

ERASMUS+ Programme 2015 – KA2 Adult Education

Project nº: 2015-1-ES01-KA204-015937

Document name: Housewives Observation Report - 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**

### **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** - Mira
- **Place** - Brvenica
- **Analyst name** – Jelena Peroska
- **Approximate time of the observation** – 2 hours

### **2.- Context**

Other data that may be useful for analysing the space where the observation takes place

- **Type of town** – Brvenica is a village, which is situated in the Polog region in Macedonia. It is one of the largest and most developed villages in the region, and is the seat of the Brvenica Municipality. The population of the village is around 3000 inhabitants, mostly Macedonians and a small number of Serbs and Bosnians.
- **Local economy** (agricultural, industrial, commercial, services) – The local economy is agricultural. The people in the village are mostly engaged in agriculture because the

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soil in the Polog region is suitable for growing different kinds of crops. The people in this area are occupied with farming, food production and work in food processing industries.

- Local dynamics (enriched, impoverished, emergent) – Since the village of Brvenica is the seat of Brvenica Municipality, it is sort of an economical and social centre for the rest of the villages in the Municipality. People from other villages are transiting through Brvenica on a daily basis, either for educational purposes, healthcare or else. So we may say that the local dynamics are enriched.
- Referential cultural environment (urban, rural, intermediate) –The environment is intermediate. You have typical rural areas, but compared to other villages in the area, Brvenica is the most urbanized one.

### **3.- Profile**

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

- Age - 52
- Educational level (certified)- Finished High School
- Income level or estimated social class (low, middle, high) – Middle income level
- Type of household (members of the family) – 5 members in the family: Mira, her husband, her son and his wife and child
- Work experience outside the household – In the period before the transition in Macedonia, she was working in a state owned store as a cashier. After the transition the store was bought by a private owner and she continued to work for some time. When the armed conflict started in 2001, the conditions were changed and it was not suitable for her to continue the work so she quit the job.

### **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?
  - She learned plenty from her mother, but because she got married very young she stated that she learned most of the things in her husbands' house from him other mother in law. Her husband is a professional cook so she learned most of the cooking from him.
- How many years has she been working in the household economy?

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- She is used to work in the household, even when she was a child she did some chores at home. But she started to be in charge of the household after she got married, so approximately 32 years.
- What does she consider to be the most and the least difficult task?
  - She stated that she is used to the work in the household and everything she does is a routine and easy for her.
- What kind of things does she consider that would have facilitated her work performance?
  - She has a lot of support by her husband. He is taking care of the cooking mostly and he helps her a lot with the chores in the house.
- Has she given up to something in order to take care of the household?
  - She has given up her previous work as a cashier. She thinks that if she continued to work there she would have progressed in the company.
- Would she have pursued other professional career in other circumstances?
  - Same as mentioned above. She would have continued her carrier in sales probably.

## 5.- Most frequent tasks

This section has to be filled in by following the Tasks File form attached to these guidelines.

TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Cleaning	100%	100%	Individual	3	Taking care of the family unit. Health	Maintenance Time management	30% of the working time
Making coffee in the morning for everyone	100%	100%	Shared with the rest of the family	4	Taking care of the family unit. Team building	Leadership Human Relations Communication	5 %
Making breakfast	100%	80%	Shared with the rest of the family	4	Taking care of the family unit. Health Development	Management Logistics	5%
Doing the laundry	100%	100%	Shared with the family	3	Health Economy	Maintenance	5%

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TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Buying groceries	50%	50%	Shared with the family	3	Budget planning	Logistics Purchases Relations with suppliers	10%
Ironing	100%	100%	Individual	3	Taking care of the family unit	Maintenance	5%
Budget planning	50%	50%	Shared with her husband	3	Budget	Logistics Financial management	20%
Preparing lunch	50%	50%	Shared with her husband	3	Taking care of the family unit	Maintenance Time management	10%
Dinner	50%	50%	Shared with her husband	3	Taking care of the family unit	Maintenance Time management	10%

## **6.- The performance**

This section has to be filled in by following the Job Analysis form (modified) attached to these guidelines.

