



SUPPORTING THE INTEGRATION OF MIGRANT WOMEN, REFUGEES AND ASYLUM SEEKERS

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Annex 1 - NOSTOS Motivation Assessment Questionnaire Part A & B

NOSTOS Motivation Assessment Questionnaire A: Creating the profile of the beneficiary

Note to partners: the point system is to be used for the electronic version/ computerized system that is to be used during the pilot intervention scheme. For the time being ignore the point system. If you partners have any contribution and/or idea that you would like to share, please do so!

Both questionnaires (Part A & B) are to be used as guides for the interview with the beneficiaries before the provision of services by the partners running the intervention scheme, that is services to women. All questions can be delivered in an open ended form if that is more appropriate for the specific beneficiary when needed. Both questionnaires are to be used as guidelines for the information that are needed for the Individual Action Plan, that is the areas covered in the questionnaires are needed to proceed with the Action Plan however the form of questioning can vary.

1. Name (& code)
2. Gender
 - a. M
 - b. F
 - c. Other

Points: Male = 0 Female =20
3. Age

Points: 16-26 & 45-64 = 20, 27-35 = 10
4. Belongs to a socially vulnerable group? *According to the counsellor who is interviewing the beneficiary*
 - a. Yes
 - b. No

Points: YES = 20 NO =0
5. Family Status
 - a. Married
 - b. In a relationship
 - c. Single
 - d. Separated/Divorced
 - e. Widow
 - f. Living with parents

Points: Single family household = 10
6. Address:

*According to the counsellor who is interviewing the beneficiary. **Points: based on your estimation, is the address in an isolated or run down area, without infrastructure and easy access YES = 5 ñ 10 NO = 0***

Does the person

 - a. Lives in a shelter or reception centre



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- b. Rents a flat
- c. Rents a room in a flat with others
- d. Lives in own house/apartment

With how many others?

Are they family?

7. Does the person currently work;
- a. Yes
 - b. No

Points: YES = 0 NO = 20

Has the person ever been employed?

8. If **YES**, what kind of employment?
- a. Stable, permanent contract
 - b. Fixed term contract
 - c. Occasional, "wages", etc.
 - d. Seasonal, part-time
 - e. Freelance
 - f. Unregistered
 - g. Other

Points: occasional, seasonal, part-time = 10, freelance = 5

9. If **NOT**, does the person have an unemployment card:
- a. Yes
 - b. No

Points: YES = 10 NO = 20

If **YES**, was it issued after suggested by the Social Service;

- a. Yes
- b. No

Points: YES = 10

10. If unemployed, since when;

Points = 5 points for each month

The next questions are country specific and explore the unemployment benefits- if in your country there is another system regarding unemployment benefits, please change the question to your country's system

11. If unemployed for more than two months, how often do they renew the card:
- a. the last two months
 - b. for the whole duration of unemployment
 - c. for the most part of the duration of unemployment
 - d. not regularly, whenever they remember

Points: a. = 0, b /c /d= 5

12. If they don't renew the card regularly, why does this happen?
- α. "I don't have anything else to expect from the Unemployment Agency"
 - β. illness, difficulties
 - γ. difficulties with documents



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- δ. negligence
- ε. other/what?

Points: for all answers = 5. If the answer is e and similar with the others (in the same spirit) = 5

13. Does the person has stay and/or work permit (*Please specify which*) in the country of residence:

- a. Yes
- b. No, because they lack the legal documents
- c. No, even though they have the legal documents

Points: c = 5

14. Is the person insured? Yes No

Points: YES = 0 NO = 10

15. If YES what kind of insurance?

16. If NOT, have they even received social benefits from the state?

- a. Yes. What kind? _____
- b. No, never needed it
- c. No, didn't know they existing

Points: a = 5, b = 0, c = 10

17. Educational level

	Topic of Study	Specialization	Educational Institution	Country City	Year of Graduation
Primary School					
Junior High School					
High School					
Vocational High School					
Institute – Technical School					
University Degree					
Higher University Degree					
Master's Degree					
PhD					
Other					

Points: Up to Institute – Technical School = 10, up to university = 5, Master's Degree & Higher = 0

18. Does the person study or participate in vocational training?

- a. Yes. What? _____
- b. No

Points: YES = 5, NO=10



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19. If the person has Degree(s) from a foreign country, which of the following applies?

