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**Working Paper**

## Speeding Up on the Learning Curve: The Evaluation of Telework Following a Surge in Telework Experience

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## ABSTRACT

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# Speeding Up on the Learning Curve: The Evaluation of Telework Following a Surge in Telework Experience\*

This letter adds to the literature on the importance of telework experience in employee evaluation by leveraging the telework experience accumulated during the COVID-19 crisis. We conducted a follow-up survey on the evaluation of telework exactly three years after our initial data collection in 2020. We find evidence of a learning curve regarding self-reported i) efficiency in performing tasks, ii) work-life balance, and iii) concentration during work, characterised by a more positive evaluation as telework experience increased. Migration background, feedback on the job, and compatibility of the job with telework moderate the effect of telework experience on the evaluation of telework over time.

**JEL Classification:** J24, J28, J32, J81, I31

**Keywords:** telework, learning curve, time evolution

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## 1. Introduction

The evaluation of telework evolves as a teleworker gains more experience with telework over time (Bélanger et al., 2013; Labrado Antolín et al., 2022). Several studies provide empirical evidence of a learning curve concerning self-reported productivity and work-life balance (Gajendran & Harrison, 2007; Labrado Antolín et al., 2022). In the latter case, for example, employees learn to structure tasks to minimise conflicts between work and family demands and thus learn to better combine multiple roles (Gajendran & Harrison, 2007).

However, this literature on the impact of experience in evaluating telework has clear gaps. First, longitudinal data in telework research is scarce, although many researchers believe it is essential, both for causality and to study the role of accumulated telework experience (Allen et al., 2015; Bélanger et al., 2013). Second, the effect of telework experience on many work aspects beyond productivity and work-life balance remains understudied. For example, certain negative consequences, such as missing promotion chances and not feeling connected with the employer, highlighted as pitfalls in several studies, such as Moens et al. (2022) and Biron et al. (2022), may manifest gradually rather than immediately. Conversely, these drawbacks could also be temporary as employees and employers discover effective ways to manage them over time and societal perceptions of teleworkers become less negative (Allen et al., 2015; Michel et al., 2021). Third, the current literature does not shed light on which employee or job characteristics modulate the effect of telework experience on the evaluation of telework.

The COVID-19 crisis presents us with a unique opportunity to examine the role of experience in the evaluation of telework. Existing research indicates that learning effects accumulate gradually under normal circumstances (Bloom et al., 2015). However, the COVID-19 crisis has accelerated the adoption of telework and significantly decreased the period required to longitudinally investigate its learning curve.

This study leverages the telework experience accumulated during the COVID-19 crisis to address the literature gaps. Building on Moens et al. (2022), we conducted a follow-up survey with the same respondents exactly three years after their initial data collection. This approach enables us to examine how the surge in experience with telework has altered employee perceptions of the impact of normal telework (i.e., telework in normal

circumstances, not extended telework because of the COVID-19 pandemic) on various work aspects over time. Similar to Moens et al. (2022), we assess the evaluation of telework across ten work aspects, such as work-life balance, task efficiency and employer connectedness. In secondary order, we also investigate whether changes in these perceptions are heterogeneous by sociodemographic and job characteristics.

## **2. Data and Method**

In Moens et al. (2022), an online sample of employees in Flanders (Belgium) with the ability to telework at least 10% in their job evaluated the career consequences of normal telework at the start of the pandemic in Belgium (i.e. 25 March 2020 until 31 March 2020). Representativity of the workforce population was pursued by means of post-stratification of a total sample of 14,005 respondents by gender, age and educational level, resulting in a study sample of 2,673. Three years later (i.e. 25 March 2023 until 31 March 2023), we invited all employees willing to participate in follow-up research in this study sample in our follow-up survey. Of them, 370 completed the survey in full. In particular, respondents' perceptions of teleworking's impact on ten work aspects were measured using a scale ranging from 1 (certainly negative) to 5 (certainly positive). The survey items can be found in Appendix A.

Wave 2 participants were, on average, 43 years old; 52.4% of the participants were female; 56.8% of the sample was highly educated. Among these participants, 89.6% experienced temporarily extended telework throughout Wave 1. Consequently, most employees in our sample endured a telework 'shock' from the COVID-19 pandemic, on top of employers' and society's changing view on telework due to increased familiarity with the concept.

The distributions of gender, age, and education between Waves 1 and 2 were similar, yet not identical. We address this discrepancy by also analysing a sample resulting from a post-stratification strategy similar to that described in Moens et al. (2022). This robust version contained a selection of 312 participants from the original dataset for Wave 2 and had the same proportions by gender, age and education as the dataset of Wave 1.

We performed both bivariate and multivariate analyses. First, the bivariate analyses comprised unpaired *t*-tests comparing the average evaluations of the ten work aspects between Waves 1 and 2. Second, the main multivariate analyses consisted of random effects models to isolate the temporal effect:  $Y_i = \alpha + \beta D(2023) + X_i \mathbf{B} + u_i + \varepsilon_i$ , with  $Y_i$  a work aspect in 2020 or 2023 as outcome variable;  $\alpha$  the intercept;  $\beta$  the coefficient capturing the 2023 effect;  $X_i$  a vector of control variables with coefficient vector  $\mathbf{B}$ ,  $u_i$  the random effects at the respondent level; and  $\varepsilon_i$  the idiosyncratic error term. The collection of control variables matched Moens et al. (2022), containing person-specific and job-related control variables and a variable indicating temporarily extended telework experience during the first wave. It was crucial to include the latter as a covariate, as evaluations of telework in normal circumstances in 2020 may have been coloured by the timing of Wave 1 (i.e. during the pandemic's onset, when the COVID-19 crisis was potentially affecting telework arrangements). Third, we expanded the random effects model with interaction terms between the time dummy and the control variables:  $Y_i = \alpha + \beta D(2023) + X_i \mathbf{B} + (D(2023) * X_i) \Gamma + u_i + \varepsilon_i$ , with  $\Gamma$  the interaction coefficients.

We accompanied the main multivariate analyses with several robustness checks with (i) clustering of the standard errors at the respondent level; (ii) individual fixed effects; (iii) individual random effects with only person-specific covariates (considering the risk of reverse causality between the outcome variables and the job-related covariates); and (iv) an additional variable indicating telework intensity before the pandemic and during Wave 2. The latter was done to investigate the role of accrued telework experience over time purged of differences in telework intensity since it may also influence the telework evaluation (Gajendran & Harrison, 2007; Labrado Antolín et al., 2022).

### 3. Results

The initial three columns in Table 1 present the average evaluations of the ten work aspects across the three samples discussed in Section 2. The fourth and fifth columns compare the Wave 1 evaluations with the Wave 2 full and post-stratified samples, respectively. We see a clear positive temporal evolution for (i) task efficiency (.390,  $p = .000$ ), (ii) work-life balance

(.341,  $p = .000$ ), and (iii) work concentration (.323,  $p = .000$ ). We also observe a marginally positive evolution regarding job satisfaction (.138,  $p = .007$ ) and work stress reduction (.125,  $p = .024$ ). The respondents already evaluated these aspects positively in 2020 and provided even higher ratings in our 2023 follow-up. This evolution aligns with our expectations based on the literature that certain telework benefits accrue over time since employees require time to adapt to telework and that a learning curve exists regarding productivity and work-life balance. The work aspects evaluated less positively in 2020—i.e. promotion chances, professional development, feeling of employer connectedness, and relationship with colleagues—are not evaluated more negatively three years later. As discussed in Section 1, the feared increasing negative impact on these aspects when the employee teleworks for a longer time is possibly (partially) compensated by learning gains as employees and employers discover effective ways to manage these drawbacks over time and societal perceptions of teleworkers become less negative.

**<Table 1 about here>**

Next, we discuss the results of the random effects models (Panel A of Table 2). The results are in line with those of the bivariate analyses with a clear positive evolution for (i) task efficiency ( $\beta = .377$ ,  $p = .000$ ), (ii) work-life balance ( $\beta = .322$ ,  $p = .000$ ), and (iii) work concentration ( $\beta = .283$ ,  $p = .000$ ). All robustness checks (in Panel B) affirm these positive temporal evolutions. Again, we observe a more marginally positive evolution of job satisfaction ( $\beta = .130$ ,  $p = .007$ ) and work stress reduction ( $\beta = .135$ ,  $p = .012$ ). Now, the negative temporal evolution for the feeling of employer connectedness ( $\beta = -.108$ ,  $p = .035$ ) is also significant at the 5% significance level. The full regression results, including all details on the covariate coefficients, can be found in Tables B1 to B5 in Appendix B.

**<Table 2 about here>**

Finally, we report on the random effects models with the interaction terms between the time dummy and the covariates (see Table B6 in Appendix B). First, we notice that people with a migration background report a less positive evolution concerning telework and job satisfaction (interaction coefficient  $\gamma = -.693$ ,  $p = .033$ ), professional development ( $\gamma = -.947$ ,  $p = .002$ ), feeling of employer connectedness ( $\gamma = -.892$ ,  $p = .010$ ), and relationship with colleagues ( $\gamma = -.987$ ,  $p = .006$ ). Deeper data analysis shows that in Wave 1, migrants reported a stronger positive impact of telework on their relationship with colleagues and a



higher employer commitment than natives. By contrast, in Wave 2, migrants are less positive on these work aspects than natives (as well as on job satisfaction, promotion chances, professional development and task efficiency). Initially, there might have been hope for less negative repercussions of discriminatory behaviour because of less visible ethnic cues and less personal interaction with colleagues and customers in case of more telework (Moens et al., 2022). As telework became an established routine, while perceived discrimination possibly remained unchanged, this hope might have declined. Second, when there is more feedback on the job, the perceived impact of telework on promotion chances ( $\gamma = .120, p = .001$ ) and professional development ( $\gamma = .097, p = .039$ ) grows more positive with time. This observation aligns with Biron et al. (2022), who recognise that feedback is an important aspect of learning to telework effectively over time. Third, when the job is more remote-friendly (i.e. when a higher percentage of the work could be performed via telework), a stronger self-reported positive impact exists on job satisfaction ( $\gamma = .004, p = .020$ ) and work-life balance ( $\gamma = .005, p = .024$ ) over time.

## **4. Conclusion**

In this letter, we contributed to the peer-reviewed international literature on the time evolution in telework experiences by supplementing the outcomes in the heavily cited survey by Moens et al. (2022) at the beginning of the COVID-19 crisis with a follow-up measurement three years later. The work aspects in which we studied the evolution are also richer than those in previous studies. The results indicated a clear learning effect regarding telework in terms of i) efficiency in performing tasks, ii) work-life balance, and iii) concentration during work. Remarkably, we saw that the evolution concerning some of the studied work aspects, such as professional development, was less positive among respondents with a migration background and in jobs with low levels of feedback.

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**Table 1.** Perceived impact of telework on various career aspects: Comparison of averages between 2020 and 2023 samples via *t*-tests

	Mean			(4) Difference (2) – (1)	(5) Difference (3) – (1)
	(1) Study sample 2020 (n= 2,673)	(2) Study sample 2023 (n= 370)	(3) Post-stratified sample 2023 (n= 312)		
Job satisfaction	3.700	3.838	3.824	0.138** [2.687]	0.124* [2.238]
Promotion chances	2.812	2.854	2.859	0.042 [1.125]	0.047 [1.163]
Professional development	2.981	3.008	2.984	0.028 [0.5739]	0.003 [0.066]
Task efficiency	3.456	3.846	3.817	0.390*** [6.491]	0.361*** [5.563]
Feeling of employer connectedness	2.649	2.557	2.558	-0.092 <sup>†</sup> [-1.754]	-0.091 [-1.607]
Work-life balance	3.662	4.003	3.997	0.341*** [5.615]	0.335*** [5.115]
Relationship with colleagues	2.472	2.470	2.468	-0.001 [-0.028]	-0.004 [-0.065]
Work stress reduction	3.392	3.516	3.487	0.125* [2.251]	0.095 [1.604]
Burnout reduction	3.418	3.486	3.465	0.069 [1.258]	0.047 [0.798]
Work concentration	3.358	3.681	3.635	0.323*** [5.241]	0.277*** [4.154]

*Notes.* We performed *t*-tests to assess whether the presented differences significantly differ from zero. The *t*-statistics are between squared brackets. \*\*\* (\*\*) (\*) ((†)) indicates significance at the 0.1% (1%) ((5%)) (((10%))) significance level.

**Table 2.** Perceived impact of telework on various career aspects: Random effects regression and robustness checks

	Satisfaction	Promotion	Development	Efficiency	Connected-ness	Work-life balance	Relationship	Stress	Burnout	Concentration
<b>A. MAIN MULTIVARIATE ANALYSES</b>										
A1. INDIVIDUAL RANDOM EFFECTS										
2023	0.130** (0.048)	0.056 (0.035)	0.043 (0.045)	0.377*** (0.054)	-0.108* (0.051)	0.322*** (0.059)	0.016 (0.053)	0.135* (0.054)	0.053 (0.052)	0.283*** (0.057)
<b>B. ROBUSTNESS CHECKS</b>										
B1. CLUSTERED STANDARD ERRORS										
2023	0.138** (0.048)	0.045 (0.035)	0.026 (0.046)	0.416*** (0.055)	-0.107* (0.049)	0.337*** (0.055)	0.009 (0.052)	0.141* (0.056)	0.063 (0.053)	0.310*** (0.059)
B2. INDIVIDUAL FIXED EFFECTS										
2023	0.077 (0.073)	0.072 (0.051)	0.079 (0.067)	0.367*** (0.079)	-0.092 (0.078)	0.288** (0.089)	0.014 (0.081)	0.165* (0.082)	0.068 (0.078)	0.338*** (0.084)
B3. INDIVIDUAL RANDOM EFFECTS, WITHOUT JOB-RELATED COVARIATES										
2023	0.105* (0.048)	0.054 (0.034)	0.045 (0.044)	0.333*** (0.053)	-0.109* (0.049)	0.303*** (0.057)	0.017 (0.051)	0.106* (0.053)	0.044 (0.051)	0.249*** (0.056)
B4. INDIVIDUAL RANDOM EFFECTS, TELEWORK INTENSITY AS COVARIATE										
2023	0.071 (0.050)	0.045 (0.036)	0.026 (0.047)	0.332*** (0.056)	-0.121* (0.053)	0.272*** (0.061)	-0.022 (0.055)	0.115* (0.056)	0.053 (0.055)	0.230*** (0.059)

*Notes.* N= 3,043. The presented statistics are coefficient estimates with standard errors between parentheses. \*\*\* (\*\*) (\*) ((+)) indicates statistical significance at the 0.1% (1%) (5%) (10%) significance level. The regression analyses in Panels A and B1 contain all control variables from the base article of Moens et al. (2022), i.e. person-specific covariates, job-related covariates, and a variable indicating temporary extended telework at Wave 1. The analyses in Panel B2 include all control variables from Moens et al. (2022) except those that cause multicollinearity (such as the time-invariant variables and some sector variables). The analyses in Panel B3 contain all control variables from Moens et al. (2022) except for the job-related covariates. The analyses in Panel B4 comprise all control variables from Moens et al. (2022) and an additional variable indicating telework intensity in Waves 1 and 2. The full regression results, including all details on the covariate coefficients, can be found in Tables B1 to B5 in Appendix B.

## **Appendix A: Survey items concerning outcome variables**

### **A.1. Perceived impact of telework in general on various career aspects**

The following statements are about your general view of teleworking (and therefore not specifically about the increased teleworking you may currently be experiencing). Do you think that telework in general has (or would have) a positive, negative or neutral effect on the following characteristics of your working life? Scale: certainly negative effect (1); rather negative effect (2); neither positive nor negative effect (3); rather positive effect (4); certainly positive effect (5).

(Overall job satisfaction) My overall satisfaction with my job.

(Promotion opportunities) My chances of promotion.

(Professional development) My professional development.

(Task efficiency) My efficiency in performing tasks.

(Commitment to employer) My feeling of connectedness with my employer.

(Work-life balance) My work-life balance.

(Relationship with colleagues) My relationship with my colleagues.

(Stress management) Minimise my work-related stress.

(Burnout prevention) Minimise my chances of burnout.

(Work concentration) My concentration during work.

