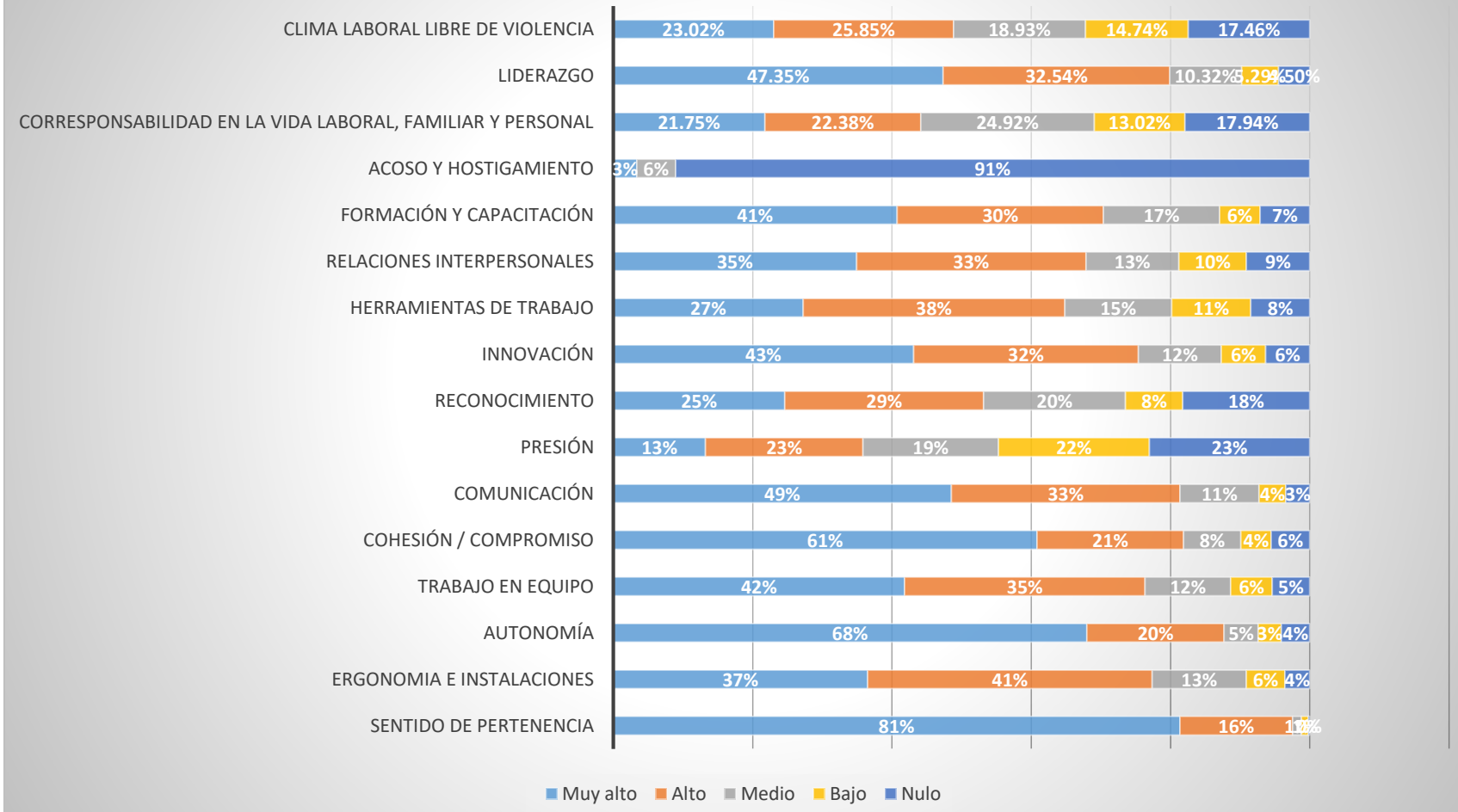CLIMA LABORAL 2023