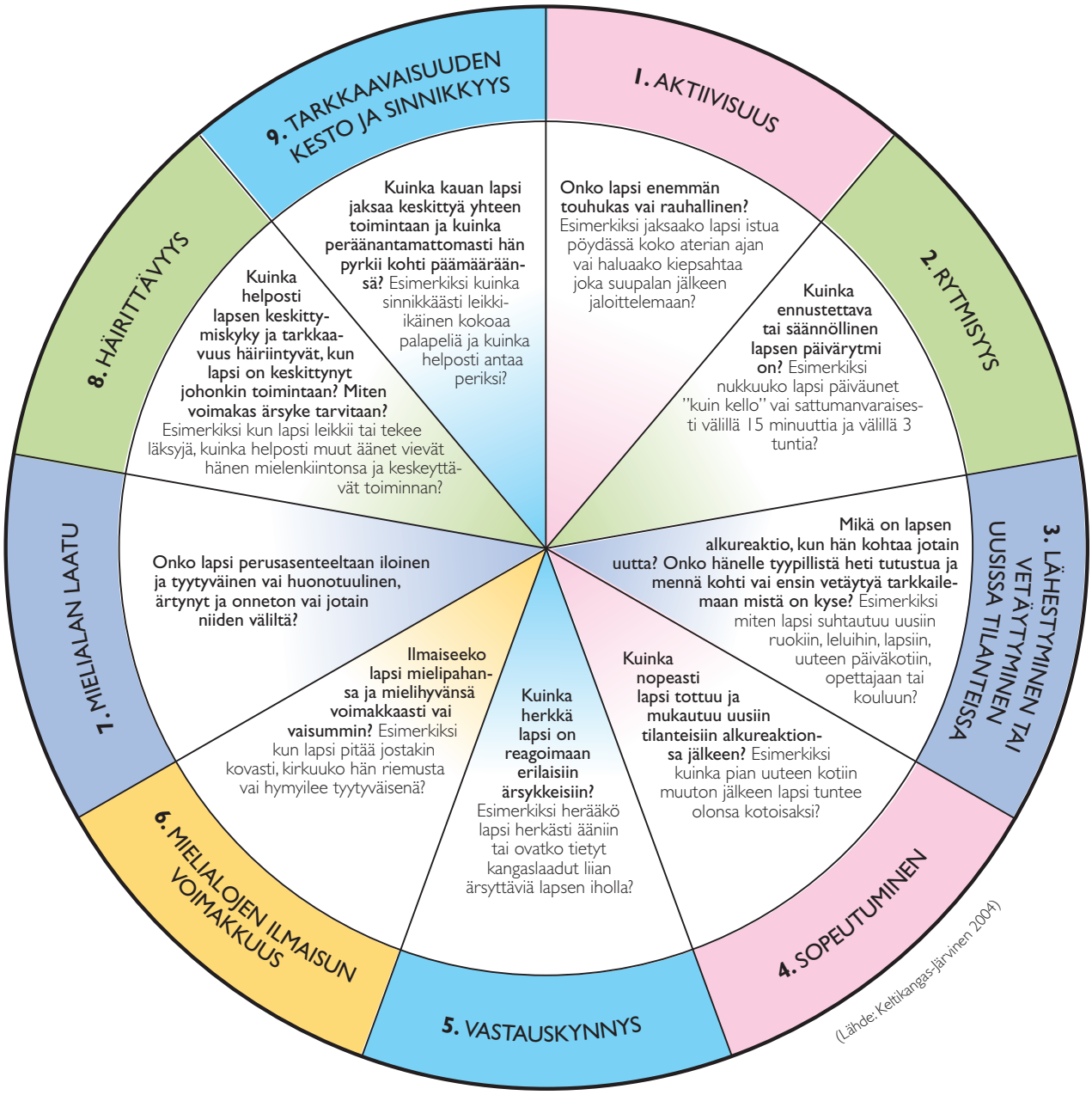


(Lähde: Keltikangas-Järvinen 2004)