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## THE CHARACTERISTICS OF POTENTIAL TARGET GROUPS OF YOUNG HUNGARIANS OFFERED PAID AND VOLUNTARY WORK BY EMPLOYERS

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**ABSTRACT:** The aim of this research is to investigate the background characteristics of young people combining paid work or volunteering with their studies. Recent studies have indicated an increase in the number of young people in Central and Eastern Europe who engage in paid work alongside their studies, and a concurrent rise in their rate of volunteering. Our secondary data analysis is based on the Hungarian Youth Survey, which constitutes a representative sample of young people aged 15–29 (N=8,000). The hypothesis that individuals with more favourable backgrounds choose to become volunteers, while disadvantaged young people are forced to seek paid work, was not confirmed. Logistic regression results demonstrate that the target groups that receive both types of work offers are composed of recent graduates or university students, children of non-graduate parents, residents of smaller settlements, and those in a favourable financial situation. However, it was found that young people are more likely to engage in paid work if they are male, older, and financially independent, and more likely to volunteer if they are female, younger and financially dependent on their parents. The findings will be useful for potential employers in developing their HR strategies.

**Keywords:** voluntary and paid work of young people, characteristics of target groups of employers, HR management, quantitative analysis, Hungary

### Introduction

As indicated by research on time use, the three primary forms of activity for young people are work, study, and leisure (Bocsi, 2015). This study uses the data from the Hungarian Youth Survey 2020 to examine the social and demographic background of young people aged 15–29 who are pursuing their studies and either unpaid work or gainful employment at the same time. We aim to determine the characteristics of this target group and compare the differences between the young people choosing the two distinct forms of activity. The findings of this study will be helpful to employers developing their HR strategies.

For young people, volunteering and paid work are a form of time sacrifice or time donation at the expense of leisure time, or possibly at the expense of learning. They enter the labour market in a variety of ways. Young people may choose to engage in paid or voluntary work (although paid work can also be a manifestation of a financial constraint), or they may be compelled to participate through school community service or internships, and as part of dual training or vocational secondary and tertiary education (Markos et al., 2019; Kocsis & Pusztai, 2021a). However, compulsory forms of work will not be considered in this study.

Nowadays, education and work are parallel rather than consecutive processes in young people's lives, with a high incidence of combining work and studies (du Bois-Reymond, 1998; Sackmann & Wingens, 2001). Employers increasingly look for work experience when recruiting, so combining work and studies can ease the transition from education to the labour market (Fényes, 2021; Wübbelt & Tirrel, 2022). Fényes et al., (2021) concluded that students are also increasingly more utilitarian: they prioritise career goals, which can be furthered through pursuing paid work or volunteering while studying.

The central research question of this study is: *What differences exist in the demographic and social background of students who pursue either paid work or volunteering as identified through a multivariate model?* Demographic background is measured by respondents' gender and age. Drawing on Schultz (1971) and Bourdieu (1986), we distinguish three dimensions of social background: human, financial, and social capital. All of these influence the type of work that students engage in. At the same time, students may also acquire these forms of capital through participation in the labour market, which raises questions of causality that will also be addressed. In addition, we examine the role of the place of residence in shaping student work patterns.

The study considers two dependent variables: whether respondents have ever engaged in paid work and whether they have ever volunteered while pursuing their studies. We do not differentiate responses based on the frequency or recency of work, nor do we consider whether the work is related to the respondents' field of the study or their motivations. Although important, these aspects fall outside the scope of this study. For example, many volunteers in Slovakia participate on an occasional rather than regular basis, a factor that non-profit organizations should take into account when recruiting volunteers (Soltes & Gavurova, 2016).

Nevertheless, prior research suggests that such work-related characteristics are also influenced by students' socio-demographic background. Gáti and Róbert (2013) found that higher education students' financial situation at age 14 significantly affected whether their gainful employment was related to the field of their studies. In contrast, Kocsis (2021) and Kocsis and Pusztai (2021b) demonstrated that social background primarily influenced the regularity of student employment.

