

TASK O3-A5

RESULTS OF THE SECOND WORKSHOP IN MURCIA (SPAIN)



WinSTONE

OPENING GATES FOR WOMEN IN THE STONE SECTOR



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Entrepreneurship
Development





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1. Introduction

This International Workshop, initially planned to present the results of the IO3. WinSTONE Open Educational Resource (OER), could not be held previously due to the Covid-19 pandemic and, finally, it was organised in a mixed form, i.e. simultaneously face-to-face and telematically, but in the end all attendees attended face-to-face.

Due to the delay in the holding of this workshop caused by Covid, the workshop finally held on 24 September 2021 in Cehegín (Murcia) aimed to present the results of the WinSTONE project to the participants.

The event was divided into three parts. In the first part, the WinSTONE project and its partners were presented. In the second part, Ms. M^a Dolores Soler presented the advantages of having an equality plan. Finally, Mr. David Caparrós presented to the participants the objectives and results of the WinSTONE project.

Detailed Agenda

The following is the detailed programme of the Workshop, which was presented on the Workshop poster.



WinSTONE
 OPENING GATES FOR WOMEN
 IN THE STONE SECTOR

2º WORKSHOP INTERNACIONAL WinSTONE
Igualdad y minería

24 de septiembre de 2021
12:00 a 13:30

Workshop mixto. Se podrá asistir presencialmente o vía online.

📍 **Asistencia:** Presencialmente en el salón de actos del Centro Tecnológico del Mármol, Piedra y Materiales (Ctra. de Murcia s/n - 30430 — Cehegín, Murcia) o bien;

Online mediante enlace facilitado antes de la realización del seminario. Será necesario registrarte en el siguiente enlace:

📄 **Registro online:** <https://forms.gle/EQAmWqSXXVcsz3R8>

AGENDA:
 12:00-12:15 Registro de participantes presenciales y acceso virtual a participantes online.
 12:15-12:20 Bienvenida
 12:20-12:40 Presentación del consorcio. David Caparrós
 12:40-12:50 Ventajas de tener un plan de igualdad. M^a Dolores Soler.
 12:50-13:20 Objetivos y resultados de WinSTONE. David Caparrós
 13:20-13:30 Ruegos y preguntas

AGENDA

12:00-12:15 Registration of participants in person and virtual access to online participants.

12:15-12:20 Welcome.

12:20-12:40 Presentation of the consortium. David Caparrós.

12:40-12:50 Advantages of having an equality plan. M^a Dolores Soler.

12:50-13:20 Objectives and Results of the WinSTONE project. David Caparrós.

13:20-13:30 Questions and Answers.

According to the agenda of the Workshop, the following interventions were made:

1. Welcome participants by host organisation (CTM). It was carried out by Mr. David Caparrós as architect of the Marble, Stone and Materials Technological Centre (CTM).

2. Presentation of the WINSTONE Project and the consortium. It was carried out by Mr. David Caparrós.

3. Presentation of the advantages of having an Equality Plan. Ms. M^a Dolores Soler Reina, Graduate in Pedagogy and Occupational Risk Prevention Technician, worker at the Marble, Stone and Materials Technological Centre (CTM).

4. Presentation of the objectives and results of WinSTONE project. It was carried out by Mr. David Caparrós.

The workshop has been also attended by prominent professionals in the stone sector.

All the presentations and interventions of the Workshop were recorded and posted on the WinSTONE project website, to be made available to all interested parties in the following link: <https://winstoneproject.eu/>.

