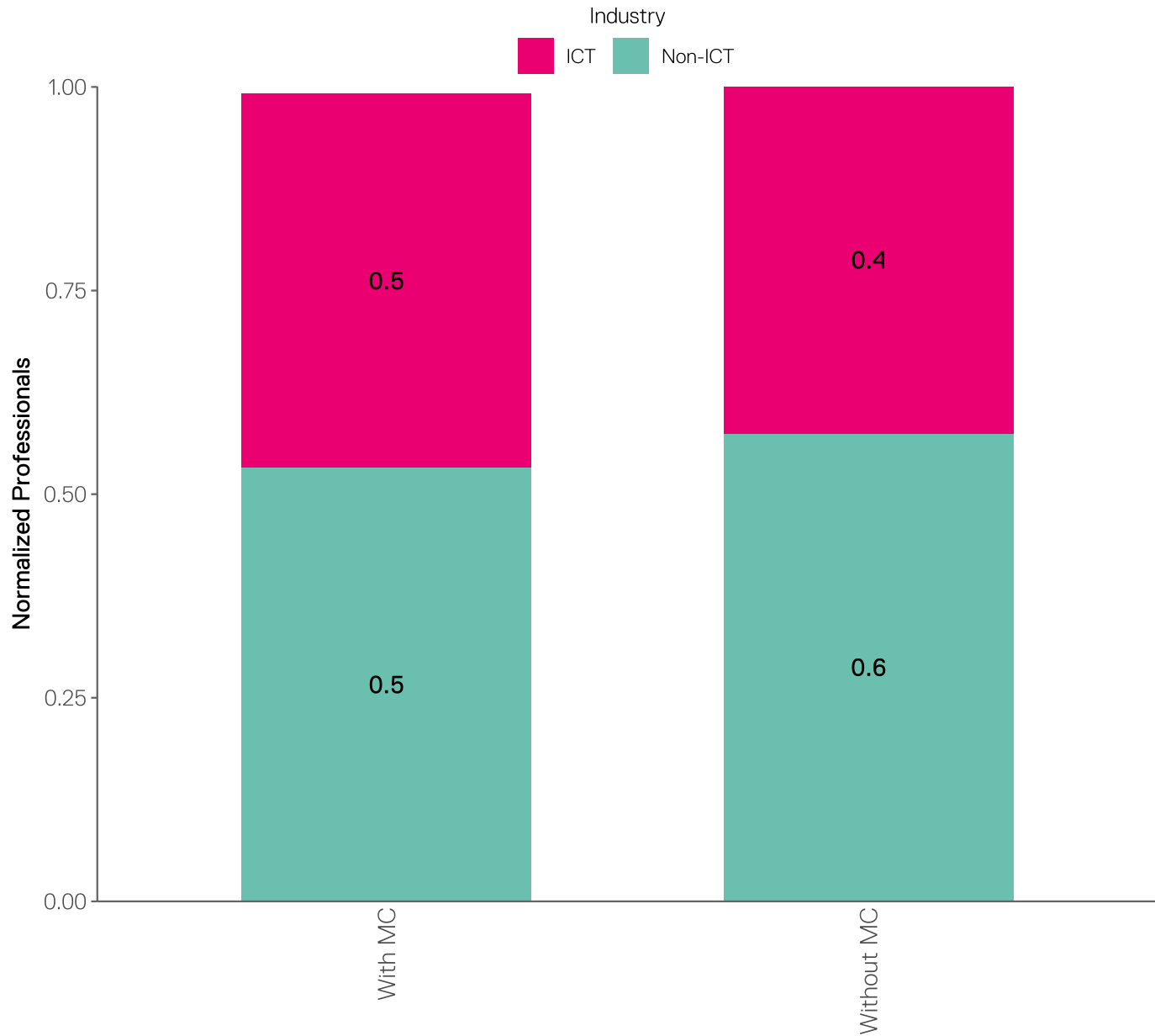


**Figure 13**

DS - Normalized Professionals in ICT



Source: LinkedIn Data