Motivations for paid employment vary according to social background. Students from favourable backgrounds are more likely to consider paid work as a long-term investment rather than a necessity, whereas those from disadvantaged backgrounds often work out of financial need (Bocsi et al., 2019; Masevičiūtė et al., 2018). Pusztai and Kocsis (2009) similarly found that students from unfavourable backgrounds primarily seek gainful employment for the income, while those from favourable backgrounds are often motivated by the desire for independence from their parents (Pusztai & Kocsis, 2019). Fényes, Markos, and Mohácsi (2021) demonstrated that while social status did not significantly affect the strength of career-building motivations among volunteers, it was precisely disadvantaged higher education students whose volunteering was more likely to be related to their field of study.

Social capital also plays a critical role. When paid work is perceived as a long-term investment, it tends to be associated with more frequent interactions both within and outside

the university; in contrast, when the motivation is purely financial, students tend to have weaker relationships with peers and lecturers (Kocsis & Pusztai, 2021b; Szócs, 2021). Furthermore, Fényes et al. (2023) found that students with strong parental relationships were more likely to seek employment as an investment, while those with weak parental ties but strong external networks were more likely to engage in regular employment for subsistence.

The data used in this study were collected in the autumn of 2020, during the first wave of the COVID-19 pandemic. While the pandemic may have influenced trends in student employment and volunteering, our study focuses on the effect of socio-demographic background. The dependent variables – whether students had ever engaged in paid work or volunteering – are retrospective, therefore any impact of the pandemic is limited. Accordingly, our theoretical framework and hypotheses are based largely on pre-pandemic literature, while the data reflect the situation as of 2020.

The theoretical section of this article begins by outlining trends in paid work and volunteering among young people in Central and Eastern Europe (CEE). We then analyse the demographic background of student workers based on existing literature. Following this, we examine how paid work and volunteering relate to students' human, financial, and social capital, as well as their place of residence. After presenting our hypotheses, we describe the methodology of our quantitative study and present our logistic regression analysis. Finally, we discuss the findings, acknowledge the limitations of the study, and conclude with a summary.

## 1. Literature review

### *Trends, Paid work*

Existing research indicates that young people often begin participating in the labour market while still attending secondary school (Riggert et al., 2006). In Hungary, for example, individuals over the age of 16 are permitted to engage in part-time employment while pursuing their studies (Kocsis, 2019). A 2018 survey of disadvantaged secondary school students in Eastern Hungary found that 18 percent of students had engaged in gainful employment during holidays, and 6.5 percent during the academic year (Kocsis, 2019). More broadly, findings suggest a rising tendency to combine paid work with studies: among Hungarians aged 16–24, 44 percent worked while pursuing their studies, with participation increasing from 64 percent among first-year university students to 80 percent by their final year (Kocsis, 2019).

Data from the 2016 Hungarian Youth Survey support this trend. Among students aged 15–29, 52 percent reported engaging in gainful employment during holidays, and 24 percent during the academic year. Focusing on university students only, 54 percent worked while pursuing their studies, up from 40 percent in 2012, suggesting an upward trajectory in student employment (Bauer et al., 2016).

Eurostudent VI data from 2016 (see Pusztai & Kocsis, 2019) showed similar rates. In Hungary, 50 percent of university students worked, which is similar to student employment rates in Europe and the US (Masevičiūtė et al., 2018; Riggert et al., 2006). Within Central and Eastern Europe (CEE), Hungary shows a relatively high incidence of student employment (Fényes et al., 2023; Hvozdzetska et al., 2020; Kocsis & Pusztai, 2021b). A 2019 survey in Eastern Hungary found that 62 percent of students combined paid work with their studies (Kocsis, 2021).

### ***Volunteering***

A 2018 representative survey revealed that one third of individuals aged 18–29 had volunteered in the past year, with an additional ten percent reporting prior experience (Gyorgyovics et al., 2020). Similarly, Flash Eurobarometer (2019) data indicated a 44 percent volunteering rate among Hungarian youth aged 18–30.

