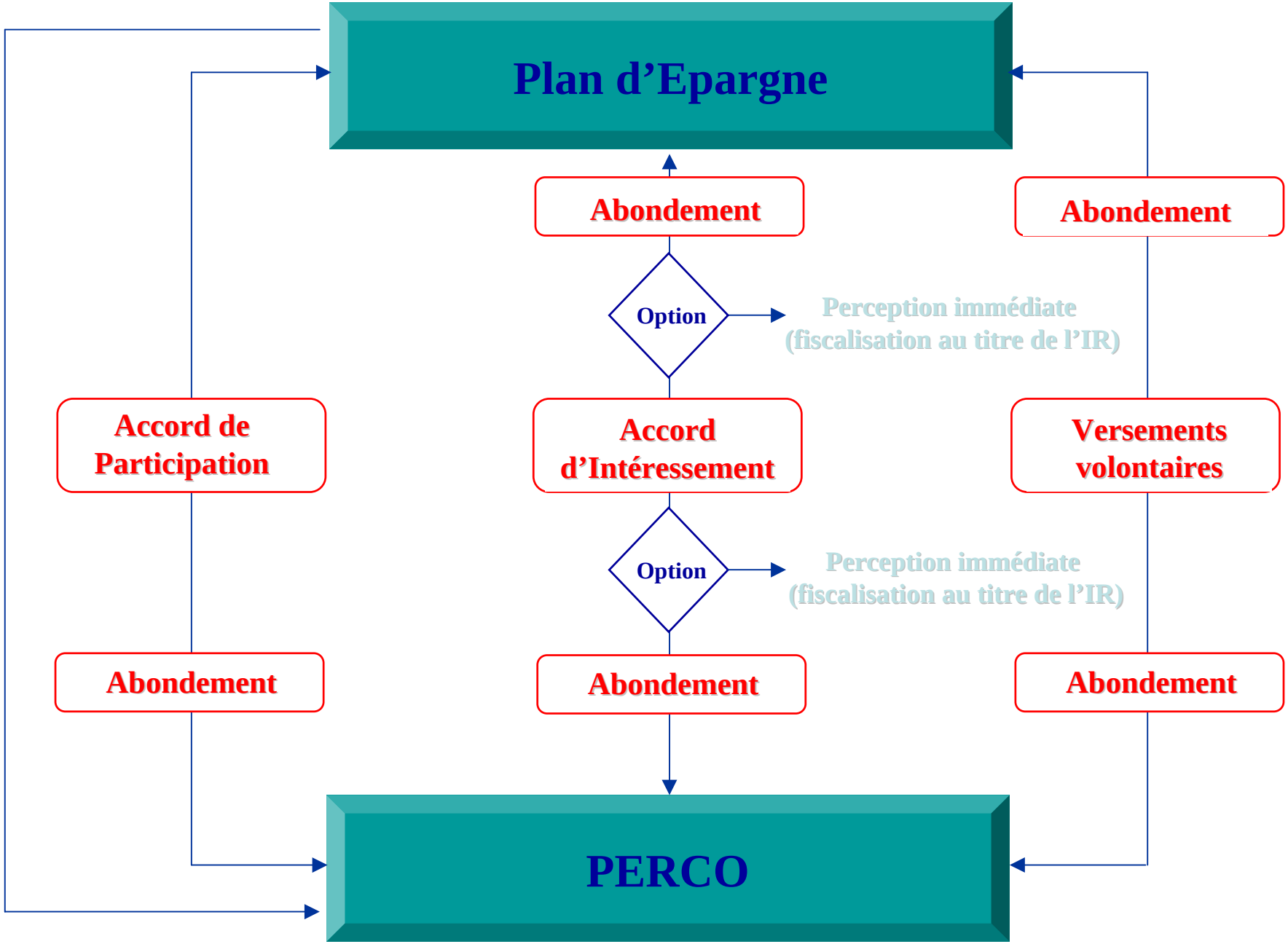L'articulation des trois mécanismes d'Epargne Salariale