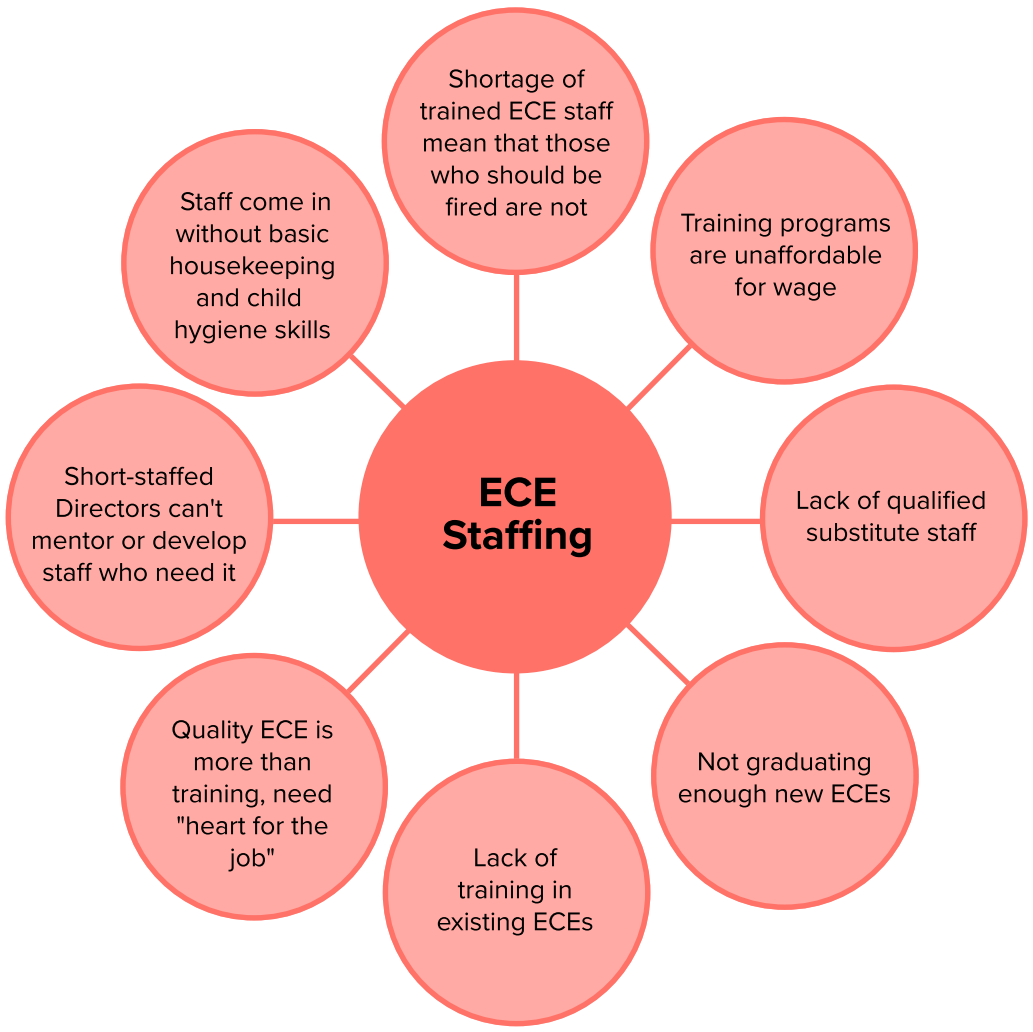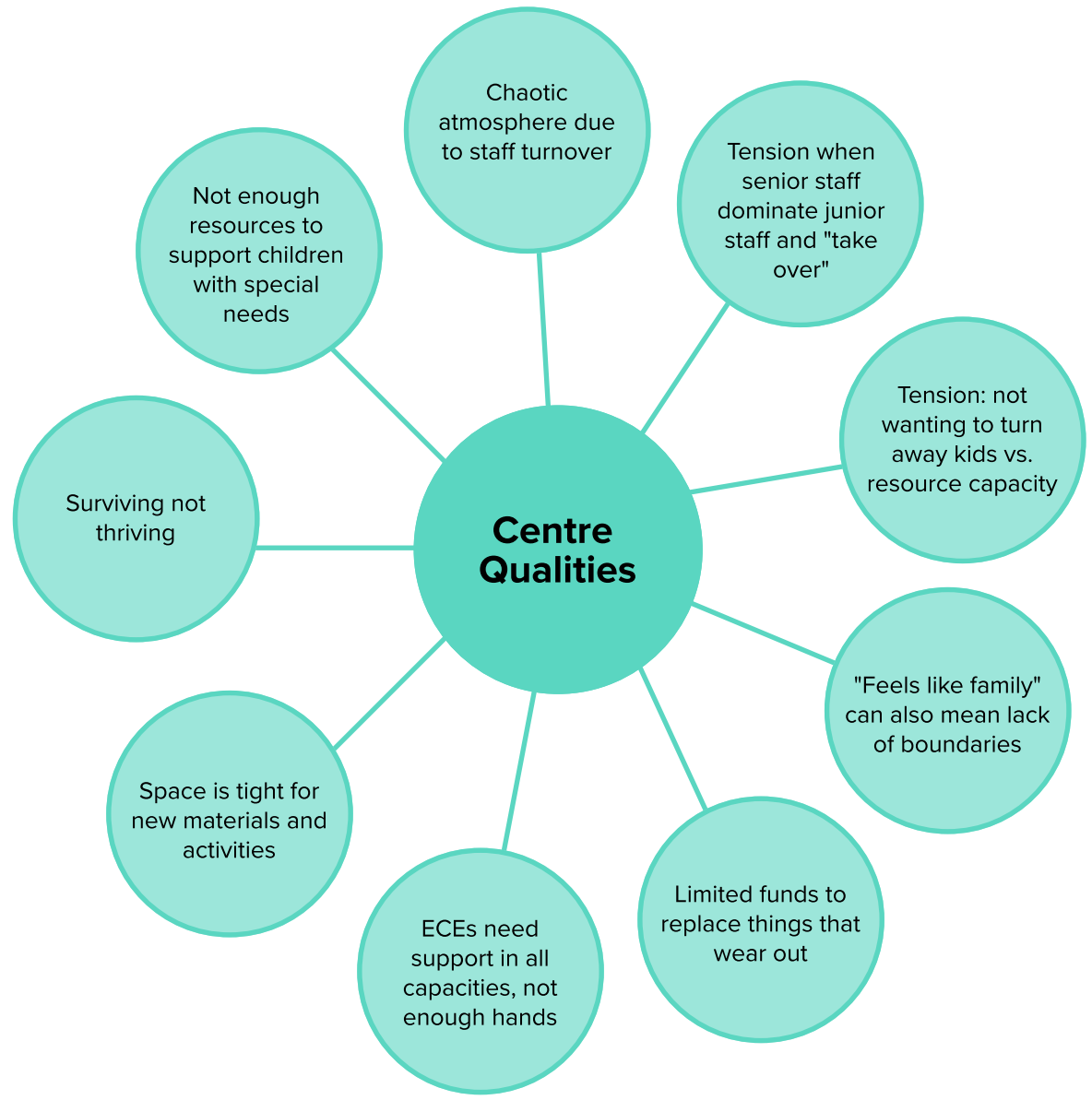