

ERASMUS+ Programme 2015 – KA2 Adult Education

Project n°: 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 : Zora Pavlovska
- 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: 52
- Educational level (certified): High school education
- Income level or estimated social class (low, middle, high): middle income level
- Type of household (members of the family): 3 family members, Zora, her husband and her son.
- Work experience outside the household: She has 18 years of work experience in state owned industries and after the privatization she lost her 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 got married young so she learned mostly everything by herself. She is self-educated and she learned by doing activities in the household.
- How many years has she been working in the household economy?
  - She has been working in the household for 30 years now. Since she got married she was in charge of the household and took care for everything from cooking to cleaning and taking care of the children.
- What does she consider to be the most and the least difficult task?
  - The difficulty of the tasks depends on her physical strength and her body constitution. Because she is of short height, she finds it difficult to clean the windows. As for cooking, she loves doing it and it is very easy for her.
- What kind of things does she consider that would have facilitated her work performance?
  - Her daughter married and she moved out of the house so has no one to help her in the household. She thinks that if she has someone that can support her in performing her chores in the house, she could improve her performance.
- Has she given up to something in order to take care of the household?

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- She did not thought of it in the past but now when she recalls on her life she wishes she had proceeded with further education after finishing high school. She got employed and after a short time she got married and had children. She did not had the time to take care of the children and study so she never enrolled in higher education.
- Would she have pursued other professional career in other circumstances?
- She always expressed interest in medicine so she thinks that in other circumstances she would have studied medicine and became a doctor.

## 5.- Most frequent task

TASK	EXECUTIVE	MANAGEMENT	LEVEL OF DECISION	CRITICISM	IMPACT	CORRESPONDENCE	TIME
Making the beds	100%	100%	Individual	3	Taking care of the family unit.	Maintenance	10%
Cleaning	100%	100%	Shared with the family	3	Health Taking care of the family unit.	Maintenance	10%
Making lunch	100%	100%	Individual	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	50%	50%	Shared with her family	4	Finances	Financial management	10%
Buying groceries	10%	50%	Shared with the rest of the family	3	Family Development Budget	Financial management	10%
Ironing	100%	100%	Individual	3	Taking care of the family unit	Maintenance	10%
Doing laundry	100%	80%	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
Making cakes	100%	100%	Individual	3	Creativity Social events, family celebrations	Relations with external actors	10%

## 6.- The performance

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

Zora is a woman that lived with a husband and two children. Her daughter married and she moved to her husband's house so now they are a 3 member family. Because she is the only women in the household now and the only one that hasn't got a job, she is in charge for everything in the household that is considered to be a "woman's job". She has no interest in dealing with finances and she does not like dealing with money, so she does not perform any tasks related to finances and leaves that to her husband and her son. She only does the planning of the resources she needs for performing the tasks and gives instructions to her family on what to supply for the house.

Zora is a very calm and pleasant person. She is very polite and has a caring character. She makes sure that everyone feels comfortable and she provides everyone with what they may need. Her mother that does not live with her is very ill and she takes care of her too. She cooks meals for her; she cleans her house too and supports her in whatever she may need.

Zora is a traditional housewife so she does not use any technology other than the traditional appliances for the home and she does not know how to use the computer or social media. The only media that she uses every day is the radio, it keeps her company as she stated.

**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	2
3. Calculation skills	2
4. Ease of communication	3
5. Spatial aptitude	2

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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

**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**

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### **1. Possibilities to improve job performance**

Zora thinks that there is always a possibility to improve her performance. Over the years her performance changed and she thinks that with the experience she developed her skills. In her opinion only with practising she can get better in her work.

### **2. Possibilities of receiving some training**

Zora is interested in obtaining training on professional development, occupational skills etc. She thinks that with learning she cannot lose anything. She can only gain knowledge and widen her experience.

### **3. Main Characteristics of job conditions**

Zora does her daily obligations with ease. She is used to the work and she knows very well how to maintain the household and perform the everyday tasks. She is familiar with all the resources that are in her disposal and she uses them frequently. She has support from her family and she can rely on them for help in different situations.

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

Zora may be not very physically strong woman but she has help from the men from the family for the tasks she cannot perform on her own. For example, lifting and moving heavy objects and furniture or access to higher places. For the job in the household she needs to have and to maintain good relations with the other family members and to be able to cooperate on joint actions. So she needs to have good communication skills and calm personality.

## **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.

Zora is a very nice person and a good wife and mother. She is dedicated to serve the family and to respond to their needs. She is very helpful so she provides support even to the family members that do not live in her household. For example, she provides support to her daughter with advice and support and to her mother with taking care of her.

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She has the support of her husband and her son. They respect her work and also take care of her needs, because she often forgets to take care of herself. She concentrates her energy on providing for other and she always puts her family first, so that's why is good that her family recognizes that and supports her when they can.

Zora was involved in some projects by NGOs and she is active in women rights activities. She was involved in a project that involved informing women on existing measures for protecting women, victims of domestic violence. So she is interested in projects that empower women and she has experience in facilitating meetings and communicating with women that belong to vulnerable groups.

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

- 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)