The full presentation is available in YouTube using the following link: <https://www.youtube.com/watch?v=q1MPyUBBS9Y&list=PLsofEA09jEWxqog9PH4jGiGKuIG2pxg3>

The presentation “Advantages of having an equality plan” subtitled in English is also available in YouTube using the following link: <https://www.youtube.com/watch?v=S3Qawb7biGE>

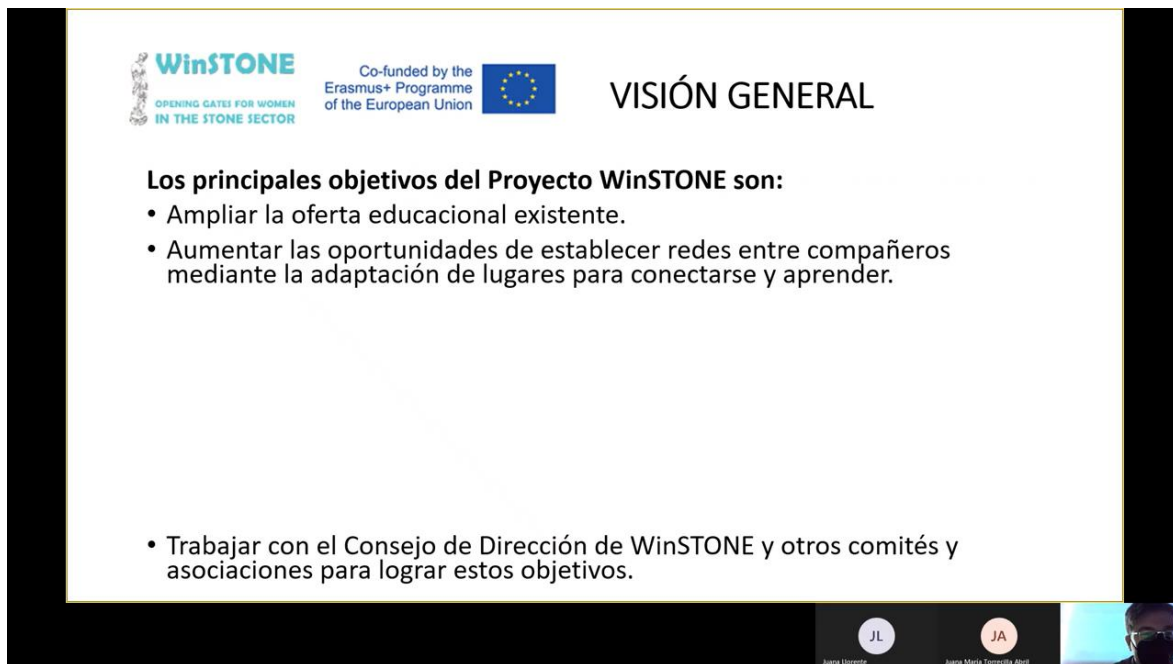
2. Presentation of the WINSTONE Project

Mr. David Caparrós presented the WINSTONE Project and the partners of the consortium.

2.1. Overview.

Mr. David Caparrós presented the WINSTONE Project and the partners from the consortium. Mr. Caparrós stressed the importance of this project and the need to digitize all building materials and, of course, natural stone products in order to have greater prescription capacity by experts and professionals in the construction sector. Also, David highlighted the main objectives of the WinSTONE Project which are:

- Expand the existing educational offer.
- To increase networking opportunities among peers by adapting places to connect and learn.
- To develop a support and mentoring system with other women in the sector.
- Create opportunities for women in key positions in the industry.
- Recognise promising and experienced women who excel in the sector.
- Create awareness of the opportunities and career paths available to women considering careers related to the stone industry.
- Work with the WinSTONE Board of Directors and other committees and associations to achieve these objectives.



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VISIÓN GENERAL

Los principales objetivos del Proyecto WinSTONE son:

- Ampliar la oferta educativa existente.
- Aumentar las oportunidades de establecer redes entre compañeros mediante la adaptación de lugares para conectarse y aprender.

- Trabajar con el Consejo de Dirección de WinSTONE y otros comités y asociaciones para lograr estos objetivos.

JL
Jaime Lorente

JA
Jaime María Torrealba Abad

2.2. Presentation of the consortium.

Furthermore, Mr. Caparrós gave a brief presentation of each partner and analysed their respective role in the project.

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Proyecto WinSTONE- Consorcio

Coordinador:

- Deutscher Naturwerkstein-Verband e.V
- Dipl.-Ing. (FH) Reiner Krug
- Ingeniero Civil, Director Ejecutivo de DNV

Dipl.-Betriebsw. (FH) Jana Kern

Administrador

JL

JA



To see the full presentation, please go to ANNEX I. “Presentation of WINSTONE Project and the consortium”.