University students are slightly more likely to seek gainful employment than to volunteer. However, large sample surveys in Eastern Hungary indicated that volunteering among university students nearly doubled between 2012 and 2019, increasing from 21 to 38 percent (Fényes & Pusztai, 2012a; Bocsi et al., 2020). Nevertheless, the incidence of volunteering in Hungarian higher education is slightly below that of neighbouring countries. This may reflect the material and instrumental work values of Hungarian students, among whom paid work is more widespread compared to neighbouring countries (Pusztai & Márkus, 2019).

### **Demographic background**

#### ***Paid work***

Research yields mixed findings regarding the role of gender in student employment. While some studies suggest no significant gender effect (Fényes, 2021; Masevičiūtė et al., 2018; Ratković et al., 2022), one 2019 study found that men in the CEE region were more likely to combine work with their studies (Kocsis & Pusztai, 2021b). In contrast, age shows a more consistent pattern. The incidence of seeking gainful employment increases with age: it is low among secondary school students, peaking among bachelor's students, before declining slightly at the master's level (Kocsis, 2021; Kocsis & Pusztai, 2021b; Masevičiūtė et al., 2018).

#### ***Volunteering***

The effect of gender on volunteering appears similarly nuanced. While multivariate studies of higher education studies found no significant gender differences (Fényes & Pusztai, 2012b; Fényes, 2015; Bocsi et al., 2020), a representative study by Gyorgyovics et al. (2020) found that adult women volunteered slightly more often than men. International studies echo the gender advantage for women (Oesterle et al., 2004).

In terms of age, Gyorgyovics et al. (2020) found that volunteering was slightly more common among young people aged 18–24 than those aged 25–29, consistent with Wilson's (2000) finding that volunteering declines during the transition from adolescence to young adulthood (and subsequently peaks in middle age).

### **Human and financial capital**

#### ***Paid work***

Several studies confirm that family background exerts a significant influence on students combining paid work with their studies. Warrant et al. (2000) demonstrated that secondary school students from disadvantaged backgrounds are more likely to seek paid work during their studies (Warren et al., 2000). In terms of human capital, Kocsis and Pusztai

(2021b) found that gainful employment among higher education students was more common when the mother lacked higher education and the father had only a primary qualification.

Regarding financial capital, findings suggest a more complex relationship. Multivariate analyses indicate that students from financially well-off families are more likely to combine work with their studies (Kocsis & Pusztai, 2021b). Students who had done paid work also reported better personal financial circumstances, which raises questions of causality: improved finances may be both a cause and a consequence of employment (Kocsis, 2021).

### ***Volunteering***

Research consistently indicates that educational attainment – both one's own and that of one's parents – is positively associated with volunteering (Wilson, 2000; Putnam, 2000; Musick & Wilson, 2008). In Hungary, a representative 2018 study demonstrated that higher education graduates are overrepresented among adult volunteers (Gyorgyovics et al., 2020), and another study found the incidence of volunteering to increase with maternal education (Fényes & Pusztai, 2012b).

Financial circumstances also constitute a key determinant. International studies suggest that individuals in favourable financial circumstances are more inclined to volunteer (Hustinx, 2001; Irvine & Schubotz, 2010). Hungarian data from 2018 confirm that both subjective and objective financial well-being positively influence volunteering (Gyorgyovics et al., 2020; Fényes & Pusztai, 2012b).

### **Social capital**

#### ***Paid work***

International research finds that paid work weakens students' institutional integration by reducing interactions with peers and teachers and limiting leisure time, which in turn hinders embeddedness and family relationships (Tinto, 1997; Riggert et al., 2006). However, recent evidence complicates this view. Using 2019 data, Kocsis and Pusztai (2021b) found no major differences in social capital between working and non-working students in five CEE countries. Furthermore, Szócs (2021) found that regular paid workers had more extensive social networks than casual workers both at university and more generally.

Again, causality presents a challenge: social capital may function both as a resource reflecting social background and as a consequence of paid work.

