



WinSTONE

OPENING GATES FOR WOMEN  
IN THE STONE SECTOR

# WinSTONE

## *Objectives and results of the project*



Erasmus+

*Online Seminar – 16th September 2021*



National Technical  
University of Athens



institute of  
Entrepreneurship  
Development



Co-funded by the  
Erasmus+ Programme  
of the European Union





## GENERAL INFORMATION OF THE PROJECT

### SUMMARY

- Project title:** Opening gates for women in the stone sector
- Coordinator:** Deutscher Naturwerkstein-Verband E.V (DNV)
- Call:** Erasmus+ 2019. Strategic Partnerships for Vocational Education and Training (KA202)
- Key Action:** Cooperation for innovation and the exchange of good practices
- Reference:** 2019-1-DE02-KA202-006430
- Start date:** 01-10-2019
- End date:** 30-09-2021
- Funding by:** European Union



## GENERAL INFORMATION OF THE PROJECT

### CONTEXT

The Stone sector represents a worldwide increasing market. Within the European Union around 60,000 small and medium sized businesses work with ornamental stone in all aspects. This comprises a work force of more than 500,000 people engaged in and around ornamental stone industry with strong economic and social impacts at regional levels. This sector represents a worldwide highly increasing market where European production reaches approximately 35% with a total turnover of about 24 billion €. Nevertheless, know how is exported not only in the stone quarry business, including the closely associated high tech machinery where Europe has a leading position in the world market, but as well as all forms of modern applications of stone.

However, the **female workers** are in a **minority** in the **whole value chain of this industry** due to lack of a gender integration, where the rate of **feminisation is only 7.25%** at European level (source: Cluster Piedra):

- Barriers among colleagues: In a mainly male sector, it is not well seen by traditional society.
- Intrinsic barriers: It is thought that jobs in stone sector require brute strength and it cannot be carried out by women, but it is incorrect, because, currently, it is a sector that highly uses machinery.
- Labour market barriers: Women think they do not have any possibility to work in this sector, because they do not have a positive mentality about their abilities to carry out the tasks of this sector or because they think that they do not have equal opportunities. But this mindset has to change.



## GENERAL INFORMATION OF THE PROJECT

### OBJECTIVES

WinSTONE will become a resource for women to **broaden their perspective** (personal) through meaningful strategic connections at any level of their career, so they can reach their full potential and **accelerate** or **enhance** their **career growth**. Therefore, the objectives of the project will be:

- Expand on existing educational offerings.
- Increase peer-networking opportunities by coordinating venues to connect and learn.
- Develop a system of support and mentorship with other women in the industry.
- Create opportunities for women to serve on key industry jobs.
- Recognize emerging & experienced women who excel in the industry.
- Create awareness of opportunities and career paths available to women considering careers in the stone industry.
- Work with the WinSTONE Board of Directors and other committees and associations to achieve these goals.



## GENERAL INFORMATION OF THE PROJECT

### TARGET GROUPS

One of the challenges facing the 21<sup>st</sup> century stone sector is to **highlight** the issues of **gender equity** and female labour participation in a sector in which it must have an increasing presence. WinSTONE project claims that it is possible **women integration** in the **whole chain value of stone sector**, that is, provide resources and opportunities to recruit, retain, and advance, women in the stone industry.

For that reason, this project will be focused on the following target groups:

- Women -both at risk of exclusion, as young and over 45- (60).
- VET centres (10) and vocational training teachers (150).
- Entrepreneurs of the stone sector (50).





## GENERAL INFORMATION OF THE PROJECT

### PRODUCTS

The main results of the project are:

- O2. Establishment of common learning outcomes focused on opening gates for Women IN the stone sector.**
- O3. WinSTONE Open Educational Resource (OER).**
- O4. Production of WinSTONE Massive Open Online Course (MOOC).**
- O5. Implementation of Vertical Action Plan in the stone sector.**



## PRODUCTS

O2. Establishment of common learning outcomes focused on opening gates for Women IN the stone sector

**O2/A1. Definition of the learning objectives and learning outcomes of the curriculum**

**O2/A2. Determine the teaching approach (most appropriate teaching methods) and a system/process of assessment of the knowledge of the learners**

**O2/A3. WinSTONE Course Curriculum based equal gender in stone sector**

**O2/A4. 3 Handbooks for opening gates of women in stone sector**

**O2/A5. Report on the results of First International Seminar in Split (Croatia)**



## PRODUCTS

### O2/A3. WinSTONE Course Curriculum based equal gender in stone sector



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#### Task O2-A3

WinSTONE Course Curriculum based equal gender for training of  
trainers in stone sector



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#### 5. Contents

##### 5.1. Contents of the course

Pedagogical training in equal opportunities. Elaboration of didactic programs for training actions from a gender perspective. Planning and design of training actions. Mechanisms for evaluating training plans. Legal framework for equal opportunities. The figure of the technician for training in equal opportunities for women. Planning of social intervention. Development and evaluation of positive actions.

##### 5.2. Theory programme

###### UNIT 1. The figure of the equal opportunities training technician for women

- 1.1 Definition and overall objective.
- 1.2. Training and areas of intervention.
- 1.3 The Training Technician in Equal Opportunities for Women in the stone company.