Have they recognized their degree(s)

- a. Yes
- b. No

Points: YES = 0 NO = 5

Are they in the process of recognition?

- a. Yes
- b. No

Points: YES = 0 NO = 5

20. How did they learn to speak the local language?

- a. Self-taught
- b. Through formal language courses

21. If they have taken formal language courses, from where:

- a. Vocational centres
- b. NGOs
- c. Courses from university
- d. Private lessons
- e. Other

22. How do they self-evaluate their language level?

	Not good	Average	Good	Very good	Excellent
Oral					
Written					
Reading					
Terminology					

Points: Not good to Average, = 5 for each

23. If they have taken formal language courses, do they have:

- a. Written confirmation
- b. Certificate
- c. Other, what? _____
- d. No

Points: No = 5

From which institution?

- a. Vocational Centre
- b. NGO
- c. University
- d. Certification authority

24. Please fill in seminars or other vocational trainings Αναφέρετε άλλα σεμινάρια ή προγράμματα επαγγελματικής κατάρτισης, τους τίτλους και τις ώρες που έχει παρακολουθήσει

Title of seminar/training	Institution	Hours	Year



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Points: State sponsored seminars/trainings = 2 for each, with tuition = 0

25. Please record other qualifications

a. Has a driving license, what category? _____

b. Computer certificate (i.e. ECDL)

	Not good	Average	Good	Very good	Excellent
Word					
Excel					
Access					
Other, what?					

c. Foreign languages

	Not good	Average	Good	Very good	Excellent
English					
French					
German					
Other, what?					

d. Other, what? _____

Points: for each formal/informal qualification = 2

26. Are they waiting to hear back from any company, employer, service they have contacted for a job?

a. Yes

b. No

Points: YES = 5, NO = 10

27. (AFTER THE REQUEST IS POSED BY THE PERSON THEMSELVES AND IF IT REGARDS EMPLOYMENT) Would they accept any job, even one that would not fulfil all their desirable traits, if it was offered immediately.

a. Yes, because I need it

b. Yes, for a while until I find something better

c. No, I don't want to/I don't know/It depends

d. I will wait/search until I find something I like

Points: a, b, d = specific goals = 5, c = 10

28. (AFTER IT IS SPECIFIED TO THE PERSON HOW THE SERVICE CAN ASSIST THEM) Will participating to a series of sessions, create difficulties with the rest of your daily activities?

a. Yes

b. No



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If **Yes** Which of the following:

- a. Due to family problems
- b. Difficulties with taking care of the children
- c. Difficulties with taking care of the elders
- d. Other activities
- e. Other, what? _____



Part B Motivation Assessment Questionnaire

1. Are there dependent members in the household?

- a. Yes
- b. No

If Yes, how many? _____

Points: 10 for each dependent members

2. The house they live in is:

- a. Owned by them
- b. Rented
- c. Hosted
- d. On loan
- e. On concession
- f. Other, what? _____

Points: c, e = 10, b = 5

3. Number of rooms in the residence:

4. Total number of people living in the same household: _____

Points: 5-10 depending on the correlation of questions 3 & 4: more people for less rooms (is there at least a room for a couple of persons?)

5. The residence has:

- a. Connection to water
- b. Connection to electricity
- c. Connection to sewage
- d. Telephone connectivity
- e. Sufficient, auxiliary space
- f. Main electric appliances
 - Cooker (electric/gas)
 - Washing machine
 - Refrigerator

Points: 5 for every element they lack

6. They own:

- a. Car
- b. Cell phone
- c. Another residence
- d. PC/ tablet

Points: 5 for every element they lack

7. What was the household income the last 2 months?

- a. Less than 500€/month
- b. Up to 500 €/month
- c. 500-1000 €/month
- d. More than 1000 €/month



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Points: (SCALE) 0 = they have a stable income on their own, 5 = another member of the household has a stable income, 10-20 the lesser and more unstable their own income is