### ***Volunteering***

Social capital is central to understanding volunteering. Perpék (2012) argued that it serves as a better predictor of volunteering than socio-demographic characteristics. However, the challenge of causality is still present. Pallay et al. (2023) highlighted community-based motivations – such as friendship, teamwork, and a meaningful use of leisure time – as key returns from volunteering. Multivariate analyses demonstrated that higher education students with close relationships with non-academic friends were more likely to volunteer (Bocsi et al., 2020).

Religiosity can also be interpreted as a form of social capital in an institutional framework. As demonstrated by Fényes and Pusztai (2012a, 2012b), Fényes (2015), and Bocsi et al. (2020), religiosity following the teaching of the church, religious community

membership, and frequent church attendance were primary predictors of university students' volunteering. This finding aligns with international research that identifies community religious practice as a robust predictor of volunteering (Becker & Dhingra, 2001; Ruiter & De Graaf, 2006; van Tienen et al., 2011).

### **Place of residence**

Opportunities to combine gainful employment with studies are presumed to be more accessible in urban settings (Roschin & Rudakov, 2015), yet Kocsis (2021) found that the place of residence did not affect university students' paid work.

In the case of volunteering, findings are varied. Juknevičiūsa and Savicka (2003) demonstrated that urban residents were more likely to volunteer given the numerous opportunities, but Svendsen and Svendsen (2016) found a higher incidence of volunteering in rural areas, which they explained with greater solidarity. In Hungary, 2018 data indicate that residents of the capital are underrepresented among adult volunteers (Gyorgyovics et al., 2020). Nonetheless, Fényes (2015) found that urban higher education students are more likely to volunteer, though the sample included few participants from the capital, limiting generalizability.

## **2. Methodological approach**

### ***Research questions and hypotheses***

This study examines the background characteristics of young people combining their studies with paid work or volunteering, with the aim of identifying potential target groups for employers offering such opportunities. We adopt a deductive approach, testing hypotheses derived from the literature. The novelty of the paper lies in the use of Hungarian data from 2020, allowing for the verification of established correlations and the identification of new links when findings diverge from previous research.

H1: Combining paid work with studies is more likely among men and older students, whereas volunteering is more common among women and younger students.

H2: Paid employment is more likely among young people with less educated parents and those in a favourable financial situation. In contrast, volunteering is associated with a high level of cultural and financial capital.

H3: An extensive circle of friends increases the likelihood of volunteering, while social capital is not expected to affect paid work. Furthermore, religiosity (as an aspect of social capital) is expected to make volunteering more likely, without affecting paid employment.

H4: The settlement type of respondents' place of residence does not affect paid work and volunteering.

### **Methodology**

#### ***Data source***

This study uses secondary data from the Hungarian Youth Survey 2020, which includes responses from 8,000 young people. The survey was conducted by Társadalomkutató Kft. Budapest, with data collection taking place September and December 2020. The questionnaire consisted primarily of closed questions. Interviews lasted approximately 40-50 minutes.

### ***Population and sampling***

The population consisted of Hungarian residents aged 15–29. A multi-stage, stratified probability sampling method was applied. In the first stage, settlements (in Hungary) were selected; and in the second, addresses within those settlements were randomly drawn. Minor deviations from expected demographic proportions were corrected using weighting, ensuring representativeness in terms of gender, age group, region, settlement type of the place of residence, and educational attainment (Székely, 2021).

### ***Data analysis***

We employed binary logistic regression to assess the effect of various demographic and social factors on young people's engagement in paid work and volunteering. Each model included two binary dependent variables: whether respondents had ever combined paid work with their studies and whether they had ever volunteered. Explanatory variables, which were identified in the literature as determinants of paid and voluntary work, were included as continuous or binary variables.

The models report Exp(B) coefficients, representing logistic odds ratios, and Wald statistics to assess the significance of individual predictors. In logistic regression models, the stepwise inclusion of independent variables is not recommended (Mood 2010, 2017), so multicollinearity could not be addressed by this method. Instead, we tested for multicollinearity using binary logistic regression in two ways. First, correlation coefficients between the independent variables were calculated. These were lower than 0.7, indicating that the interdependence between independent variables is minor. Second, we conducted linear regression with the same dependent and independent variables. The reported collinearity statistic (VIT) for both models was significantly below 10 (for all independent variables below 3). The condition index and variance proportions suggested no multicollinearity.