3. Advantages of having an equality plan

Ms. M^a Dolores Soler, CTM worker in charge of managing and elaborating equality plans for companies, spoke about the importance of gender equality and equality plans, the regulations governing equality plans and the benefits generated by the elaboration and implementation of an equality plan in the company.

NORMATIVA QUE REGULA LOS PLANES DE IGUALDAD

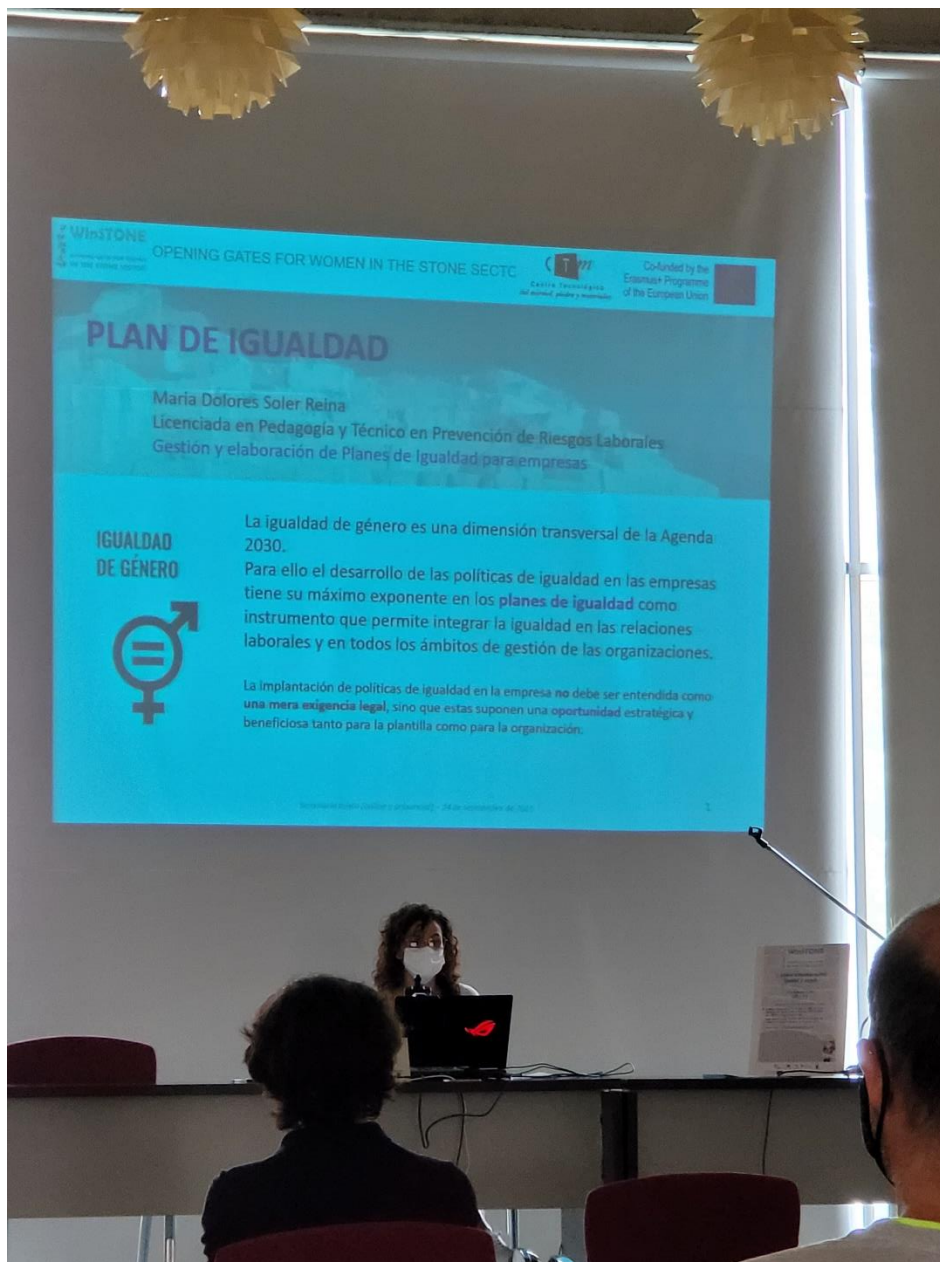
- Real Decreto-ley 6/2019, de 1 de marzo, de medidas urgentes para garantía de la igualdad de trato y de oportunidades entre mujeres y hombres en el empleo y la ocupación INCORPORA CAMBIOS SIGNIFICATIVOS
- Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres, en materia de planes de igualdad
- Real Decreto 901/2020, de 13 de octubre, por el que se REGULAN los planes de igualdad y su registro y se MODIFICA el Real Decreto 713/2010, de 28 de mayo, sobre registro y depósito de convenios y acuerdos colectivos de trabajo.

