



Employment and Women on the 21st century in Europe: From Household economy to SME economy (Small and Medium enterprises) – MUPYME Project

Guidelines for drafting the participant observation report

As agreed, once the observation is completed it shall be displayed on a report that summarizes the observation action together with other data; both describe what we call the *Professiograph* of the household work. The data, the cold figures, should be discussed by the analyst by making a critical interpretation. We will note possible answers in brackets, but the observer/commentator's reflections are especially interesting.

We remind you that every partner of the project should draft a report for each of the 5 observations that should be made. Afterwards, they will write a summary report for which drafting we will provide an appropriate guide.

1.- Identification

Descriptive data related to:

- Name: Adamantia
- Place: Patra
- Analyst name: Anastasia Giannakopoulou / Vassiliki Tsekoura
- Approximate time of the observation: 1 hour

2.- Context

- **Type of town**:

Patras is Greece's third largest city and the regional capital of Western Greece, in northern Peloponnese, 215 km (134 mi) west of Athens. The city is built at the foothills of Mount Panachaikon, overlooking the Gulf of Patras. According to the results of 2011 census the population of the metropolitan area has a population of 260.308 and extends over an area of 738.87 km².

- **Local economy**:

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The economy of the city largely depends on a thriving service sector. Its main economic activities include retailing, logistics, financial and public sector services. Patras suffered a severe problem of deindustrialization in the late 1980s and 1990s; a number of major productive units shut down in successive order. As a result, a considerable portion of the city's workforce and the city's economic planning in its entirety had to be re-evaluated and restructured by the authorities. The University of Patras contributed by working towards this goal, using its widely respected service and technology sectors. The area still retains some of its traditional winemaking and foodstuff industries as well as a small agricultural sector. Major businesses in Patras include:

- **Tertiary education**
 - **Banking**
 - **Construction and real estate**
 - **Retailing**
 - **Tourism**
 - **Manufacturing**
 - **Energy**
 - **Foodstuff**
 - **Machinery**
 - **Pharmaceutical**
 - **Textiles**
 - **Timber and paper**
 - **Research and Technology**
- **Local dynamics** (enriched, impoverished, emergent):

Enriched in terms of Research and University Institutions located in the area, Merchant Port and Cultural Events. Social Services been driven by Local Municipality and in Regional Level, Intercity Transportation infrastructure in advancement stage (Big Road Works and Train Connection)

- **Referential cultural environment:**

Patras is the capital not only of Achaia Prefecture but also of the Western Greece Region (Region of Dytiki Ellada). It used to attract population of the surroundings, rural areas as it used to operate as Industrial Area (Textile, Winery, etc) and Merchant Port. On 1900 till mid 20th century used to be a rich flourished city in all terms: production, culture and research. Due to mobility of people and connection with the rest of Europe via Port, new ideas were always in emerge although blended with strong conservative



values coming from the dominant ethno centric and orthodox tradition. Subsequently strong remains the relevant respect to the past in a dialectical coexistence, sometimes in conflict. Within this approach we can support the perception of a low context culture, where possibilities to learn, inform and advance ones attitude was possible. The consuming model of the mid 20th period unfortunately created a class related society and class- oriented high context cultures isolated people and develop groups of reference related to power and money. Near end of 20th the crisis and financial deficits drive the people in a paradigm shift: from close groups to open and dialectical agents of influence – the communication of ideas, the opening to other cultures, the adoption of lifelong learning strategies although still in embryonic status. Achaia and PATRAS city gives the sense of change into a dynamic community of initiative. Patras becomes again the capital of Innovation for Western Greece with a lot of mayor initiatives to implement this vision.

3.- Profile

Information for the correct understanding of the selected woman as the subject of study

- **Age:**
Late 30s
- **Educational level:**
Higher education (she has studied to become a nurse)
- **Income level or estimated social class (low, middle, high):**
Low income (she's unemployed and her husband doesn't have a steady job because of the crisis)
- **Type of household (members of the family):**
3 (couple and their child)
- **Work experience outside the household:**
Yes, as she says "the crisis kicked me out". She was employed for the biggest part of her adult life as a nurse.