## Appendix B: Additional tables

**Table B1.** Perceived impact of telework on various career aspects: Main multivariate analyses - Individual random effects

	Satisfaction	Promotion	Development	Efficiency	Connectedness	Work-life balance	Relationship	Stress	Burn-out	Concentration
2023	0.130** (0.048)	0.056 (0.035)	0.043 (0.045)	0.377*** (0.054)	-0.108* (0.051)	0.322*** (0.059)	0.016 (0.053)	0.135* (0.054)	0.053 (0.052)	0.283*** (0.057)
Female	0.036 (0.038)	-0.018 (0.029)	0.025 (0.037)	0.156** (0.046)	0.054 (0.040)	-0.015 (0.046)	0.159*** (0.041)	0.052 (0.042)	0.065 (0.042)	0.238*** (0.047)
Age	-0.003 (0.002)	0.002 (0.002)	0.000 (0.002)	0.003 (0.002)	0.004* (0.002)	0.000 (0.002)	0.004 <sup>†</sup> (0.002)	0.004 <sup>†</sup> (0.002)	0.002 (0.002)	0.016*** (0.002)
Migration background	-0.131 (0.107)	-0.096 (0.080)	0.147 (0.103)	-0.022 (0.127)	0.304** (0.112)	-0.108 (0.129)	0.374** (0.115)	0.066 (0.118)	0.093 (0.117)	-0.058 (0.130)
Tertiary education	-0.026 (0.037)	-0.076** (0.028)	-0.115** (0.036)	-0.064 (0.044)	-0.177*** (0.039)	0.027 (0.045)	-0.183*** (0.040)	-0.028 (0.041)	-0.028 (0.041)	-0.048 (0.045)
Single (reference)										
In a relationship but not cohabiting	0.074 (0.073)	0.039 (0.055)	0.033 (0.070)	0.101 (0.086)	0.132 <sup>†</sup> (0.077)	0.054 (0.089)	0.083 (0.079)	0.090 (0.081)	0.055 (0.080)	0.179* (0.088)
In a relationship and cohabiting	0.014 (0.046)	-0.022 (0.034)	-0.041 (0.044)	0.038 (0.055)	-0.022 (0.049)	0.139* (0.056)	-0.051 (0.050)	0.013 (0.051)	0.013 (0.051)	0.067 (0.056)
Number of resident children	0.009 (0.017)	-0.002 (0.013)	-0.006 (0.016)	0.027 (0.020)	0.002 (0.018)	0.016 (0.021)	0.047* (0.018)	-0.045* (0.019)	-0.034 <sup>†</sup> (0.019)	0.025 (0.021)
Resident parents	-0.139 <sup>†</sup> (0.076)	0.051 (0.056)	-0.080 (0.073)	-0.055 (0.089)	-0.142 <sup>†</sup> (0.080)	-0.139 (0.092)	-0.056 (0.082)	-0.027 (0.084)	0.023 (0.083)	-0.050 (0.091)
Resident family members (other than parents)	0.087 (0.103)	-0.057 (0.076)	-0.051 (0.099)	-0.104 (0.121)	-0.036 (0.108)	0.041 (0.125)	-0.081 (0.111)	-0.021 (0.114)	-0.052 (0.113)	-0.122 (0.124)
Resident others (not family)	0.158* (0.079)	-0.012 (0.057)	0.051 (0.075)	0.064 (0.091)	0.078 (0.083)	0.103 (0.095)	-0.035 (0.085)	0.074 (0.087)	0.140 (0.086)	-0.102 (0.094)

Province of Antwerp (reference)										
Province of West Flanders	-0.026 (0.053)	-0.096* (0.039)	-0.067 (0.051)	-0.031 (0.062)	-0.003 (0.055)	0.059 (0.063)	-0.064 (0.056)	-0.016 (0.058)	-0.006 (0.058)	-0.048 (0.064)
Province of East Flanders	0.089* (0.044)	-0.079* (0.033)	-0.045 (0.042)	0.055 (0.052)	0.007 (0.046)	0.156** (0.053)	-0.013 (0.047)	0.092 <sup>†</sup> (0.048)	0.084 <sup>†</sup> (0.048)	0.080 (0.053)
Province of Limburg	0.075 (0.073)	-0.097 <sup>†</sup> (0.054)	0.028 (0.070)	0.106 (0.086)	0.018 (0.076)	0.145 (0.088)	0.105 (0.078)	0.085 (0.080)	0.119 (0.080)	0.082 (0.088)
Province of Flemish Brabant	0.074 (0.051)	-0.052 (0.038)	-0.043 (0.049)	-0.014 (0.061)	0.054 (0.054)	0.081 (0.062)	0.090 (0.055)	0.010 (0.057)	0.007 (0.056)	0.056 (0.062)
Living in the countryside or rural area (reference)										
Living in the centre of a village	-0.008 (0.043)	-0.022 (0.032)	-0.040 (0.041)	0.016 (0.051)	-0.040 (0.045)	-0.042 (0.052)	-0.012 (0.046)	-0.015 (0.048)	-0.056 (0.047)	0.010 (0.052)
Living in the suburbs of a city	-0.008 (0.045)	-0.010 (0.033)	0.008 (0.043)	-0.016 (0.053)	-0.054 (0.047)	-0.074 (0.054)	-0.033 (0.048)	0.006 (0.050)	-0.036 (0.049)	-0.043 (0.054)
Living in the centre of a city	-0.097 <sup>†</sup> (0.052)	-0.063 (0.039)	-0.035 (0.050)	-0.063 (0.062)	-0.021 (0.055)	-0.179** (0.063)	-0.089 (0.056)	-0.043 (0.058)	-0.077 (0.057)	-0.123 <sup>†</sup> (0.063)
Health before the COVID- 19 crisis (scale)	-0.069* (0.031)	-0.019 (0.023)	-0.072* (0.030)	-0.107** (0.036)	-0.092** (0.033)	-0.028 (0.037)	-0.056 <sup>†</sup> (0.033)	-0.112** (0.034)	-0.097** (0.034)	-0.100** (0.037)
Current health (scale)	0.088** (0.028)	0.063** (0.021)	0.113*** (0.027)	0.179*** (0.033)	0.071* (0.030)	0.086* (0.034)	0.062* (0.031)	0.117*** (0.031)	0.102** (0.031)	0.152*** (0.034)
Never been infected by COVID-19 in 2020 wave (definitely or likely) (reference)										
Uncertain about having been infected by COVID- 19 in 2020 wave	0.091* (0.043)	0.071* (0.032)	0.131** (0.041)	0.094 <sup>†</sup> (0.051)	0.026 (0.045)	0.167** (0.052)	0.114* (0.046)	0.064 (0.047)	0.049 (0.047)	0.094 <sup>†</sup> (0.052)
Infected by COVID-19 at the moment of 2020 wave	0.091 (0.091)	-0.013 (0.068)	0.141 (0.088)	0.148 (0.108)	0.199* (0.096)	0.210 <sup>†</sup> (0.110)	0.123 (0.098)	0.094 (0.100)	0.183 <sup>†</sup> (0.100)	0.151 (0.110)

(definitely or likely)										
Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.165 <sup>†</sup> (0.091)	0.103 (0.068)	0.164 <sup>†</sup> (0.088)	-0.017 (0.109)	0.163 <sup>†</sup> (0.096)	0.031 (0.110)	0.025 (0.098)	0.142 (0.100)	0.154 (0.100)	0.166 (0.110)
Employed on a temporary contract in the private sector (reference)										
Employed on a permanent contract in the private sector	-0.066 (0.106)	-0.052 (0.079)	-0.019 (0.102)	0.027 (0.125)	-0.155 (0.112)	0.155 (0.128)	-0.033 (0.115)	0.092 (0.117)	-0.049 (0.116)	0.006 (0.128)
Employed on a regular contract in the public sector	0.010 (0.124)	0.016 (0.092)	0.087 (0.119)	-0.019 (0.146)	-0.031 (0.131)	0.183 (0.150)	-0.084 (0.134)	0.169 (0.137)	-0.005 (0.136)	0.054 (0.150)
Employed on a permanent appointment in the public sector	-0.040 (0.122)	-0.003 (0.090)	0.033 (0.116)	0.012 (0.143)	-0.113 (0.128)	0.164 (0.147)	0.008 (0.131)	0.232 <sup>†</sup> (0.134)	0.094 (0.133)	0.140 (0.146)
Part-time contract	0.019 (0.050)	0.008 (0.037)	-0.049 (0.048)	-0.122 <sup>*</sup> (0.059)	-0.059 (0.053)	-0.009 (0.060)	-0.088 (0.054)	0.032 (0.055)	-0.019 (0.055)	-0.087 (0.060)
Tenure with current employer (scale)	0.025 (0.018)	0.002 (0.013)	-0.008 (0.017)	0.028 (0.021)	-0.004 (0.019)	0.014 (0.022)	-0.043 <sup>*</sup> (0.019)	-0.015 (0.020)	-0.013 (0.020)	0.022 (0.022)
Tenure in current job (scale)	-0.023 (0.019)	-0.003 (0.014)	0.017 (0.018)	-0.022 (0.022)	0.005 (0.020)	-0.021 (0.023)	0.015 (0.020)	0.011 (0.021)	0.013 (0.021)	-0.007 (0.023)
Satisfied with job (scale)	0.127 <sup>***</sup> (0.021)	0.064 <sup>***</sup> (0.015)	0.075 <sup>***</sup> (0.020)	0.004 (0.024)	0.024 (0.022)	0.021 (0.025)	-0.053 <sup>*</sup> (0.022)	0.042 <sup>†</sup> (0.023)	0.042 <sup>†</sup> (0.022)	0.030 (0.025)
Autonomous in job (scale)	0.011 (0.018)	0.021 (0.013)	0.025 (0.017)	0.007 (0.021)	0.008 (0.018)	-0.010 (0.021)	0.006 (0.019)	-0.009 (0.019)	-0.005 (0.019)	-0.031 (0.021)
Dependent on others in job (scale)	-0.024 (0.016)	-0.007 (0.012)	0.001 (0.015)	-0.029 (0.018)	-0.015 (0.016)	-0.057 <sup>**</sup> (0.019)	-0.004 (0.017)	-0.056 <sup>**</sup> (0.017)	-0.051 <sup>**</sup> (0.017)	-0.031 <sup>†</sup> (0.019)
Interaction outside of the organisation in job (scale)	0.013 (0.013)	0.012 (0.010)	0.017 (0.013)	0.027 <sup>†</sup> (0.016)	0.000 (0.014)	-0.014 (0.016)	0.015 (0.014)	0.001 (0.015)	-0.005 (0.015)	0.030 <sup>†</sup> (0.016)
Feedback from others in	-0.006	0.042 <sup>***</sup>	0.003	-0.026	0.033 <sup>*</sup>	-0.047 <sup>*</sup>	0.019	-0.041 <sup>*</sup>	-0.040 <sup>*</sup>	-0.051 <sup>**</sup>



job (scale)	(0.016)	(0.012)	(0.015)	(0.018)	(0.016)	(0.019)	(0.017)	(0.017)	(0.017)	(0.019)
Sector: other (reference)										
Sector: purchasing	-0.063 (0.158)	-0.104 (0.118)	-0.021 (0.152)	-0.012 (0.187)	-0.110 (0.166)	-0.125 (0.190)	0.000 (0.169)	-0.171 (0.174)	-0.128 (0.173)	0.013 (0.191)
Sector: administration	0.032 (0.102)	-0.101 (0.076)	-0.131 (0.098)	-0.041 (0.120)	-0.041 (0.107)	0.014 (0.123)	0.064 (0.109)	-0.122 (0.112)	-0.024 (0.111)	-0.142 (0.123)
Sector: construction	0.183 (0.129)	-0.020 (0.097)	0.093 (0.124)	0.177 (0.153)	0.135 (0.136)	0.126 (0.156)	0.089 (0.139)	0.131 (0.143)	0.190 (0.142)	0.102 (0.156)
Sector: communication	-0.151 (0.142)	-0.291** (0.106)	-0.308* (0.136)	-0.060 (0.168)	-0.156 (0.149)	-0.015 (0.172)	0.047 (0.153)	-0.104 (0.157)	-0.193 (0.155)	-0.001 (0.172)
Sector: creative	0.213 (0.189)	0.202 (0.142)	0.126 (0.182)	0.169 (0.224)	0.274 (0.199)	-0.252 (0.229)	0.097 (0.204)	0.091 (0.209)	0.181 (0.207)	0.113 (0.229)
Sector: provision of services	-0.001 (0.103)	-0.106 (0.077)	-0.072 (0.099)	-0.044 (0.122)	0.115 (0.108)	0.041 (0.124)	0.092 (0.111)	-0.148 (0.113)	-0.138 (0.113)	-0.093 (0.124)
Sector: financial	0.065 (0.105)	-0.101 (0.079)	0.019 (0.101)	0.098 (0.125)	0.141 (0.111)	-0.004 (0.127)	0.094 (0.113)	-0.084 (0.116)	-0.009 (0.115)	0.044 (0.127)
Sector: health	-0.086 (0.122)	-0.082 (0.091)	-0.102 (0.117)	0.042 (0.144)	0.128 (0.128)	-0.213 (0.147)	0.099 (0.131)	-0.179 (0.135)	-0.141 (0.134)	-0.009 (0.147)
Sector: catering and tourism	-0.237 (0.151)	0.059 (0.113)	-0.069 (0.145)	-0.080 (0.179)	0.135 (0.159)	-0.361* (0.183)	0.183 (0.163)	-0.139 (0.167)	-0.095 (0.166)	-0.165 (0.183)
Sector: human resources	0.249* (0.108)	0.017 (0.081)	0.116 (0.103)	0.289* (0.128)	0.215+ (0.113)	0.179 (0.130)	0.167 (0.116)	0.039 (0.119)	0.105 (0.118)	0.137 (0.130)
Sector: ICT	-0.010 (0.100)	-0.073 (0.075)	-0.100 (0.096)	-0.006 (0.118)	-0.009 (0.105)	0.040 (0.121)	0.007 (0.107)	-0.151 (0.110)	-0.092 (0.109)	-0.023 (0.121)
Sector: legal	-0.047 (0.147)	-0.175 (0.110)	0.013 (0.141)	0.022 (0.174)	0.110 (0.154)	-0.163 (0.177)	0.109 (0.158)	-0.129 (0.162)	-0.066 (0.161)	0.010 (0.178)
Sector: agriculture and horticulture	0.362 (0.638)	1.096* (0.475)	1.024+ (0.611)	0.784 (0.752)	1.026 (0.671)	0.875 (0.771)	-0.208 (0.687)	0.010 (0.704)	-0.010 (0.697)	-0.577 (0.768)
Sector: logistics and transport	0.112 (0.111)	-0.100 (0.083)	-0.102 (0.106)	-0.105 (0.131)	0.034 (0.116)	0.096 (0.134)	0.111 (0.119)	0.121 (0.122)	0.113 (0.121)	-0.026 (0.134)

Sector: management	0.047 (0.109)	-0.145 <sup>+</sup> (0.082)	-0.082 (0.105)	0.003 (0.129)	0.043 (0.115)	0.047 (0.132)	0.030 (0.118)	-0.197 (0.121)	-0.161 (0.120)	-0.043 (0.132)
Sector: marketing	0.212 (0.138)	-0.237* (0.103)	-0.020 (0.133)	0.349* (0.164)	0.066 (0.145)	-0.001 (0.167)	0.098 (0.149)	0.179 (0.153)	0.230 (0.151)	0.333* (0.167)
Sector: maintenance	0.086 (0.254)	0.043 (0.188)	-0.037 (0.242)	-0.007 (0.298)	0.206 (0.267)	-0.263 (0.306)	0.654* (0.273)	0.050 (0.280)	0.060 (0.277)	0.183 (0.305)
Sector: education	-0.076 (0.122)	-0.030 (0.092)	0.220 <sup>+</sup> (0.118)	-0.064 (0.145)	-0.109 (0.128)	-0.343* (0.148)	0.015 (0.131)	-0.281* (0.135)	-0.255 <sup>+</sup> (0.134)	-0.174 (0.148)
Sector: research and development	0.033 (0.127)	-0.124 (0.095)	-0.076 (0.122)	0.061 (0.151)	-0.016 (0.134)	-0.048 (0.154)	0.099 (0.137)	-0.105 (0.140)	-0.071 (0.139)	-0.048 (0.154)
Sector: government	0.157 (0.118)	-0.074 (0.088)	0.000 (0.114)	0.184 (0.140)	0.146 (0.124)	0.069 (0.143)	0.140 (0.127)	-0.184 (0.130)	-0.111 (0.129)	0.038 (0.143)
Sector: production	0.140 (0.139)	-0.080 (0.104)	0.049 (0.133)	0.078 (0.165)	0.095 (0.146)	0.082 (0.167)	0.088 (0.149)	0.014 (0.153)	0.011 (0.152)	-0.077 (0.168)
Sector: technology	0.089 (0.127)	-0.110 (0.095)	-0.060 (0.122)	0.194 (0.151)	0.079 (0.134)	0.054 (0.154)	0.064 (0.137)	0.084 (0.140)	0.118 (0.139)	0.129 (0.154)
Sector: sales	0.046 (0.103)	-0.066 (0.077)	0.019 (0.099)	0.073 (0.121)	0.086 (0.108)	0.053 (0.124)	0.068 (0.110)	-0.040 (0.113)	-0.040 (0.112)	0.039 (0.124)
Temporarily unemployed	0.177** (0.065)	-0.029 (0.048)	0.031 (0.062)	0.317*** (0.076)	0.033 (0.068)	0.205** (0.079)	-0.066 (0.070)	0.336*** (0.072)	0.164* (0.071)	0.317*** (0.078)
% of work potentially done via telework	0.007*** (0.001)	0.001* (0.000)	0.004*** (0.001)	0.008*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.006*** (0.001)
Temporarily extended telework in 2020 wave	0.146** (0.051)	-0.046 (0.038)	-0.101* (0.049)	0.104 <sup>+</sup> (0.060)	-0.105* (0.054)	0.137* (0.062)	-0.176** (0.055)	0.098 <sup>+</sup> (0.056)	0.025 (0.056)	0.174** (0.062)
<i>R</i> <sup>2</sup>	0.099	0.054	0.055	0.095	0.050	0.068	0.048	0.051	0.044	0.099
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the main random effects regression analyses discussed in Section 2. \*\*\* (\*\*\*) ((+)) indicates statistical significance at the 0.1% (1%) ((5%)) (((10%))) significance level. All control variables from the base article of Moens et al. (2022) are included, i.e. person-specific covariates, job-related covariates, and a variable indicating temporarily extended telework at Wave 1.

