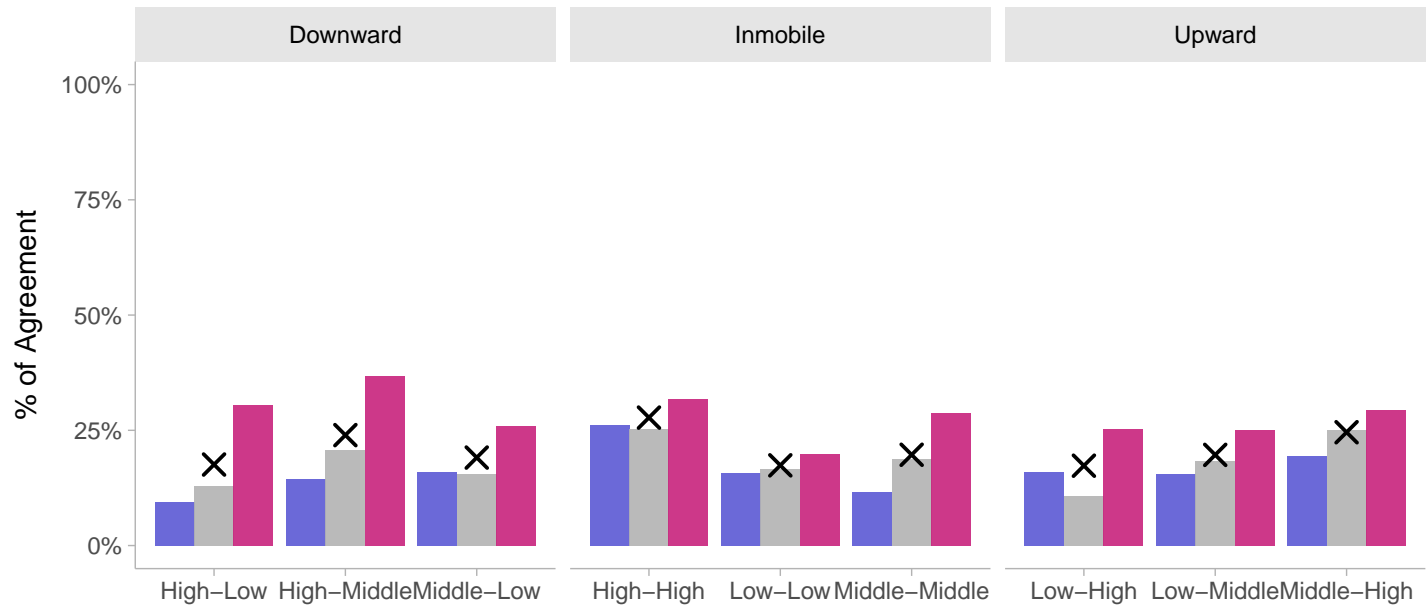Source: own elaboration with data from ELSOC 2016...2023 (N obs = 3,435)