8. Are there areas/issues in their life that deeply concern them at this time?

- a. Yes
- b. No

Points: Yes = 5, No = 0

9. If Yes, which are they? Put in hierarchy the relevant areas/issues, based on their importance

Areas/Issues	Importance
Personal/Family problems	
Interpersonal problems between the family members	
Separation/Divorce	
Personal health problems	
Health problems of another family member	
Financial problems	
Personal specific problems (incarceration, alcoholism, etc.)	
Specific problems (incarceration, alcoholism, etc.) of another family member	
Unemployment	
Unemployment of another family member	
Housing	
Language usage	
Language usage of another family member	
School adjustment problems of their children	
Other, describe	

Points: HAS family difficulties, responsibilities, burdens = 5 for each one. NOTE for counsellor: do they know what to pick + 0, do they find it difficult/hesitates + 5

10. Do their children (if they have) go to school?

- a. Yes
- b. No

11. If Yes, do the children face any of the following problems?

- Language
- Behaviour
- Performance
- Classmate relationships
- Want to drop out

Points: If YES = 5



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12. If their child/children is at school age and don't go to school what is the reason?

13. If the beneficiary has dropped out, at level did they do this?

- Primary School
- Junior High School
- High School
- Vocational High School
- Institute – Technical School
- University Degree
- Higher University Degree
- Master's Degree
- PhD
- Other

Points: If they have dropped out at any level = 5

14. If they have a degree from another country and they have not recognized it or have not initiated any recognition process, what is the reason? (the main reason, choose only one answer)

- a. They have tried but have not managed
- b. They lack the required funds
- c. They lack the required time, because they are working
- d. They feel their studies/specialization will not be recognized
- e. It is difficult to access the competent authorities
- f. Other
- g. I don't know/Haven't thought about it

Points: a, b, c = 5, d, e, f, g = 10

15. What has been their professional course in the country (start from the most recent position)

Company	Position	Year	Duration (from - to)	Type of employment*

**occasional, part-time, seasonal, internship, etc.*

16. What was the occupation in the country of origin?

If the occupation is different or the position is lower hierarchically = 5

17. If they could choose, with which of the following criteria would they accept a job position? (choose only one, the most important in their opinion)

- a. It's the occupation they desire
- b. It provides the minimum desired income



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- c. It's close to home
- d. The work schedule is flexible
- e. It provides security and is long term
- f. It gives potential for professional growth
- g. Has a good working environment
- h. It's one step towards the occupation or the position they desire
- i. It's few hours, due to family reasons
- j. There is no choice, anything for survival reasons
- k. It guarantees expression and creativity or autonomy/initiative
- l. I don't know/it's not clear

Points: l = 10

18. If they had the opportunity to follow the occupation they like, what would it be and why?

Points: they know what they like? Is it realistic/can be the basis for an Individual Action Plan? Yes = 0, No = 10 (assessment by the counsellor in connection to the professional and educational profile)

19. During the job search have they ever felt their qualifications are not enough?

- a. No, never. There are other reasons *Please, explain further*
- b. Yes, often (i.e. 2 out of 3 tries)
- c. Yes, sometimes/in some special positions
- d. Yes, all the time
- e. "I know that I will only receive no for an answer"

Points: a, b = 5, c, d = 10

20. Do they feel they need to improve their qualifications, in order to get a job?

- a. My qualifications are sufficient
- b. They need improvement, but I lack the financial resources
- c. For the occupation I am looking they are enough
- d. Nothing will help/finding a job is not related to qualifications, therefore not worth it

Points: a, b, c = 5, d = 10

21. During the last 6 months have they visited, at least once

- Museum, archaeological site
- Concert, cinema, theatre
- Festivals, community events etc
- Any of the above mentioned with free admission
- School, their children's teachers
- A public service for any of their issues

Points: Yes = 0, No, not once = 5 for each

22. Are they a member of any group/club/society?

- a. Professional union
- b. Cultural



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- c. None
- d. Other, what? _____

Points: c= 5

23. How do they job search, which of the following ways have they used at least once?

- a. Through acquaintances, friends
- b. Newspaper ads
- c. The internet
- d. The public unemployment agency
- e. Through calls for the public sector
- f. Private employment agencies
- g. Social services, NGOs
- h. Personal newspaper ad
- i. Posting ads, business cards at shops, public spaces, etc.
- j. By sending their CV on their own initiative to companies
- k. Other, what? _____

