



Exploring the Intersections of Burnout, Mental Health, and Capitalism

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Background and introduction: The phenomenon of burnout has been identified and analysed since the 1970s, particularly among various professions. Additionally, the relationship between mental health and economic systems, such as neoliberalism, has been explored. As a specific example, in his book, *The Burnout Society*, Byung-Chul Han explores the connection between burnout and capitalist systems through an existential approach.

Objective: Based on existing literature, the first part of this paper aims to highlight how capitalism contributes to the risk of burnout. The relationship between these two factors is relevant to both market capitalist and political capitalist systems.

Methodology: The second section of the paper expands the scope of the analysis by incorporating quantitative data on a wider range of relevant factors. Specifically, it examines the correlation between mental health and unemployment or income inequality, using statistics for OECD countries.

Results: As a result, this work aims to contribute to the literature analysing the ties between psychological aspects and economic indicators.

Conclusions: Based on the expectations, specific correlations will be outlined.

Limitations and future research directions: Data availability on the level of burnout is limited.

Keywords: Burnout, Mental health, Capitalism



Striving for a civilized everyday life: Ukrainian refugee women in Hungary

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Background and introduction: least one of their children, and many of them are with their husbands. Findings indicate that while the initial humanitarian response met the refugees' basic needs, numerous challenges persist regarding long-term integration. These include language barriers, difficulties in securing stable employment, and ongoing psychological distress.

Objective: The present study is dealing with the integration of Ukrainian refugee women in Hungary after their displacement caused by the war in Ukraine. By applying qualitative methodology based on eleven in-depth interviews with Ukrainian refugee women, the research examines the multifaceted experiences of these women, focusing specifically on their integration process into Hungarian society, the emotional struggles they have faced, and their future outlook. All participants have been living in Hungary

Methodology: By applying qualitative methodology based on eleven in-depth interviews with Ukrainian refugee women, the research examines the multifaceted experiences of these women, focusing specifically on their integration process into Hungarian society, the emotional struggles they have faced, and their future outlook.

Results: By presenting the current situation of refugees in Hungary, this paper contributes to a deeper understanding of the integration process and supports the development of more effective policies and services for Ukrainian refugee women in host countries.

Conclusions: Findings indicate that while the initial humanitarian response met the refugees' basic needs, numerous challenges persist regarding long-term integration. These include language barriers, difficulties in securing stable employment, and ongoing psychological distress. At the same time, many respondents demonstrate resilience and hopefulness, which reflect the complexity of their emotional narratives. This applies both to the women in our sample who arrived following their husbands and to those cu

Limitations and future research directions: o gain a deeper understanding of the situation, more interviews need to be conducted. Although the selection of the women was not purposeful, our sample ended up consisting almost entirely of those whose husbands were already living in Hungary. It would be worthwhile to seek out women who did not come to the country to join their husbands and to explore their circumstances as well.

Keywords: Ukrainian refugees, integration, emotional experiences, future outlook, Hungary



The digital divide in participatory budgeting: lessons from Budapest on older adults' inclusion

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Background and introduction: Our paper examines how the digital divide hinders older adults' participation in community life through a natural experiment. This experiment is based on the online participatory budgeting processes organised by the Municipality of Budapest in 2020/21 and 2021/22. The research focuses exclusively on age, even though we are aware that other characteristics can also influence digital literacy. For the purposes of this study, however, age is the most important variable.

Objective: The aim of the article is to show that the secondary digital divide prevents older citizens from participating in social decision-making with sufficient intensity.

Methodology: We measured older adults' willingness to engage in community life using a proxy variable based on their turnout in the 2014 parliamentary elections. While individuals aged 65 and older had higher election participation rates than younger age groups, their involvement in participatory budgeting was significantly lower. They contributed fewer ideas and participated even less in voting.

Results: We measured older adults' willingness to engage in community life using a proxy variable based on their turnout in the 2014 parliamentary elections. Older adults' active participation in public life is also supported by findings in the literature. While individuals aged 65 and older had higher election participation rates than younger age groups, their involvement in participatory budgeting was significantly lower. They contributed fewer ideas and participated even less in voting.

Conclusions: While individuals aged 65 and older had higher election participation rates than younger age groups, their involvement in participatory budgeting was significantly lower. They contributed fewer ideas and participated even less in voting. This gap is explained by the digital divide. To boost voting, the municipality widely promoted the process, engaging more younger citizens. However, while these younger individuals voted, they rarely submitted ideas. In contrast, older individuals who were techn

Limitations and future research directions: The study focused only on Budapest, although public budgeting is also present in other Hungarian cities. It would be worth analyzing the participation of older adults in these locations as well and showing how the situation develops in rural area. The study does not address differences in participation by gender or educational attainment, as its primary focus is the digital divide related to age.