Seminario mixto (online y presencial) – 24 de septiembre de 2021

BENEFICIOS DE ELABORAR E IMPLEMENTAR EN TU EMPRESA UN PLAN DE IGUALDAD

- Mejora el clima laboral.
- Favorece la flexibilidad de la organización.
- Desarrolla la creatividad y la innovación.
- Preferencia en la adjudicación de contratos de las administraciones públicas
- Credibilidad de la responsabilidad social.
- Reconocimiento del mercado por innovación y responsabilidad social.
- Accedes a ayudas económicas:
- Evitas sanciones por incumplimiento de la legalidad:
- Accedes a clientes más exigentes y de alto valor,
- Aumenta la seguridad psicológica y confianza de los empleados.

Seminario mixto (online y presencial) – 24 de septiembre de 2021



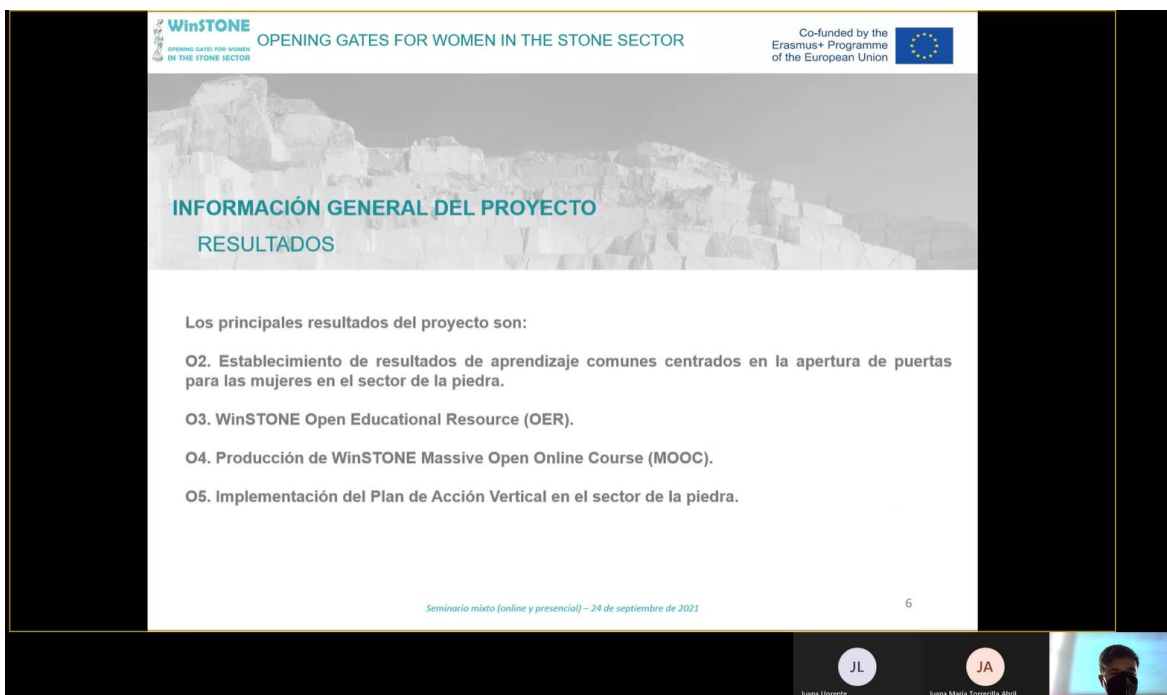
The full presentation is available at ANNEX II. “Advantages of having an equality plan”.