**Table B2.** Perceived impact of telework on various career aspects: Robustness check - Clustering of standard errors

	Satisfaction	Promotion	Development	Efficiency	Connectedness	Work-life balance	Relationship	Stress	Burn-out	Concentration
2023	0.138** (0.048)	0.045 (0.035)	0.026 (0.046)	0.416*** (0.055)	-0.107* (0.049)	0.337*** (0.055)	0.009 (0.052)	0.141* (0.056)	0.063 (0.053)	0.310*** (0.059)
Female	0.032 (0.039)	-0.023 (0.029)	0.025 (0.037)	0.147** (0.046)	0.052 (0.041)	-0.018 (0.047)	0.156*** (0.041)	0.050 (0.044)	0.060 (0.043)	0.226*** (0.047)
Age	-0.003 (0.002)	0.002 (0.002)	0.000 (0.002)	0.003 (0.002)	0.004* (0.002)	0.000 (0.002)	0.004+ (0.002)	0.004+ (0.002)	0.002 (0.002)	0.016*** (0.002)
Migration background	-0.138 (0.121)	-0.102 (0.090)	0.124 (0.109)	-0.038 (0.126)	0.292* (0.124)	-0.112 (0.143)	0.355** (0.123)	0.062 (0.108)	0.085 (0.102)	-0.069 (0.143)
Tertiary education	-0.026 (0.037)	-0.075** (0.028)	-0.114** (0.035)	-0.055 (0.043)	-0.174*** (0.039)	0.027 (0.044)	-0.183*** (0.040)	-0.024 (0.041)	-0.026 (0.040)	-0.042 (0.044)
Single (reference)										
In a relationship but not cohabiting	0.079 (0.076)	0.030 (0.057)	0.032 (0.075)	0.089 (0.088)	0.114 (0.081)	0.047 (0.097)	0.076 (0.083)	0.079 (0.084)	0.044 (0.083)	0.176+ (0.092)
In a relationship and cohabiting	0.024 (0.049)	-0.019 (0.035)	-0.043 (0.046)	0.041 (0.057)	-0.021 (0.050)	0.149** (0.056)	-0.049 (0.051)	0.013 (0.051)	0.012 (0.051)	0.073 (0.058)
Number of resident children	0.007 (0.017)	-0.003 (0.013)	-0.008 (0.017)	0.028 (0.020)	0.002 (0.017)	0.014 (0.020)	0.048** (0.018)	-0.043* (0.019)	-0.034+ (0.019)	0.027 (0.021)
Resident parents	-0.125 (0.086)	0.069 (0.054)	-0.082 (0.078)	-0.056 (0.095)	-0.136+ (0.083)	-0.149 (0.096)	-0.050 (0.079)	-0.021 (0.082)	0.022 (0.081)	-0.055 (0.094)
Resident family members (other than parents)	0.079 (0.096)	-0.071 (0.078)	-0.041 (0.113)	-0.083 (0.124)	-0.039 (0.116)	0.056 (0.129)	-0.077 (0.107)	-0.016 (0.113)	-0.038 (0.115)	-0.121 (0.121)
Resident others (not family)	0.162** (0.059)	0.011 (0.043)	0.039 (0.076)	0.029 (0.079)	0.107 (0.074)	0.129 (0.085)	0.001 (0.097)	0.077 (0.066)	0.137+ (0.078)	-0.102 (0.083)
Province of Antwerp (reference)										
Province of West Flanders	-0.021 (0.053)	-0.088* (0.037)	-0.061 (0.052)	-0.028 (0.062)	-0.001 (0.055)	0.057 (0.062)	-0.066 (0.057)	-0.019 (0.058)	-0.002 (0.057)	-0.054 (0.063)

Province of East Flanders	0.088*	-0.072*	-0.045	0.059	0.011	0.154**	-0.017	0.092 <sup>+</sup>	0.084 <sup>+</sup>	0.079
	(0.044)	(0.032)	(0.041)	(0.052)	(0.045)	(0.052)	(0.047)	(0.049)	(0.048)	(0.053)
Province of Limburg	0.082	-0.094	0.034	0.117	0.022	0.156 <sup>+</sup>	0.104	0.092	0.131 <sup>+</sup>	0.082
	(0.071)	(0.057)	(0.072)	(0.089)	(0.077)	(0.082)	(0.079)	(0.080)	(0.079)	(0.091)
Province of Flemish Brabant	0.079	-0.052	-0.036	0.003	0.059	0.090	0.095 <sup>+</sup>	0.016	0.020	0.062
	(0.051)	(0.039)	(0.048)	(0.060)	(0.054)	(0.062)	(0.056)	(0.057)	(0.056)	(0.062)
Living in the countryside or rural area (reference)										
Living in the centre of a village	-0.011	-0.029	-0.044	0.018	-0.044	-0.047	-0.007	-0.013	-0.058	0.011
	(0.043)	(0.032)	(0.040)	(0.049)	(0.045)	(0.052)	(0.047)	(0.048)	(0.047)	(0.052)
Living in the suburbs of a city	-0.005	-0.010	0.015	-0.011	-0.055	-0.078	-0.031	0.009	-0.034	-0.037
	(0.045)	(0.033)	(0.043)	(0.053)	(0.046)	(0.052)	(0.047)	(0.049)	(0.049)	(0.054)
Living in the centre of a city	-0.093 <sup>+</sup>	-0.066 <sup>+</sup>	-0.037	-0.057	-0.017	-0.184**	-0.081	-0.040	-0.067	-0.118 <sup>+</sup>
	(0.055)	(0.039)	(0.051)	(0.065)	(0.055)	(0.066)	(0.055)	(0.058)	(0.059)	(0.068)
Health before the COVID-19 crisis (scale)	-0.068*	-0.015	-0.063*	-0.105**	-0.087**	-0.029	-0.053	-0.113**	-0.094*	-0.096*
	(0.032)	(0.025)	(0.032)	(0.037)	(0.033)	(0.039)	(0.034)	(0.037)	(0.039)	(0.040)
Current health (scale)	0.091**	0.061**	0.109***	0.178***	0.072*	0.093**	0.062*	0.121***	0.103**	0.155***
	(0.029)	(0.023)	(0.029)	(0.034)	(0.031)	(0.036)	(0.031)	(0.035)	(0.035)	(0.037)
Never been infected by COVID-19 in 2020 wave (definitely or likely) (reference)										
Uncertain about having been infected by COVID-19 in 2020 wave	0.091*	0.066*	0.130**	0.097*	0.034	0.171***	0.121**	0.066	0.051	0.099*
	(0.042)	(0.032)	(0.041)	(0.048)	(0.044)	(0.049)	(0.046)	(0.046)	(0.046)	(0.050)
Infected by COVID-19 at the moment of 2020 wave (definitely or likely)	0.091	-0.005	0.125	0.134	0.184 <sup>+</sup>	0.211 <sup>+</sup>	0.120	0.097	0.185 <sup>+</sup>	0.140
	(0.097)	(0.077)	(0.092)	(0.104)	(0.096)	(0.116)	(0.099)	(0.108)	(0.102)	(0.108)
Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.169 <sup>+</sup>	0.113	0.176 <sup>+</sup>	-0.016	0.171 <sup>+</sup>	0.042	0.022	0.151	0.174	0.172
	(0.090)	(0.072)	(0.093)	(0.126)	(0.089)	(0.120)	(0.102)	(0.110)	(0.114)	(0.120)

Employed on a temporary contract in the private sector (reference)										
Employed on a permanent contract in the private sector	-0.075 (0.106)	-0.071 (0.071)	-0.045 (0.096)	0.034 (0.121)	-0.168 (0.114)	0.151 (0.129)	-0.040 (0.107)	0.090 (0.117)	-0.050 (0.109)	0.027 (0.113)
Employed on a regular contract in the public sector	0.015 (0.120)	-0.002 (0.085)	0.066 (0.112)	0.007 (0.145)	-0.045 (0.131)	0.186 (0.152)	-0.087 (0.127)	0.181 (0.137)	0.011 (0.129)	0.085 (0.136)
Employed on a permanent appointment in the public sector	-0.041 (0.121)	-0.017 (0.083)	0.012 (0.112)	0.022 (0.144)	-0.120 (0.128)	0.170 (0.152)	-0.002 (0.122)	0.238 <sup>†</sup> (0.133)	0.105 (0.127)	0.154 (0.135)
Part-time contract	0.026 (0.048)	0.011 (0.036)	-0.047 (0.046)	-0.110 <sup>*</sup> (0.055)	-0.062 (0.053)	0.004 (0.058)	-0.092 <sup>†</sup> (0.055)	0.043 (0.056)	-0.002 (0.054)	-0.068 (0.058)
Tenure with current employer (scale)	0.026 (0.018)	0.006 (0.013)	-0.005 (0.017)	0.030 (0.021)	-0.003 (0.019)	0.018 (0.021)	-0.042 <sup>*</sup> (0.019)	-0.015 (0.019)	-0.015 (0.019)	0.020 (0.021)
Tenure in current job (scale)	-0.023 (0.019)	-0.006 (0.014)	0.019 (0.017)	-0.025 (0.022)	0.009 (0.020)	-0.022 (0.022)	0.016 (0.020)	0.014 (0.020)	0.019 (0.021)	-0.007 (0.022)
Satisfied with job (scale)	0.120 <sup>***</sup> (0.024)	0.064 <sup>***</sup> (0.016)	0.074 <sup>***</sup> (0.020)	-0.003 (0.024)	0.019 (0.022)	0.015 (0.026)	-0.054 <sup>*</sup> (0.023)	0.039 (0.025)	0.037 (0.025)	0.026 (0.027)
Autonomous in job (scale)	0.011 (0.018)	0.022 <sup>†</sup> (0.014)	0.024 (0.017)	0.010 (0.021)	0.007 (0.019)	-0.013 (0.022)	0.005 (0.019)	-0.005 (0.020)	-0.001 (0.021)	-0.032 (0.022)
Dependent on others in job (scale)	-0.023 (0.016)	-0.006 (0.012)	0.005 (0.015)	-0.024 (0.019)	-0.013 (0.017)	-0.057 <sup>**</sup> (0.019)	-0.006 (0.017)	-0.054 <sup>**</sup> (0.018)	-0.049 <sup>**</sup> (0.018)	-0.026 (0.019)
Interaction outside of the organisation in job (scale)	0.009 (0.014)	0.012 (0.010)	0.014 (0.013)	0.023 (0.016)	-0.002 (0.014)	-0.018 (0.016)	0.012 (0.014)	-0.004 (0.015)	-0.008 (0.015)	0.025 (0.017)
Feedback from others in job (scale)	-0.003 (0.016)	0.043 <sup>**</sup> (0.012)	0.004 (0.016)	-0.022 (0.019)	0.038 <sup>*</sup> (0.017)	-0.044 <sup>*</sup> (0.019)	0.022 (0.018)	-0.040 <sup>*</sup> (0.019)	-0.040 <sup>*</sup> (0.018)	-0.049 <sup>*</sup> (0.020)
Sector: other (reference)										
Sector: purchasing	-0.058 (0.157)	-0.115 (0.144)	-0.025 (0.145)	0.007 (0.172)	-0.111 (0.161)	-0.143 (0.194)	-0.011 (0.165)	-0.192 (0.199)	-0.124 (0.190)	0.015 (0.188)

Sector: administration	0.036 (0.095)	-0.083 (0.076)	-0.137 (0.094)	-0.054 (0.112)	-0.038 (0.109)	0.008 (0.110)	0.072 (0.111)	-0.124 (0.112)	-0.035 (0.110)	-0.148 (0.123)
Sector: construction	0.185 (0.126)	-0.006 (0.101)	0.115 (0.119)	0.198 (0.145)	0.149 (0.143)	0.123 (0.146)	0.098 (0.129)	0.120 (0.146)	0.195 (0.143)	0.088 (0.154)
Sector: communication	-0.151 (0.155)	-0.288** (0.104)	-0.313* (0.135)	-0.079 (0.165)	-0.166 (0.143)	-0.040 (0.165)	0.041 (0.150)	-0.130 (0.155)	-0.206 (0.152)	-0.022 (0.175)
Sector: creative	0.176 (0.177)	0.161 (0.129)	0.104 (0.186)	0.148 (0.219)	0.268 (0.207)	-0.257 (0.249)	0.104 (0.209)	0.082 (0.180)	0.183 (0.205)	0.108 (0.242)
Sector: provision of services	0.003 (0.098)	-0.094 (0.078)	-0.074 (0.097)	-0.058 (0.120)	0.118 (0.108)	0.030 (0.113)	0.095 (0.110)	-0.160 (0.112)	-0.146 (0.108)	-0.099 (0.127)
Sector: financial	0.072 (0.099)	-0.077 (0.083)	0.026 (0.098)	0.089 (0.122)	0.147 (0.115)	-0.002 (0.123)	0.110 (0.116)	-0.080 (0.118)	0.002 (0.114)	0.041 (0.127)
Sector: health	-0.072 (0.127)	-0.079 (0.092)	-0.114 (0.114)	0.010 (0.154)	0.115 (0.131)	-0.217 (0.149)	0.090 (0.128)	-0.186 (0.139)	-0.152 (0.130)	-0.035 (0.150)
Sector: catering and tourism	-0.246 (0.154)	0.061 (0.119)	-0.075 (0.146)	-0.108 (0.159)	0.125 (0.178)	-0.358* (0.181)	0.176 (0.183)	-0.131 (0.160)	-0.087 (0.153)	-0.170 (0.171)
Sector: human resources	0.254* (0.098)	0.018 (0.077)	0.125 (0.097)	0.289* (0.118)	0.214 <sup>†</sup> (0.111)	0.170 (0.118)	0.174 (0.112)	0.046 (0.120)	0.117 (0.113)	0.145 (0.132)
Sector: ICT	-0.022 (0.096)	-0.070 (0.075)	-0.117 (0.093)	-0.037 (0.117)	-0.018 (0.107)	0.019 (0.112)	0.001 (0.105)	-0.161 (0.109)	-0.105 (0.108)	-0.053 (0.125)
Sector: legal	-0.028 (0.156)	-0.145 (0.120)	0.040 (0.149)	0.044 (0.186)	0.118 (0.140)	-0.157 (0.185)	0.128 (0.151)	-0.135 (0.163)	-0.062 (0.165)	-0.001 (0.179)
Sector: agriculture and horticulture	0.363** (0.133)	1.098*** (0.085)	1.021*** (0.108)	0.789*** (0.121)	1.024*** (0.289)	0.859* (0.412)	-0.199 (0.143)	0.001 (0.254)	-0.016 (0.265)	-0.570* (0.287)
Sector: logistics and transport	0.098 (0.108)	-0.097 (0.085)	-0.120 (0.103)	-0.125 (0.129)	0.024 (0.116)	0.078 (0.120)	0.101 (0.116)	0.105 (0.115)	0.105 (0.115)	-0.054 (0.137)
Sector: management	0.051 (0.103)	-0.136 <sup>†</sup> (0.078)	-0.075 (0.100)	-0.004 (0.127)	0.040 (0.115)	0.034 (0.119)	0.033 (0.112)	-0.209 <sup>†</sup> (0.124)	-0.165 (0.118)	-0.055 (0.133)
Sector: marketing	0.216 <sup>†</sup> (0.129)	-0.222* (0.098)	-0.024 (0.134)	0.340* (0.161)	0.063 (0.148)	0.002 (0.171)	0.104 (0.136)	0.160 (0.146)	0.204 (0.157)	0.310 <sup>†</sup> (0.171)

