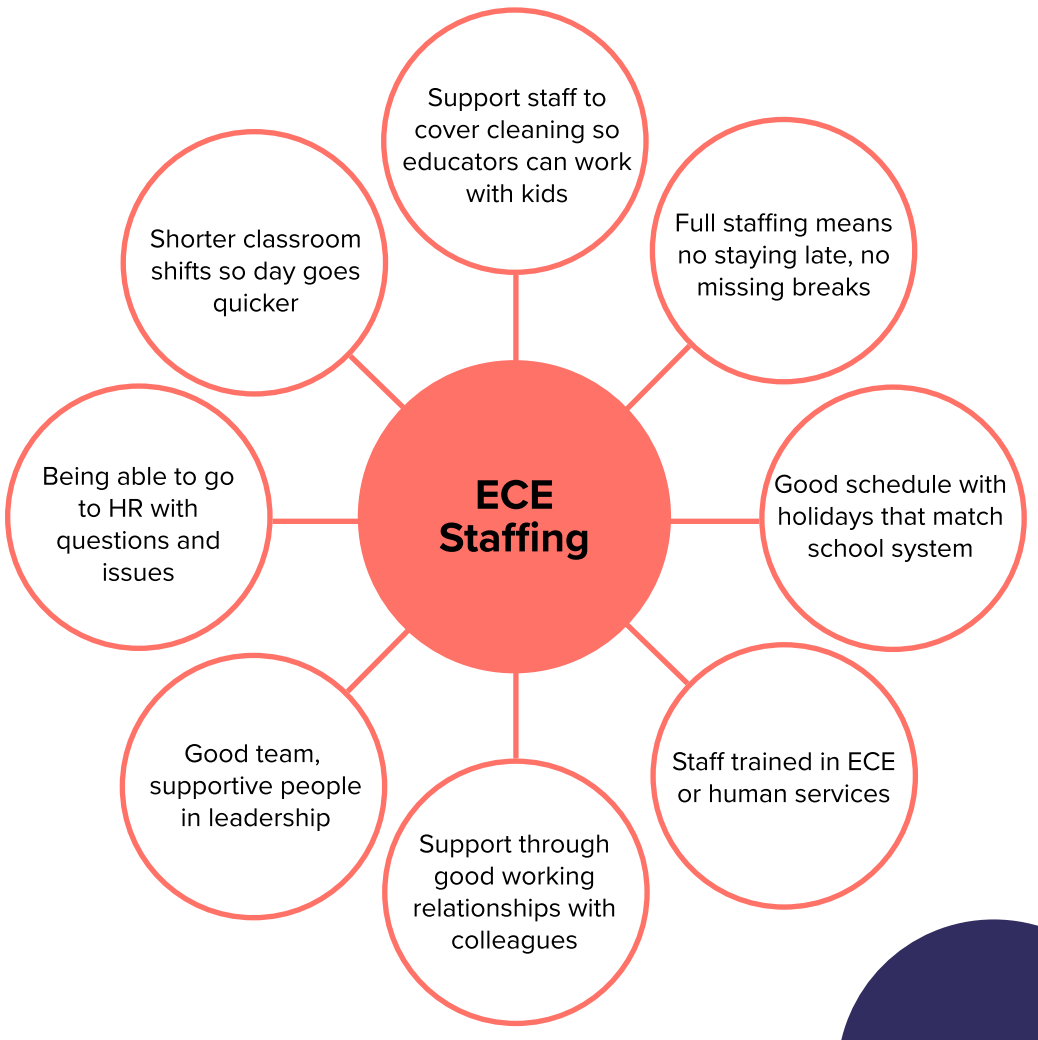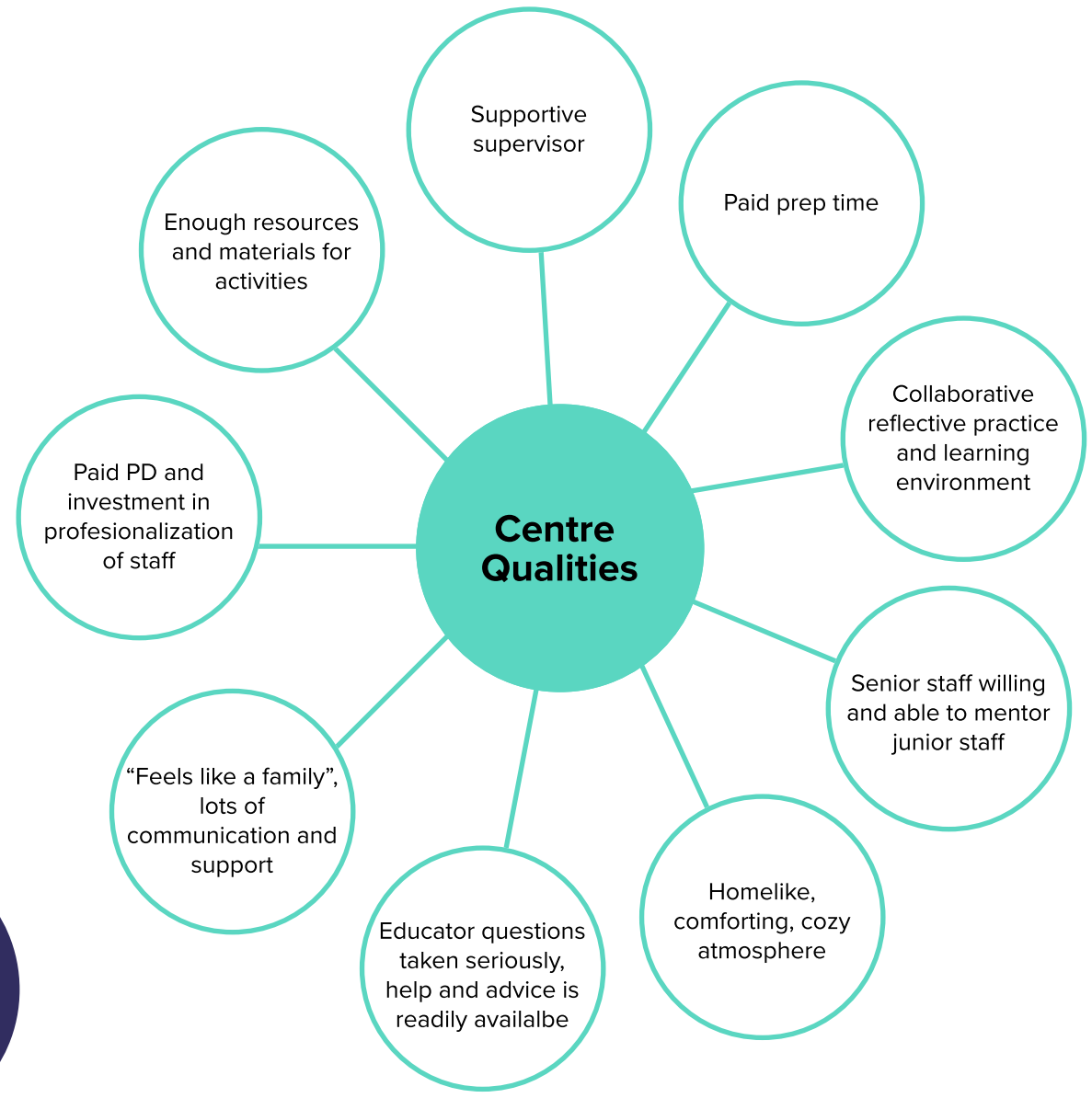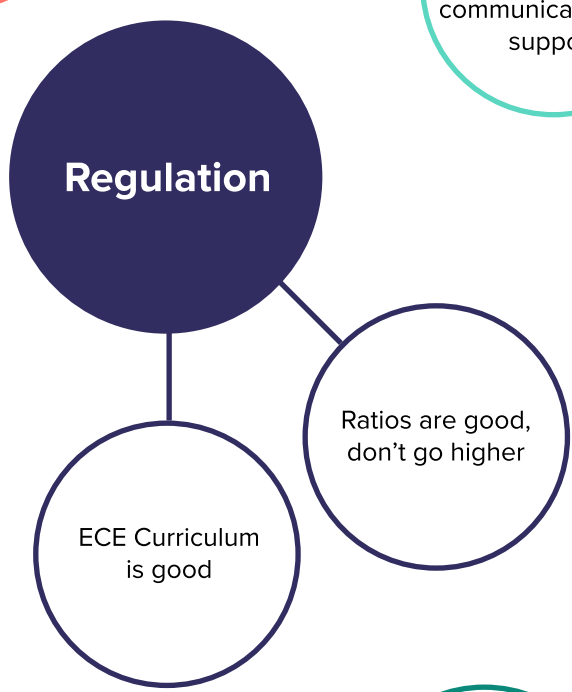