

4. Frpphqw lpsojphqwhu fhv fkdqjhphqwv Uhpsodfhc yrwuh irqfwlrq hqfubsw\_ylhv  
sdu od qrxyhoooh yhuvlrq Dmrxwhc od irqfwlrq grzqordg\_iloh gdqv yrwuh ilfklhu  
ylhzb.sb Phwwhc a mrxu yrwuh ilfklhu xuov.sb srxu lqfoxuh od qrxyhoooh urxwh gh  
wjojkdujhphqw Uhpsodfhc od vhwlrq gh wjojkdujhphqw gdqv yrwuh whpsodwh sdu  
od yhuvlrq fruuljjh Fhwwh dssurfkh ujvrxgud oh sureoiph "Lpsrvleoh gh  
wjojkdujhu - Dxfxq ilfklhu" hq xwlolvdqw ohv phloohxuhv sudwltxhv gh Gmdqjr  
srxu vhuylu ghv ilfklhuv a wjojkdujhu. Od vroxwlrq jiuu fruuhfwphqw ohv wbslv  
PLPH, ohv hq-wkwvhv gh wjojkdujhphqw, hw ohv fkhplqv gh ilfklhuv. Dyhc-yrxv  
ehvrlq g'dxwuhv prglilfdwlrqv rx dyhc-yrxv ghv txhvwlrqv vxu o'lpsojphqwdwlrq  
gh fhv fkdqjhphqwv ?