Sector: maintenance	0.105 (0.175)	0.011 (0.215)	-0.031 (0.230)	0.013 (0.257)	0.214 (0.203)	-0.258 (0.284)	0.649* (0.320)	0.063 (0.194)	0.076 (0.239)	0.218 (0.248)
Sector: education	-0.077 (0.122)	-0.014 (0.087)	0.206 <sup>†</sup> (0.118)	-0.068 (0.151)	-0.108 (0.131)	-0.355* (0.146)	0.024 (0.131)	-0.300* (0.138)	-0.270 <sup>†</sup> (0.138)	-0.165 (0.147)
Sector: research and development	0.021 (0.124)	-0.113 (0.088)	-0.092 (0.119)	0.055 (0.157)	-0.032 (0.136)	-0.056 (0.154)	0.087 (0.131)	-0.111 (0.128)	-0.076 (0.136)	-0.043 (0.157)
Sector: government	0.162 (0.113)	-0.075 (0.084)	-0.001 (0.108)	0.178 (0.138)	0.146 (0.122)	0.046 (0.134)	0.138 (0.123)	-0.196 (0.128)	-0.125 (0.124)	0.039 (0.143)
Sector: production	0.141 (0.136)	-0.064 (0.099)	0.073 (0.130)	0.086 (0.154)	0.109 (0.140)	0.075 (0.158)	0.081 (0.150)	0.015 (0.148)	0.009 (0.159)	-0.053 (0.175)
Sector: technology	0.078 (0.126)	-0.116 (0.093)	-0.064 (0.120)	0.173 (0.154)	0.067 (0.137)	0.032 (0.132)	0.056 (0.139)	0.075 (0.126)	0.098 (0.133)	0.085 (0.161)
Sector: sales	0.054 (0.096)	-0.061 (0.080)	0.039 (0.097)	0.082 (0.116)	0.091 (0.110)	0.056 (0.110)	0.071 (0.110)	-0.037 (0.110)	-0.032 (0.106)	0.049 (0.125)
Temporarily unemployed	0.187** (0.066)	-0.027 (0.052)	0.036 (0.064)	0.315*** (0.075)	0.038 (0.072)	0.205** (0.074)	-0.056 (0.079)	0.332*** (0.070)	0.170* (0.070)	0.304*** (0.078)
% of work potentially done via telework	0.007*** (0.001)	0.001* (0.001)	0.004*** (0.001)	0.008*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.006*** (0.001)
Temporarily extended telework in 2020 wave	0.146** (0.053)	-0.043 (0.039)	-0.100* (0.050)	0.091 (0.061)	-0.106 <sup>†</sup> (0.055)	0.135* (0.059)	-0.175** (0.060)	0.095 <sup>†</sup> (0.055)	0.026 (0.055)	0.165* (0.064)
$R^2$	0.100	0.054	0.056	0.095	0.050	0.068	0.048	0.051	0.044	0.099
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the robustness check consisting of linear regression analyses with clustering of standard errors discussed in Section 2. \*\*\* (\*\*) (\*) ((†)) indicates statistical significance at the 0.1% (1%) (5%) ((10%)) significance level. All control variables from the base article of Moens et al. (2022) are included, i.e. person-specific covariates, job-related covariates, and a variable indicating temporarily extended telework at Wave 1.

**Table B3.** Perceived impact of telework on various career aspects: Robustness check - Individual fixed effects

	Satisfaction	Promotion	Development	Efficiency	Connectedness	Work-life balance	Relationship	Stress	Burn-out	Concentration
2023	0.077 (0.073)	0.072 (0.051)	0.079 (0.067)	0.367*** (0.079)	-0.092 (0.078)	0.288** (0.089)	0.014 (0.081)	0.165* (0.082)	0.068 (0.078)	0.338*** (0.084)
Single (reference)										
In a relationship but not cohabiting	0.145 (0.273)	0.159 (0.188)	0.031 (0.250)	0.600* (0.296)	0.347 (0.291)	0.301 (0.332)	0.198 (0.301)	0.483 (0.306)	0.084 (0.291)	0.327 (0.311)
In a relationship and cohabiting	-0.138 (0.236)	-0.210 (0.163)	-0.115 (0.216)	0.047 (0.255)	-0.090 (0.251)	0.027 (0.287)	-0.058 (0.260)	-0.258 (0.264)	-0.072 (0.251)	-0.116 (0.269)
Number of resident children	0.121 (0.122)	-0.011 (0.084)	0.110 (0.112)	0.021 (0.133)	-0.052 (0.131)	0.098 (0.149)	-0.120 (0.135)	-0.159 (0.137)	-0.019 (0.130)	0.003 (0.140)
Resident parents	-0.531* (0.219)	-0.300* (0.151)	-0.220 (0.200)	-0.202 (0.237)	-0.481* (0.233)	0.036 (0.266)	-0.296 (0.242)	-0.165 (0.245)	-0.124 (0.233)	-0.121 (0.250)
Resident family members (other than parents)	-0.078 (0.468)	0.206 (0.323)	-0.490 (0.428)	-0.935 <sup>†</sup> (0.507)	0.532 (0.499)	-0.381 (0.569)	-0.048 (0.516)	-0.773 (0.524)	-1.046* (0.498)	-0.645 (0.533)
Resident others (not family)	0.463 <sup>†</sup> (0.241)	0.000 (0.166)	0.356 (0.220)	0.571* (0.261)	0.043 (0.257)	-0.257 (0.293)	-0.171 (0.266)	0.264 (0.270)	0.332 (0.257)	0.353 (0.275)
Province of Antwerp (reference)										
Province of West Flanders	0.128 (0.789)	-0.008 (0.544)	0.971 (0.722)	-0.308 (0.855)	0.072 (0.841)	0.595 (0.960)	0.902 (0.871)	0.928 (0.884)	0.164 (0.841)	0.222 (0.900)
Province of East Flanders	0.283 (0.653)	-0.142 (0.451)	0.414 (0.598)	0.102 (0.708)	0.359 (0.697)	1.123 (0.795)	0.801 (0.721)	-0.537 (0.732)	-0.037 (0.696)	0.406 (0.745)
Province of Limburg	-0.096 (0.731)	0.124 (0.505)	0.101 (0.669)	-0.086 (0.793)	-0.004 (0.780)	-0.541 (0.890)	0.147 (0.808)	-0.813 (0.820)	-0.270 (0.780)	1.085 (0.835)
Province of Flemish Brabant	-0.074 (0.557)	0.139 (0.384)	0.526 (0.510)	-0.145 (0.604)	0.396 (0.594)	0.404 (0.678)	0.455 (0.615)	0.110 (0.624)	-0.198 (0.594)	0.367 (0.635)
Living in the countryside or rural area (reference)										



Living in the centre of a village	-0.003 (0.167)	-0.007 (0.115)	0.005 (0.153)	-0.218 (0.181)	0.048 (0.178)	0.128 (0.203)	0.030 (0.184)	-0.149 (0.187)	-0.227 (0.178)	-0.067 (0.190)
Living in the suburbs of a city	-0.022 (0.211)	-0.048 (0.145)	0.007 (0.193)	-0.244 (0.228)	-0.073 (0.225)	0.019 (0.256)	0.038 (0.233)	-0.170 (0.236)	-0.237 (0.225)	-0.084 (0.240)
Living in the centre of a city	-0.105 (0.289)	-0.190 (0.199)	0.330 (0.264)	0.034 (0.313)	-0.244 (0.308)	0.514 (0.351)	0.030 (0.319)	0.288 (0.324)	0.173 (0.308)	0.154 (0.330)
Current health (scale)	0.094 (0.069)	0.135** (0.047)	0.191** (0.063)	0.233** (0.074)	0.076 (0.073)	0.005 (0.084)	0.071 (0.076)	0.113 (0.077)	0.119 (0.073)	0.163* (0.078)
Employed on a temporary contract in the private sector (reference)										
Employed on a permanent contract in the private sector	0.307 (0.466)	0.175 (0.322)	0.540 (0.427)	0.035 (0.505)	0.324 (0.497)	0.625 (0.567)	0.251 (0.515)	-0.027 (0.523)	-0.170 (0.497)	-0.434 (0.532)
Employed on a regular contract in the public sector	0.216 (1.232)	0.766 (0.850)	0.350 (1.127)	0.451 (1.335)	-0.910 (1.314)	0.358 (1.499)	-0.333 (1.361)	-0.166 (1.381)	-0.707 (1.313)	-1.208 (1.406)
Employed on a permanent appointment in the public sector	0.606 (0.744)	0.671 (0.513)	0.906 (0.680)	0.270 (0.806)	-0.654 (0.793)	1.042 (0.905)	0.436 (0.821)	-0.119 (0.833)	0.073 (0.793)	-0.064 (0.849)
Part-time contract	0.132 (0.197)	0.020 (0.136)	-0.054 (0.180)	-0.048 (0.213)	0.286 (0.210)	-0.090 (0.239)	0.235 (0.217)	-0.087 (0.221)	-0.071 (0.210)	0.016 (0.225)
Tenure with current employer (scale)	0.018 (0.085)	-0.086 (0.059)	-0.080 (0.078)	-0.105 (0.093)	-0.117 (0.091)	-0.045 (0.104)	-0.012 (0.094)	0.037 (0.096)	-0.016 (0.091)	-0.100 (0.097)
Tenure in current job (scale)	0.035 (0.051)	0.039 (0.035)	0.024 (0.047)	0.017 (0.056)	-0.023 (0.055)	0.041 (0.062)	0.003 (0.057)	0.001 (0.058)	-0.020 (0.055)	-0.012 (0.059)
Satisfied with job (scale)	0.281*** (0.065)	0.049 (0.045)	0.077 (0.059)	0.134 <sup>+</sup> (0.070)	0.092 (0.069)	0.191* (0.079)	-0.018 (0.072)	0.193** (0.073)	0.184** (0.069)	0.109 (0.074)
Autonomous in job (scale)	0.066 (0.059)	0.012 (0.041)	0.060 (0.054)	-0.040 (0.064)	0.003 (0.063)	0.018 (0.072)	-0.088 (0.065)	-0.129 <sup>+</sup> (0.066)	-0.084 (0.063)	-0.053 (0.067)
Dependent on others in	-0.064	-0.051	-0.050	-0.074	-0.057	-0.025	0.032	-0.098 <sup>+</sup>	-0.040	-0.094

job (scale)	(0.052)	(0.036)	(0.048)	(0.056)	(0.056)	(0.063)	(0.058)	(0.058)	(0.056)	(0.059)
Interaction outside of the organisation in job (scale)	0.056 (0.050)	-0.002 (0.034)	0.052 (0.045)	0.065 (0.054)	0.034 (0.053)	0.086 (0.061)	0.093 <sup>+</sup> (0.055)	0.085 (0.056)	0.001 (0.053)	0.086 (0.057)
Feedback from others in job (scale)	-0.016 (0.048)	0.045 (0.033)	0.029 (0.044)	-0.061 (0.052)	-0.047 (0.052)	-0.053 (0.059)	0.017 (0.053)	-0.035 (0.054)	-0.024 (0.052)	-0.070 (0.055)
Sector: other (reference)										
Sector: purchasing	0.696 (1.432)	0.308 (0.988)	0.753 (1.310)	0.199 (1.552)	0.442 (1.527)	-1.139 (1.743)	0.600 (1.582)	0.546 (1.605)	-2.387 (1.527)	0.343 (1.634)
Sector: administration	-1.414 <sup>+</sup> (0.803)	-0.499 (0.554)	-0.980 (0.734)	0.056 (0.870)	-0.427 (0.856)	-1.368 (0.977)	-1.093 (0.886)	-1.000 (0.899)	-1.074 (0.856)	-0.416 (0.916)
Sector: construction	-0.952 (1.040)	0.194 (0.718)	-0.372 (0.952)	-0.312 (1.128)	0.007 (1.110)	-1.801 (1.266)	-0.846 (1.149)	-1.393 (1.166)	-1.606 (1.109)	-0.113 (1.187)
Sector: communication	-0.768 (1.584)	0.719 (1.093)	0.969 (1.449)	-0.910 (1.717)	-0.402 (1.689)	-0.465 (1.928)	-0.899 (1.749)	1.178 (1.775)	-0.612 (1.689)	0.247 (1.807)
Sector: creative	2.302 (1.708)	2.147 <sup>+</sup> (1.178)	2.149 (1.563)	2.617 (1.851)	0.821 (1.821)	-3.115 (2.078)	0.199 (1.886)	0.334 (1.914)	-0.197 (1.821)	1.820 (1.949)
Sector: provision of services	-1.853* (0.901)	0.296 (0.622)	-0.224 (0.824)	-0.994 (0.977)	0.055 (0.961)	-1.793 (1.096)	-0.729 (0.995)	-1.072 (1.010)	-1.537 (0.960)	-1.504 (1.028)
Sector: financial	-2.488* (1.198)	-1.085 (0.827)	-1.623 (1.096)	-1.559 (1.298)	-0.985 (1.278)	-3.942** (1.458)	-2.502 <sup>+</sup> (1.323)	-3.217* (1.343)	-4.187** (1.277)	-1.935 (1.367)
Sector: health	-0.318 (1.282)	0.067 (0.885)	0.395 (1.173)	0.955 (1.390)	0.534 (1.368)	-1.449 (1.560)	0.175 (1.416)	-0.200 (1.437)	-1.190 (1.367)	0.082 (1.463)
Sector: human resources	-1.607 <sup>+</sup> (0.887)	0.541 (0.612)	0.138 (0.811)	0.028 (0.961)	0.714 (0.946)	-1.683 (1.079)	-0.721 (0.979)	-1.229 (0.994)	-1.724 <sup>+</sup> (0.945)	-0.438 (1.012)
Sector: ICT	-1.564 (1.142)	0.407 (0.788)	0.688 (1.044)	-0.588 (1.237)	0.464 (1.218)	-0.101 (1.389)	0.145 (1.261)	0.364 (1.279)	-0.327 (1.217)	-1.350 (1.303)
Sector: legal	-0.789 (1.277)	-2.014* (0.881)	-1.059 (1.168)	-1.617 (1.384)	0.602 (1.362)	-0.737 (1.553)	-0.116 (1.410)	0.388 (1.431)	0.130 (1.361)	-1.513 (1.457)
Sector: logistics and transport	-0.387 (1.256)	-0.054 (0.866)	0.705 (1.149)	0.440 (1.361)	1.251 (1.339)	-1.567 (1.528)	1.325 (1.387)	0.898 (1.407)	-0.539 (1.339)	0.399 (1.433)