4.- Subject assessment

Informal data that may help to understand the work performance inside the household

- **Where and how did she learn to perform the household?**
From her mother
- **How many years has she been working in the household economy?**
She is used to household tasks since an early age because of her mother who would make her do it and she develops the habit of maintaining it in a daily basis.

- **What does she consider to be the most and the least difficult task?**
- She doesn't refer to the tasks as difficult or easy. She distinguishes them between things that have to be done on a daily basis and things that have to be done some time in a week. They have become a habit.
- **What kind of things does she consider that would have facilitated her work performance?**
She doesn't express any concerns about that.
- **Has she given up to something in order to take care of the household?**
She had formed a habit of maintaining the household even when she was working. She is currently unemployed that's why she spends more time in the household. But she's also involved in volunteer services and belongs in the council of an organization about cancer awareness.
- **Would she have pursued other professional career in other circumstances?**
If things were different in an economic level, she would be working in a job relevant to her knowledge.

5.-Most frequent tasks

TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Cooking	80%	20%	Unilateral decision	Four	Family well-being Time management	Care of the family unit	4 – daily (30 min to an hour every day)
Cleaning the bathroom	80%	20%	Unilateral decision	Five (she just cannot imagine not cleaning the bathroom for a day)	Family well-being Health	Cleaning and maintenance Care of the family unit	4 – daily (30 min a day)

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Cleaning the rest of the house	80%	20%	Four	Shared	Family well-being Health	Cleaning and maintenance Care of the family unit	4 – daily (two or three additional tasks)
Covering the needs of the child	60%	40%	Five	Shared	Child care	Care of the family unit	4 – daily (almost all day)
Volunteer services (she's the cashier of a volunteer organization)	50%	50%	Four	Shared	Public relations Personal development Leadership skills	Education and training Decision-making process and conflicts resolution.	4 - daily (2 to 3 hours a day for office services) 3 – weekly (2 to 3 hours per week in medical services)
Taking the child for a walk	95%	5%	Five	Shared	Child care and well-being Public relations Creating ties	Care of the family unit	4 – daily (30 min to an hour a day)
Communication with other organizations through social media	70%	30%	Four	Shared (for the volunteer organization)	Communication Public relations	Decision-making process and conflicts resolution	3 – weekly
Using the internet for learning new things	95%	5%	Three	Unilateral	Learning new things Personal development	Education and training	4 – daily (very little time – she says that there has to be a

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6.- The performance

A. JOB IDENTIFICATION.

A.1 Occupation: Public relations in the volunteer organization – Health organisation services management

A.2. An approximation to the ISCO-08 classification. See the section related to Manager and operators of small business:

1343: Aged care service manager

1342: Health service Manager

1344: Social Welfare managers

A.3. Place of work. To describe the hierarchical relation in the work among:

- Other members of the family: Husband and 3 year-old child. She takes care of the different needs and time related activities for each one wellbeing within home
- Neighbourhood: She participates in the monthly running Block of Apartments, Councils where they decide for the common problems and be responsible each of a task connected to collective wellbeing
- Social and administrative institutions: As active volunteer she takes into account the time consuming in volunteer activities, training of other volunteers, preparing campaigns, informing various stakeholders
- Educational, sanitary, recreational institutions, etc: She visits in regular routine, hospitals to offer support and information. Due to this activity she needs to organize her family tasks in time and without problem



B GENERAL DEFINITION OF THE JOB

B.1. Job goals: Awareness raising about health problems cancer related and develop prevention strategies

B.2. The job consists of:

- Isolated: **only when needed to communicate via internet & social media (but again she doesn't feel isolated)**
- In group or teamwork: **x**
- Simple coordination: **x**
- Line production:
- Others:

B.3. Autonomy, initiative and responsibility level (Scarce, medium, vast):

- Upon solving problems: medium
- Upon making decisions: medium
- Upon executing them: vast

C. WORKING FACILITIES USED.

C.1. Of production:

- Machinery: communication devices (telephone, computer)
- Tools: connection to internet and phone number,
- Materials: producing texts, copying etc

C.2. Non-materials:

- Standard software systems: **x Windows version**
- Personal software systems: **x**
- Networks: **x**
- Others:

C.3. Interesting features related to the means of production and their use:



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n/a

C.4. Is it perceived any kind of evolution upon the job performance? In which sense: technological, societal, organizational?

n/a

D. INHERENT QUALIFICATION FOR THE JOB, AND, IF APPROPRIATE, REQUIRED TRAINING.

D.1. Level of inherent general qualification for the job (See the classification set up by the CEDEFOP [European Centre for the Development of Vocational Training] adapted to the structure of the different Member States of the EU. Rated from 1 to 5)

EQF (NQF): 4-6

D.2. In detail, which is the specific qualification required for the job?

