

ERASMUS+ Programme 2015 – KA2 Adult Education

Project n°: 2015-1-ES01-KA204-015937

Document name: **01.- Complex research according to the ethnomethodological pattern by applying professiography to the target group of housewives - Cyprus**

Partner: Cyprus Adult Education Association – Syndesmos Ekpedevsis Enilikon Kyprou (CAEA)

Author: Klitos Symeonides

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

01.- Complex research according to the ethnomethodological pattern by applying professiography to the target group of housewives - Cyprus

The five interviews took place in February 2016. Each interview lasted for about 2 hours. It was based on a structural questionnaire provided by FEUP. The interviewer use also observation methodology.

The interviewer was one who visited all women at their homes. Klitos Symeonides, manager of the project in Cyprus made all interviews. Klitos is a professional Adult Educator (M.A in Adult Education), Ex School Inspector, ex supervisor for Adult Education at the Ministry of Education Cyprus, President of the Cyprus Adult Education Association. He was also Grundtvig National Agency for Cyprus. He is an experience trainer, evaluator of trainers and educators, manager in many European Union projects.

The selection of the 5 women was based on geographical criteria, on number of members in the family, on experiences in household, economic status, etc. One woman lives near the capital Nicosia in a town 15 kilometers from the capital. Two women live in Limassol the second large city. One woman live in a remote small village in the low mountains 40 kilometers from the capital and the last woman lives in a town in the high mountains 60 kilometers from the capital. Three of the women are displaced persons which means they lost their house (their identity) 40 years ago and they have to move and establish a new household.

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FINDINGS

1. All women listed and explain the household tasks. On average listed 17-20 different tasks. The vast majority mentioned the following tasks that they perform:

- Cleaning the house
- Maintenance of the house
- Ironing
- Mobility of children
- Home work of children
- Cleaning house
- paying bills
- Gardening
- Cooking
- Purchasing food for home needs
- Purchasing equipment, tools, materials
- Social contacts
- Educational activities i.e. attending lectures or TV
- Logistics and accounts
- Planning tasks for the week
- Doing outdoor work
- Maintenance of family clothes
- Painting walls
- Lace- needle work
- making cakes, sweets, snacks for home
- Doing part time work

On individual base some other tasks were mentioned: Renting olive trees fields to have olive oil for home, cutting woods for home fireplace, participation at refugee committees, volunteer work, babysitting, developing hobbies etc.

2. Women perform many tasks but the inner qualities they acquire, are in most cases hidden. The interviewer together with the women were trying to go inside the tasks performance to find out what positive changes occur to the woman due to the specific tasks.

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3. Housewives have low self-esteem and self-confidence but this is changing. They feel isolated and feel that they obliged to do all the tasks. They live in tension. Time is their main problem, they cannot do all the tasks due to lack of time. They have no time for themselves.

4. Husbands and children in general help at home tasks very little. Most tasks such as cooking, cleaning, ironing, maintenance, home work of children, purchases, gardening, etc, are performed by women. Men help when there is a heavy work to do i.e. cleaning carpets, cleaning the cars, painting, woodwork, mobility of children etc.

5. Women look conservative concerning expenses in the family. They try to make all work if possible, even hard work, and do not want to spend money inviting somebody to do works. They look very good managers of expenses.

6. All women are grateful to parents and grandparents as many qualities were given by them. Mothers gave housewives skill in cooking, ironing, cleaning, maintenance of clothes, lace work, purchases, household management, etc. They gave them opportunities to practice initiatives, decisions making, coordination, time management etc. Some women feels that parents gave them inherent characteristics such as sensitivity, hospitality spirit, openness, active character etc.

7. The three refugee's housewives had a hard young life as they had to leave forcibly their house and look refuge in another place with all the consequences. All 3 said that the difficulties made them stronger, more productive, more skillful in solving problems, in managing things, in building values of life.

8. Two of the women living in small communities in the mountains have active social life related to the development of their community. They try to make the community better to come out of isolation, to preserve the traditions in the community, to improve the status of women in the community.

9. They all are interested to participate in training to improve their skills and knowledge. There is no any organized training for housewives. They are developing their knowledge and skills with individual efforts attending seminars or lectures or programmes on TV, or reading books.

10. Almost all believe that general intelligence, solving problem, commitment, creativity, communication, are important qualities that a housewives should possess.