4. Objectives and Results of the WINSTONE Project

Mr. David Caparrós gave a presentation on the objectives and results of the WinSTONE project.

He started by talking about the reasons for the realisation of this project. The main reason was the remarkable inequality between men and women in the stone sector when looking at the figures. Only 7.25% of women in the stone sector are women.

That is why the WinSTONE project is aimed primarily at women, both at risk of exclusion and young people and those over 45 years of age, at vocational training centres and vocational training teachers, and at entrepreneurs in the stone sector.



WinSTONE OPENING GATES FOR WOMEN IN THE STONE SECTOR

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INFORMACIÓN GENERAL DEL PROYECTO

RESULTADOS

Los principales resultados del proyecto son:

- O2. Establecimiento de resultados de aprendizaje comunes centrados en la apertura de puertas para las mujeres en el sector de la piedra.
- O3. WinSTONE Open Educational Resource (OER).
- O4. Producción de WinSTONE Massive Open Online Course (MOOC).
- O5. Implementación del Plan de Acción Vertical en el sector de la piedra.

Seminario mixto (online y presencial) – 24 de septiembre de 2021

6

JL
Juana Llorente

JA
Juana María Torrecilla Abril

Mr. Caparrós described each of the deliverables of the project in detail. He showed the main results of the WinSTONE project (available on the project website).

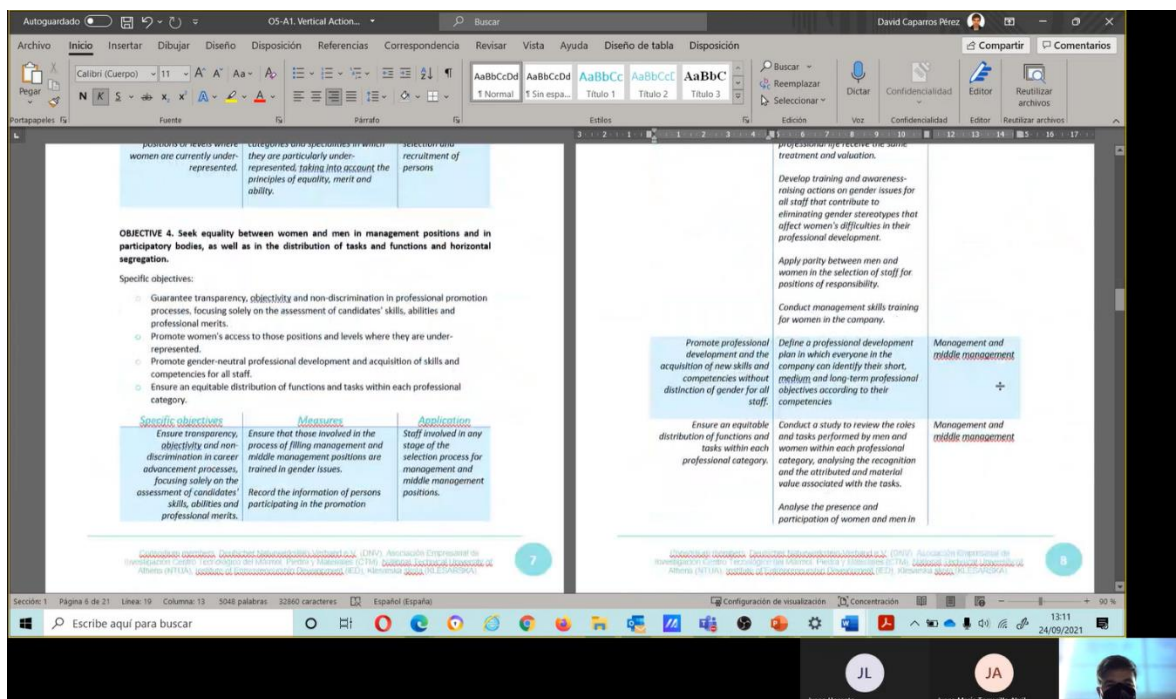
Mr. Caparrós talked to the participants about the functioning of the website and the OER and its accessibility in several languages, both in the languages of the partners participating in the WinSTONE project and in English.