Sector: management	-1.345 (0.857)	0.747 (0.591)	-0.069 (0.784)	-1.318 (0.929)	-0.167 (0.914)	-1.598 (1.043)	-1.843 <sup>†</sup> (0.947)	-1.797 <sup>†</sup> (0.960)	-1.607 <sup>†</sup> (0.914)	-2.322* (0.978)
Sector: maintenance	-1.367 (1.427)	2.564* (0.984)	0.056 (1.305)	-0.277 (1.546)	0.077 (1.522)	-2.601 (1.736)	1.145 (1.576)	-0.369 (1.599)	-0.771 (1.521)	-1.908 (1.628)
Sector: education	-0.927 (1.520)	-2.125* (1.049)	-2.620 <sup>†</sup> (1.391)	-0.004 (1.648)	0.280 (1.621)	-0.669 (1.850)	-1.000 (1.679)	0.404 (1.703)	-0.230 (1.620)	1.354 (1.734)
Sector: research and development	0.723 (1.546)	1.730 (1.067)	1.950 (1.415)	0.226 (1.676)	2.753 <sup>†</sup> (1.649)	1.809 (1.881)	1.534 (1.707)	-0.884 (1.733)	-1.735 (1.648)	-1.845 (1.764)
Sector: government	-0.881 (1.066)	0.159 (0.735)	0.281 (0.975)	-0.462 (1.155)	1.720 (1.137)	-0.213 (1.297)	0.091 (1.177)	0.294 (1.195)	-0.187 (1.136)	0.006 (1.216)
Sector: technology	0.425 (0.853)	0.316 (0.589)	-0.149 (0.781)	0.444 (0.925)	-0.958 (0.910)	0.171 (1.038)	-0.711 (0.942)	0.675 (0.956)	1.102 (0.910)	1.484 (0.973)
Sector: sales	-1.561 <sup>†</sup> (0.884)	0.581 (0.610)	-1.017 (0.809)	-1.011 (0.958)	0.284 (0.943)	-1.193 (1.076)	-1.268 (0.977)	-2.053* (0.991)	-1.523 (0.943)	-1.216 (1.009)
Temporarily unemployed	0.149 (0.200)	-0.035 (0.138)	0.037 (0.183)	0.436* (0.217)	-0.060 (0.213)	0.321 (0.243)	-0.278 (0.221)	0.696** (0.224)	0.213 (0.213)	0.793** (0.228)
% of work potentially done via telework	0.004 <sup>†</sup> (0.002)	0.001 (0.002)	0.000 (0.002)	0.003 (0.002)	0.002 (0.002)	0.006* (0.003)	-0.002 (0.003)	0.002 (0.003)	-0.001 (0.002)	0.002 (0.003)
$R^2$	0.002	0.001	0.002	0.003	0.000	0.000	0.000	0.000	0.000	0.000
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the robustness check with individual fixed effects discussed in Section 2. \*\*\* (\*\*) (\*) ((†)) indicates statistical significance at the 0.1% (1%) (5%) ((10%)) significance level. All control variables from the base article of Moens et al. (2022) are included, i.e. person-specific covariates, job-related covariates, and a variable indicating temporarily extended telework at Wave 1, except those that cause multicollinearity (such as the time-invariant variables and some sector variables).

**Table B4.** Perceived impact of telework on various career aspects: Robustness check - Individual random effects without job-related covariates

	Satisfaction	Promotion	Development	Efficiency	Connectedness	Work-life balance	Relationship	Stress	Burn-out	Concentration
2023	0.105* (0.048)	0.054 (0.034)	0.045 (0.044)	0.333*** (0.053)	-0.109* (0.049)	0.303*** (0.057)	0.017 (0.051)	0.106* (0.053)	0.044 (0.051)	0.249*** (0.056)
Female	0.075* (0.035)	0.001 (0.025)	0.053 (0.033)	0.162*** (0.041)	0.072* (0.036)	-0.019 (0.041)	0.159*** (0.036)	0.080* (0.037)	0.085* (0.037)	0.234*** (0.041)
Age	-0.003 (0.002)	0.002+ (0.001)	0.000 (0.002)	0.001 (0.002)	0.003+ (0.002)	0.000 (0.002)	0.000 (0.002)	0.004+ (0.002)	0.001 (0.002)	0.015*** (0.002)
Migration background	-0.092 (0.109)	-0.069 (0.081)	0.171 (0.104)	-0.006 (0.130)	0.331** (0.113)	-0.093 (0.130)	0.382** (0.115)	0.086 (0.118)	0.113 (0.118)	-0.049 (0.130)
Tertiary education	-0.052 (0.037)	-0.088** (0.027)	-0.104** (0.035)	-0.061 (0.044)	-0.183*** (0.038)	-0.007 (0.044)	-0.183*** (0.038)	-0.053 (0.040)	-0.050 (0.039)	-0.050 (0.044)
Single (reference)										
In a relationship but not cohabiting	0.078 (0.075)	0.039 (0.055)	0.037 (0.071)	0.116 (0.088)	0.129+ (0.077)	0.064 (0.089)	0.083 (0.079)	0.100 (0.081)	0.063 (0.080)	0.190* (0.089)
In a relationship and cohabiting	0.028 (0.047)	-0.015 (0.034)	-0.032 (0.044)	0.038 (0.055)	-0.024 (0.048)	0.143* (0.056)	-0.054 (0.049)	0.021 (0.051)	0.012 (0.050)	0.066 (0.056)
Number of resident children	0.010 (0.017)	0.002 (0.013)	-0.001 (0.016)	0.027 (0.020)	-0.002 (0.018)	0.009 (0.021)	0.038* (0.018)	-0.051** (0.019)	-0.041* (0.019)	0.021 (0.021)
Resident parents	-0.093 (0.078)	0.069 (0.056)	-0.041 (0.073)	-0.024 (0.090)	-0.118 (0.080)	-0.142 (0.092)	-0.048 (0.082)	-0.013 (0.084)	0.034 (0.083)	-0.025 (0.092)
Resident family members (other than parents)	0.075 (0.105)	-0.053 (0.077)	-0.059 (0.099)	-0.115 (0.123)	-0.020 (0.108)	0.011 (0.125)	-0.057 (0.110)	-0.018 (0.114)	-0.052 (0.112)	-0.121 (0.124)
Resident others (not family)	0.139+ (0.081)	-0.011 (0.058)	0.049 (0.075)	0.037 (0.091)	0.066 (0.083)	0.083 (0.096)	-0.027 (0.085)	0.060 (0.088)	0.121 (0.086)	-0.124 (0.095)
Province of Antwerp (reference)										
Province of West Flanders	-0.057 (0.053)	-0.091* (0.039)	-0.066 (0.051)	-0.058 (0.063)	-0.010 (0.055)	0.026 (0.063)	-0.076 (0.056)	-0.036 (0.058)	-0.023 (0.057)	-0.073 (0.064)

Province of East Flanders	0.091*	-0.074*	-0.037	0.063	0.019	0.150**	-0.004	0.082 <sup>+</sup>	0.080 <sup>+</sup>	0.083
	(0.045)	(0.033)	(0.042)	(0.053)	(0.046)	(0.053)	(0.047)	(0.048)	(0.048)	(0.053)
Province of Limburg	0.056	-0.085	0.024	0.064	0.001	0.099	0.090	0.066	0.100	0.057
	(0.074)	(0.055)	(0.070)	(0.088)	(0.077)	(0.088)	(0.078)	(0.080)	(0.080)	(0.088)
Province of Flemish Brabant	0.064	-0.053	-0.051	-0.021	0.053	0.070	0.086	-0.008	-0.007	0.043
	(0.052)	(0.039)	(0.050)	(0.062)	(0.054)	(0.062)	(0.055)	(0.057)	(0.056)	(0.062)
Living in the countryside or rural area (reference)										
Living in the centre of a village	-0.024	-0.029	-0.053	0.007	-0.055	-0.049	-0.013	-0.018	-0.065	0.005
	(0.044)	(0.032)	(0.042)	(0.052)	(0.045)	(0.052)	(0.046)	(0.048)	(0.047)	(0.052)
Living in the suburbs of a city	-0.009	0.000	0.018	-0.012	-0.056	-0.079	-0.027	0.012	-0.035	-0.035
	(0.046)	(0.033)	(0.043)	(0.054)	(0.047)	(0.054)	(0.048)	(0.049)	(0.049)	(0.054)
Living in the centre of a city	-0.124*	-0.071 <sup>+</sup>	-0.041	-0.073	-0.033	-0.202**	-0.082	-0.061	-0.098 <sup>+</sup>	-0.127*
	(0.053)	(0.039)	(0.050)	(0.063)	(0.055)	(0.063)	(0.056)	(0.058)	(0.057)	(0.063)
Health before the COVID-19 crisis (scale)	-0.050	0.000	-0.055 <sup>+</sup>	-0.106**	-0.085**	-0.036	-0.055 <sup>+</sup>	-0.115**	-0.099**	-0.107**
	(0.031)	(0.023)	(0.030)	(0.037)	(0.032)	(0.037)	(0.033)	(0.034)	(0.034)	(0.037)
Current health (scale)	0.095**	0.068**	0.122***	0.176***	0.070*	0.090**	0.054 <sup>+</sup>	0.123***	0.106**	0.151***
	(0.029)	(0.021)	(0.027)	(0.033)	(0.030)	(0.034)	(0.030)	(0.031)	(0.031)	(0.034)
Never been infected by COVID-19 in 2020 wave (definitely or likely) (reference)										
Uncertain about having been infected by COVID-19 in 2020 wave	0.084 <sup>+</sup>	0.071*	0.131**	0.095 <sup>+</sup>	0.030	0.166**	0.125**	0.060	0.044	0.091 <sup>+</sup>
	(0.044)	(0.032)	(0.041)	(0.052)	(0.045)	(0.052)	(0.046)	(0.047)	(0.047)	(0.052)
Infected by COVID-19 at the moment of 2020 wave (definitely or likely)	0.052	-0.028	0.128	0.140	0.175 <sup>+</sup>	0.175	0.119	0.094	0.177 <sup>+</sup>	0.148
	(0.093)	(0.068)	(0.088)	(0.110)	(0.096)	(0.111)	(0.097)	(0.100)	(0.100)	(0.111)
Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.198*	0.127 <sup>+</sup>	0.184*	0.003	0.181 <sup>+</sup>	0.024	0.035	0.161	0.170 <sup>+</sup>	0.198 <sup>+</sup>
	(0.093)	(0.069)	(0.088)	(0.111)	(0.096)	(0.111)	(0.097)	(0.100)	(0.100)	(0.111)

Temporarily extended telework in 2020 wave	0.254*** (0.039)	0.003 (0.029)	0.002 (0.037)	0.142** (0.047)	-0.029 (0.041)	0.170*** (0.047)	-0.109** (0.041)	0.015 (0.043)	0.016 (0.042)	0.166*** (0.047)
$R^2$	0.034	0.020	0.017	0.036	0.023	0.036	0.033	0.017	0.014	0.063
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the robustness check consisting of random effects regression analyses without job-related covariates discussed in Section 2. \*\*\* (\*\*) (\*) (((+))) indicates statistical significance at the 0.1% (1%) (5%) ((10%)) significance level. All control variables from the base article of Moens et al. (2022) are included except for the job-related covariates, i.e. person-specific covariates and a variable indicating temporarily extended telework at Wave 1.

**Table B5.** Perceived impact of telework on various career aspects: Robustness check - Individual random effects with telework intensity as covariate

	Satisfaction	Promotion	Development	Efficiency	Connectedness	Work-life balance	Relationship	Stress	Burn-out	Concentration
2023	0.071 (0.050)	0.045 (0.036)	0.026 (0.047)	0.332*** (0.056)	-0.121* (0.053)	0.272*** (0.061)	-0.022 (0.055)	0.115* (0.056)	0.053 (0.055)	0.230*** (0.059)
Female	0.042 (0.038)	-0.017 (0.029)	0.027 (0.037)	0.161*** (0.046)	0.055 (0.040)	-0.010 (0.047)	0.163*** (0.041)	0.054 (0.042)	0.065 (0.042)	0.243*** (0.047)
Age	-0.003 (0.002)	0.002 (0.002)	0.000 (0.002)	0.003 (0.002)	0.004* (0.002)	0.000 (0.002)	0.004 (0.002)	0.004 <sup>+</sup> (0.002)	0.002 (0.002)	0.016*** (0.002)
Migration background	-0.142 (0.107)	-0.098 (0.080)	0.144 (0.103)	-0.029 (0.127)	0.302** (0.112)	-0.117 (0.129)	0.367** (0.115)	0.062 (0.118)	0.093 (0.117)	-0.068 (0.130)
Tertiary education	-0.034 (0.037)	-0.077** (0.028)	-0.117** (0.036)	-0.070 (0.044)	-0.179*** (0.039)	0.020 (0.045)	-0.189*** (0.040)	-0.031 (0.041)	-0.027 (0.041)	-0.056 (0.045)
Single (reference)										
In a relationship but not cohabiting	0.063 (0.073)	0.037 (0.055)	0.030 (0.070)	0.095 (0.086)	0.129 <sup>+</sup> (0.077)	0.045 (0.089)	0.076 (0.079)	0.087 (0.081)	0.055 (0.080)	0.170 <sup>+</sup> (0.088)
In a relationship and cohabiting	0.007 (0.046)	-0.023 (0.034)	-0.043 (0.044)	0.034 (0.055)	-0.023 (0.049)	0.133* (0.056)	-0.055 (0.050)	0.011 (0.051)	0.013 (0.051)	0.061 (0.056)
Number of resident children	0.009 (0.017)	-0.002 (0.013)	-0.005 (0.016)	0.027 (0.020)	0.002 (0.018)	0.016 (0.021)	0.047* (0.018)	-0.045* (0.019)	-0.034 <sup>+</sup> (0.019)	0.025 (0.021)
Resident parents	-0.133 <sup>+</sup> (0.076)	0.053 (0.056)	-0.078 (0.073)	-0.050 (0.089)	-0.141 <sup>+</sup> (0.080)	-0.133 (0.092)	-0.051 (0.082)	-0.025 (0.084)	0.023 (0.083)	-0.043 (0.091)
Resident family members (other than parents)	0.094 (0.103)	-0.056 (0.076)	-0.049 (0.099)	-0.100 (0.121)	-0.035 (0.109)	0.047 (0.125)	-0.076 (0.111)	-0.018 (0.114)	-0.052 (0.113)	-0.116 (0.124)
Resident others (not family)	0.161* (0.078)	-0.012 (0.057)	0.052 (0.074)	0.070 (0.090)	0.079 (0.083)	0.106 (0.095)	-0.032 (0.085)	0.075 (0.087)	0.140 (0.086)	-0.098 (0.093)
Province of Antwerp (reference)										
Province of West Flanders	-0.024 (0.052)	-0.096* (0.039)	-0.066 (0.051)	-0.029 (0.062)	-0.002 (0.055)	0.062 (0.063)	-0.062 (0.056)	-0.015 (0.058)	-0.006 (0.058)	-0.045 (0.064)

Province of East Flanders	0.087* (0.044)	-0.079* (0.033)	-0.045 (0.042)	0.053 (0.052)	0.006 (0.046)	0.154** (0.053)	-0.014 (0.047)	0.091+ (0.048)	0.084+ (0.048)	0.078 (0.053)
Province of Limburg	0.073 (0.073)	-0.098+ (0.054)	0.027 (0.070)	0.104 (0.086)	0.018 (0.076)	0.143 (0.088)	0.104 (0.078)	0.084 (0.080)	0.119 (0.080)	0.080 (0.088)
Province of Flemish Brabant	0.066 (0.051)	-0.053 (0.038)	-0.045 (0.049)	-0.020 (0.061)	0.053 (0.054)	0.074 (0.062)	0.085 (0.055)	0.008 (0.057)	0.007 (0.056)	0.049 (0.062)
Living in the countryside or rural area (reference)										
Living in the centre of a village	-0.012 (0.043)	-0.023 (0.032)	-0.041 (0.041)	0.013 (0.051)	-0.041 (0.045)	-0.045 (0.052)	-0.014 (0.046)	-0.016 (0.048)	-0.056 (0.047)	0.006 (0.052)
Living in the suburbs of a city	-0.015 (0.045)	-0.011 (0.033)	0.006 (0.043)	-0.021 (0.053)	-0.056 (0.047)	-0.080 (0.054)	-0.037 (0.048)	0.004 (0.050)	-0.036 (0.049)	-0.049 (0.054)
Living in the centre of a city	-0.104* (0.052)	-0.064 (0.039)	-0.037 (0.050)	-0.068 (0.062)	-0.022 (0.055)	-0.184** (0.063)	-0.093+ (0.056)	-0.045 (0.058)	-0.077 (0.057)	-0.129* (0.063)
Health before the COVID-19 crisis (scale)	-0.065* (0.031)	-0.019 (0.023)	-0.071* (0.030)	-0.105** (0.036)	-0.091** (0.033)	-0.024 (0.037)	-0.053 (0.033)	-0.111** (0.034)	-0.097** (0.034)	-0.097** (0.037)
Current health (scale)	0.087** (0.028)	0.062** (0.021)	0.113*** (0.027)	0.178*** (0.033)	0.070* (0.030)	0.085* (0.034)	0.061* (0.031)	0.117*** (0.031)	0.102** (0.031)	0.151*** (0.034)
Never been infected by COVID-19 in 2020 wave (definitely or likely) (reference)										
Uncertain about having been infected by COVID-19 in 2020 wave	0.090* (0.043)	0.071* (0.032)	0.131** (0.041)	0.093+ (0.051)	0.026 (0.045)	0.166** (0.052)	0.113* (0.046)	0.064 (0.047)	0.049 (0.047)	0.093+ (0.052)
Infected by COVID-19 at the moment of 2020 wave (definitely or likely)	0.099 (0.091)	-0.012 (0.068)	0.144 (0.088)	0.155 (0.108)	0.201* (0.096)	0.216* (0.110)	0.128 (0.098)	0.096 (0.100)	0.183+ (0.100)	0.158 (0.110)
Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.155+ (0.091)	0.101 (0.068)	0.161+ (0.088)	-0.024 (0.109)	0.160+ (0.096)	0.022 (0.110)	0.019 (0.098)	0.139 (0.100)	0.155 (0.100)	0.157 (0.111)