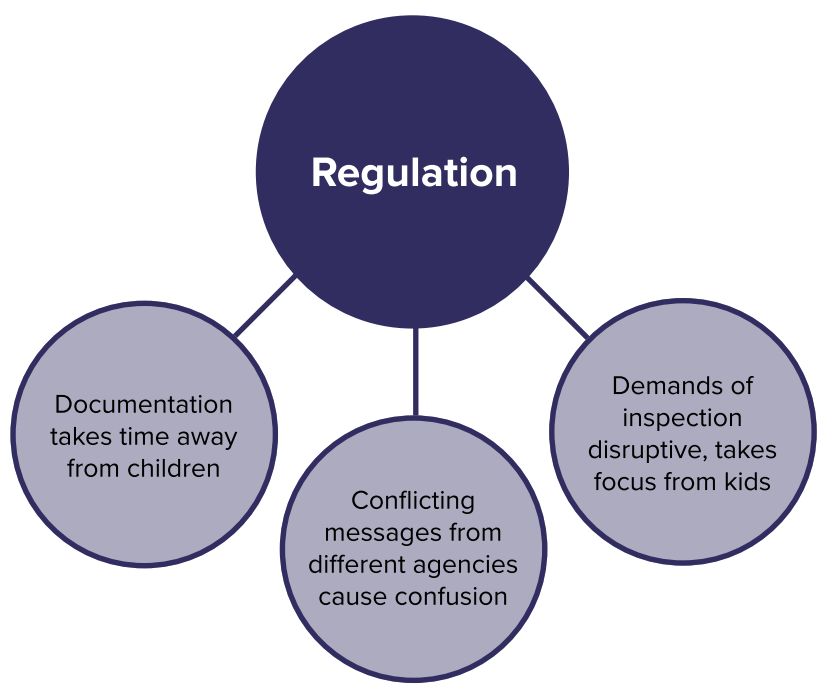