He also briefly explained the content and how to register for the three free courses resulting from the project:

- Equal gender in Stone sector course.
- Course on equal gender for training of trainers in stone sector.
- Course on gender equality for promoters in stone sector.

The full presentation is available at ANNEX III. “Objectives and Results of the WINSTONE Project”

Finally, David showed the Vertical Action Plan created by the partners and the model of the Memorandum of Understanding to be signed by the companies of the sector that wish to get involved and commit themselves to the Vertical Action Plan.



4. Number of attendees

The total attendance at the Second Workshop of the WINSTONE project was 9 external people. The attendance list is available in ANNEX IV. Attendance list.

3. Evaluation survey

After the workshop, attendees were asked to complete a survey in order to evaluate its impacts. The survey given is presented hereinafter.

TASK O3.A5. Report on the results of second Workshop in Murcia (Spain) on WinSTONE Open Educational Resource (OER).

9 SEMINARIO INTERNACIONAL WINSTONE
24 de septiembre de 2021

OPENING GATES FOR WOMEN
IN THE STONE SECTOR

1. Gender	<input type="checkbox"/> Female	<input type="checkbox"/> Male
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2. Age	<input type="checkbox"/> Under 25	<input type="checkbox"/> 25-45	<input type="checkbox"/> above 45
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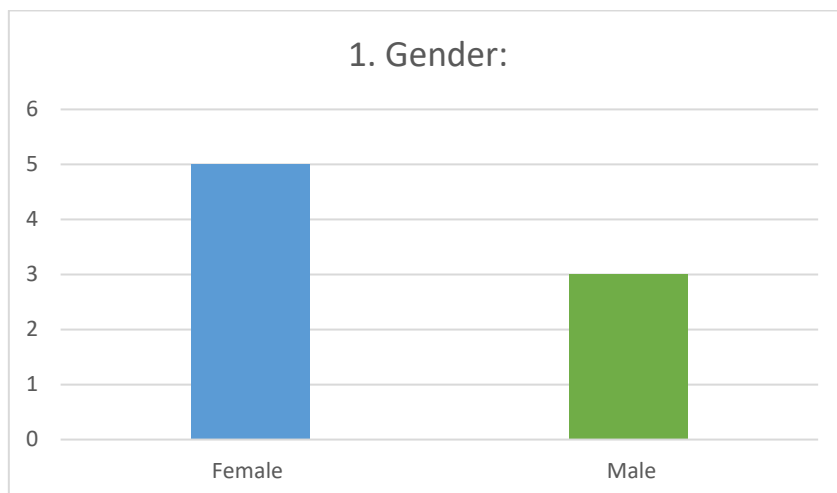
3. Before my participation in this activity:	Strongly Disagree 1	2	3	4	Strongly Agree 5
I had been familiar with stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had heard of the job opportunities that may be offered to women in the stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had been involved in similar activities concerning gender equality in general (not for the stone sector)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had participated in another similar activity concerning the stone sector in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had had a negative opinion about women's engagement in the stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. After my participation in this activity:	Strongly Disagree 1	2	3	4	Strongly Agree 5
I am more familiar with the stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would like to learn more about job opportunities for women in the stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would like to be involved in similar activities concerning gender equality in general (not for the stone sector)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am interested in participating in other stone sector-oriented activities in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a more positive opinion about women's engagement in the stone sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