Employed on a temporary contract in the private sector (reference)										
Employed on a permanent contract in the private sector	-0.047 (0.106)	-0.048 (0.079)	-0.014 (0.102)	0.040 (0.125)	-0.151 (0.112)	0.170 (0.128)	-0.021 (0.115)	0.098 (0.117)	-0.049 (0.116)	0.021 (0.128)
Employed on a regular contract in the public sector	0.018 (0.124)	0.017 (0.093)	0.090 (0.119)	-0.013 (0.147)	-0.029 (0.131)	0.190 (0.150)	-0.078 (0.134)	0.172 (0.137)	-0.005 (0.136)	0.061 (0.150)
Employed on a permanent appointment in the public sector	-0.024 (0.121)	0.000 (0.090)	0.038 (0.116)	0.024 (0.143)	-0.109 (0.128)	0.178 (0.147)	0.019 (0.131)	0.237 <sup>+</sup> (0.134)	0.094 (0.133)	0.153 (0.146)
Part-time contract	0.024 (0.050)	0.009 (0.037)	-0.048 (0.048)	-0.119* (0.059)	-0.058 (0.053)	-0.005 (0.060)	-0.085 (0.054)	0.034 (0.055)	-0.019 (0.055)	-0.083 (0.060)
Tenure with current employer (scale)	0.023 (0.018)	0.002 (0.013)	-0.008 (0.017)	0.026 (0.021)	-0.005 (0.019)	0.012 (0.022)	-0.045* (0.019)	-0.016 (0.020)	-0.013 (0.020)	0.019 (0.022)
Tenure in current job (scale)	-0.023 (0.019)	-0.003 (0.014)	0.017 (0.018)	-0.022 (0.022)	0.005 (0.020)	-0.021 (0.023)	0.014 (0.020)	0.011 (0.021)	0.013 (0.021)	-0.008 (0.023)
Satisfied with job (scale)	0.130*** (0.020)	0.065*** (0.015)	0.076*** (0.020)	0.007 (0.024)	0.024 (0.022)	0.024 (0.025)	-0.050* (0.022)	0.043 <sup>+</sup> (0.023)	0.042 <sup>+</sup> (0.022)	0.033 (0.025)
Autonomous in job (scale)	0.001 (0.018)	0.019 (0.013)	0.023 (0.017)	0.000 (0.021)	0.006 (0.019)	-0.018 (0.021)	0.000 (0.019)	-0.012 (0.020)	-0.005 (0.019)	-0.040 <sup>+</sup> (0.021)
Dependent on others in job (scale)	-0.023 (0.016)	-0.007 (0.012)	0.001 (0.015)	-0.028 (0.018)	-0.014 (0.016)	-0.057** (0.019)	-0.004 (0.017)	-0.056** (0.017)	-0.051** (0.017)	-0.030 (0.019)
Interaction outside of the organisation in job (scale)	0.010 (0.013)	0.011 (0.010)	0.016 (0.013)	0.026 (0.016)	0.000 (0.014)	-0.016 (0.016)	0.013 (0.014)	0.000 (0.015)	-0.005 (0.015)	0.028 <sup>+</sup> (0.016)
Feedback from others in job (scale)	-0.008 (0.016)	0.041*** (0.012)	0.002 (0.015)	-0.029 (0.018)	0.032* (0.017)	-0.049** (0.019)	0.017 (0.017)	-0.042* (0.017)	-0.040* (0.017)	-0.054** (0.019)
Sector: other (reference)										
Sector: purchasing	-0.032 (0.158)	-0.098 (0.118)	-0.012 (0.152)	0.010 (0.187)	-0.103 (0.166)	-0.098 (0.191)	0.020 (0.169)	-0.160 (0.174)	-0.128 (0.173)	0.041 (0.191)

Sector: administration	0.053 (0.102)	-0.096 (0.076)	-0.124 (0.098)	-0.024 (0.121)	-0.036 (0.107)	0.032 (0.123)	0.078 (0.109)	-0.114 (0.112)	-0.024 (0.111)	-0.122 (0.123)
Sector: construction	0.199 (0.129)	-0.017 (0.097)	0.098 (0.124)	0.188 (0.153)	0.139 (0.136)	0.139 (0.156)	0.099 (0.139)	0.137 (0.143)	0.190 (0.142)	0.117 (0.156)
Sector: communication	-0.151 (0.142)	-0.291** (0.106)	-0.308* (0.136)	-0.059 (0.168)	-0.156 (0.149)	-0.014 (0.172)	0.048 (0.153)	-0.104 (0.157)	-0.193 (0.155)	0.000 (0.172)
Sector: creative	0.239 (0.189)	0.207 (0.142)	0.134 (0.182)	0.189 (0.225)	0.280 (0.199)	-0.231 (0.229)	0.113 (0.204)	0.099 (0.209)	0.181 (0.207)	0.136 (0.229)
Sector: provision of services	0.009 (0.103)	-0.104 (0.077)	-0.069 (0.099)	-0.036 (0.122)	0.118 (0.108)	0.050 (0.124)	0.099 (0.111)	-0.145 (0.113)	-0.138 (0.113)	-0.083 (0.124)
Sector: financial	0.072 (0.105)	-0.099 (0.079)	0.021 (0.101)	0.103 (0.125)	0.143 (0.111)	0.002 (0.127)	0.099 (0.113)	-0.081 (0.116)	-0.009 (0.115)	0.050 (0.127)
Sector: health	-0.085 (0.122)	-0.081 (0.091)	-0.102 (0.117)	0.044 (0.145)	0.128 (0.128)	-0.212 (0.147)	0.100 (0.131)	-0.179 (0.134)	-0.141 (0.134)	-0.007 (0.147)
Sector: catering and tourism	-0.238 (0.151)	0.059 (0.113)	-0.070 (0.145)	-0.080 (0.179)	0.134 (0.159)	-0.363* (0.183)	0.182 (0.163)	-0.140 (0.167)	-0.095 (0.166)	-0.167 (0.183)
Sector: human resources	0.251* (0.108)	0.017 (0.081)	0.117 (0.103)	0.291* (0.128)	0.215+ (0.113)	0.181 (0.130)	0.169 (0.116)	0.039 (0.119)	0.105 (0.118)	0.139 (0.130)
Sector: ICT	-0.011 (0.100)	-0.073 (0.075)	-0.101 (0.096)	-0.006 (0.118)	-0.010 (0.105)	0.039 (0.121)	0.006 (0.107)	-0.152 (0.110)	-0.092 (0.109)	-0.023 (0.121)
Sector: legal	-0.039 (0.147)	-0.173 (0.110)	0.016 (0.141)	0.027 (0.174)	0.112 (0.154)	-0.155 (0.177)	0.115 (0.158)	-0.126 (0.162)	-0.066 (0.161)	0.018 (0.178)
Sector: agriculture and horticulture	0.351 (0.636)	1.093* (0.475)	1.021+ (0.611)	0.775 (0.752)	1.023 (0.671)	0.866 (0.770)	-0.215 (0.686)	0.006 (0.704)	-0.010 (0.697)	-0.587 (0.768)
Sector: logistics and transport	0.127 (0.111)	-0.097 (0.083)	-0.097 (0.106)	-0.093 (0.131)	0.037 (0.116)	0.109 (0.134)	0.121 (0.119)	0.126 (0.122)	0.113 (0.121)	-0.012 (0.134)
Sector: management	0.048 (0.109)	-0.145+ (0.082)	-0.081 (0.105)	0.004 (0.130)	0.043 (0.115)	0.048 (0.132)	0.031 (0.118)	-0.197 (0.121)	-0.161 (0.120)	-0.041 (0.132)
Sector: marketing	0.220 (0.138)	-0.235* (0.103)	-0.017 (0.133)	0.356* (0.164)	0.068 (0.145)	0.006 (0.167)	0.104 (0.149)	0.182 (0.153)	0.230 (0.151)	0.342* (0.167)

	0.097	0.045	-0.034	0.000	0.209	-0.253	0.662*	0.055	0.060	0.192
Sector: maintenance	(0.253)	(0.188)	(0.242)	(0.298)	(0.267)	(0.306)	(0.273)	(0.280)	(0.277)	(0.305)
	-0.090	-0.033	0.216 <sup>†</sup>	-0.075	-0.112	-0.354*	0.006	-0.286*	-0.255 <sup>†</sup>	-0.188
Sector: education	(0.122)	(0.092)	(0.118)	(0.145)	(0.129)	(0.148)	(0.131)	(0.135)	(0.134)	(0.148)
	0.041	-0.123	-0.073	0.067	-0.014	-0.042	0.104	-0.102	-0.071	-0.041
Sector: research and development	(0.127)	(0.095)	(0.122)	(0.151)	(0.134)	(0.154)	(0.137)	(0.140)	(0.139)	(0.154)
	0.168	-0.071	0.003	0.193	0.149	0.080	0.148	-0.180	-0.111	0.049
Sector: government	(0.118)	(0.089)	(0.114)	(0.140)	(0.124)	(0.143)	(0.127)	(0.130)	(0.129)	(0.143)
	0.164	-0.075	0.056	0.096	0.100	0.103	0.104	0.022	0.011	-0.056
Sector: production	(0.139)	(0.104)	(0.133)	(0.165)	(0.146)	(0.168)	(0.149)	(0.153)	(0.152)	(0.168)
	0.103	-0.107	-0.056	0.205	0.082	0.067	0.074	0.089	0.118	0.143
Sector: technology	(0.127)	(0.095)	(0.122)	(0.151)	(0.134)	(0.154)	(0.137)	(0.140)	(0.139)	(0.154)
	0.032	-0.068	0.015	0.062	0.083	0.041	0.059	-0.044	-0.040	0.026
Sector: sales	(0.103)	(0.077)	(0.099)	(0.122)	(0.108)	(0.124)	(0.110)	(0.113)	(0.112)	(0.124)
	0.166*	-0.031	0.028	0.309***	0.030	0.197*	-0.073	0.333***	0.164*	0.308***
Temporarily unemployed	(0.065)	(0.048)	(0.062)	(0.076)	(0.068)	(0.078)	(0.070)	(0.072)	(0.071)	(0.078)
	0.006***	0.001 <sup>†</sup>	0.004***	0.007***	0.004***	0.004***	0.002**	0.003***	0.003***	0.005***
% of work potentially done via telework	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
	0.137**	-0.048	-0.104*	0.099	-0.107*	0.130*	-0.181**	0.095 <sup>†</sup>	0.025	0.167**
Temporarily extended telework in 2020 wave	(0.051)	(0.038)	(0.049)	(0.060)	(0.054)	(0.062)	(0.055)	(0.056)	(0.056)	(0.062)
	0.003***	0.001	0.001	0.002*	0.001	0.003**	0.002*	0.001	0.000	0.003**
Telework intensity (% of work)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
$R^2$	0.104	0.054	0.056	0.097	0.050	0.071	0.050	0.051	0.044	0.102
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the random effects regression analyses discussed in Section 2. \*\*\* (\*\*) ((\*)) ((†)) indicates statistical significance at the 0.1% (1%) (5%) (10%) significance level. All control variables from the base article of Moens et al. (2022) are included, i.e. person-specific covariates, job-related covariates, and a variable indicating temporarily extended telework at Wave 1, as well as an additional variable indicating telework intensity in Waves 1 and 2.

**Table B6.** Perceived impact of telework on various career aspects: Individual random effects – Moderation analyses

	Satisfaction	Promotion	Develop- ment	Efficiency	Connected- ness	Work-life balance	Relation- ship	Stress	Burn-out	Concentra- tion
2023	-0.476 (0.724)	-0.635 (0.523)	-1.135 (0.692)	0.293 (0.833)	-0.484 (0.771)	-0.077 (0.890)	-0.117 (0.803)	0.251 (0.823)	0.466 (0.800)	0.357 (0.876)
Female	0.058 (0.040)	-0.008 (0.030)	0.030 (0.038)	0.160** (0.047)	0.065 (0.042)	-0.019 (0.048)	0.171*** (0.043)	0.058 (0.044)	0.060 (0.044)	0.250*** (0.048)
Age	-0.002 (0.002)	0.002 (0.002)	0.000 (0.002)	0.003 (0.002)	0.004+ (0.002)	0.001 (0.003)	0.003 (0.002)	0.004+ (0.002)	0.002 (0.002)	0.015*** (0.003)
Migration background	-0.081 (0.111)	-0.074 (0.083)	0.213* (0.106)	-0.024 (0.131)	0.372** (0.117)	-0.127 (0.134)	0.449*** (0.119)	0.037 (0.122)	0.052 (0.121)	-0.089 (0.133)
Tertiary education	-0.047 (0.039)	-0.089** (0.029)	-0.123** (0.037)	-0.094* (0.046)	-0.196*** (0.041)	0.013 (0.047)	-0.200*** (0.042)	-0.048 (0.043)	-0.049 (0.042)	-0.056 (0.047)
Single (reference)										
In a relationship but not cohabiting	0.064 (0.077)	0.059 (0.057)	0.068 (0.073)	0.082 (0.090)	0.150+ (0.081)	0.058 (0.093)	0.097 (0.083)	0.091 (0.085)	0.092 (0.084)	0.152 (0.092)
In a relationship and cohabiting	0.003 (0.049)	-0.019 (0.036)	-0.027 (0.047)	0.026 (0.057)	-0.014 (0.051)	0.126* (0.059)	-0.058 (0.053)	0.029 (0.054)	0.049 (0.053)	0.049 (0.059)
Number of resident children	0.010 (0.018)	-0.003 (0.013)	-0.006 (0.017)	0.027 (0.021)	0.006 (0.019)	0.008 (0.022)	0.049* (0.019)	-0.050* (0.020)	-0.037+ (0.019)	0.021 (0.022)
Resident parents	-0.160+ (0.084)	0.066 (0.063)	-0.071 (0.081)	-0.089 (0.099)	-0.089 (0.089)	-0.126 (0.102)	-0.025 (0.091)	0.033 (0.094)	0.094 (0.092)	-0.070 (0.102)
Resident family members (other than parents)	0.109 (0.109)	-0.075 (0.081)	-0.088 (0.105)	-0.060 (0.129)	-0.126 (0.115)	0.005 (0.132)	-0.157 (0.118)	-0.069 (0.121)	-0.081 (0.119)	-0.124 (0.132)
Resident others (not family)	0.136 (0.120)	-0.027 (0.089)	-0.150 (0.115)	-0.070 (0.142)	-0.022 (0.127)	0.080 (0.145)	-0.206 (0.130)	-0.001 (0.133)	0.017 (0.131)	-0.210 (0.145)
Province of Antwerp (reference)										
Province of West Flanders	-0.017 (0.054)	-0.108** (0.041)	-0.081 (0.052)	-0.007 (0.064)	-0.007 (0.057)	0.057 (0.066)	-0.056 (0.059)	-0.029 (0.060)	-0.034 (0.059)	-0.026 (0.066)

