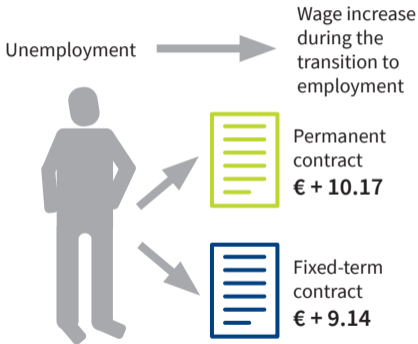


Both types of contracts have a similar effect when starting a job



Source: Own illustration. © IAB