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11. Concerning personal and social requirements some values such as building personal relations, methodical work, leadership skills, creativity, adaptation, are recognized by all as important.

12. Concerning possible improvements in the household, they all say that new technology will improve the performance. They all mentioned training and education could improve their work very much. From experiential learning they want to move to organized training and learning.

13. Concerning job conditions, all housewives mentioned the complexity of their work, need to be on alert all the time. They mentioned the feelings of isolation which mostly affect their psychology. They say that time management is a problem because they run at the same time many tasks. They need strength. There is a need of fast decisions, ready to take risks, to organize things all the time, to execute much mobility etc.

14. They all mentioned the need of stability, of physical and psychological strength. They mentioned the necessity of cooperation, of coordination because of the many requirements.

15. All believe that social contacts are necessary for the housewife. Contacts renew their ideas and thoughts, make them calm, equip them with knowledge and skills necessary for the tasks exchanging the ideas and knowledge.

16. All housewives have experiences from previous or recent part time works they are doing. They all believe that those experiences are very useful to their work in the household.

17. Housewives have the executive role compared with management role in most tasks. Concerning sharing tasks women do most of the work and husbands and children have limited role.

18. All women commented on decision making process. They support that every day they take many decisions, sometimes quick decisions, related to the tasks they have and in relation mainly with other members of the family, other relatives etc.

19. Concerning conflict resolution the housewives have the main role on limiting the conflicts. They say that tension is harmful and usually they have the role of “fire woman”

20. All women do a lot of financial work. They pay bills, they do purchases, they keep income and expenses, inventories etc. Some keep detailed documents, some do it by experience.

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21. Housewives related the work at home with a small business-light manufacture. They commented on the type of learning at home which corresponds to the business. The main comments:

Concerning Impact: Financial Area, Mobility, Time management, ability to understand the task, Aesthetic values, Motivation, Social commitment, protection of healthy household, personal development, health economy, self-discipline, family development, planning, etc.

Concerning correspondence: Ability to understand employees work, Public Relation, conflict solving problems, ability to create a pleasant environment, maintain a safe, secure environment, abilities to choose priorities, reacting on changes at the business, looking after proper appearance of the company, ability to create a good looking product, multitasking, logistics, motivation, leadership, communication, human development, maintenance, technological economy, profit-lost accounts management, marketing, purchase management, stock management, environment, keeping inventories, risk management, planning, budget records, files management, Team building, resource management etc.

SUGGESTIONS

1. Courses and programmes for women emancipation are necessary. The programmes should address the whole society and not only women.
2. Special training for women to increase their self-esteem and their believe that they are equal to men. There are no household tasks different for women and men. The practice in many countries where men and women share all household tasks should be examine and implemented.
3. Training courses design for women should be structured in order to enlighten women about the household skills, knowledge, values and attitudes which are acquired experiencing the household and that can be useful in establishing a small business.
4. Courses for household women together with women in small medium enterprises should be organized, where the SME women will discuss with household women the map to a business.
5. Courses for household women where the content could lead to subjects such as, hygiene and food, healthy food, safety rules at household, protect the environment, household economy, how to keep document and bills on purchases, etc, ways to minimize expenses using new

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technology, maintenance of equipment, tools, materials. Efforts to involve husbands in the courses.

6. Training courses for housewives where the content will targeted to make them confident to take the decision to establish a small company. It will be a preparation training. The course will targeted to give basic skills and knowledge on:

- A. Project Management: Team building, time management, risk management, budget building, developing aims-objectives, stakeholders, planning, environment, human resources, leadership, quality, cost, etc.
- B. Business qualities: Marketing and advertising, motivation, human development, evolution of the business, reacting on changes, investments, conflict resolution, multitasking, communication, executive, coordination, decision making practices, to study the market.
- C. Good practices: Transfer of good practices form other countries on the programmes to train women in household. VISITS to SME will give on the spot a lot of information needed to open the wings of the household women.

7. The role of the government and local authorities as well as the non-governmental organizations is important in developing the quality of the household women by creation of the necessary mechanism to make them more productive and give them the means to try to move towards of establishing a SME. Women should move out of the household and have an employment which will enrich the income of the family and gives the necessary status of the housewife. Today there is a lot of free time and a family business or a small business is advisable.