Keywords: Public budgeting, online voting, digital divide, participation of older adults



Demographic Structure and Employment Trends in the Agricultural Workforce in the Autonomous Province of Vojvodina

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Background and introduction: The demographic structure of the agricultural workforce is a key determinant of rural development and agricultural sustainability. In the Autonomous Province of Vojvodina, which is one of Serbia's most agriculturally developed regions, recent trends reveal a pronounced aging of the workforce, underrepresentation of women and youth, and high rates of informal employment. These demographic trends challenge the region's agricultural productivity, innovation, and socio-economic vitality.

Objective: This paper aims to analyze the demographic characteristics and employment trends of the agricultural population in Vojvodina using both descriptive statistical methods and a binary Probit regression model. The objective is to identify key factors that influence the likelihood of agricultural employment and to provide a comprehensive statistical insight into the structure and dynamics of the agricultural labor force in the region.

Methodology: The research uses official data from the Statistical Office of the Republic of Serbia and applies both descriptive statistical analysis and a binary Probit regression model, conducted using STATA software. The dependent variable indicates employment in agriculture (1 = employed in agriculture; 0 = otherwise), while independent variables include gender, age group, level of education, and type of settlement within Vojvodina.

Results: The analysis shows that agricultural employment in Vojvodina is characterized by a high proportion of older male workers from rural areas, with younger and more educated individuals less likely to engage in this sector. The Probit regression results confirm that being female, living in urban areas, and having secondary or higher education significantly reduce the probability of agricultural employment. On the other hand, older age groups are significantly more likely to work in agriculture.

Conclusions: The findings highlight the need for tailored regional policies in Vojvodina to address labor aging, promote youth participation, and formalize agricultural employment. Specific support programs for young and female farmers, rural education initiatives, and infrastructural improvements are essential to ensure the sustainable development of agriculture in the region.

Limitations and future research directions: Regarding future research, it would be worthwhile to analyze the motivations and obstacles faced by young people working in Vojvodina's agriculture sector, as well as to assess the effectiveness of existing regional development strategies. It would be particularly important to explore why agricultural family traditions fail to attract the younger generation and what economic, social, or technological factors influence their decisions.

Keywords: Vojvodina, Demographics, Agriculture, Probit Regression, Rural Development



In pursuit of opportunities: understanding the drivers of nurse workforce migration intentions

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Background and introduction: Nurses from source countries have recently become a crucial source of human capital to bridge the gap in human resource needs for healthcare facilities in high-income countries. This demand has heightened the interest of nursing personnel in migrating due to individual, organisational, and national factors.

Objective: This study aimed to examine individual factors such as family income and perceived social benefits to understand how they influence nurses' migration intentions.

Methodology: The study employs a quantitative cross-sectional approach to survey nurses working in public health institutions in Ghana and Hungary.

Results: It is anticipated that the outcome of the study will illuminate the contextual challenges from the individual's perspective that drive nurses' migration intentions to the Global North.

Conclusions: The study fills the gap in existing literature that has not sought to investigate the phenomenon of migration from a socio-psychological perspective. Moreover, it significantly contributes to the literature on health human resources management to aid in implementing strategic measures for the management and retention of health personnel, ensuring access to healthcare among the masses.

Limitations and future research directions: Although the study was conducted in two countries, the data collection period had to be extended due to low response. Making it challenging to do an extensive comparative analysis. Future comparative analysis should be conducted from the organisational level.

Keywords: Nurse migration, family income, social benefits, peer influence, social influence theory

Family policy through the lens of different academic papers

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Background and introduction: The low Total Fertility Rate (TFR) is causing increasing concerns in many countries worldwide, like in Europe and East Asia, and to a lesser extent, the North American continent. However, in recent decades, this trend has also become evident in an increasing number of middle- and low-income countries. Governments are monitoring this process with growing apprehension and are trying to encourage people to have children through various family policy measures.

Objective: The literature effectively reflects the prevailing family policy concepts and their expected impact on demographic processes. Through our literature analysis, we aim to present these trends.

Methodology: We analyze articles downloaded from the Scopus and Web of Science databases using Bibliometrix software and categorize the changing family policy concepts and their effectiveness over time.

Results: Our conclusion is that we can see clearly distinguishable time periods according to which type of family policy tool was thought to be effective.

