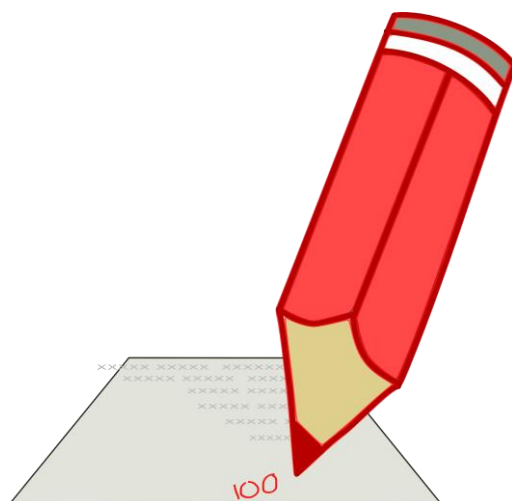




UP & UP

UP&UP upscaling trainers and educators' competencies on gender-based violence to UPscaling awareness among young people against violence.

REPORT ON IO4_ Evaluation of the e-learning package in BULGARIA



Date: 24 th August 2022
Place: Sofia, Bulgaria
Done by: ECQ

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IO4_ Evaluation of the e-learning package

This questionnaire is part of the UP & UP - UP&UP upscaling trainers and educators' competencies on gender-based violence to UPscaling awareness among young people against violence - project, which is a partnership of 8 partners from Italy, Spain, Bulgaria, Belgium, Romania, and Greece.

The questionnaire is composed of different sections, with the aim of collecting the feedback and results obtained in each partner country from the Local testing developed within IO4.

1. INTRODUCTION

The aim of this report is to gather and summarize the results from the feedback provided by the participants that took part in the testing of the UP & UP Gender-based violence training course (IO2) in Bulgaria.

The second Intellectual Output consisted in a training package for educators, teachers, trainers and tutors, who work with youngsters on a daily basis. The UP & UP Gender-based violence training course provided a toolkit for educators to recognize, prevent and address gender-based violence in learning contexts. It encompassed learning units and tests aimed at supporting educators in promoting tolerance and preventing discrimination and gender-based violence among young people.

The UP & UP Gender-based violence training course is available on the official project website to all those interested in increasing their skills on the topic of gender-based violence and gender stereotypes.

The UP & UP Gender-based violence training course is structured in the following way:

- ▶ Unit 1 - Recognizing and acknowledging stereotypes, consisting of 2 subunits.
- ▶ Unit 2 – Legal Basis, consisting of 4 subunits, 2 of which devoted to the legislation in the field of child and women rights, GBV in Bulgaria.
- ▶ Unit 3 - Psychological aspects of gender-based violence, consisting of 4 subunits.
- ▶ Unit 4 - The cultural and generational transmission of stereotype and violence. This unit involved an interview with an expert psychologist working with victims of domestic violence from Bulgaria.

In order to assess the knowledge and competences acquired through the completion of the UP & UP Gender-based violence training course, the evaluation procedure encompasses two levels:

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- ▶ Pre-assessment questionnaire – aimed at identifying the attitude and level of knowledge regarding GBV before completing the UP&UP training course.
- ▶ Post-assessment questionnaire – aimed at identifying the change (if applicable) in the attitude and level of knowledge regarding GBV after completing the UP&UP training course.

The two evaluation questionnaires serve to measure the change in the attitudes and perceptions of the participant before and after taking the course and the knowledge, which they have gained at the end of the UP & UP Gender-based violence training course. The PRE and POST questionnaires have been included in the online course.

In addition, at the end of the UP & UP Gender-based violence training course, participants are required to take a quiz, which if completed correctly, provides a certificate of achievement. The final quiz included totally 20 multiple-choice questions.

The *pre-assessment* questionnaire consisted of the following questions:

General Information

- ▶ Name of your institution:
- ▶ Type of institution:
- ▶ Gender:
- ▶ Age:

Statements on knowledge about Stereotypes and Gender-Based Violence

- ▶ On a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree), in your opinion is our current society affected by stereotypes?
- ▶ Based on your experience, on a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree) do you think that teenagers and youngsters could be more affected by genders stereotypes than the rest of society?
- ▶ Are you aware of the legal instruments at the European and national level for the protection of the rights of children, women's rights and gender-based violence?
YES/NO
- ▶ On a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree) do you think you have enough resources to deal with a case of gender-based violence that occurs in your workplace?



The *post-assessment* questionnaire consisted of several questions, as follows:

General questions about the training programme

- ▶ What is your opinion regarding the content of the training programme and the materials?
- ▶ How practical was the approach adopted?
- ▶ What do you think about the overall value of the training programme?
- ▶ Which were the most interesting topics for you?
 - Key concepts and how to identify stereotypes and gender stereotypes
 - Legal instruments against GBV
 - How to recognise GBV in the educational and learning settings
 - Data and statistics about GBV
 - Indirect expressions of gender-based violence in our society
 - Victim & perpetrator profile, psychological effects & characteristics

Statements regarding related competencies, after attending the training programme on Gender-Based Violence

- ▶ After taking the UP & UP training course, on a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree), in your opinion is our current society affected by stereotypes?
- ▶ Based on what you learnt in the UP & UP training course, on a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree) do you think that teenagers and youngsters could be more affected by genders stereotypes than the rest of society?
- ▶ Are you now more aware of the legal instruments at the European and national level for the protection of the rights of children, women's rights and gender-based violence?
YES/NO
- ▶ On a scale of 1 to 5, (Being 1 Strongly disagree - 2 Disagree - 3 Neutral - 4 Agree - 5 Strongly agree) after doing the UP & UP training course, do you think you have enough resources to deal with a case of gender-based violence that occurs in your workplace?



