**Cover Letter & Declaration Form**

**Date: November 5, 2021**

Submission Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Type of submission: original research

Author(s): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Corresponding author:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Contact e-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Dear Editor,

As a corresponding author, I declare that the paper “\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ” submitted for publication in the Journal of Employment and Career is my original research work. It does not infringe any personal or property rights of another.

I confess that the work contains no material from other works protected by copyright that have been used without the written consent of the copyright owner, or that I can provide copies of all such required written consents to journal upon request.

**I have properly cited the works of others in the text** as well as in the reference list. I further declare that the manuscript submitted for publication **has not been previously published and is not currently under review elsewhere**.

The authors declare that there is no conflict of interest.

Sincerely Yours,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_