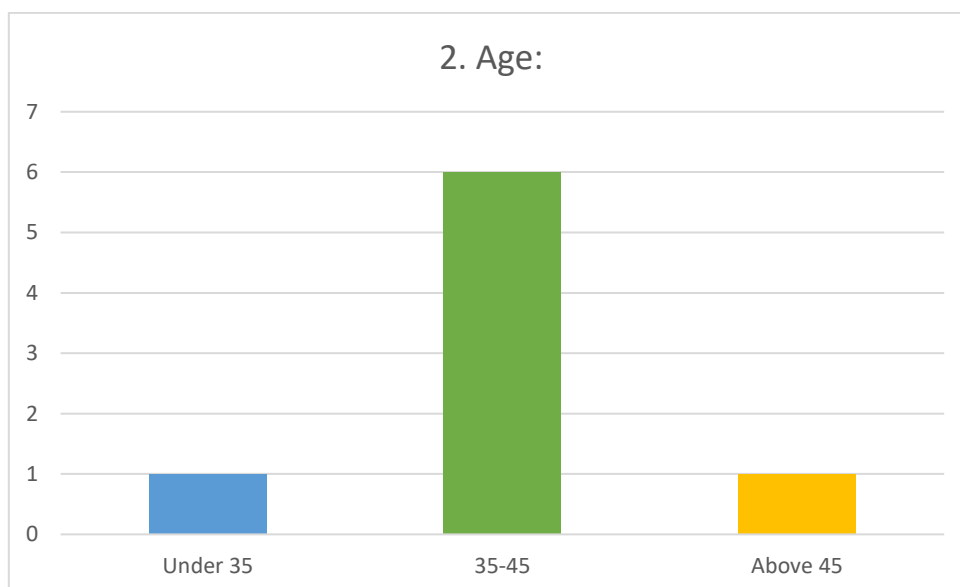
5. Evaluate your experience at this event:	Strongly Disagree 1	2	3	4	Strongly Agree 5
The information and advice provided was useful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The information was communicated in an understandable manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was provided the opportunity to ask questions and these were satisfactorily answered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for your time and collaboration. Your opinion is important for the evaluation of project results.

The total number of participants that completed the survey was 8. The results of the survey are presented below:

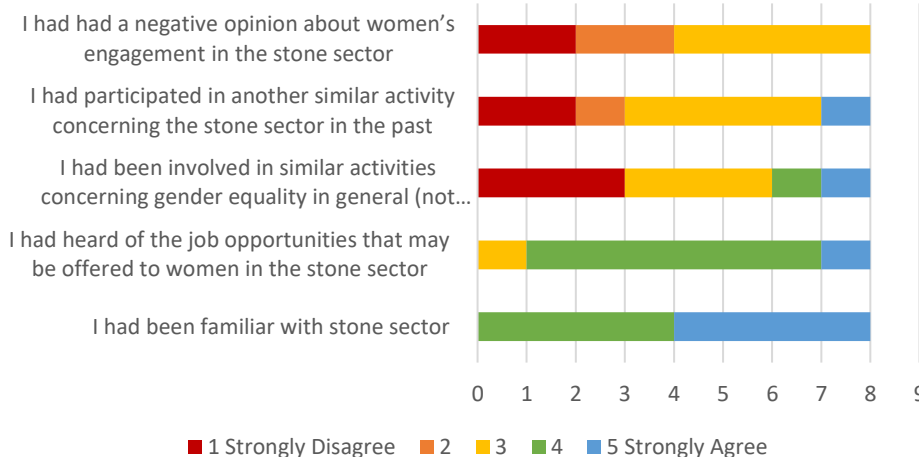


The number of women who completed the survey was 5, and 3 men. Therefore, the responses obtained were 62.5% women and 37.5% men.



In terms of age, most of the attendees are between 35 and 45 years old.

