



Task O2-A3.3

*WinSTONE Course Curriculum based on gender equality for promoters
in stone sector*



WinSTONE

OPENING GATES FOR WOMEN IN THE STONE SECTOR



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institute of
Entrepreneurship
Development





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1. Course data

Name	PROMOTION AND INTEGRATION OF WOMEN IN THE STONE SECTOR
Module	Equal opportunities for women and men
Qualification in which it is taught	*
Other qualifications that could be offered *	Vocational Training Occupational Professional Training Dual Vocational Training Continuing Education
Centre	*
Character	OPTIONAL
Term	*
Language	Official Language*
Overall workload (hours)	35

(*) All the fields marked with an asterisk are subject to completion with the specific information for each educational centre.



2. Teacher's data

Teacher responsible	*
Department	*
Area of knowledge	*
Teacher's office location	*
Phone	*
E-mail	*
URL / WEB	*
Tutorial timetables	*
Tutorial location	*
Teaching and research profile	*

(*) All the fields marked with an asterisk are subject to completion with the specific information for each educational centre.



3. Description of the course

3.1. Short description of the contents

- Gain knowledge about the current regulations on equality and have a first approach to equal opportunities between men and women in the company.
- Gain knowledge about the situation of equality between men and women in the stone sector.
- Promote the integration of women in the labour market in the stone sector at all levels.
- Learn how to put into practice an equality plan in the company.

3.2. General description of the course

Gender mainstreaming and development cooperation interventions is essential if social justice and effectiveness are to be achieved of the development work, in short, if you want to achieve with these the social change.

The importance of the economic and social role played by women in developing countries, despite the constraints to which they are subject on account of their sex, which limits the effectiveness of their work and reduces the benefits for society as a whole, has led to the view that the full participation of women is essential if development is to be sustainable and effective.

So far, despite the efforts made, few development interventions have adequately addressed the differences in situations, roles, responsibilities, needs, opportunities and priorities between women and men. And, in short, the current lack of interaction of women in the stone sector is palpable.

It is necessary to provide promoters and RSL with tools that make it possible to introduce the analysis of gender issues in all the productive levels of the stone sector with the aim of facilitating its integration at a labour and business level, thus promoting an effective equality that values the social and professional development of women in all areas.

3.3. Objectives of the course

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.
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.

3.4. Contribution of the course to professional practice

The objective of this study plan is to establish a training itinerary applied to promoters of the stone industry that gathers the skills, competences and knowledge required to promote and favour the integration of women in the stone sector.

In summary, to provide basic knowledge about the integration of equal opportunities in the stone sector, allowing its real implementation.

To provide practical knowledge for the elaboration of a diagnosis and a plan of equality.

Training for gender equality is an important tool in the work for securing equal opportunities and equal rights of women and men.

3.5. Special measures provided

(*) Specific regulations of the educational centre with respect to the establishment of special adaptations in the methodology and the development of teachings for students who suffer some type of disability or limitation.



4. Competencies and learning outcomes

4.1. Basic competences

BC1. Identify the current legal framework in which the various measures for the reconciliation of personal, family and working life are considered.

BC2. Be able to obtain information from different primary and secondary sources about gender studies.

BC3. Students will get to know how to communicate their conclusions and the knowledge and ultimate reasons that sustain them to specialized and non-specialized audiences in a clear and unambiguous way.

BC4. Have the ability to analyse, synthesize and interpret relevant cultural, social, political, ethical or scientific data, and to make reflective judgments on them.

BC5. Ability to apply knowledge of gender studies to professional practice.

4.2. General competences

GC1. Gain knowledge about the system to guarantee the exercise of conciliation rights.

GC2. Identify new formulas for reconciliation.

GC3. Gain knowledge about the theories, studies and research on gender and equality from an interdisciplinary perspective.

GC4. Expanding scientific knowledge, both basic and applied, on gender and equality.

GC5. Accurate expression of gender issues, analysis and problems.

GC6. Make a journey through those concepts that allow us to reflect on equality between women and men in different areas.

GC7. Gain knowledge about the policies undertaken to achieve real equality at international, European and national levels.

GC8. Analyse the reality of women and men in our society, reflecting the gender gap in different areas.

GC9. Reflect on the importance of training as a generator of identities and professional options.

GC10. Analyse the labour market from a gender perspective.



4.3. Specific competences

SC1. Identify the current legal framework in which the different measures to reconcile personal, family and work life are considered.