Given the constraints of secondary data from a specific questionnaire, we could not model all potential influencing factors. Our objective was to examine the effect of selected variables on paid work and volunteering among young people. The relatively low explanatory power of the models was not a major concern as our focus was on identifying which variables significantly influenced the dependent variables and understanding the direction and magnitude of those effects.

### **Examined variables**

The first dependent variable was whether respondents had ever combined paid work with their studies, either in the summer or during the academic year (35.3 percent had, with 7,986 valid responses from 8,000). The second dependent variable was whether respondents had ever volunteered, either during studies or employment (15.8 percent had, with 7,922 valid responses). These proportions are lower than in previous studies (discussed in the theoretical section), possibly due to the impact of the COVID-19 pandemic. In addition, the Hungarian Youth Survey 2020 framed volunteering more narrowly by interpreting it as work<sup>1</sup> rather than as a “donation of time” taken from leisure time and emphasising the term “help and kindness” in the professional definition. This definition may not necessarily encompass career-building volunteering, a relatively new phenomenon, which is motivated not only by the desire to help

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<sup>1</sup> According to the definition in the questionnaire, volunteering is a voluntary act of kindness or help done for the benefit of someone other than a family member, relative, or close friend, or for the benefit of an organisation or community, free of charge and without remuneration.

but also to gain work experience, acquire knowledge and skills, and build professional relationships (Fényes, Markos, Mohácsi 2021).

The explanatory variables included gender, age, type of settlement, educational attainment, parents' education, the financial situation of respondents and their family, social capital, and religiosity. Binary variables were constructed for categorical variables with more than two values. Table 1 presents descriptive statistics for explanatory variables.

Table 1. Descriptive statistics for explanatory variables

Explanatory variable	Frequencies or means and standard deviations		Valid cases after weighting (N)
gender	51.6% male	48.4% female	8,000
age	mean 22.42	standard deviation 4.25	8,000
type of settlement of the place of residence (ref. village)	17.7% capital 53.1% smaller town	29.2% village	8,000
the respondent is a graduate or university student	25% yes	75% no	7,887
father's highest level of education (ref. primary)	16.9% tertiary 30.1% secondary	53% primary	7,707
mother's highest level of education (ref. primary)	16.7% tertiary 38.1% secondary	45.2% primary	7,842
has own savings	29.3% yes	70.8% no	7,903
lives on the same income as the parents	50.1% yes	49.9% no	7,909
subjective financial situation	67.7% has no financial difficulty and lives without problems	32.3% just gets by or lives in financial difficulty	7,835
number of friends in leisure activities	mean 3.48	standard deviation 2.81	7,798
heterogeneity of acquaintances <sup>2</sup>	85.5% has all five types of acquaintances	14.5% does not have	8,000
religious self-classification (ref: does not know or not religious)	5.4% following the teaching of the church 49.4% religious in their own way	45.2% does know or not religious	7,929

Source: authors' calculation based on the Hungarian Youth Survey 2020 database.

### 3. Results

According to the logistic regression results (presented in Figure 1), combining paid work with studies was more likely among men, older respondents, non-capital residents, university graduates or university students, individuals whose father had primary education, respondents with savings, those living independently of parental income, and those with a

<sup>2</sup> Whether the respondent knows people of different political views, different religions, different nationalities, and people who are much poorer and richer than the respondent.

favourable family financial situation. Interestingly, a heterogeneous social network was negatively associated with paid employment. The mother's education, the number of friends in leisure activities, and religiosity did not significantly affect paid employment.

