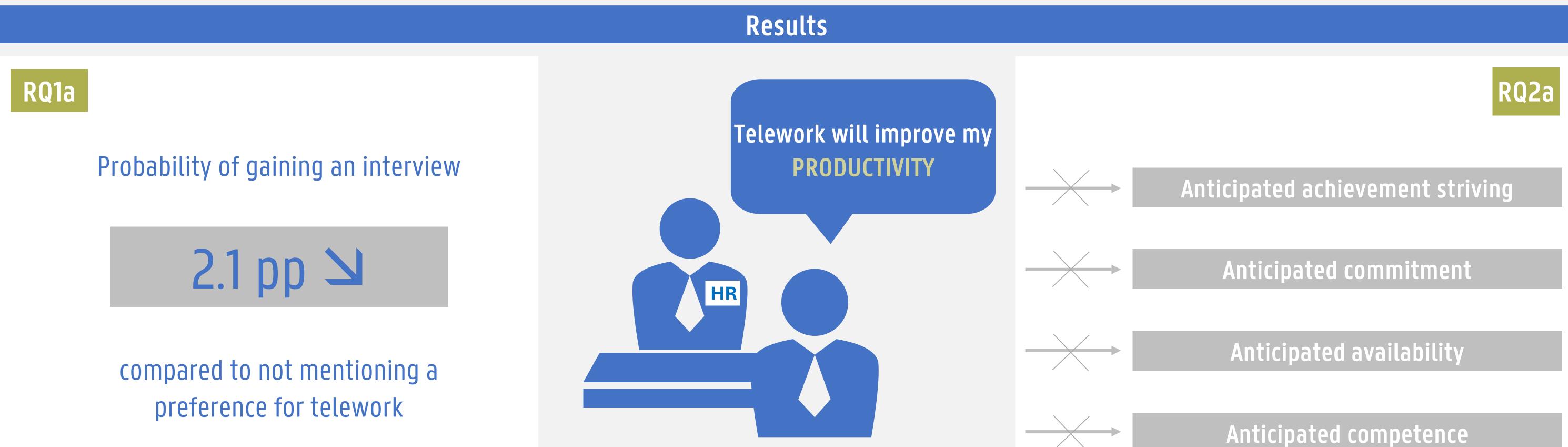
<u>SO, DEAR APPLICANT, DO YOU MEAN WORKING FROM HOME OR SHIRKING FROM HOME?</u>

Mentioning a desire for teleworking, what ...

is the impact on the chance of being invited to a job interview?

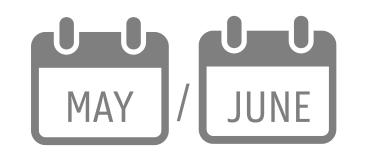
does it signal to recruiters?





Conclusion				
A preference for telework was penalised, even when motivated by an explicit wish to be productive.			Negative effect on anticipated achievement striving, commitment and availability when a preference for telework is motivated by work-life balance.	
		Data		Contribution
Recruiters with vacancies on the Public Employment Agency of Flanders website		Vignette	 i. Gender ii. Age iii. Number of children iv. One-way commuting distance v. Relevant working experience vi. Extracurricular activities vii. Preferred temporal flexibility viii. Preference for 1 or 2 days telework 	 Pronounce wish to telework and reason? → consequences on hiring intentions? → literature unclear Existing empirical evidence on:

• negative outcomes following *use* of



2022



266 participants 1,330 observations

- → Recruiters evaluated <u>five fictitious applicants</u>
- \rightarrow <u>Differed on eight variables</u> which varied randomly
- → <u>Causal interpretation</u> possible
- → Eight <u>different jobs</u> (to increase external validity)
- → Exploration of <u>mediators</u> and <u>moderators</u>

telework, but not on pronouncing this desire in a solicitation setting

 negative outcomes following the mention of work-life balance on a CV, but does not inform on impact of telework





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