Conclusions: We have published a bibliometric analysis and periodization of the effectiveness of the family policy toolkit, which fills a gap in the literature so far.

Limitations and future research directions: During the data filtering process, important articles may be omitted and less significant ones may be included in the database.

Keywords: bibliometric analysis, family policy, family cash benefits, family tax allowance, childcare, TFR



Employment opportunities for people with intellectual disabilities in Hungary

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Background and introduction: The issue of employment for people with intellectual disabilities is a very important one, especially for equal opportunities and the economy. In many cases they live their daily lives as dependants or on benefits. Many believe that their employment is only possible in an institutional setting. Research has shown that they are perfectly well integrated into the open labour market. This would require education and social sensitisation of employers.

Objective: The aim of this research is to explore the current state of integration of people with intellectual disabilities in the labour market through different forms of employment. I will examine the different types of work preparation activities available to them. In addition, I will also explore the perceptions of employers in the open labour market, the experiences of those working in sheltered employment and the situation of social employment institutions.

Methodology: The research was carried out using primary and secondary methods. The secondary research covers the analysis of literature on the forms of employment and development opportunities for people with intellectual disabilities, while the primary research aims to explore the employment opportunities for people with intellectual disabilities through in-depth interviews. The research focused on sheltered employment and social employment institutions.

Results: The integration of people with intellectual disabilities into the world of work is in its infancy in our country. There are 40 285 people of working age, of whom only 7344 are employed. One reason for this is that they do not have the right qualifications, as the training available to them prepares them for a profession that is of no use to them. It is therefore important to create training programmes that prepare them with real, usable skills so that they can find work.

Conclusions: Early inclusion, lack of sensitisation and information, low support and lack of professionals all have a negative impact on the lack of inclusion of people with intellectual disabilities in our society. The conclusion of the research is that sheltered workplaces and well-trained professionals are needed to ensure their successful integration into the world of work. This is essential to make progress so that they feel and become useful members of society.

Limitations and future research directions: A further line of research is the study of employers and HR professionals. To investigate how much and what information they have about the employment of people with intellectual disabilities, whether they know what the rehabilitation contribution is about. To prepare a study for them on useful information.

Keywords: Labour market, disability, work opportunities, integration, equal opportunities



Analysis of gaps in digital competences among women in Zala County by age group

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Background and introduction: Nowadays, the importance of digital competences is undisputed. According to the DESI index (2023), the digital performance of all EU countries, including Hungary, has improved in recent years. However, based on the composite index, Hungary ranks 22nd out of 28 countries (europa.eu, 2024b).

Objective: In line with the EU's Digital Decade 2030 targets, which aim for at least 80% of adults to acquire basic digital skills, reducing these gaps is of high relevance. Our research explores age- and demographic-based differences in digital competences among women in Zala County. The main research question is: What differences can be observed in digital skills among women of different age groups?

Methodology: We conducted a quantitative study between 2024 and 2025 with female respondents. The sample was collected using a quota-stratified method, considering age and education ratios published by the Hungarian Central Statistical Office. Data were analysed using IBM SPSS Statistics. We applied one-way ANOVA for variables with four or more categories and correspondence analysis to map relationships between qualitative variables.

Results: These results, consistent with international literature, may support targeted programs and inform policy recommendations aimed at narrowing digital skill gaps.

Conclusions: Our findings confirm the existence of a generational digital divide: younger women show higher competence levels across all examined areas, while older groups are overrepresented at lower levels.

Limitations and future research directions: The targeted composition of strata ensured structural alignment. Future studies may benefit from using larger, representative samples and advancing toward longitudinal analyses, or by applying other methodologies and expanding the range of variables to capture changes over time.

Keywords: Digital divide, Digital skills, Digital gap, Lifelong learning, Smart Europe



Immigrant entrepreneurship in the European Union: dynamics of success, persistent challenges and evolving trends (2010-2025)

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Background and introduction: This study compares the tendencies of the immigrant entrepreneurship in the European Union in the last 15 years. The aim is to provide a detailed comparative analysis of tendencies and entrepreneurial activities (SME's), identifying key factors that influence their economic integration and success.

Objective: Focus on understanding the varying levels of labor market integration, regulatory impacts, and innovation outcomes across the EU countries.

Methodology: Literature review (a comprehensive review of existing research) and data collection of quantitative data (gather statistical data from national and international databases, e.g., Eurostat, OECD on immigrant employment rates and entrepreneurial activities).