Province of East Flanders	0.098*	-0.085*	-0.052	0.073	0.018	0.132*	-0.008	0.088 <sup>†</sup>	0.084 <sup>†</sup>	0.068
	(0.045)	(0.034)	(0.043)	(0.054)	(0.048)	(0.055)	(0.049)	(0.050)	(0.050)	(0.055)
Province of Limburg	0.045	-0.103 <sup>†</sup>	0.012	0.114	-0.004	0.096	0.089	0.082	0.116	0.083
	(0.076)	(0.056)	(0.072)	(0.089)	(0.080)	(0.092)	(0.082)	(0.084)	(0.083)	(0.091)
Province of Flemish Brabant	0.074	-0.057	-0.067	-0.028	0.054	0.046	0.094	0.002	-0.003	0.058
	(0.053)	(0.040)	(0.051)	(0.063)	(0.056)	(0.064)	(0.057)	(0.059)	(0.058)	(0.064)
Living in the countryside or rural area (reference)										
Living in the centre of a village	-0.019	-0.031	-0.051	0.011	-0.050	-0.032	-0.018	-0.023	-0.051	0.008
	(0.045)	(0.034)	(0.043)	(0.053)	(0.048)	(0.055)	(0.049)	(0.050)	(0.049)	(0.054)
Living in the suburbs of a city	-0.018	-0.002	0.012	-0.016	-0.054	-0.057	-0.043	-0.007	-0.034	-0.039
	(0.047)	(0.035)	(0.045)	(0.055)	(0.050)	(0.057)	(0.051)	(0.052)	(0.051)	(0.057)
Living in the centre of a city	-0.120*	-0.068 <sup>†</sup>	-0.056	-0.077	-0.030	-0.213**	-0.106 <sup>†</sup>	-0.064	-0.107 <sup>†</sup>	-0.146*
	(0.055)	(0.041)	(0.052)	(0.064)	(0.058)	(0.066)	(0.059)	(0.060)	(0.060)	(0.066)
Health before the COVID-19 crisis (scale)	-0.068*	-0.013	-0.083*	-0.106**	-0.094**	-0.029	-0.074*	-0.111**	-0.094*	-0.118**
	(0.034)	(0.025)	(0.032)	(0.040)	(0.036)	(0.041)	(0.037)	(0.038)	(0.037)	(0.041)
Current health (scale)	0.088**	0.049*	0.113***	0.183***	0.067*	0.092*	0.070*	0.126***	0.108**	0.169***
	(0.032)	(0.023)	(0.030)	(0.037)	(0.033)	(0.038)	(0.034)	(0.035)	(0.035)	(0.038)
Never been infected by COVID-19 in 2020 wave (definitely or likely) (reference)										
Uncertain about having been infected by COVID-19 in 2020 wave	0.083 <sup>†</sup>	0.063 <sup>†</sup>	0.125**	0.104*	0.009	0.162**	0.103*	0.066	0.049	0.106*
	(0.044)	(0.033)	(0.042)	(0.052)	(0.047)	(0.054)	(0.048)	(0.049)	(0.048)	(0.053)
Infected by COVID-19 at the moment of 2020 wave (definitely or likely)	0.078	-0.053	0.128	0.185	0.203*	0.267*	0.131	0.101	0.194 <sup>†</sup>	0.195 <sup>†</sup>
	(0.097)	(0.072)	(0.093)	(0.114)	(0.102)	(0.117)	(0.104)	(0.107)	(0.106)	(0.117)
Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.148	0.093	0.145	-0.046	0.098	0.018	-0.005	0.112	0.133	0.167
	(0.096)	(0.072)	(0.092)	(0.113)	(0.101)	(0.116)	(0.104)	(0.106)	(0.105)	(0.116)

Employed on a temporary contract in the private sector (reference)										
Employed on a permanent contract in the private sector	-0.059 (0.110)	-0.051 (0.082)	-0.051 (0.105)	0.031 (0.129)	-0.196 <sup>+</sup> (0.116)	0.158 (0.133)	-0.052 (0.119)	0.107 (0.121)	-0.049 (0.120)	0.024 (0.132)
Employed on a regular contract in the public sector	-0.039 (0.129)	0.029 (0.096)	0.048 (0.124)	-0.046 (0.152)	-0.076 (0.136)	0.125 (0.156)	-0.122 (0.139)	0.140 (0.143)	-0.061 (0.141)	0.038 (0.156)
Employed on a permanent appointment in the public sector	-0.075 (0.126)	-0.020 (0.094)	-0.026 (0.121)	-0.004 (0.149)	-0.186 (0.133)	0.093 (0.153)	-0.048 (0.136)	0.224 (0.140)	0.052 (0.138)	0.134 (0.152)
Part-time contract	-0.025 (0.053)	-0.010 (0.039)	-0.058 (0.051)	-0.163 <sup>**</sup> (0.062)	-0.078 (0.056)	-0.051 (0.064)	-0.107 <sup>+</sup> (0.057)	0.003 (0.059)	-0.054 (0.058)	-0.132 <sup>*</sup> (0.064)
Tenure with current employer (scale)	0.040 <sup>*</sup> (0.020)	0.008 (0.015)	-0.001 (0.019)	0.042 <sup>+</sup> (0.023)	0.004 (0.021)	0.009 (0.024)	-0.040 <sup>+</sup> (0.021)	-0.008 (0.022)	-0.010 (0.021)	0.040 <sup>+</sup> (0.024)
Tenure in current job (scale)	-0.035 (0.021)	-0.016 (0.016)	0.009 (0.020)	-0.026 (0.025)	-0.005 (0.022)	-0.012 (0.026)	0.007 (0.023)	0.006 (0.024)	0.017 (0.023)	-0.025 (0.026)
Satisfied with job (scale)	0.105 <sup>***</sup> (0.022)	0.058 <sup>***</sup> (0.016)	0.056 <sup>**</sup> (0.021)	-0.018 (0.026)	0.006 (0.023)	0.011 (0.026)	-0.067 <sup>**</sup> (0.023)	0.018 (0.024)	0.018 (0.024)	0.022 (0.026)
Autonomous in job (scale)	0.005 (0.018)	0.027 <sup>+</sup> (0.014)	0.037 <sup>*</sup> (0.018)	0.013 (0.022)	0.017 (0.020)	-0.005 (0.022)	0.026 (0.020)	-0.003 (0.021)	0.004 (0.020)	-0.025 (0.022)
Dependent on others in job (scale)	-0.025 (0.016)	-0.006 (0.012)	0.001 (0.016)	-0.032 <sup>+</sup> (0.019)	-0.014 (0.017)	-0.067 <sup>**</sup> (0.020)	-0.002 (0.018)	-0.050 <sup>**</sup> (0.018)	-0.049 <sup>**</sup> (0.018)	-0.033 <sup>+</sup> (0.020)
Interaction outside of the organisation in job (scale)	0.019 (0.014)	0.011 (0.010)	0.021 (0.013)	0.028 <sup>+</sup> (0.017)	0.004 (0.015)	-0.009 (0.017)	0.019 (0.015)	0.006 (0.016)	-0.003 (0.015)	0.040 <sup>*</sup> (0.017)
Feedback from others in job (scale)	-0.016 (0.016)	0.029 <sup>*</sup> (0.012)	-0.005 (0.016)	-0.033 <sup>+</sup> (0.019)	0.030 <sup>+</sup> (0.017)	-0.059 <sup>**</sup> (0.020)	0.012 (0.018)	-0.050 <sup>**</sup> (0.018)	-0.046 <sup>*</sup> (0.018)	-0.057 <sup>**</sup> (0.020)
Sector: other (reference)										
Sector: purchasing	-0.089 (0.166)	-0.135 (0.124)	-0.023 (0.159)	-0.005 (0.197)	-0.033 (0.176)	-0.114 (0.202)	0.047 (0.180)	-0.167 (0.184)	-0.097 (0.182)	-0.020 (0.201)

Sector: administration	0.023 (0.105)	-0.134 <sup>+</sup> (0.079)	-0.155 (0.101)	-0.018 (0.124)	-0.024 (0.111)	0.058 (0.128)	0.069 (0.114)	-0.144 (0.117)	-0.030 (0.115)	-0.122 (0.127)
Sector: construction	0.146 (0.135)	-0.117 (0.101)	-0.008 (0.129)	0.121 (0.160)	0.059 (0.143)	0.099 (0.164)	0.007 (0.146)	0.122 (0.150)	0.121 (0.148)	0.088 (0.163)
Sector: communication	-0.115 (0.146)	-0.321 <sup>**</sup> (0.109)	-0.343 <sup>*</sup> (0.140)	-0.008 (0.172)	-0.142 (0.154)	0.061 (0.177)	0.067 (0.157)	-0.025 (0.161)	-0.174 (0.160)	0.022 (0.176)
Sector: creative	0.123 (0.198)	0.183 (0.148)	0.097 (0.190)	0.111 (0.234)	0.234 (0.210)	-0.246 (0.240)	0.037 (0.214)	0.120 (0.220)	0.147 (0.217)	0.116 (0.240)
Sector: provision of services	0.028 (0.107)	-0.102 (0.079)	-0.060 (0.102)	0.017 (0.126)	0.122 (0.113)	0.151 (0.129)	0.126 (0.115)	-0.118 (0.118)	-0.124 (0.117)	-0.058 (0.129)
Sector: financial	0.066 (0.109)	-0.148 <sup>+</sup> (0.082)	-0.023 (0.105)	0.116 (0.129)	0.114 (0.116)	0.045 (0.133)	0.085 (0.118)	-0.095 (0.121)	-0.030 (0.120)	0.059 (0.132)
Sector: health	-0.086 (0.126)	-0.073 (0.094)	-0.106 (0.121)	0.090 (0.149)	0.165 (0.133)	-0.194 (0.153)	0.166 (0.136)	-0.188 (0.139)	-0.125 (0.138)	0.008 (0.152)
Sector: catering and tourism	-0.198 (0.155)	0.064 (0.115)	-0.062 (0.148)	-0.039 (0.183)	0.176 (0.163)	-0.356 <sup>+</sup> (0.187)	0.244 (0.167)	-0.162 (0.171)	-0.123 (0.169)	-0.123 (0.187)
Sector: human resources	0.233 <sup>*</sup> (0.112)	-0.008 (0.084)	0.062 (0.107)	0.278 <sup>*</sup> (0.132)	0.198 <sup>+</sup> (0.118)	0.238 <sup>+</sup> (0.136)	0.171 (0.121)	0.034 (0.124)	0.116 (0.123)	0.078 (0.135)
Sector: ICT	0.005 (0.104)	-0.083 (0.077)	-0.135 (0.099)	0.009 (0.123)	0.004 (0.110)	0.071 (0.126)	0.029 (0.112)	-0.177 (0.115)	-0.117 (0.114)	0.004 (0.125)
Sector: legal	-0.075 (0.154)	-0.208 <sup>+</sup> (0.115)	-0.049 (0.147)	0.011 (0.181)	0.162 (0.162)	-0.152 (0.186)	0.139 (0.166)	-0.141 (0.170)	-0.107 (0.168)	0.037 (0.185)
Sector: agriculture and horticulture	0.379 (0.636)	1.100 <sup>*</sup> (0.475)	1.015 <sup>+</sup> (0.609)	0.787 (0.751)	1.056 (0.671)	0.901 (0.770)	-0.181 (0.686)	0.027 (0.703)	0.006 (0.696)	-0.570 (0.768)
Sector: logistics and transport	0.148 (0.114)	-0.123 (0.085)	-0.118 (0.109)	-0.072 (0.135)	0.039 (0.121)	0.137 (0.138)	0.126 (0.123)	0.101 (0.126)	0.072 (0.125)	0.006 (0.138)
Sector: management	0.048 (0.113)	-0.185 <sup>*</sup> (0.084)	-0.141 (0.108)	-0.001 (0.134)	0.054 (0.120)	0.074 (0.137)	0.019 (0.122)	-0.230 <sup>+</sup> (0.125)	-0.213 <sup>+</sup> (0.124)	-0.043 (0.137)
Sector: marketing	0.191 (0.142)	-0.270 <sup>*</sup> (0.106)	-0.046 (0.136)	0.403 <sup>*</sup> (0.168)	0.067 (0.150)	0.029 (0.172)	0.091 (0.154)	0.232 (0.157)	0.296 <sup>+</sup> (0.156)	0.346 <sup>*</sup> (0.172)

Sector: maintenance	0.051 (0.254)	0.011 (0.189)	-0.092 (0.243)	-0.045 (0.299)	0.205 (0.268)	-0.283 (0.307)	0.655* (0.274)	0.017 (0.281)	0.037 (0.278)	0.158 (0.306)
Sector: education	-0.043 (0.127)	-0.046 (0.095)	0.198 (0.121)	-0.022 (0.150)	-0.098 (0.134)	-0.254 <sup>†</sup> (0.154)	0.057 (0.137)	-0.282* (0.140)	-0.241 <sup>†</sup> (0.139)	-0.189 (0.153)
Sector: research and development	0.034 (0.132)	-0.134 (0.098)	-0.126 (0.126)	0.033 (0.156)	-0.009 (0.139)	-0.045 (0.160)	0.113 (0.143)	-0.131 (0.146)	-0.103 (0.144)	-0.081 (0.159)
Sector: government	0.194 (0.124)	-0.103 (0.093)	-0.002 (0.119)	0.217 (0.147)	0.179 (0.131)	0.186 (0.150)	0.205 (0.134)	-0.216 (0.138)	-0.095 (0.136)	0.054 (0.150)
Sector: production	0.177 (0.144)	-0.088 (0.107)	-0.040 (0.138)	0.033 (0.170)	0.132 (0.152)	0.111 (0.174)	0.154 (0.155)	0.010 (0.159)	0.032 (0.157)	-0.113 (0.174)
Sector: technology	0.182 (0.132)	-0.110 (0.099)	-0.038 (0.127)	0.252 (0.156)	0.148 (0.140)	0.105 (0.160)	0.155 (0.143)	0.110 (0.147)	0.145 (0.145)	0.161 (0.160)
Sector: sales	0.048 (0.106)	-0.096 (0.079)	-0.018 (0.102)	0.090 (0.125)	0.060 (0.112)	0.058 (0.129)	0.068 (0.115)	-0.046 (0.118)	-0.066 (0.116)	0.036 (0.128)
Temporarily unemployed	0.195** (0.068)	-0.040 (0.051)	0.023 (0.065)	0.314*** (0.080)	0.022 (0.072)	0.221** (0.083)	-0.071 (0.074)	0.317*** (0.075)	0.179* (0.075)	0.276** (0.082)
% of work potentially done via telework	0.006*** (0.001)	0.001* (0.001)	0.004*** (0.001)	0.008*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.006*** (0.001)
Temporarily extended telework in 2020 wave	0.185** (0.055)	-0.059 (0.041)	-0.105* (0.052)	0.105 (0.065)	-0.115* (0.058)	0.168* (0.066)	-0.181** (0.059)	0.091 (0.061)	0.044 (0.060)	0.138* (0.066)
2023 × Female	-0.179 (0.116)	-0.039 (0.084)	-0.056 (0.111)	-0.023 (0.134)	-0.129 (0.124)	0.072 (0.143)	-0.133 (0.130)	-0.022 (0.133)	0.054 (0.129)	-0.115 (0.141)
2023 × Age	-0.005 (0.006)	-0.003 (0.004)	0.002 (0.006)	0.004 (0.007)	-0.003 (0.007)	-0.010 (0.008)	-0.001 (0.007)	0.001 (0.007)	0.001 (0.007)	0.008 (0.007)
2023 × Migration background	-0.693* (0.325)	-0.326 (0.234)	-0.947** (0.311)	-0.326 (0.373)	-0.892* (0.347)	-0.058 (0.401)	-0.987** (0.362)	0.206 (0.371)	0.246 (0.360)	0.170 (0.394)
2023 × Tertiary education	0.130 (0.104)	0.156* (0.075)	0.064 (0.099)	0.215 <sup>†</sup> (0.119)	0.163 (0.110)	-0.006 (0.128)	0.154 (0.115)	0.100 (0.118)	0.087 (0.115)	0.084 (0.125)
2023 × In a relationship but not cohabiting	0.058 (0.239)	-0.081 (0.173)	-0.222 (0.229)	0.135 (0.276)	-0.014 (0.255)	-0.055 (0.294)	0.041 (0.265)	0.026 (0.272)	-0.303 (0.264)	0.415 (0.290)
2023 × In a relationship	0.097	-0.019	-0.144	0.089	-0.019	0.149	0.137	-0.104	-0.255 <sup>†</sup>	0.229