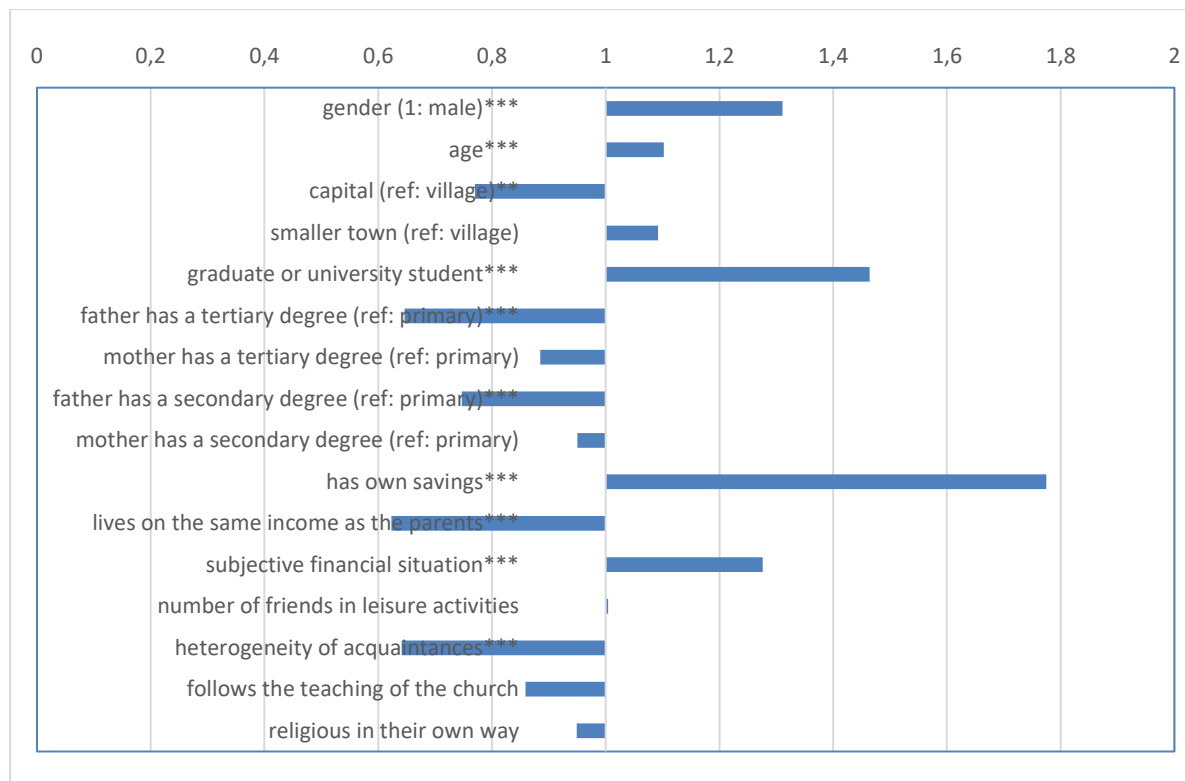


Figure 1. Factors influencing paid employment combined with studies (N=7,162), logistic regression odds (Exp (B)) and significance of the Wald test, \*\*\* p<0.001, \*\* p<0.01, \* p<0.05, #p <0.1, Nagelkerke R-squared=0.167

Source: authors' calculation based on the Hungarian Youth Survey 2020 database.

The factors affecting volunteering are presented in Figure 2. Volunteering was more likely among women, younger respondents, university graduates or university students, residents of smaller towns, individuals whose mother had secondary education, respondents with savings, those supported financially by their parents, those with a favourable family financial situation, those with more friends in leisure activities, and respondents who followed the teaching of the church. A heterogeneous social network again had a negative effect, whereas the father's educational attainment had no influence.