SC2. Gain knowledge about the theories, studies and researches on gender and equality from an interdisciplinary perspective.

SC3. Expand scientific knowledge, both basic and applied, on gender and equality.

SC4. Gain knowledge about the specific terminology of gender studies.

SC5. Elaborate, from a holistic and integral perspective, the contents of theories and models for the promotion of gender equality.

SC6. Identify the characteristics and historical and current peculiarities and the fundamental questions that underlie the problem of gender and equality.

SC7. Gain knowledge about how to apply the knowledge acquired to identify, clarify and/or solve problems of discrimination in the different areas in which it manifests itself.

SC8. Design, manage, evaluate and/or advise on intervention plans that promote equality in the different areas of professional and/or research development.

SC9. Be capable of assuming social and ethical commitments in relation to gender equality.

4.4. Transversal competences

TC1. Analyse the situation of women in the family and work environment in traditional society.

TC2. Analyse the changes in the family structures that have resulted from the incorporation of women into the labour market.

TC3. Aptitude for teamwork, interdisciplinary, that combines interpersonal skills while maintaining respect for diversity, such as coexistence with other cultures.

TC4. Ability to acquire criteria of continuous training, adaptability to social transformations, motivation for quality from creativity.

TC5. Gain knowledge about the history of gender discrimination in the labour market.



TC6. Gain knowledge about the existence of wage differences between men and women and understand the economic theories that support them.

4.5. Learning outcomes

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.
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.
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 with regard to the implementation of equality measures.



5. Contents

5.1. Contents of the course

Equal opportunities in the stone sector. Regulatory Mark. Key elements for mainstreaming equality in the field of employment. Analysis of the labour market in the stone sector from a gender perspective. Strategies for change. Equality Plan. Gender-sensitive decision-making and budgeting. Diagnosis, design and planning of interventions.

5.2. Theory programme

UNIT 1. Equal opportunities for women and men

- 1.1 Fundamentals and basic concepts of equality.
- 1.2 Policies for equal opportunities between women and men in the international, and European level.
- 1.3 Equal entrepreneurial culture.
- 1.4 Labour market and situations of social vulnerability of women.
- 1.5 Policies and strategies for structural change.

UNIT 2. Training and employment. Analysis of the labour market in the stone sector from a gender perspective

- 2.1 Definition and scope.
- 2.2 Basic concepts around labour culture and effective equality of women and men.
- 2.3 Analysis of the socioeconomic and labour situation of women in the stone sector.
- 2.4 Equality between women and men in labour organisations: collective bargaining. Positive action measures and equality plans.

UNIT 3. Planning of social and labour intervention. Development and evaluation of positive actions

- 3.1 Fields of intervention. Areas and professional profiles.



3.2. Measures to be implemented. Positive actions.

3.3 Planning.

UNIT 4. Strategies for change. Equality Plan

4.1 Equality plans: programming.

4.2 Equality plan: measures in the different fields of action.

4.3 Equality plans: Implementation.

4.4 Equality plan: monitoring and evaluation.

4.5 Good practices in relation to equality plans.



6. Teaching methodology

6.1. Teaching methodology			
Activity	Teaching techniques	Student's work	Hours
Online classes	Explanatory classes of the theoretical contents. Resolution of doubts raised by students.	Online:	4
Theoretical contents	Individual study of the theoretical contents of the course.	Online:	16
Cooperative work activities	Resolution of a practical case.	Online:	10
Tutorials	Resolution of doubts.	Online:	3
Official exams	Preparation, correction and review of written tests.	Online:	2
			35



7. Assessment methodology

7.1. Activities and assessment criteria		
Activities	Systems and assessment criteria	Percentage Weight (%)
Written tests.	Theoretical-practical knowledge acquired by the student will be evaluated.	45
Teamwork assessment works.	Development and presentations of group practical cases will be evaluated.	45
Other assessment activities.	Attendance and participation to classes of the course will be evaluated.	10

7.2. Control and monitoring mechanism
<p>The control and monitoring of student learning will be done through the following actions:</p> <ul style="list-style-type: none"> - Participation in the issues and practical cases. - Assistance to theoretical and practical classes. - Tutorials. - Carrying out self-evaluation questionnaires. - Assessment of the individual written test, or of the research works in group.



8. Resources

8.1. Resources

Organic Law 3/2007 of 22 March will open in a new window. The aim of this law is to achieve effective equality between women and men.

www.eur-lex.europa.eu

www.europa.eu

<https://winstoneproject.eu/>