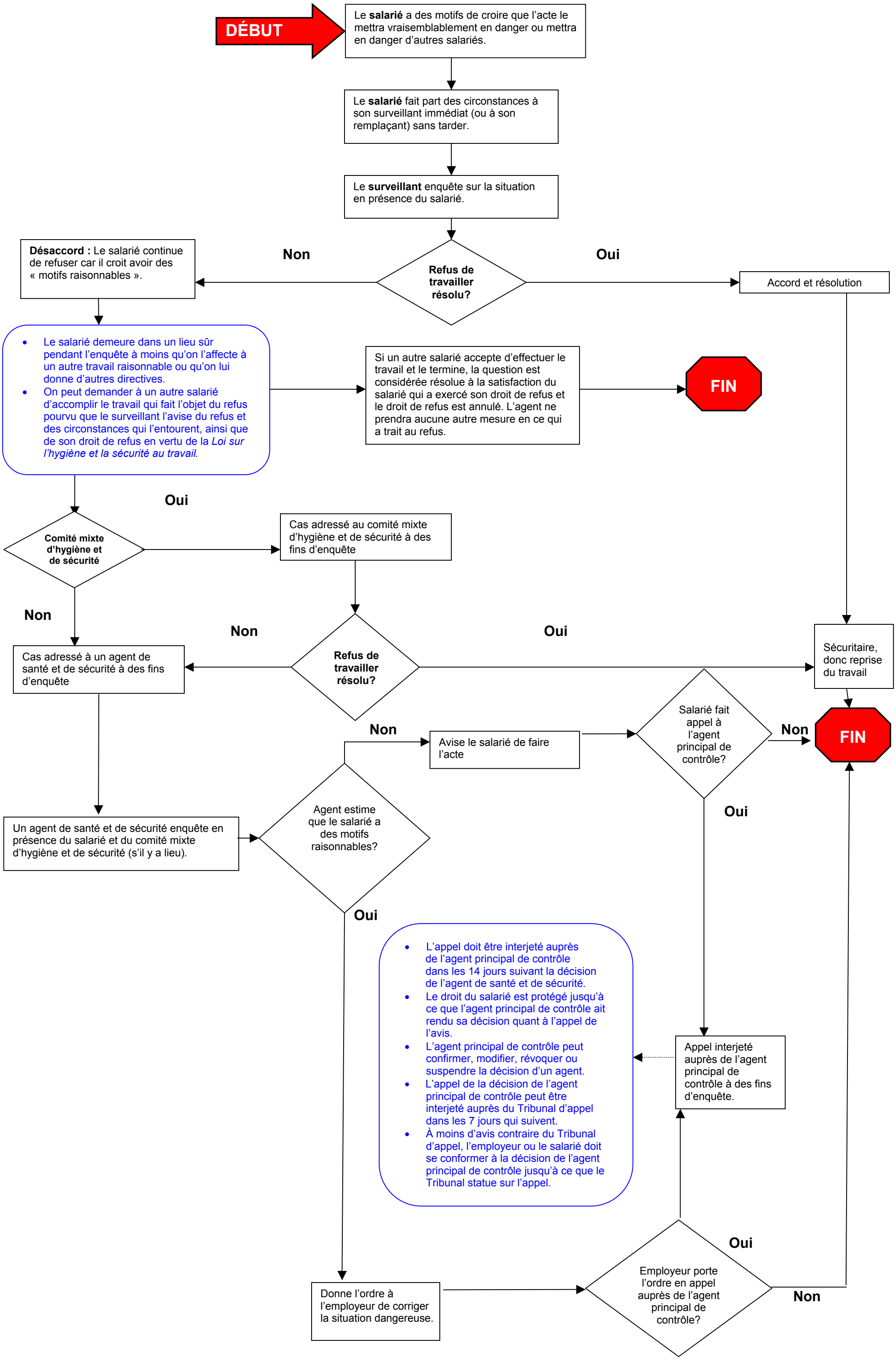Diagramme du refus de travailler