Results: The European Union has experienced a profound demographic transformation over the past 15 years, largely driven by increased international migration. Historically often perceived as necessity-driven activities concentrated in low-barrier, ethnic-specific sectors, the rising human capital among immigrants, characterized by an increasing share with tertiary education, now correlates with a discernible shift towards more complex, opportunity-driven enterprises. This evolution challenges outdated st

Conclusions: The study underscores the importance of tailored policy measures to improve immigrant integration and entrepreneurial success, recommending enhanced support systems, regulatory reforms, and cultural initiatives to foster inclusive economic growth in each country.

Limitations and future research directions: Data Availability can be limited. The study may not capture broader regional trends or global patterns in immigrant workforce and entrepreneurship.

Future research directions could be to conduct through extensive international online survey research to gather insights from those affected by the issue.

Keywords: immigrant workforce, entrepreneurship, labor market integration, European Union, SME's



Optimal Sharing of Family Tax Allowance Among Parents Subtitle: Personal Income Tax Optimization Strategies in Hungary

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Background and introduction: Although tax optimization is predominantly a concept associated with the corporate sector, it can also present an opportunity for households to be aware of and consciously make use of the legal possibilities offered by personal income taxation in Hungary. Two features of the family tax allowance system in Hungary present opportunities for optimization.

Objective: Two features of the family tax allowance system in Hungary. Firstly, the beneficiaries of the family tax allowance have the freedom to choose how to distribute it among themselves. Secondly, a portion of the allowance can be claimed as a social security contribution. However, most research in this field neglects to consider the latter factor, thereby limiting the comprehensiveness of their analyses. The objective of this study is to find the optimum of the family tax relief.

Methodology: In our analysis, we have chosen a numerical approximation of the optimum search method, which iteratively searches for the maximum value by dividing a range of values into equal step intervals. First, it searches for the situation where the household's net income is the highest, and then, if there are several optimum locations (which is the case), we select the one where the value of the personal income tax, and hence the degree of tax provision is maximum.

Results: The main findings of this study indicate a person that for both two-child and three- and four-child families, we find households with incomes that can only maximise their disposable income if they choose the optimal family tax allowance splitting strategy.

Conclusions: Our main conclusion is that there is room for tax optimization in Hungary for households with two, three and four children: in the low(abb) income categories there are several possible optima, while in the middle income categories it is very important to find a single optimum. This may require targeted measures to raise tax awareness in society, especially in view of the many changes in the rules over time. Parental financial literacy is crucial for filling in tax advance declaration.

Limitations and future research directions: The analysis is limited to the case where parents do not receive an one-off (taxable) benefit during the year, e.g. in the form of a bonus or premium. The model could also be extended to those benefits that are currently excluded, namely the under-25s, mothers under 30, the personal allowance, first-time couples and the disability allowance for children. The extension to incomes from which only the 10% pension contribution is deducted instead of the 18.5% social security contribution.

Keywords: household finance, personal income tax, family tax allowance, tax optimization, numerical optimization, simulation



Steps to a Comparative Housing Affordability Study of Poland, the Czech Republic and Hungary

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Background and introduction: Affordability it's a complex area of housing research connecting economy and social questions, like the possibility to move where it is easier to find a job, to find an adequate home for the family. Our research uses the development of David Slavata a new experimental approach at regional (NUTS 2) level. The results show serious differences even with common roots. Which could be a cause by a badly choosen snapshot or pesisting difference in policy tools.

Objective: -Translate the term of affordability in statistical-econometric approach

- Test and correct new methodology
- Find common phenomena and differences between countries with common historical and economic background

Methodology: Our paper uses an innovative statistical methodology based on regional (NUTS 2) data of three countries: Czechia, Poland and Hungary. The methodology complies in one hand owner occupied and rental housing, and, in other hand availability (number of dwelling sales and renting adds) and prices / rents. We used statistical (national and Eurostat) data and other publicly available secure information on dwellings, selling and renting offers.

Results: We could calculated SAI (complex affordability index) for all NUTS 2 regions of the three countries. The result shows a difference between the three countries in the position of regions with lower GDP and regions with big cities.

Conclusions: As far as we are using an innovative methodology and we realized an international comparison which results should first of all studied with precautions because of the differences in national frameworks, use terminology, statistical habits etc. However, this methodology is ready to broader international comparison.

Limitations and future research directions: After the analyses and, if needed, revision of the methodology and result, a deep understanding of similarities and differences, a broader analysis can started for the whole CEE region and Europe. Statistical analyses should goes simultaneously with comparison of macroeconomic, legal and housing related subsidy framework. This study is followed up by a project financed by Visegrad Fund as a next step.

Keywords: Housing policy, Housing Affordability, Regional inequalities