

ERASMUS+ Programme 2015 – KA2 Adult Education

Project n°: 2015-1-ES01-KA204-015937

Document name: **Interviewing entrepreneurial women - Macedonia**

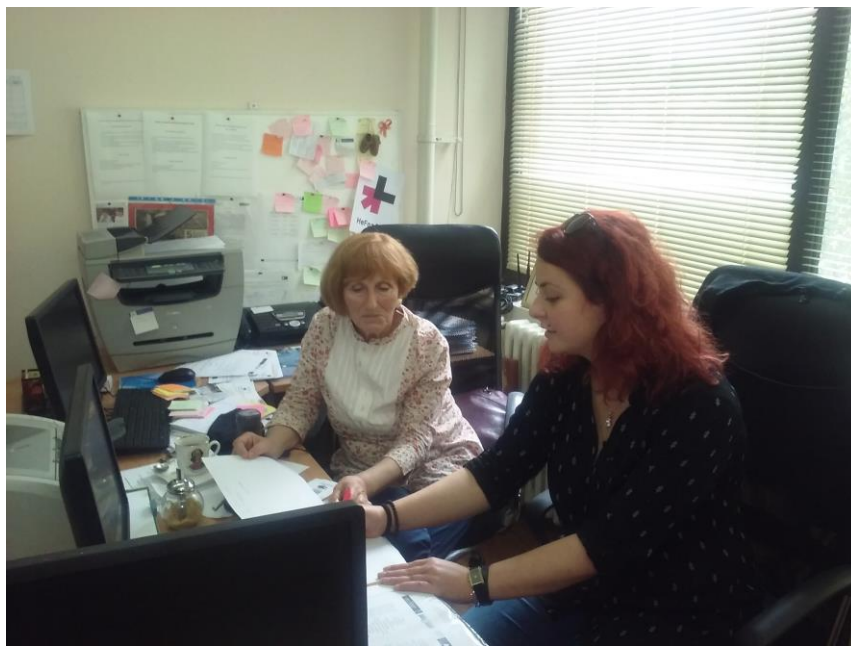
Partner: Alliance for Development of Adult Education and Lifelong Learning (ADAE)

Author: Jelena Peroska

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

INTERVIEWING ENTREPRENEURIAL WOMEN

Xhane (Kreshova)



The interview took place at Xhane's office, on Thursday the 27th May.

The interview will follow the 29 questions divided in 5 themes: the identification, the beginning, the consolidation, the future, the enterprising woman

1. The identification

1.1 Activity: NGO

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1.2 Number of establishments: 1

1.3 Number of employees and professional qualifications: 2

1.4 Type of products or services: Legal services for women victims of domestic violence, trainings, conferences, research

1.5 Place and kind of markets that addresses: The NGO is in Tetovo and it is situated in a multicultural area. They work in the Tetovo region, but also in the rural municipalities nearby and also on national level.

Xhane is 69 years old. She was raised in a village lives in Tetovo. She is married and she has grown up children and grand-children. She was working as a nurse but she dedicated herself to the work with women's rights and she became one of the most established woman activists in Macedonia.

2. The beginning

2.1 She worked as a nurse earlier and she did not have experience in working in the NGO sector. When she started working with women in the beginning it was non-formal activism.

2.2 The decision to work with NGOs was made when she worked as a nurse in the villages. She became aware of the problems that the people there were facing with and she started thinking what she can do about it.

2.3 She did not have any experience in the work of NGOs because previously she was working as a nurse. At first, she started to do grass root work where it was needed. They were acting as non-formal groups and they did activities in the rural areas.

2.4 In the beginning she had difficulties with the access to the people in the villages. Also the difficulties in the beginning where affiliated with the financial area and the experience area. They could not gather funds for all the activities and they started thinking about registering formally as an NGO.

2.5 After they established the NGO, they started working with projects. They found out also about a lot of trainings held by different organizations and they attended in order to build their capacities. Eventually, they started applying for funds in embassies and started to have their own projects.

2.6 She had support from her family, and the community. Because she was fighting for a good cause it was easy to get support from all kinds of actors in the society.

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2.7 The most important decision that she made was to establish and register the NGO. After that she could work on development of the organization and mobilizing members to join the organization.

3. The consolidation

3.1 The crucial thing that helped to maintain the project was that she always had new members that wanted to help in the organization for some time. Some of the members are still working in the organization and some of them are not present everyday but they contribute somehow according to their position or possibilities.

3.2 In order to maintain the project Xhane had to work on her skills, but also on the skills of the employees and volunteers. Their advantage was that they were from the local communities and they could intervene easily in their own communities, but they did not have any formal or non-formal training on the issue of gender equality and gender mainstreaming. That is why they were constantly developing their skills and create networks with other organizations in the country and abroad.

3.3 As she stated before in the interview, without the support of her family she wouldn't be able to do the work she was doing in the community. They support her and helped her a lot in the household and out of it. But, she thinks that women should also have support from the institutions also.

3.4 The most important decision she made in the process of consolidation was to be involved in networks of organizations as a president of the women's NGO. She built strong connections with other women activists from Macedonia and she established herself as one of the leading activists in Macedonia for women's rights.

3.5 She tries to always work harder than before and to find new ways to help people and improve their standard of living.

4. The future

4.1 Xhane is planning to establish a shelter centre in the community because the need for something like that is very big. The region where they work with the NGO is densely populated so the need for this kind of establishment is getting only bigger. That is why they are lobbying on several levels for this to become reality and to get funds for that kind of an institution.

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4.2. Her family is very supportive of her and they are helping in the household and in the organization also. She has the support of the women members of the organization and local women that think that the work they are doing is needed and useful for the other women.

4.3 The future success of the organization depends the will of the members to work more on these issues. Also the political and socio-economic situation in the country has a lot of influence in their activities because they are a project based organization and they depend on the financing from the foreign donors and public institutions.

4.4 For now, there will not be any changes in the work they are doing in the community. They are implementing several projects at the moment and they continue to work as before.

4.5. The main thing that you must have is the willingness to do more and strive for more. Even if it is not successful all the time, you cannot quit and be discouraged. If it did not work the first time it will be better the second time.

5. Enterprising women

5.1 She is really a people's person and she can establish connections with the women she meets during the project activities. Because she was that woman, the local woman that lives in the rural area, she really understands the needs of this community.

5.2 Xhane is not a typical housewife but she can perform all the tasks that are usual for the household. But because they are not a patriarchal traditional family they divide the tasks between them. There are no typical woman's job and a typical man's job. Probably she gained most of her managerial skills at the household and that is why she is a good manager at the organization also.

5.3. Xhane is a very independent woman in the household and outside the household so she learned a lot of things by doing them. She also gained expertise by attending a lot of trainings organized by foreign and domestic organizations.

5.4 There are a lot of common skills and competencies that you can build upon in the household and in the workplace. For example the time management, event management, financial management etc. The purpose of those tasks is different but in the end it is the same task.

5.5 Xhane thinks that there are no bigger differences in women led and male led companies but women do not get the chance that often to be on a responsible position in a company. So we do not have many examples of women directors so we can compare.

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5.6 Xhane thinks that for achieving something you have to be decisive and to be persistent in what you do. If you decide that you are going to dedicate yourself in achieving something that the work is already done, you just need to stick to your goals and you will accomplish anything.

5.7 Xhane thinks that for developing s successful organization you have to surround yourself with motivated and capable people that are willing to invest their time and energy in the job. The job has more satisfaction to it than the material one, because there is the feeling that you actually give back to the community and contribute to the change in the society.