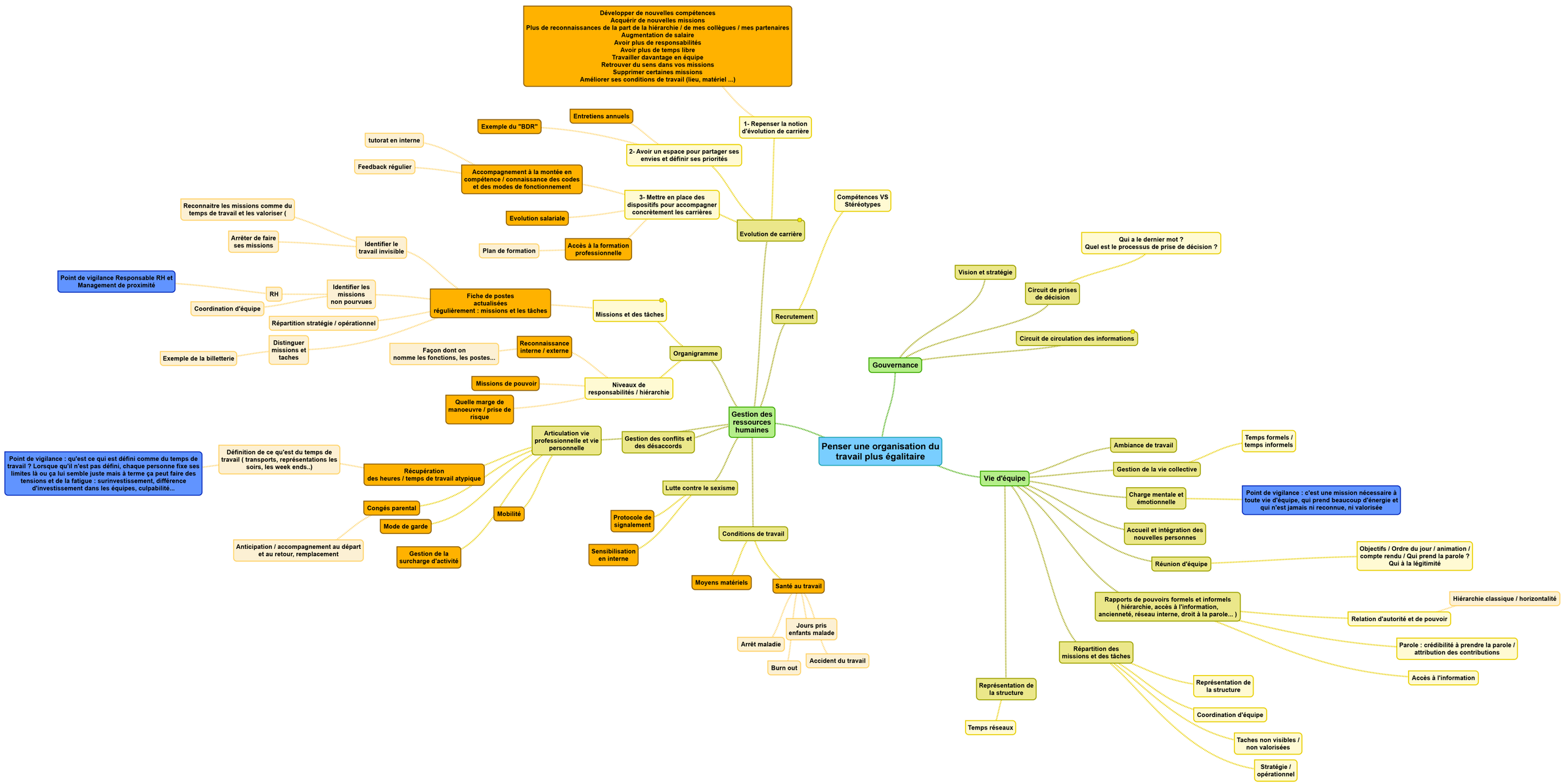Penser une organisation du travail plus égalitaire