###### UNIT 2. Legal framework for equal opportunities

- 2.1 Contextualisation of the legal framework for equal opportunities for women.
- 2.2 Community Directives on Gender Equality.
- 2.3 Legal acts within the European Union to be taken into account.

###### UNIT 3. Training planning for the integration of women in the stone sector

- 3.1 Training needs.
- 3.2 General contents of a training plan.
- 3.3 Resources for the implementation of training plans.
- 3.4 New approaches and continuous development of training.
- 3.5 Methods, training systems and management of operational planning.



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#### UNIT 4. Design and evaluation of training programs

- 4.1 Training design and performance.
- 4.2 Elements in training design.
- 4.3 Evaluation in training processes.
- 4.4 Learning assessment techniques and instruments.

#### UNIT 5. Areas of intervention of the training action in the stone sector

- 5.1 Professional profile and socio-labour context.
- 5.2 Women and work environment in the stone sector.
- 5.3 The equality plan in the company.





# PRODUCTS

## O2/A3. WinSTONE Course Curriculum based equal gender in stone sector



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- 5.1 Professional profile and socio-labour context.
- 5.2 Women and work environment in the stone sector.
- 5.3 The equality plan in the company.

## O2/A4 3 Handbooks for opening gates of women in stone sector

- Handbook of equal gender in stone sector.

- Handbook of equal gender for training of trainers in stone sector.

- Handbook of gender equality for promoters in stone sector.



## PRODUCTS

### O3. WinSTONE Open Educational Resource (OER)

**O3/A1. Development of OER platform and uploading of all contents**

**O3/A2. Establish a system of evaluation of the platform and contents**

**O3/A3. Pedagogical test and implementation of IT improvements of WinSTONE OER platform**

**O3/A4. Technical test and implementation of IT improvements of WinSTONE OER platform**

**O3/A5. Report on the results of Second International Seminar in Murcia (Spain) on WinSTONE Open Educational Resource (OER)**



## PRODUCTS

### O3/A1. Development of OER platform and uploading of all contents



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## Open Educational Resource

In this open-access platform, you can access all the information collected during and beyond the end of the project. The platform provides more information for self-learning education.

DIRECT ACCESS

PRIVATE AREA

MOOC

<https://winstoneproject.eu/oer/>



## PRODUCTS

### O4. Production of WinSTONE Massive Open Online Course (MOOC)

**O4/A1. Design, structure and content of MOOC**

**O4/A2. Development of webinars (10 hours of distance learning)**

**O4/A3. Pilot WinSTONE Course Implementation: environment test and technical improvements**

**O4/A4. Handbook on the improvement of inclusion of women in stone sector**

**O4/A5. Report on the results of Third International Seminar in Athens (Greece)**

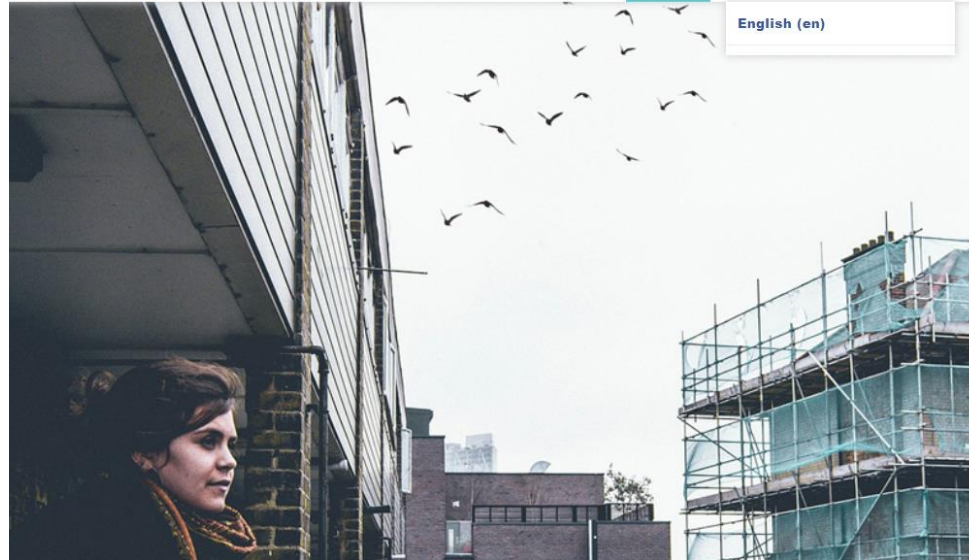


## PRODUCTS

### O4/A1. Design, structure and content of MOOC

f t Monday - Friday: 09:00-19:00 david@clusterpedra.com Acceder

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<https://class.winstoneproject.eu>

<b>WinSTONE Project</b> WinSTONE Project is focused on opening gates for women in the stone sector.	<b>INFORMATION</b> > About Us > WinSTONE project	<b>STUDENT SUPPORT</b> > My account > My profile > Contact
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## PRODUCTS

### O5. Implementation of Vertical Action Plan in the stone sector

**O5/A1. Vertical Action Plan for the integration of women in the stone sector**

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

**O5/A3. Report on the results of Final International Seminar of WinSTONE project in Würzburg (Germany)**



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THANK YOU FOR YOUR  
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