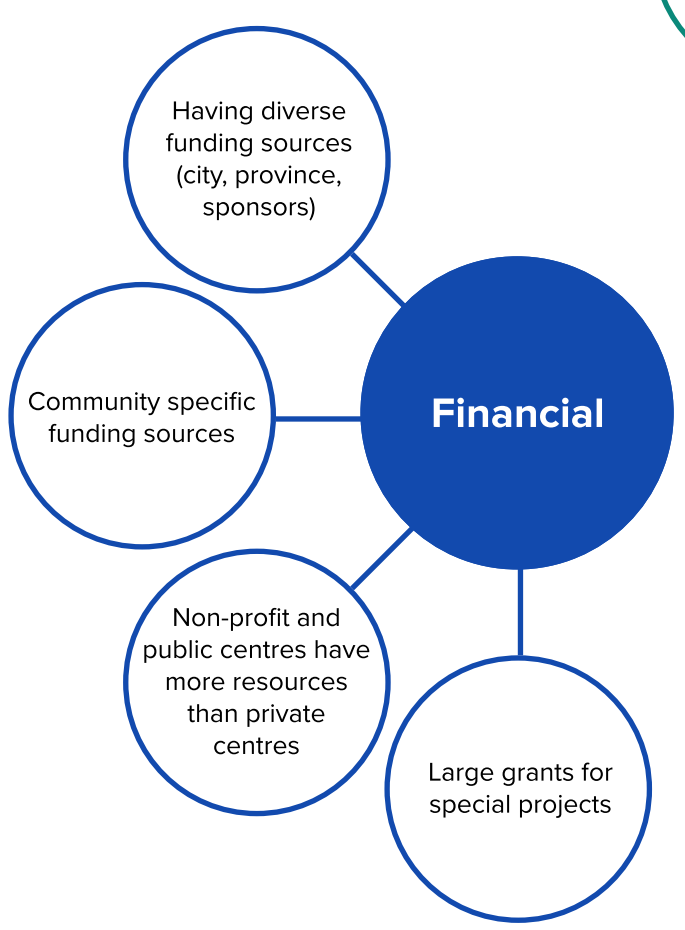Enablers of good working conditions for ECEs