Mira is a simple woman that lived in the rural area for her entire life. She is used to physical work and she finds joy in performing her everyday tasks. She is a traditional and religious woman and she adopted the traditional role of the woman in the family. Mira is a High School graduate and she never pursued higher education. She got married very young and started working when the kids came and she earned enough money to provide for her family. She is a communicative person and shows compassion and ability to take care of others. Mira has no interest of using computers or internet or social media. She has no need of any of the technological gadgets and she never used any. She has very good relations with her neighbours and she believes that there is nothing better than good old face to face communication. She has good relations with everyone in the neighbourhood and they help each other often for important events such as weddings, birthdays etc.

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**Concerning Intellectual and psychological Aptitudes required for job we have the following table**

Rate: 0 inappreciable 1. Scarce 2. Medium 3. High

1. General Intelligence required for the job.	2
2. Aptitude for solving problems	3
3. Calculation skills	2
4. Ease of communication	3
5. Spatial aptitude	2
6. Creativity, ease of participation and originality	2
7. Concentration skills	2
8. Movement coordination	2
9. Manual Dexterity	2
10. Ability to differentiate colors,	3
11. Data , ideas or sentences memory	2
12. Spatial memory	2
13. Response capability	2

**Concerning personality and social requirements we present the table coming from the interview.**

Rate: 0 inappreciable 1. Scarce 2. Medium 3. High

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

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### On JOB conditions and efforts we have the following table

Rate: 0 inappreciable 1. Scarce 2. Medium 3. High

1. Physical strain	2
2. Mental effort	2
3. Nervous effort	2
4. Hazardous effort	1
5. Toxicity	1
6. Environmental aggression	1
7. Risks	2

### On PERFORMANCE improvement

#### 1. Possibilities to improve job performance

There are possibilities to improve the job performance, especially with introducing new technologies in the house. Even though the digital competence is not acknowledged as very important by the housewives for the work in the household, it can significantly improve the performance.

#### 2. Possibilities of receiving some training

Mira is not very interested in training. She considers that she knows everything that has to be known for her job in the household. Also she thinks of herself as too old to start doing new things.

#### 3. Main Characteristics of job conditions

Mira is a pleasant woman and good to talk to. She is content with the conditions she is now working in and does not feel stressed or unhappy. She has support from her family and even in the tasks that she performs herself she does not find any difficulties. Maybe it is because she is used to the work and she thinks that that should be the role of the housewife. There is definitely a need of awareness raising among the housewives and empowering them with skills so they can be more independent.

#### 4. Main Physical requirements including sense requirements

Mira is a calm and kind person. She is the nurturer in the family. To take care of a family unit you have to be calm and stable. Housewives face many different and difficult situations so remaining calm is a quality asset for them.

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## **7.- Summary and critical reflection**

This section shall be used by the observer/commentator to note everything he/she considers to be important but does not fit in any of the aforementioned sections.

This part of the document should be finished with a summary of the observation in which the most relevant aspects of this analysis are underlined, together with their transfer to the SMEs economy.

Mira is a common example of women in the rural areas who are traditional housewives and they accept their role as a housewife. Even if they eventually work somewhere, they will not be less housewives even if they are employed. The women must take care of the children and the household no matter what other jobs they have. Traditionally this is the situation with women in the society in Macedonia.

She is not very interested in learning new things because she is happy with her role and thinks that that is enough for her in order to have fulfilled life.

### **BELOW we can see competences acquired at household which correspond to SME**

- Time management ( she is carefully planning her time to do different tasks)
- Communication ( she has good communication with different actors in her surroundings)
- Executive role ( most of the work she does is individually performed)
- Maintenance ( she liked to maintain the house)