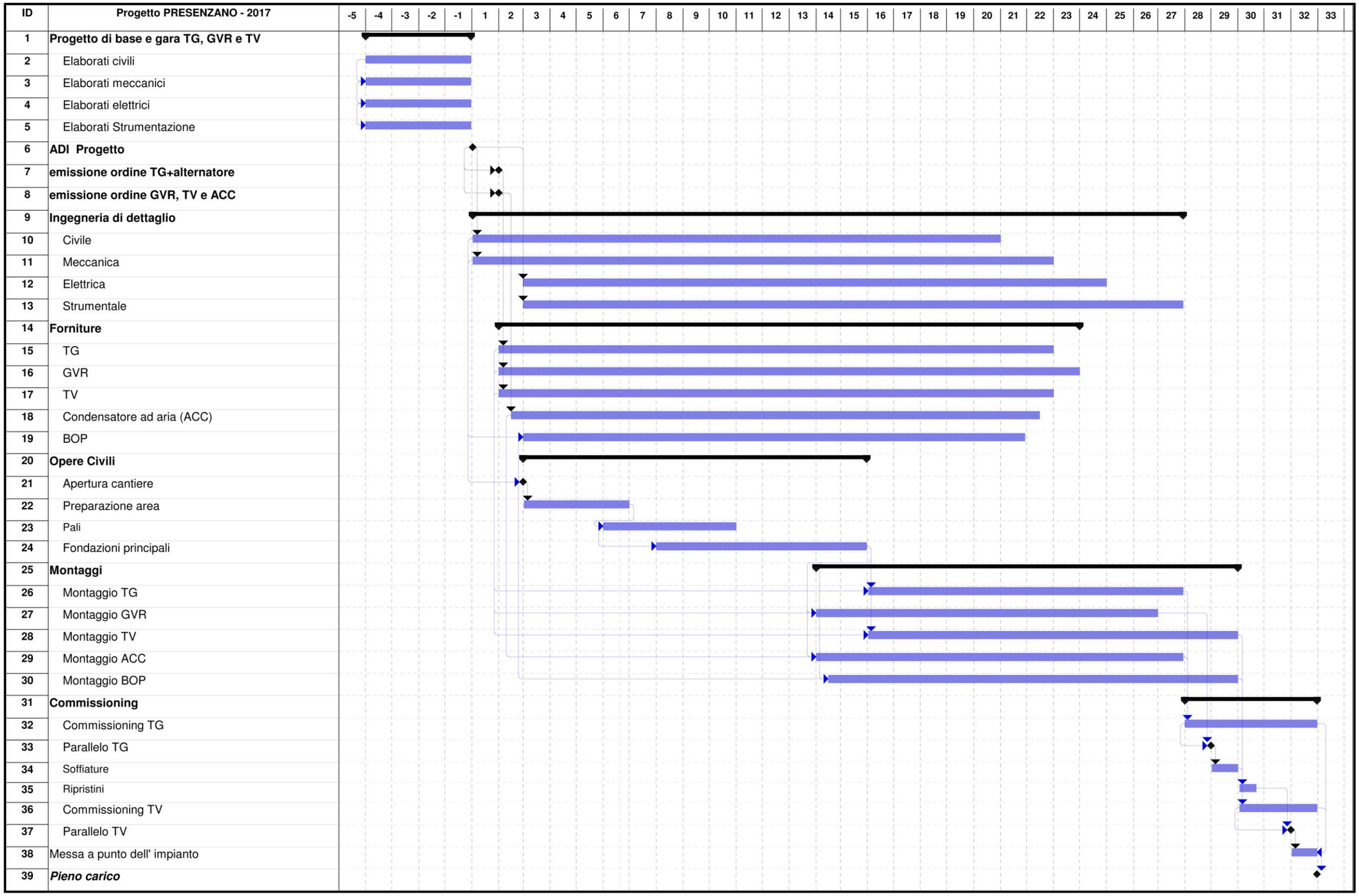Figura 3.4a Programma di lavoro