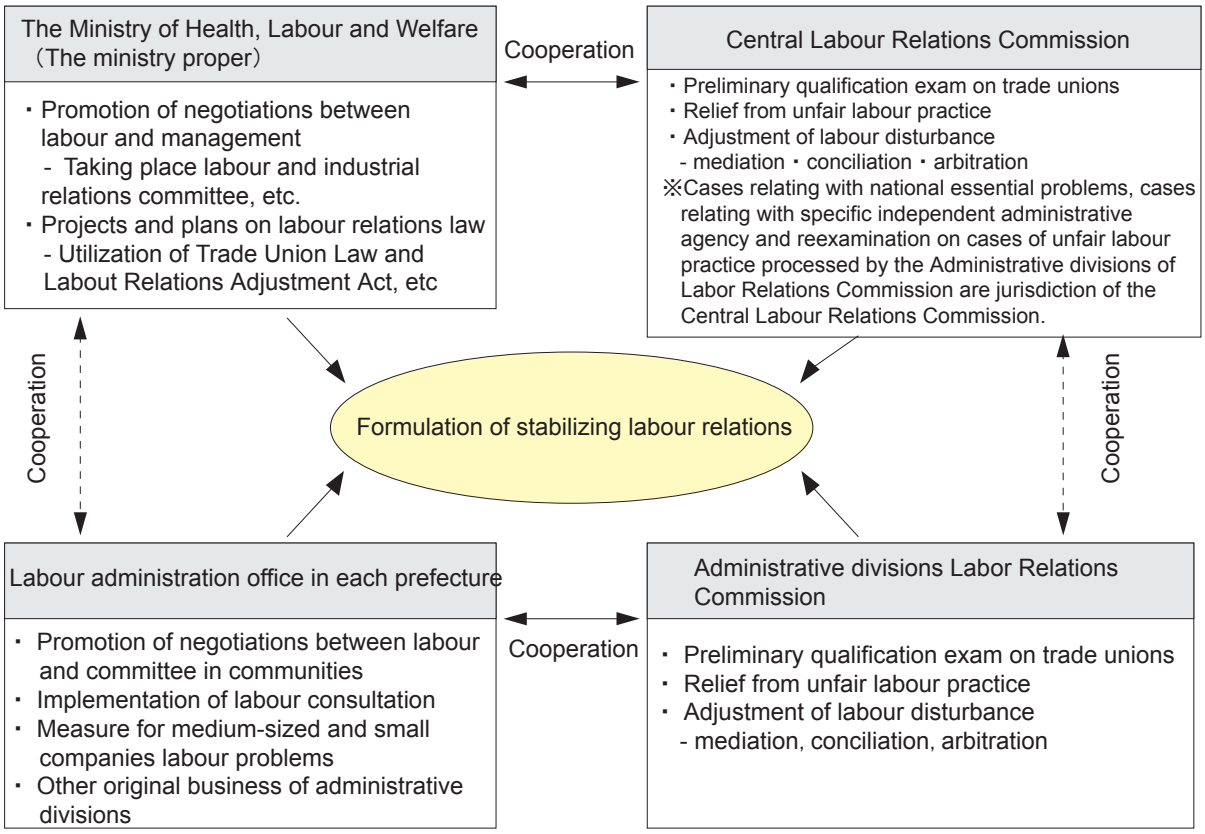The system of the labour relations plan