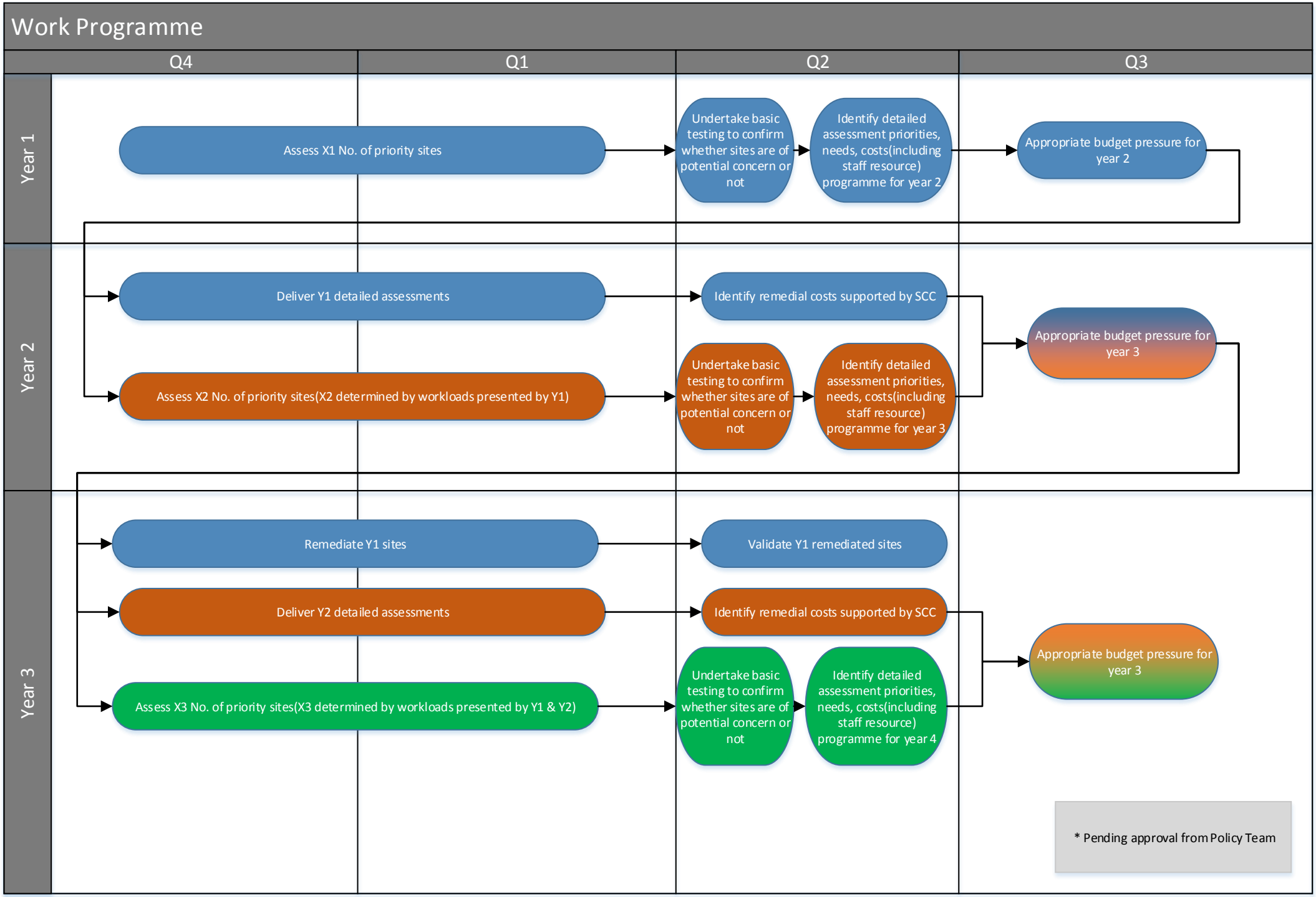Work Programme