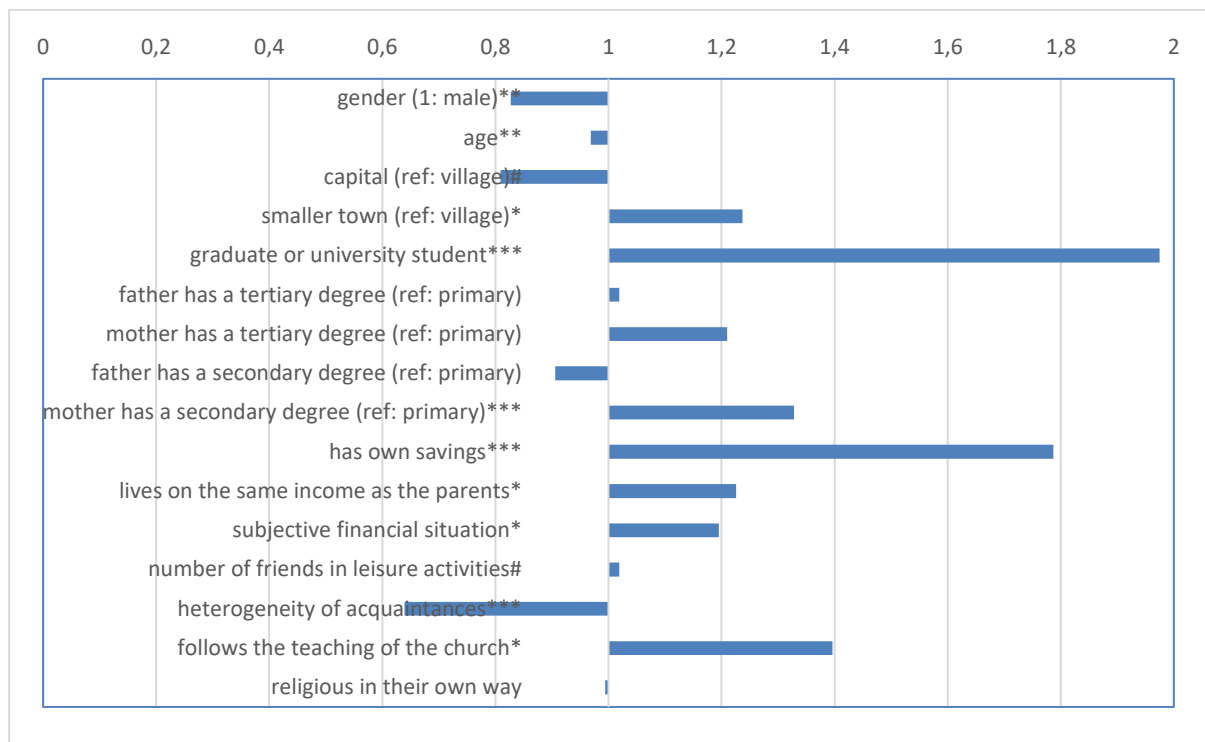


Figure 2. Factors influencing volunteering (N=7,144), logistic regression odds (Exp (B)) and significance of the Wald test, \*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$ , #  $p < 0.1$ , Nagelkerke R-squared=0.074

Source: authors' calculation based on the Hungarian Youth Survey 2020 database.

#### 4. Discussion

Using data from the Hungarian Youth Survey 2020, our study sought to identify the demographic and social background characteristics influencing paid work and volunteering work among youth. The findings will be helpful for employers in targeting these groups more effectively and developing corresponding HR strategies.

Consistent with H1 and previous literature (Kocsis & Pusztai, 2021b; Gyorgyovics et al., 2020), multivariate analysis demonstrated that men were more likely to seek gainful employment and women were more likely to volunteer. This may be explained by the enduring prevalence of traditional gender roles among young people, with men primarily in the breadwinner role and women providing emotional support. Furthermore, in accordance with H1 and previous literature (Kocsis, 2021; Kocsis & Pusztai, 2021b; Masevičiūtė et al., 2018), engaging in paid work was more common among older respondents, with volunteering more common among younger respondents. This is consistent with previous findings showing a drop in volunteering upon leaving the education system (Wilson, 2000).

