



# WinSTONE

OPENING GATES FOR WOMEN  
IN THE STONE SECTOR

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2019-1-DE02-KA202-006430

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## Task O2-A4. Definition of the learning objectives and outcomes of the curriculum



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## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### INTRODUCTION

This document “O2-A1. *Definition of the learning objectives and learning outcomes of the curriculum*” is part of the Intellectual Output 2 “O2. *Establishment of common learning outcomes focused on opening gates for women in the stone sector*” of the WinSTONE project, whose main objective is to collect the results of the needs analysis and literature review in relation to the need for gender equality training and to represent the specific needs of the target groups and beneficiaries.

This document outlines the key competences and information needed by students to achieve the main objectives of the curriculum proposed in the WinSTONE project.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### TARGET GROUPS

The analysis of the situation determines three necessary lines of action:

1. **Promoters** in stone sector.
2. **Trainers.**
3. **Students** and **workers** (specifically blue workers and women).



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **promoters**:

1. Approach **basic concepts** that allow us to reflect on **equality between women and men** in different areas.
2. Conduct a **historical review** of the actions carried out by international bodies for the **promotion of equal opportunities** between women and men and their consolidation.
3. Gain knowledge about the **policies** carried out to achieve equal opportunities between women and men.
4. Make women and men aware of the **social value of equality** as the axis for social and professional development, bringing together basic concepts and theories on this subject in order to **promote reflection** and a **change** in attitudes and values in our society.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **promoters**:

5. Integrate **gender equality** in all areas of the stone sector, providing professionals from different fields with training to incorporate the gender approach in their professional practice.
6. Provide specific **knowledge in equal opportunities** to the promoters of the stone sector, for the exercise of their profession.
7. Implementation of an **equality plan** in a company.
8. Make practical cases that support learning.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **trainers**:

1. Approach **basic concepts** that allow us to reflect on **equality between women and men** in different areas.
2. Carry out a **historical review** of the actions carried out by international bodies for the promotion of **equal opportunities** between women and men and their consolidation.
3. Know the **policies** carried out to achieve **equal opportunities** between women and men.
4. Make women and men aware of the **social value of equality** as the axis for social and professional development, bringing together basic concepts and theories on this subject in order to **promote reflection and a change** in attitudes and values in our society.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **trainers**:

5. Integrate **gender equality** in all areas of the stone sector, providing professionals from different fields with training to incorporate the gender approach in their professional practice.
6. **Provide** students with the **theoretical and practical keys** necessary to become **trainers** in the field of **gender equality**.
7. Know how to **plan, design, execute and evaluate projects** and training workshops on **gender equality** and to have the didactic tools to do so.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **students** and **workers**:

1. Approach **basic concepts** that allow us to reflect on **equality between women and men** in different areas.
2. Conduct a **historical review** of the actions carried out by international bodies for the promotion of **equal opportunities** between women and men and their consolidation.
3. Gain knowledge about the **policies** carried out to achieve **equal opportunities** between women and men.
4. Make women and men aware of the **social value of equality** as the axis for social and professional development, bringing together basic concepts and theories on this subject in order to **promote consideration and a change** in attitudes and values in our society.





## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OBJECTIVES

Learning objectives for **students** and **workers**:

5. Integrate **gender equality** in all areas of the stone sector, providing professionals, coming from different fields, with training to incorporate the gender approach in their professional practice.
6. Implementation of an **equality plan** in a company.
7. Develop practical cases that support learning.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OUTCOMES

Learning outcomes for **promoters**:

1. Gain knowledge about the current **regulations on equality** and have a first approach to equal opportunities between men and women in the company.
2. Gain knowledge about the **situation of equality** between men and women in the stone sector.
3. Learn how to put into practice an **equality plan** in the company.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OUTCOMES

Learning outcomes for **promoters**:

4. Review the most important **concepts** regarding **equal opportunities** in general and those specific to the **productive field**, with the aim of having a tool that facilitates the understanding of the contents that will be developed.
5. Analyse the current **situation of women** and men in the companies in order to make a diagnosis of the needs for the introduction of positive actions.
6. Carry out a **temporary analysis** of the advances in **equality matters** to end up with a visualization, through practical examples, of the inequalities that are produced in the business environment.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OUTCOMES

Learning outcomes for **promoters**:

7. Gain knowledge about the **institutional policies**, both European and national, for the promotion of equal opportunities.
8. Gain knowledge about what an **egalitarian business culture** is and the advantages and opportunities that its **implementation** means for companies.
9. Provide students with the necessary tools to be able to make an **effective diagnosis of the situation of companies** about the implementation of equality measures.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OUTCOMES

Learning outcomes for **trainers**:

1. Fundamentals of Gender Equality.
2. Programming **training actions** with a gender perspective.
3. Development of **didactic materials** with a gender perspective.
4. Making **training actions** on gender equality more **dynamic**.
5. Evaluating the **teaching-learning process**.



## DEFINITION OF THE LEARNING OBJECTIVES AND LEARNING OUTCOMES

### LEARNING OUTCOMES

Learning outcomes for **students** and **workers**:

1. Fundamentals of Gender Equality.
2. **Legal framework** for equal opportunities.
3. **Equal opportunities** in stone sector.
4. **Good practices** in the integration of gender equality in human resources management in companies.
5. Evaluation of the **teaching-learning process**.
6. **Equality plans** and **positive actions**.



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