



Task O5/A2. Memorandum of Understanding (MoU) for women in the stone sector.

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# WinSTONE

## OPENING GATES FOR WOMEN IN THE STONE SECTOR



Erasmus+

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## 1. INTRODUCTION

The Memorandum of Understanding is a document reflecting the agreement between all participating associations outlining the actions foreseen in terms of the promotion of the European curriculum for women in the stone sector, which is composed of the following phases:

- Planning phase and identification of the organisations and institutions and the main directors of all institutions.
- Negotiation phase.
- Elaboration of the Commitment Guarantee.
- Final agreement and signature.

## 2. MEMORANDUM OF UNDERSTANDING

Current partnerships:

- Deutscher Naturwerkstein-Verband e.V (Germany)
- Agrupación Empresarial Innovadora de la Piedra Natural, Cluster Piedra (Spain)
- ..... (European associations of Natural Stone)
- .....
- .....
- .....
- .....
- .....

Collaborators:

- Asociación Empresarial de Investigación Centro Tecnológico del Mármol, Piedra y Materiales (España)
- National Technical University of Athens (Grecia)
- Institute of Entrepreneurship Development (Grecia)
- Klesarska skola (Croacia)

And its partner companies, with whom meetings will be held every year., declare their commitment to the establishment and development of the Vertical Action Plan, which integrates equal treatment and opportunities between women and men, without discriminating directly or indirectly on the grounds of sex, as well as in the promotion and encouragement of measures that seek real equality of opportunities between women and men as a strategic principle of our gender policy, in accordance with the definition established by the European Directive 2006/54/EC for equality between men and women as well as the different national regulations of each of the participating countries.

In each and every one of the areas in which the organisation's activities are carried out, from recruitment to promotion, salary policy, working conditions, occupational health, training and conciliation, we assume the principle of equal opportunities between men and women, paying special attention to indirect discrimination, understood as "The situation in which an apparently



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neutral provision, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex".

With regard to communication, both internally and externally, all decisions taken concerning equality will be reported and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

These principles will be put into practice by making use of and promoting the Vertical Action Plan, which involves improvements with respect to the present situation, with its corresponding monitoring systems, with the aim of making progress in achieving real equality between women and men in the company and, therefore, in society.

In order to achieve this aim, the legal representation of male and female workers will be involved, both in the collective bargaining process and in the process of developing and evaluating the measures of the Plan.

In \_\_\_\_\_, \_\_\_ of \_\_\_\_\_ of 202\_\_

The undersigned commit themselves to develop and implement the Vertical Action Plan as shown in the following link

<https://drive.google.com/drive/folders/1AJgijepGoPK5DbIguYBT95jR5erwY51a?usp=sharing>

which may undergo modifications during its implementation in the participating countries:

\_\_\_\_\_( POSITION)\_\_\_\_\_ of the association \_\_\_\_\_