3. Before my participation in this activity:

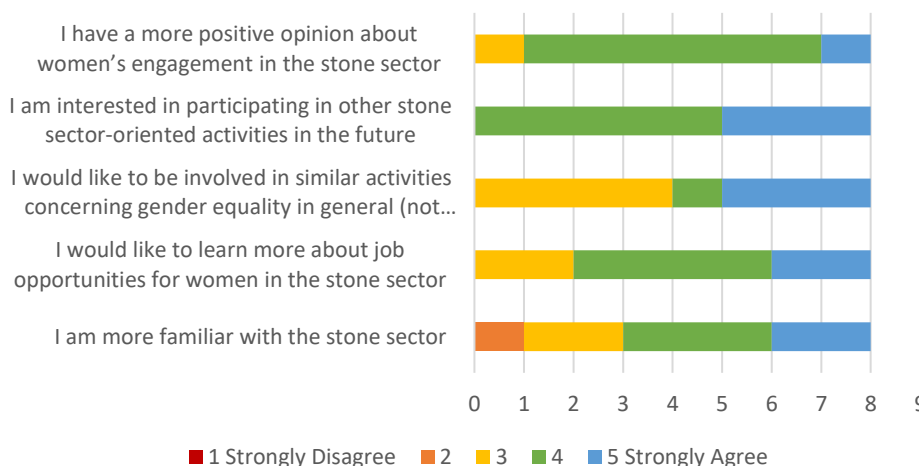


All the people who participated in the workshop were familiar with the stone sector since the Centro Tecnológico del Mármol has contacts mostly related to this sector.

Of the 8 participants, 3 of them have never participated in gender equal activities, knowing that the participants are related to the stone sector this highlights the lack that the sector possesses.

Another of the results we can extract from the survey is that, in general, the participants did not have a negative opinion of women in the sector, although 4 of them have a neutral opinion in this regard.

4. After my participation in this activity:

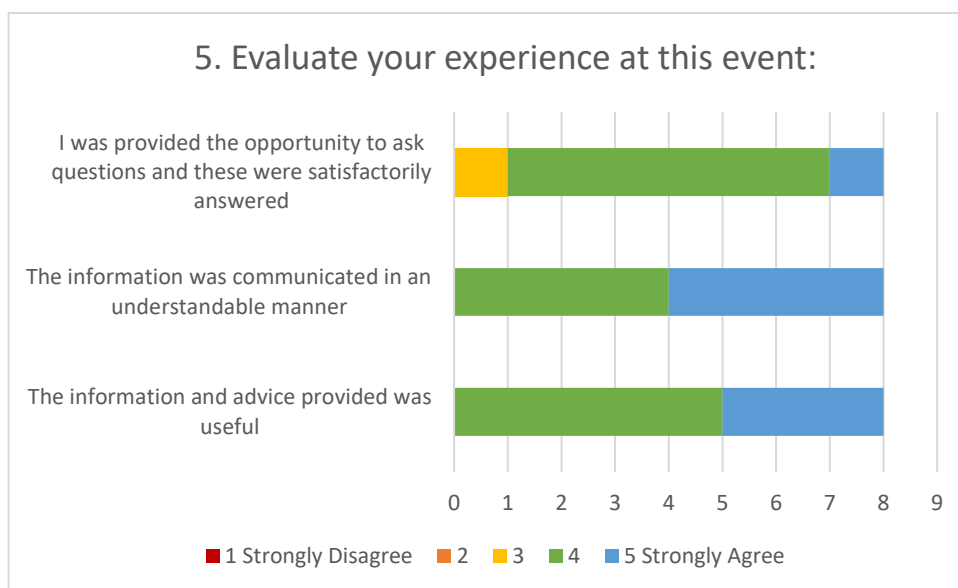


After the workshop, the users generally say that they are more familiar with the stone sector, as for some of them the workshop was an opportunity to get to know different areas of their company's activity.

Six of the respondents would like to have more information about the opportunities for women in stone and four of them would like to participate in similar activities, while the rest are indifferent.

All respondents are interested in participating in similar activities related to the stone sector.

And in general, they have a more positive opinion about women's engagement in the stone sector.



Finally, most participants felt that their experience at the event was good, both in terms of having the opportunity to ask questions and have their doubts answered, and in terms of the way in which the information was delivered and its usefulness.