

Thirdly, plans to combine work and family differ, in general, according to working status. Working students were more clear on how to combine work and family, while those who are only students had more doubts about this planning. This result is in line with research that showed that working students have higher self-confidence than regular students (Warren, 2002) and their work experience can lead them to have a more realistic approach to their future work-family balance demands. Similarly, the research results by Luyckx and others (Luyckx, Schwartz, Goossens, Pollock, 2008) revealed that the feeling of being an adult was higher in students who were working than among other students.

This exploratory study reveals that Portuguese and Polish emerging adults enrolled in HE share common views and doubts as regards future reconciliation of work and family roles, pointing to the importance of social background and economic trends. Moreover, working while enrolled in higher education seems to be important in having more realistic plans about combining multiple roles. This is an important finding since many studies only focus on the negative aspects of work and study. The present research is not exempt from limitations. Due to the use of convenience samples and a cross-sectional design results should be treated with caution. Both studies with larger samples and with scales that more deeply address plans to combine work and family are needed.

References

- Adams, J., & Corbett, A. (2010). Experiences of traditional and non-traditional college students. *Perspectives*, 2(1), 2.
- Arnett, J.J., Žukauskienė, R., & Sugimura, K. (2014). The new life stage of emerging adulthood at ages 18–29 years: Implications for mental health. *The Lancet Psychiatry*, 1(7), 569–576.
- Baber, K.M., & Monaghan, P. (1988). College women's career and motherhood expectations: New options, old dilemmas. *Sex roles*, 19(3–4), 189–203.
- Beets G. (2011). The Demography of the Age at First Birth: The Close Relationship between Having Children and Postponement. In Beets G., Schippers J., te Velde E. (Eds.) *The Future of Motherhood in Western Societies*. (pp. 61–90). Dordrecht: Springer.
- Berngruber, A. (2017). Leaving the Parental Home as a Transition Marker to Adulthood. In Furlong A. (Ed.) *Handbook of Youth and Young Adulthood*. (pp. 193–198). London: Routledge.
- Biggart, A., & Walther A. (2006). Coping with Yo-Yo-Transitions: Young Adults Struggle for Support, between Family and State in Comparative Perspective. In C. Leccardi, E. Ruspini (Eds.), *A New Youth? Young People, Generations and Family Life*, , Chippenham, Wiltshire: Antony Rowe Ltd.

- Broadbridge, A., & Swanson, V. (2006). Managing two roles: A theoretical study of students' employment whilst at university. *Community, Work and Family*, 9(2), 159–179.
- Cinamon, R.G. (2006). Anticipated work-family conflict: Effects of gender, self-efficacy, and family background. *The Career Development Quarterly*, 54(3), 202–215.
- Cinamon, R.G., & Rich, Y. (2002). Gender differences in the importance of work and family roles: Implications for work-family conflict. *Sex roles*, 47(11–12), 531–541.
- Fadjukoff, P. (2007). *Identity formation in adulthood*. Jyväskylä: Jyväskylä University Printing House.
- Friedman, S.R., & Weissbrod, C.S. (2005). Work and family commitment and decision-making status among emerging adults. *Sex Roles*, 53(5–6), 317–325.
- Guerreiro, M. das D., & Abrantes, P. (2004). Moving into adulthood in a southern European country: Transitions in Portugal. *Portuguese Journal of Social Science*, 3(3), 191–209.
- Hecht, T.D., & McCarthy, J.M. (2010). Coping with employee, family, and student roles: Evidence of dispositional conflict and facilitation tendencies. *Journal of Applied Psychology*, 95(4), 631.
- Hofstede, G., Hofstede, G.J., & Minkov, M. (2010). *Cultures and organizations: software of the mind: intercultural cooperation and its importance for survival*. McGraw-Hill.
- Kerpelman, J.L., & Schvaneveldt, P.L. (1999). Young adults' anticipated identity importance of career, marital, and parental roles: Comparisons of men and women with different role balance orientations. *Sex roles*, 41(3–4), 189–217.
- Kotowska, I., Józwiak, J., Matysiak, A., Baranowska, A. (2008). Poland: Fertility decline as a response to profound societal and labour market changes?. *Demographic Research*, 19, 795–854.
- Luyckx, K., Schwartz, S.J., Goossens, L., & Pollock, S. (2008). Employment, sense of coherence, and identity formation: Contextual and psychological processes on the pathway to sense of adulthood. *Journal of Adolescent Research*, 23(5), 566–591.
- Machung, A. (1989). Talking career, thinking job: Gender differences in career and family expectations of Berkeley seniors. *Feminist Studies*, 15(1), 35–58.
- Novack, L.L., & Novack, D.R. (1996). Being female in the eighties and nineties: Conflicts between new opportunities and traditional expectations among white, middle class, heterosexual college women. *Sex roles*, 35(1–2), 57–77.
- OECD (2011). *Education at a Glance 2011*. OECD Indicators. Paris: OECD
- Orrange, R.M. (2003a). Individualism, family values, and the professional middle class: In-depth interviews with advanced law and MBA students. *The Sociological Quarterly*, 44(3), 451–480.
- Orrange, R.M. (2003b). The emerging mutable self: Gender dynamics and creative adaptations in defining work, family, and the future. *Social Forces*, 82(1), 1–34.
- Peake, A., & Harris, K.L. (2002). Young adults' attitudes toward multiple role planning: The influence of gender, career traditionality, and marriage plans. *Journal of Vocational Behavior*, 60(3), 405–421.
- Ranta, M., Dietrich, J., & Salmela-Aro, K. (2014). Career and romantic relationship goals and concerns during emerging adulthood. *Emerging Adulthood*, 2(1), 17–26.

- Shulman, S., & Nurmi, J.-E. (2010a). Dynamics of goal pursuit and personality make-up among emerging adults: typology, change over time, and adaptation. *New Directions for Child and Adolescent Development*, (130), 57–70.
- Shulman, S., & Nurmi, J.-E. (2010b). Understanding emerging adulthood from a goal-setting perspective. *New directions for child and adolescent development*, (130), 1–11.
- Wall, K., Vasconcelos, P., Aboim, S. & Cunha, V. (2001). Families and Informal Support Networks in Portugal: The Reproduction of Inequality. *Journal of European Social Policy*, 11 (2), 213–233.