- Knowledge: Factual and theoretical Knowledge and an awareness of boundaries of that knowledge : Medical treatment, and nursing special knowledge
- Skills: practical nursing, medical assistance, organisational skills, communication with empathy, social networking skills, ICT basic skills.
- Experience: Volunteering and practical

D.3 Does it require any kind of specific training or rather a wide range of knowledge?

We differentiate three levels (see the glossary)

- Basic training (to mention regulated studies, if possible): yes
- Professional training, in the actual sense: yes
- Occupational training, in the actual sense: yes

E. JOB ANALYSIS

E.1. INTELLECTUAL AND PSYCHOLOGICAL APTITUDES REQUIRED FOR THE JOB

To rate from 0 to 3 the need of each required aptitude in this scale.



	0- Inappreciable	1- Scarce	2- Medium	3- High
1. General intelligence required for the job (ease of learning, reasoning, judging, and drawing conclusions)				x
2. Aptitude for solving problems				x
3. Calculation skills		x		
4. Ease of communication				x
5. Spatial aptitude				x
6. Creativity, ease of participation and originality			x	
7. Concentration skills				x
8. Movement coordination			x	
9. Manual dexterity			x	
10. Ability to differentiate colors, identify and combine them	x			
11. Data, ideas or sentences memory		x		
12. Spatial memory			x	
13. Response capability			x	

E.2. PERSONALITY AND SOCIAL REQUIREMENTS

To rate from 0 to 3 the need of each required aptitude in this scale.

	0- Inappreciable	1- Scarce	2- Medium	3- High



1. Ease of building personal relationships			X	
2. Ability to make quick decisions			X	
3. Perseverance and method			X	
4. Self-control			X	
5. Leadership ability				
6. Level of responsibility				X
7. Organization skills				X
7.1. In the job itself				X
7.2. Of the work of others				X
7.3. Administrative skills				X
8. Adaptive capacity				X

E.3. JOB CONDITIONS AND EFFORTS (SYNTHESIS)

1. Postured adopted at work (Description):

Confronting stereotypes, open discussion on long term diseases, helping people to have a well-being and introducing child from the very beginning into society without several -phobias

2. Main characteristics of the job conditions:

Emotionally related, medical environment, anxiety and disease phobia regulation

3. Main physical requirements, including sense requirements:

Move for hours from place to place, organizing events, etc

4. Working hours by day: depends on needs

To rate from 0 to 3 the need of each required aptitude in this scale.



	0- Inappreciable	1- Scarce	2- Medium	3- High
6. Physical strain			x	
7. Mental effort			x	
8. Nervous effort			x	
9. Hazardous effort		x		
10. Toxicity		x		
11. Environmental aggression			x	
12. Risks			x	
13. Frequent accidents, severity and frequency		x		

E.4. PERFORMANCE IMPROVEMENT

1. Is it possible to improve the job performance?

- By basic training: for active volunteering
- By general professional training: nursing and medical assistance
- By specific or occupational training: ICT & MEDIA manager
- Only by experimenting:

2. Are there any possibilities of receiving some training in order to improve the job performance?

- Yes: x (Organisational by other members of Volunteer organisation AGKALIAZO)
- No:
- No. Only training having an indirect relation: Related to various seminars or workshops I am trying to attend

7.- Summary and critical reflection

Adamantia is a young mother of a 3 years old girl and currently unemployed. Although she was **prepared to work in the field of Hospital Nursing**, she at the moment **makes use (transfer) of**

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the knowledge and experience acquired from several works to family. She is also an active volunteer with organisational responsibilities and community awareness raising in mayor health problems. She is dealing with all issues out of stereotypes and several phobias which reproduce isolation and luck of information gathering.



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