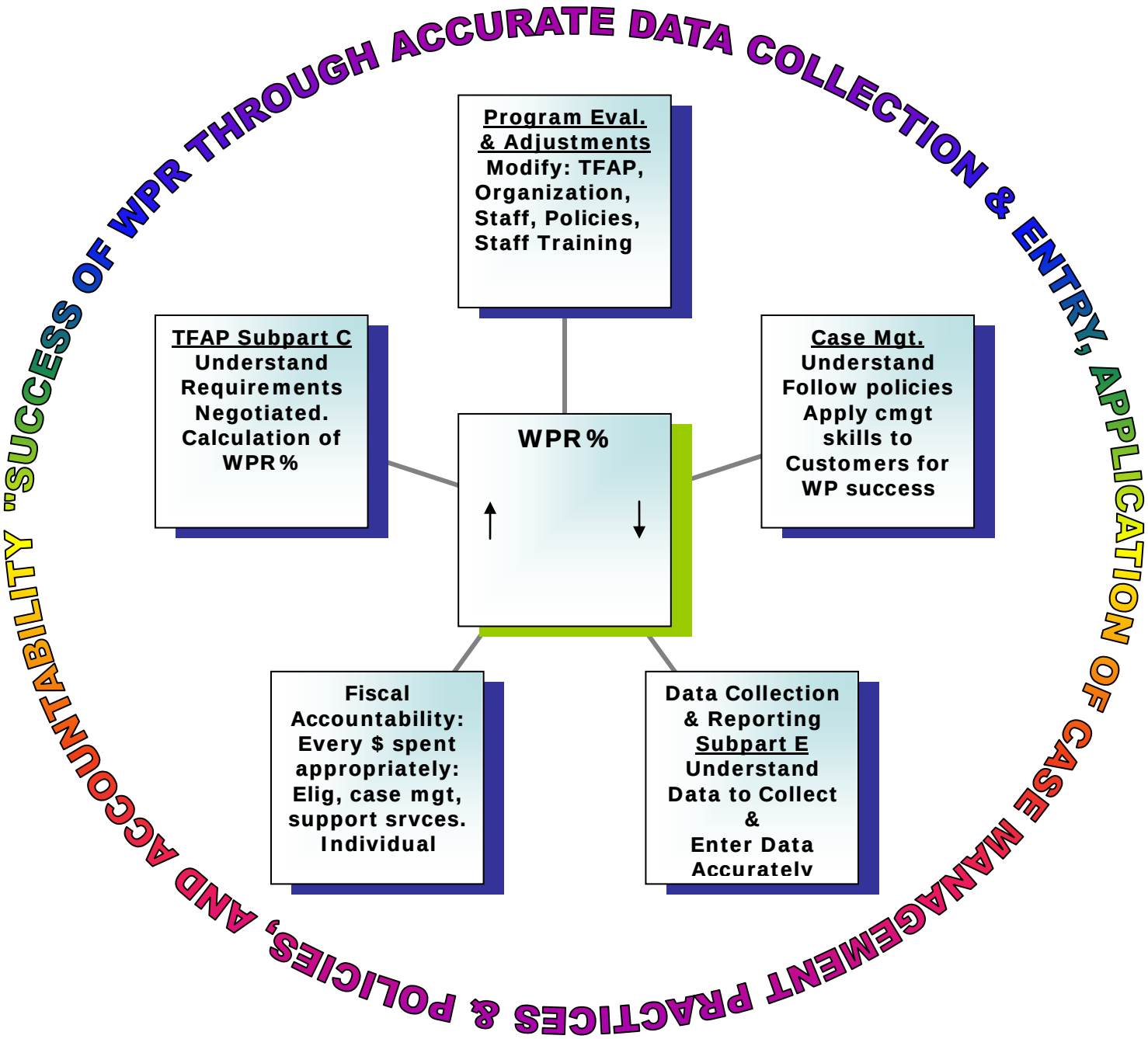Affects Upon the Work Participation Rate (Decrease/Increase)