Points: 5 for each way that they have never used

24. (Depending on the reply to the previous question) When was the last time they

- Send their CV on their own initiative?
a. never b. this month c. this year
- Send their CV after it was asked?
a. never b. this month c. this year
- Reply to an ad?
a. never b. this month c. this year
- Reach former co-workers, to inquire about job openings?
a. never b. this month c. this year
- Contact a company to get more information about a job opening?
a. never b. this month c. this year
- Request info/application for calls for the public sector?
a. never b. this month c. this year
- Replied to a call for the public sector?
a. never b. this month c. this year
- Asked the public unemployment agency for information?
a. never b. this month c. this year

Points: a, c = 5, b = 0

NOTE to counsellor: record any comments

25. Do they have a CV?

- a. Yes, and updated
- b. Yes, but not updated
- c. No, don't know how to do it
- d. No, didn't know what to write

Points: a = 0, b = 5, c, d = 10



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NOTE: what is the type of CV? Is it full? Do they have different versions?

26. If yes, who is responsible for it
- Themselves
 - Themselves, they have had seminars
 - The employment agency
 - The social service

Points: a, b = 0, c, d = 5

27. Do they have:
- Recommendation letters?
 - Previous experience recommendations?

Points: For each No = 5

28. When was the last time they went through a job interview?
- last month
 - last year
 - Never

Points: a = 0, b = 5, c = 10

29. If they have gone through an interview, what was their main feeling?
- Awkward
 - Uncomfortable
 - Fear
 - Nervous
 - Calm
 - Optimism
 - Relaxed
 - Hopeful
 - Other, what? _____

Points: do they express negative feelings = 10

30. Which of the following, express their feelings better after a failed attempt to get work?
- Disappointment
 - Despair
 - Composure
 - Greater strength
 - Optimism
 - Other, what? _____

Points: a, b = 10

31. How would they characterize their effort to find work?
- Stable and systematic



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- b. Occasional
- c. Sometimes dynamic and sometimes restrained
- d. Non existent

Points: a = 0, b, c = 5, d = 10

32. Which of the following factors negatively affects their mood to search for work?

- a. Lack of support from their family/friendly environment
- b. Fatigue from failed attempts
- c. Uncertainty of searching properly
- d. Tired of hearing they are overqualified or underqualified
- e. The feeling of insufficiency, due to lack of qualifications/skills

Points: b, d, e = 10, a, c = 5

33. How do they usually deal with problems?

- a. Alone
- b. Support from their family
- c. Support from their friends
- d. Support from services
- e. Other, what? _____

Points a = 10, b, c = 0, d = 5

34. From their work experience so far, what personal characteristic consider helped them the most?

- a. Problem solving
- b. Negotiation skills
- c. Working in teams
- d. Coping with the work challenges
- e. Being diplomatic
- f. Follow directions
- g. Take initiative
- h. Adapt easily
- i. None, I don't have anything special
- j. Other, what? _____

Points:

- **Do they recognize positive aspects to themselves (= degree of self-knowledge)? Yes=5, No = 10**
- **If Yes, did they hesitate or didn't know what to choose? = 10**
- **Following the counsellor's assessment, do the traits the person identifies combine/correspond to the desired occupation or the occupation held by the person? Yes = 5, No = 10**



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35. From their work experience so far, what personal characteristic consider hindered them the most?

- a. Procrastination
- b. Difficulty collaborating
- c. Following orders
- d. Ill tempered
- e. Not compromising
- f. Not adaptable
- g. Other, what? _____

Points: 5 for each based on the counsellor's assessment

36. According to their opinion, what are the reasons they are currently unemployed?

Group 1

- It's a matter of time, I will find something
- There are a few jobs and there is a lot of competition
- There are a few jobs in my profession/There is not enough demand for my profession

Group 2

- I am not well connected
- Family reasons (I don't have anyone to take care of my children/lack of support)
- I do not have sufficient skills/knowledge/qualifications

Group 3

- They view me negatively because of my origin/appearance/accent
- Employers don't want people my age
- There is no support from the state for people like me

Group 1 = 0 (realistic approach), Group 2 = 5, Group 3 = 10