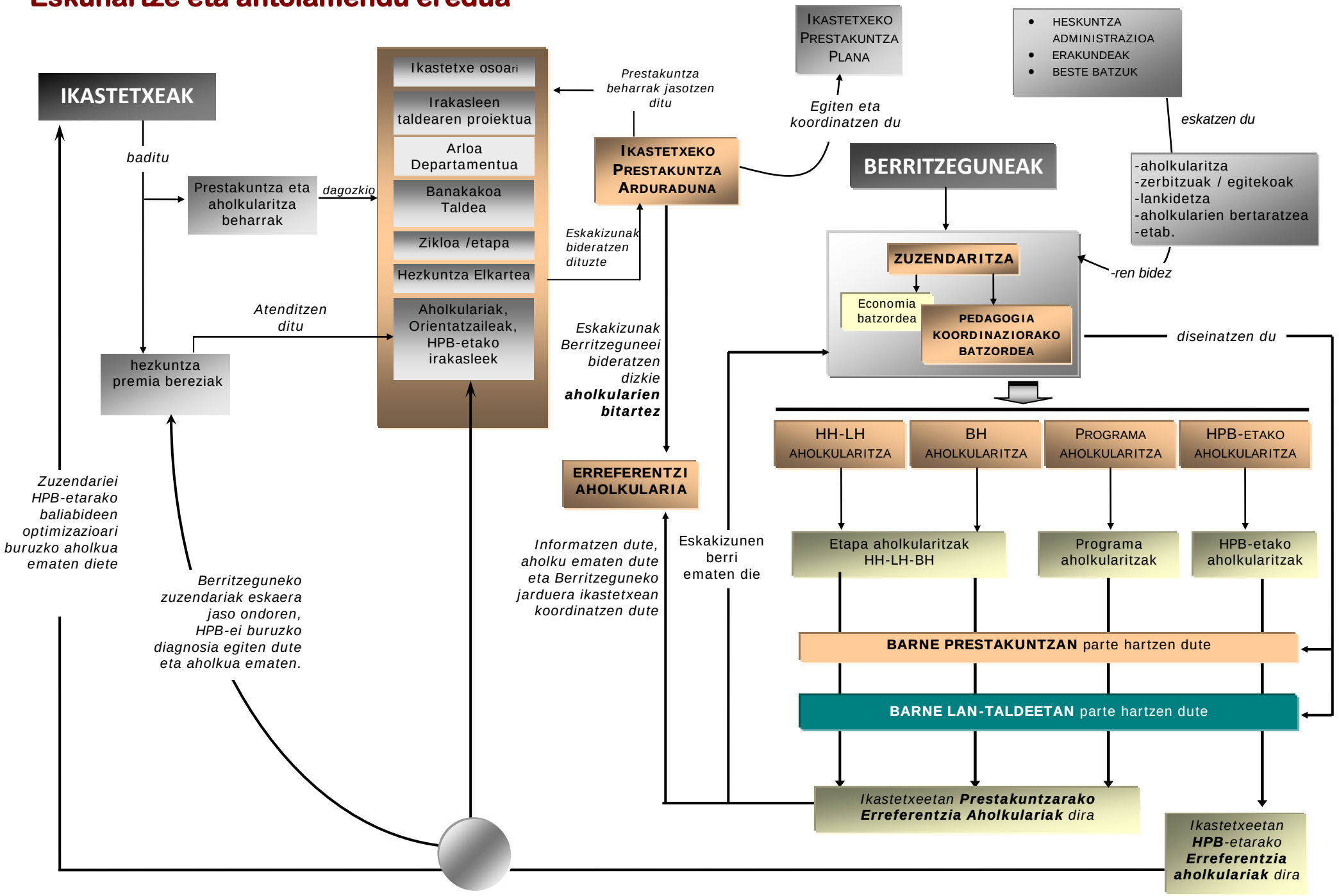Eskuhartze eta antolamendu eredua