Our findings on the role of higher education confirm H2 and previous findings in the literature (see for example: Wilson, 2000; or Gyorgyovics et al., 2020): ongoing or completed higher education studies made both paid work and volunteering more likely. However, contrary to H2 and earlier research (Wilson, 2000), parents' tertiary educational attainment did not predict engagement in either paid work or volunteering. This may reflect a greater academic focus in highly educated families, where both gainful employment and volunteering might be seen as a distraction. The findings do not support the view of highly educated parents' specific attitude dominated by public service, altruism, and post-materialistic values, which could suggest a preference for volunteering among their children. Similarly, no

evidence was found for less educated parents' supposedly materialistic value system with money as the primary motivation for working. Interestingly, volunteering was more likely among those whose mother had secondary education, and paid employment was more likely among respondents whose father had primary education.

Our findings contradict H4. Residents of the capital were less likely to engage in either activity than other respondents. Paid work was more common outside the capital, while volunteering was more likely in smaller towns, consistent with earlier findings among the Hungarian adult population (Gyorgyovics et al., 2020).

In terms of financial capital, both paid work and volunteering were more likely among respondents with savings and those reporting favourable family finances, supporting H2 and the findings of earlier studies (Kocsis & Pusztai, 2021b; Hustinx, 2001; Irvine & Schubotz, 2010; Gyorgyovics et al., 2020; Fényes & Pusztai, 2012b; Fényes, 2015; Bocsi et al., 2020). This is consistent with financial capital facilitating further investment into the acquisition of work experience, skills, knowledge, and social capital through paid work or volunteering, with possible dividends for students' subsequent career. Well-off families often exhibit postmodern work attitudes aiming to make friends, earn money for leisure activities, and gain financial independence from parents (Pusztai & Márkus, 2019). However, the issue of causality arises: favourable finances may result from but equally may also support paid work.

A key finding was the significance of income independence: paid work was more likely among financially independent respondents, while volunteering was more common among those financially dependent on their parents. This suggests that parental support and the desire to be self-sufficient, rather than financial hardship alone, shape work behaviour.

Consistent with H3, a wide circle of friends in leisure activities was associated with higher volunteering rates but had no effect on paid work. The issue of causality also arises: friends may share volunteering opportunities, but equally volunteering may lead to new connections (Pallay et al., 2023). Interestingly, having a heterogeneous social network made paid work and volunteering less likely, possibly due to the lack of variation in this variable (almost 85 percent had such networks). Furthermore, the findings on religiosity also confirm H3 and earlier results (Gyorgyovics et al., 2020; Fényes & Pusztai, 2012a,b; Fényes, 2015; Bocsi et al., 2020). Religiosity had no effect on paid work. Following the teaching of the church was associated with higher volunteering rates, consistent with the interpretation of religiosity as social capital.

A limitation of this study is the lack of comparable research covering the full 15–29 age group (not just university students or secondary school students), which limited the formulation of some hypotheses. Furthermore, due to the secondary nature of the data from the Hungarian Youth Survey 2020, we could not examine the regularity, timing, motivation, or relevance of paid work and volunteering. Future studies will expand this research using further Hungarian Youth Survey data and large-sample surveys in other CEE countries.

## Conclusions

A key finding of this study is that the simplistic dichotomy – that privileged youth can afford to volunteer, while disadvantaged youth must seek gainful employment – was not supported. Instead, the determining factor was whether young people lived independently of their parents and whether they received parental support. These findings are broadly consistent with the study of Szócs (2021), who showed that students were less likely to engage in paid work if they had a strong relationship with their parents and received financial support. We also found that volunteers had more friends in leisure activities, which can be

both a cause and an effect of volunteering. In addition, religiosity according to the teaching of the church made volunteering more likely. However, these factors did not affect paid work.

Based on our findings, potential target groups for paid work include men, older youth, university students or graduates, young people whose father does not have higher education, non-capital residents, well-off youth, and those who are financially independent of their parents. Potential target groups for volunteering include younger individuals, women, university students or graduates, residents of small towns, young people whose mother has secondary education, well-off youth, those who are financially independent of their parents, religious youth, and those with more friends in leisure activities. These findings will be helpful for employers in developing their HR strategies more accurately, and in recruiting and retaining the young workforce.

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