Odds Ratio: SMD 0.96712 *** 0.96735 *** 0.97038 *** AGE -0.97416 *** 1.19797 1.11751 0.93692 SEX-1.09185 1.34887 *** **Dependent Variables** 1.30720 *** SMD 2019 1.33310 *** SMD 2020 MARITAL_STATUS -SMD 2021 1.24677 *** SMD 2022 0.99645 *** 0.99574 *** 0.99615 *** EDUCATIONAL_STATUS -0.99521 *** 1.12914 *** 1.07692 ** 1.03464 ROTATIONAL_GROUP -1.05252 ** 2 0.2 0.5 5 Odds Ratios