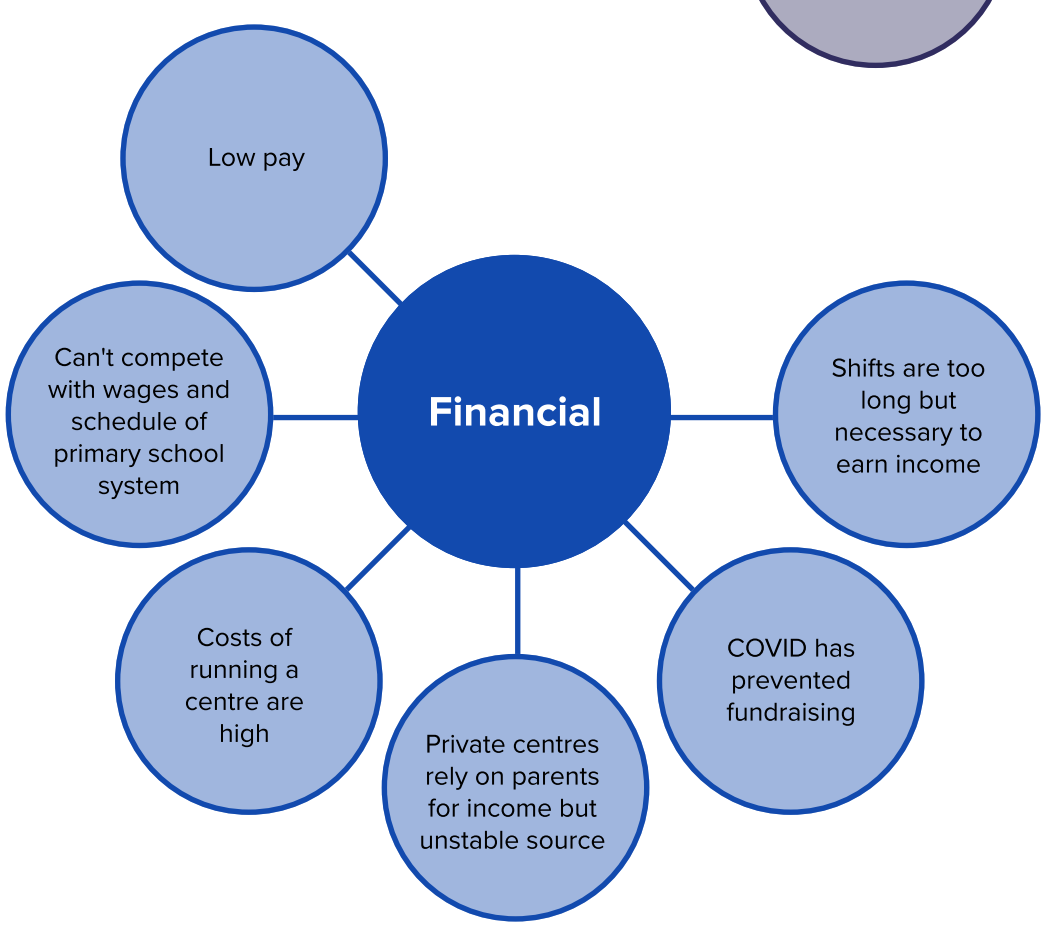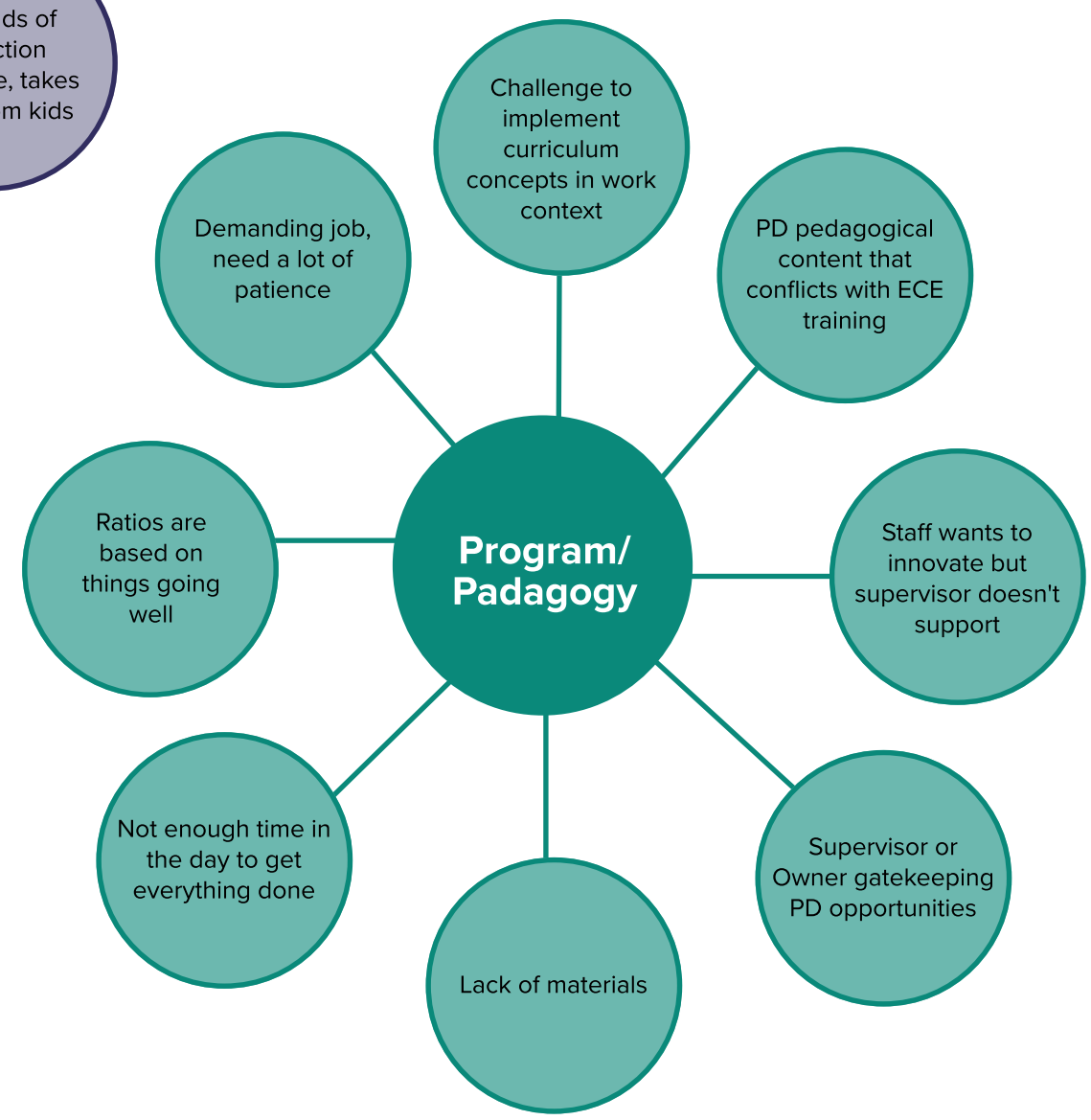Barriers to good working conditions for ECEs