

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** : Sanije Rizvani
- **Place** : Tetovo
- **Analyst name** : Jelena Peroska
- **Approximate time of the observation**: approximately 2h

2.- Context

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

- **Type of town (population size)** : Tetovo is one of the biggest cities in the country with approximately 100000 inhabitants. Tetovo is an economic, social, political and cultural centre of the Polog region.
- **Local economy (agricultural, industrial, commercial, services)**: The local economy is very diverse. The textile industry was very developed in the past, but there are also some textile factories present at the moment. Also, the electro metallurgical and food industry has a leading place in economic progress of Tetovo, followed by agriculture

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(i.e. fruit - growing, primarily in terms of famous apples, and farming, primarily in terms of corn and beans), as well as craftsmanship, trade and tourism.

- Local dynamics (enriched, impoverished, emergent): enriched dynamics, city with two Universities, and many companies that provide services.
- Referential cultural environment (urban, rural, intermediate): Urban environment

3.- Profile

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

- Age: 29
- Educational level (certified): Faculty degree, economics
- Income level or estimated social class (low, middle, high): low income level
- Type of household (members of the family): 3 family members, Sanije and her parents.
- Work experience outside the household: She worked as a saleswoman in a clothing store for 2 years.

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 everything in her home, mostly from her mother and the rest of the family.
- How many years has she been working in the household economy?
 - She has been working in the household for 15 years now. She started working in the household when she was 14 years old but she was not in charge of the household. She is the youngest child in the family, so she has sisters who got married and now she lives with her parents. Her parents are older and they cannot take care of the household so Sanije is in charge of everything.
- What does she consider to be the most and the least difficult task?
 - Sanije claimed that cleaning is the easiest task she has. She can clean all day and that does not tire her or cause her stress. As for the difficult task, she does not like to cook. Maybe she is not so good at it so she does not like to cook more complex meals and stay in the kitchen the whole day.
- What kind of things does she consider that would have facilitated her work performance?
 - Sanije thinks that she became a housewife because she needed to take care of her parents and she did not have a job at the moment and she wasn't married. There was

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a need to learn how to perform tasks in the household so she had to learn. She thinks that the practise and the experience she has now has facilitated her work.

- Has she given up to something in order to take care of the household?
- She has given up her job because she needed to be home more often with her parents and take care of them.
- Would she have pursued other professional career in other circumstances?
- She has a degree from the Economic Faculty so she would like to find a job in her field and accomplish her career goals.

5.- Most frequent task

TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Cleaning	100%	100%	Shared with the family	3	Health Taking care of the family unit.	Maintenance	10%
Cooking	100%	100%	Shared with the family	4	Taking care of the family unit.	Management Time management	10%
Taking care of elderly persons	100 %	100 %	Individual	4	Health care Taking care of the family unit.	Nursing HR Support	20%
Resources supply	100%	100%	Shared with her family	4	Finances	Financial management	10%
Buying groceries	100%	100%	Shared with the rest of the family	3	Family Development Budget	Financial management	10%
Ironing	100%	100%	Shared with the rest of the family	3	Taking care of the family unit	Maintenance	10%

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TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Doing laundry	100%	80%	Shared with the rest of the family	3	Taking care of the family unit	Maintenance	10%
Paying bills	100%	100%	Shared with the rest of the family	3	Family Budget	Financial management	10%
Paying taxes	100%	100%	Shared with the rest of the family	3	Family Budget	Financial management	5%
Communication with institutions for issuing different documents (ID, passport, birth certificates etc.)	100%	100%	Shared with the rest of the family	4	Family Budget Family mobility	Organizational management External communication	5%

6.- The performance

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

Sanije is a young woman with a faculty degree but she had a job that she was overqualified for. Because of the situation in the family, she lives with her two parents that cannot work, she is the one that has to find a job and provide for the family. She experienced difficulties in finding a job that will be suitable for her and that is why she worked as a saleswoman in a clothing store. But now she is unemployed and she works in the household and supports her parents.

In the household, she works independently but the decision making process is shared with her parents because she respects their authority and often asks for their permission. If there is a need to react quickly and she knows how to act in that situation, she takes the initiative to perform the task and she decides by herself. She is very independent and she is able to make decisions when there is a need to which she has to respond more urgently.

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Sanije stated that she thinks that her job performance got better through the years. She thinks that she is more organized now than she was before when she started to work in the household economy. She is also very active in her surroundings and she gets involved in different projects from different institutions. She was involved in an internship organized by the Municipality and also she was involved in projects from local NGOs.

Concerning Intellectual and psychological Aptitudes required for the 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	3
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	3
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	3
3. Perseverance and method	3
4. Self-control	2
5. Leadership Ability	3
6. Level of responsibility	2
7. Organizational skills	
7.1 In the job itself	3
7.2 Of the work of others	2
7.3 Administrative skills	2

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7.4 Adaptive capacity 3

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	3
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

Sanije is a young woman who is still active in the community and wants to improve and to upgrade her knowledge and experience. She thinks that she can improve her job performance with practical or theoretical knowledge through professional, occupational or other training.

2. Possibilities of receiving some training

Sanije claims that there are possibilities to receive trainings and she is always interested to participate in such activities.

3. Main Characteristics of job conditions

Sanije has everything she needs in order to perform her chores. The job conditions are very good and satisfying for her because she knows the environment, she lived in that house almost her whole life and she feels comfortable while performing the tasks there.

4. Main Physical requirements including sense requirements

Sanije thinks that first of all you need to be healthy in order to perform well at the household job. It depends on the tasks that you perform, but you also have to have endurance so you can handle the difficulties that might come up in the household work.

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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.

Sanije is a young woman that experienced some difficulties in finding a job and that is how she became a housewife and started helping her parents in maintaining the household. She is a university graduate so she has academic education. She is not married and she lives with both of her parents. Their family, her father's brother and his family live next door so they have a supporting family neighbourhood.

Sanije is very active and she is engaged in different activities within the household and beyond the household, i.e. in the community. She wants to be employed and to become independent from her parents and that is why she is constantly searching for a job in the conventional and non-conventional way.

In the household, she is in charge of everything and she performs many tasks on her own. She learned to work in the household from her mother and she and her sisters were very supportive of their mother through the years by helping her in performing household chores.

Sanije is involved also in initiatives from different institutions and organizations and she is willing to contribute in different projects. She wants to work on her skills and learn new ones in order to be more competitive on the labour market and to easily find a job.

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

- Leadership (She makes decisions on her own)
- Multitasking (She can perform multiple tasks at once)
- Motivation (She motivates other family members)
- HR managerial skills (She supports other family members and takes care of their needs)
- Time management (She has to plan and organize her time according to the obligations in the household)
- Organizational skills (She organizes many activities in the household)
- Communication skills (She maintains good relations with the members of the family unit and also the neighbourhood and institutions)
- Problem solving and mediation (She faces different problems and finds solutions)
- Team work (She is a good team worker and establishes good work environment with other team members)