and cohabiting	(0.133)	(0.096)	(0.127)	(0.152)	(0.142)	(0.164)	(0.148)	(0.151)	(0.147)	(0.161)
2023 × Number of resident children	0.001 (0.050)	0.015 (0.036)	-0.022 (0.048)	-0.004 (0.058)	-0.054 (0.054)	0.085 (0.062)	-0.036 (0.056)	0.061 (0.057)	0.036 (0.056)	0.027 (0.061)
2023 × Resident parents	-0.062 (0.201)	-0.082 (0.146)	-0.023 (0.193)	0.096 (0.233)	-0.275 (0.214)	-0.090 (0.247)	-0.210 (0.223)	-0.229 (0.228)	-0.242 (0.222)	-0.028 (0.244)
2023 × Resident family members (other than parents)	0.068 (0.376)	0.061 (0.273)	0.501 (0.360)	-0.120 (0.434)	1.057** (0.400)	0.495 (0.462)	0.801 <sup>+</sup> (0.416)	0.462 (0.426)	0.188 (0.415)	0.100 (0.455)
2023 × Resident others (not family)	0.016 (0.163)	0.017 (0.120)	0.326* (0.156)	0.229 (0.191)	0.109 (0.173)	0.053 (0.199)	0.298 <sup>+</sup> (0.178)	0.138 (0.183)	0.183 (0.179)	0.276 (0.197)
2023 × Province of West Flanders	-0.015 (0.162)	0.160 (0.117)	0.169 (0.155)	-0.211 (0.186)	0.005 (0.173)	-0.091 (0.199)	-0.156 (0.180)	0.189 (0.184)	0.298 <sup>+</sup> (0.179)	-0.155 (0.196)
2023 × Province of East Flanders	-0.039 (0.132)	0.060 (0.095)	0.113 (0.127)	-0.123 (0.152)	-0.162 (0.141)	0.235 (0.163)	-0.071 (0.147)	0.038 (0.151)	0.003 (0.146)	0.165 (0.160)
2023 × Province of Limburg	0.353 <sup>+</sup> (0.212)	0.162 (0.153)	0.243 (0.203)	-0.053 (0.243)	0.347 (0.226)	0.458 <sup>+</sup> (0.261)	0.296 (0.236)	0.158 (0.242)	0.143 (0.234)	0.126 (0.256)
2023 × Province of Flemish Brabant	0.034 (0.154)	0.065 (0.111)	0.235 (0.147)	0.081 (0.177)	-0.002 (0.164)	0.282 (0.190)	-0.055 (0.171)	0.041 (0.176)	0.048 (0.170)	0.004 (0.186)
2023 × Living in the centre of a village	-0.025 (0.134)	0.061 (0.097)	0.132 (0.128)	0.072 (0.155)	0.049 (0.143)	-0.079 (0.165)	0.058 (0.149)	0.123 (0.153)	0.006 (0.148)	-0.065 (0.163)
2023 × Living in the suburbs of a city	0.133 (0.132)	-0.050 (0.095)	0.077 (0.126)	0.124 (0.152)	0.049 (0.141)	0.020 (0.163)	0.206 (0.147)	0.215 (0.150)	0.093 (0.146)	-0.015 (0.160)
2023 × Living in the centre of a city	0.181 (0.162)	-0.007 (0.117)	0.245 (0.155)	0.193 (0.186)	0.140 (0.173)	0.386 <sup>+</sup> (0.199)	0.292 (0.180)	0.168 (0.184)	0.274 (0.179)	0.258 (0.196)
2023 × Health before the COVID-19 crisis (scale)	0.018 (0.077)	-0.036 (0.056)	0.063 (0.074)	-0.021 (0.089)	0.001 (0.082)	0.014 (0.095)	0.087 (0.085)	-0.036 (0.087)	-0.074 (0.085)	0.084 (0.093)
2023 × Current health (scale)	-0.033 (0.076)	0.076 (0.055)	0.028 (0.073)	-0.008 (0.088)	-0.014 (0.081)	-0.006 (0.093)	-0.040 (0.084)	-0.069 (0.086)	-0.039 (0.084)	-0.081 (0.092)
2023 × Uncertain about having been infected by COVID-19 in 2020 wave	0.101 (0.128)	0.052 (0.093)	-0.028 (0.123)	-0.134 (0.147)	0.113 (0.137)	0.140 (0.158)	0.063 (0.143)	-0.050 (0.146)	-0.037 (0.142)	-0.083 (0.155)

2023 × Infected by COVID-19 at the moment of 2020 wave (definitely or likely)	0.061 (0.237)	0.298 <sup>+</sup> (0.171)	0.098 (0.227)	-0.336 (0.272)	0.071 (0.253)	-0.478 (0.292)	-0.013 (0.264)	-0.032 (0.271)	0.024 (0.262)	-0.187 (0.287)
2023 × Infected by COVID-19 in the recent past of 2020 wave (definitely or likely)	0.162 (0.222)	0.058 (0.159)	0.123 (0.212)	0.165 (0.254)	0.454 <sup>+</sup> (0.237)	0.144 (0.273)	0.192 (0.248)	0.345 (0.254)	0.242 (0.245)	0.082 (0.268)
2023 × Employed on a permanent contract in the private sector	-0.192 (0.427)	-0.069 (0.309)	0.224 (0.408)	-0.393 (0.492)	0.167 (0.455)	-0.249 (0.525)	0.053 (0.473)	-0.706 (0.484)	-0.521 (0.471)	-0.636 (0.517)
2023 × Employed on a regular contract in the public sector	0.268 (0.452)	-0.118 (0.327)	0.226 (0.432)	-0.221 (0.520)	0.359 (0.481)	0.134 (0.555)	0.239 (0.500)	-0.306 (0.513)	-0.024 (0.499)	-0.400 (0.546)
2023 × Employed on a permanent appointment in the public sector	0.178 (0.445)	0.087 (0.323)	0.357 (0.426)	-0.253 (0.513)	0.456 (0.474)	0.359 (0.547)	0.328 (0.494)	-0.451 (0.505)	-0.133 (0.492)	-0.482 (0.539)
2023 × Sector: purchasing	-0.073 (0.411)	0.272 (0.296)	0.057 (0.393)	-0.260 (0.471)	-0.652 (0.438)	-0.437 (0.507)	-0.504 (0.458)	-0.064 (0.469)	-0.327 (0.454)	0.059 (0.497)
2023 × Sector: administration	0.147 (0.305)	0.297 (0.220)	0.247 (0.291)	-0.162 (0.350)	-0.128 (0.325)	-0.364 (0.375)	-0.040 (0.339)	0.329 (0.347)	0.145 (0.337)	-0.226 (0.369)
2023 × Sector: construction	0.365 (0.361)	0.778 <sup>**</sup> (0.260)	0.794 <sup>*</sup> (0.345)	0.458 (0.414)	0.651 <sup>+</sup> (0.385)	0.111 (0.445)	0.557 (0.402)	0.323 (0.412)	0.679 <sup>+</sup> (0.399)	0.024 (0.437)
2023 × Sector: communication	-0.370 (0.481)	0.360 (0.347)	0.270 (0.460)	-0.547 (0.553)	-0.213 (0.513)	-0.747 (0.592)	-0.310 (0.535)	-1.264 <sup>*</sup> (0.548)	-0.504 (0.532)	-0.250 (0.582)
2023 × Sector: creative	0.824 (0.530)	0.309 (0.382)	0.520 (0.507)	0.416 (0.608)	0.409 (0.565)	0.058 (0.653)	0.561 (0.590)	0.083 (0.604)	0.701 (0.586)	0.128 (0.641)
2023 × Sector: provision of services	-0.186 (0.313)	-0.079 (0.226)	-0.242 (0.299)	-0.668 <sup>+</sup> (0.359)	-0.018 (0.333)	-0.950 <sup>*</sup> (0.385)	-0.365 (0.348)	-0.201 (0.356)	-0.049 (0.346)	-0.407 (0.378)
2023 × Sector: financial	0.034 (0.302)	0.378 <sup>+</sup> (0.218)	0.355 (0.289)	-0.100 (0.347)	0.250 (0.322)	-0.371 (0.372)	0.047 (0.337)	0.231 (0.345)	0.313 (0.334)	-0.168 (0.366)
2023 × Sector: health	-0.017	-0.242	-0.139	-0.369	-0.683	-0.109	-0.986 <sup>*</sup>	0.058	-0.187	-0.343

	(0.390)	(0.281)	(0.373)	(0.448)	(0.416)	(0.480)	(0.434)	(0.444)	(0.431)	(0.472)
2023 × Sector: catering and tourism	-0.825 (0.575)	-0.475 (0.415)	-0.536 (0.550)	-0.614 (0.661)	-0.818 (0.613)	0.146 (0.708)	-1.262* (0.639)	0.676 (0.654)	0.482 (0.635)	-0.741 (0.696)
2023 × Sector: human resources	0.177 (0.308)	0.226 (0.222)	0.455 (0.295)	0.065 (0.354)	0.151 (0.329)	-0.517 (0.380)	-0.076 (0.343)	0.208 (0.352)	0.067 (0.341)	0.401 (0.373)
2023 × Sector: ICT	-0.031 (0.288)	0.154 (0.208)	0.269 (0.276)	-0.178 (0.331)	-0.130 (0.307)	-0.248 (0.355)	-0.310 (0.321)	0.325 (0.329)	0.241 (0.319)	-0.354 (0.349)
2023 × Sector: legal	0.179 (0.410)	0.196 (0.296)	0.705 <sup>+</sup> (0.393)	0.069 (0.471)	-0.473 (0.438)	-0.020 (0.506)	-0.146 (0.457)	0.126 (0.468)	0.220 (0.454)	-0.211 (0.497)
2023 × Sector: logistics and transport	-0.391 (0.341)	0.028 (0.246)	-0.056 (0.326)	-0.419 (0.391)	-0.081 (0.363)	-0.422 (0.420)	-0.262 (0.379)	0.220 (0.388)	0.508 (0.377)	-0.614 (0.413)
2023 × Sector: management	-0.032 (0.336)	0.394 (0.242)	0.521 (0.321)	0.115 (0.385)	-0.156 (0.358)	-0.181 (0.413)	0.029 (0.373)	0.417 (0.382)	0.619 <sup>+</sup> (0.371)	-0.055 (0.406)
2023 × Sector: marketing	0.500 (0.445)	0.376 (0.321)	0.251 (0.425)	-0.592 (0.511)	0.153 (0.474)	-0.040 (0.548)	0.177 (0.495)	-0.665 (0.507)	-0.889 <sup>+</sup> (0.492)	-0.245 (0.538)
2023 × Sector: education	0.002 (0.353)	0.180 (0.255)	0.442 (0.338)	-0.074 (0.405)	0.001 (0.377)	-0.662 (0.435)	-0.353 (0.394)	0.328 (0.403)	0.144 (0.391)	0.486 (0.427)
2023 × Sector: research and development	0.065 (0.374)	0.011 (0.270)	0.570 (0.358)	0.249 (0.429)	-0.030 (0.399)	-0.042 (0.461)	-0.048 (0.416)	0.306 (0.426)	0.246 (0.413)	0.243 (0.452)
2023 × Sector: government	-0.272 (0.319)	0.275 (0.230)	0.143 (0.305)	-0.107 (0.366)	-0.357 (0.340)	-0.802* (0.393)	-0.571 (0.355)	0.342 (0.364)	0.013 (0.353)	-0.182 (0.386)
2023 × Sector: production	-0.233 (0.395)	0.159 (0.285)	0.965* (0.378)	0.531 (0.453)	-0.296 (0.421)	-0.299 (0.487)	-0.619 (0.440)	0.307 (0.450)	-0.056 (0.437)	0.389 (0.478)
2023 × Sector: technology	-0.620 <sup>+</sup> (0.371)	0.137 (0.268)	-0.054 (0.355)	-0.341 (0.426)	-0.427 (0.396)	-0.325 (0.457)	-0.699 <sup>+</sup> (0.413)	0.053 (0.423)	-0.042 (0.410)	-0.292 (0.449)
2023 × Sector: sales	0.060 (0.313)	0.365 (0.226)	0.361 (0.300)	-0.108 (0.360)	0.409 (0.334)	-0.051 (0.386)	0.005 (0.349)	0.172 (0.357)	0.290 (0.346)	-0.021 (0.379)
2023 × Part-time contract	0.246 <sup>+</sup> (0.136)	0.112 (0.098)	0.026 (0.130)	0.149 (0.156)	0.137 (0.145)	0.151 (0.167)	0.103 (0.151)	0.108 (0.155)	0.180 (0.150)	0.202 (0.165)
2023 × Tenure with	-0.095* (0.390)	-0.008 (0.281)	-0.030 (0.373)	-0.095 <sup>+</sup> (0.448)	-0.036 (0.416)	-0.009 (0.480)	0.014 (0.434)	-0.027 (0.444)	-0.035 (0.431)	-0.089 (0.472)

current employer (scale)	(0.045)	(0.033)	(0.043)	(0.052)	(0.048)	(0.056)	(0.050)	(0.052)	(0.050)	(0.055)
2023 × Tenure in current job (scale)	0.044 (0.048)	0.058 <sup>†</sup> (0.035)	0.025 (0.046)	-0.003 (0.055)	0.036 (0.051)	-0.010 (0.059)	0.033 (0.053)	0.000 (0.055)	-0.023 (0.053)	0.060 (0.058)
2023 × Satisfied with job (scale)	0.120 <sup>†</sup> (0.065)	-0.006 (0.047)	0.070 (0.062)	0.100 (0.075)	0.129 <sup>†</sup> (0.069)	0.077 (0.080)	0.108 (0.072)	0.138 <sup>†</sup> (0.074)	0.134 <sup>†</sup> (0.072)	0.017 (0.079)
2023 × Autonomous in job (scale)	0.067 (0.056)	-0.015 (0.041)	-0.076 (0.054)	-0.024 (0.065)	-0.049 (0.060)	-0.013 (0.069)	-0.175 <sup>**</sup> (0.062)	0.006 (0.064)	-0.011 (0.062)	0.008 (0.068)
2023 × Dependent on others in job (scale)	-0.014 (0.050)	-0.019 (0.036)	-0.026 (0.047)	0.003 (0.057)	-0.012 (0.053)	0.089 (0.061)	-0.027 (0.055)	-0.065 (0.056)	-0.009 (0.055)	-0.018 (0.060)
2023 × Interaction outside of the organisation in job (scale)	-0.050 (0.043)	-0.007 (0.031)	-0.018 (0.041)	-0.006 (0.050)	-0.024 (0.046)	-0.046 (0.053)	-0.020 (0.048)	-0.063 (0.049)	-0.053 (0.048)	-0.072 (0.052)
2023 × Feedback from others in job (scale)	0.100* (0.049)	0.120 <sup>**</sup> (0.036)	0.097* (0.047)	0.089 (0.057)	0.003 (0.052)	0.070 (0.060)	0.020 (0.054)	0.101 <sup>†</sup> (0.056)	0.042 (0.054)	0.045 (0.059)
2023 × % of work potentially done via telework	0.004* (0.002)	-0.001 (0.001)	0.000 (0.002)	0.001 (0.002)	0.002 (0.002)	0.005* (0.002)	0.001 (0.002)	0.001 (0.002)	0.000 (0.002)	0.000 (0.002)
2023 × Temporarily extended telework in 2020 wave	-0.212 (0.133)	0.094 (0.096)	0.036 (0.127)	0.057 (0.153)	0.084 (0.142)	-0.084 (0.164)	0.044 (0.148)	-0.008 (0.151)	-0.105 (0.147)	0.163 (0.161)
$R^2$	0.124	0.072	0.079	0.111	0.066	0.088	0.068	0.070	0.064	0.117
N	3,043									

*Notes.* The presented statistics are coefficient estimates with standard errors between parentheses for the random effects regression analyses with interaction terms discussed in Section 2. \*\*\* (\*\*) ((\*)) (((†))) indicates statistical significance at the 0.1% (1%) ((5%)) (((10%))) significance level. All control variables from the base article of Moens et al. (2022) are included, i.e. person-specific covariates, job-related covariates, and a variable indicating temporarily extended telework at Wave 1, except for the interaction terms ‘2023 × Sector: agriculture and horticulture’, ‘2023 × Sector: maintenance’ and ‘2023 × Temporarily unemployed’ that are excluded due to multicollinearity.