2. SELECTION OF PARTICIPANTS AND PARTICIPANTS' PROFILE

ECQ works with more than 40 secondary schools all across Bulgaria. All of these schools have close relations with the company in regards to the implementation of different Erasmus+ educational and mobility projects.

In the context of the UP & UP project, ECQ used its wide national network to select participants, which would benefit and have interest towards the project activities and the competition of the UP & UP Gender-based violence training course. Since the beginning of the project, ECQ has informed a number of schools about the project and has started communication with diverse headmasters regarding the possibility to take part in the UP & UP activities. We have conducted various face-to-face meetings with a wide range of interested parties to inform them about the project, its purposes and goals.

As a result, a total of 12 participants registered on the UP&UP e-learning platform but only 8 participants took part in the testing of the UP & UP Gender-based violence training course and earned a certificate.

Figure 1: Gender

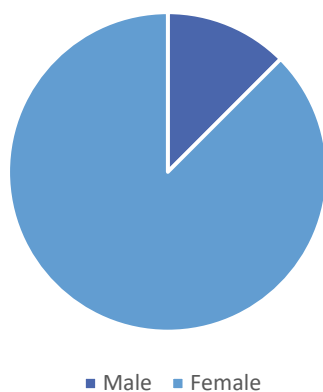
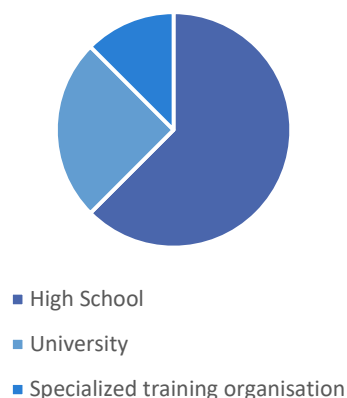


Figure 2: Organisations



To begin with, analysing the profile of the participant, according to Figure 1: Gender, the majority of the participants were women, whereas only one male representative took part in the course.

The UP & UP Gender-based violence training course was attended by participants from a different range of organisations, as evident in figure 2:

► High school

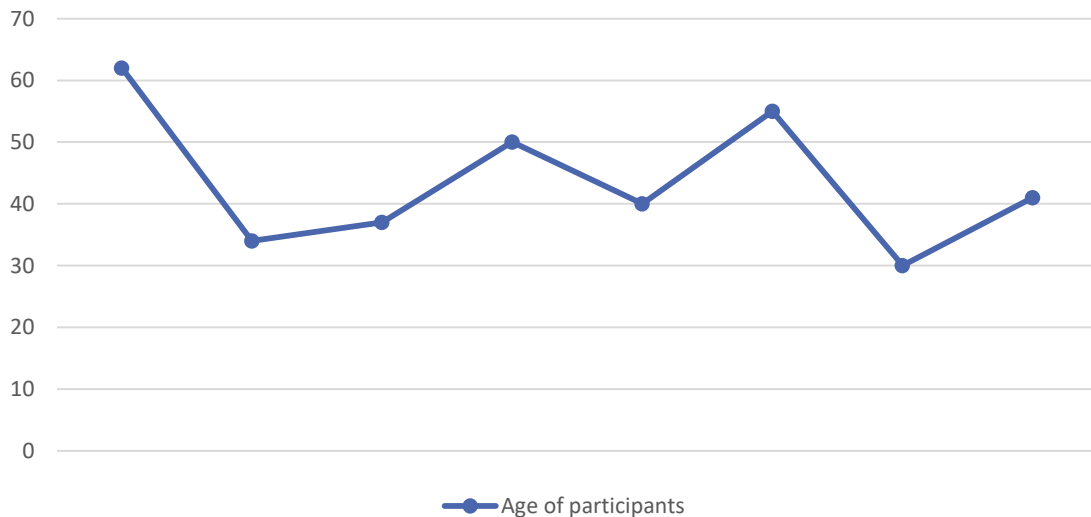
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- ▶ University
- ▶ Specialized training organisations

The majority of the participants were teachers from different high schools, 2 were university lecturers and one was from a specialized training organisation.

Figure 3: Age of participants



The age of the participants varies between 30 and 62, as evident in figure 3. The majority of the participants were aged between 30 and 40 (62%).

3. FEEDBACK

To begin with, when analyzing the quality of the UP & UP Gender-based violence training course, we have taken under consideration the following open questions:

General questions about the training programme

- ▶ What is your opinion regarding the content of the training programme and the materials?
- ▶ How practical was the approach adopted?
- ▶ What do you think about the overall value of the training programme?
- ▶ Which were the most interesting topics for you?
 - Key concepts and how to identify stereotypes and gender stereotypes
 - Legal instruments against GBV
 - How to recognise GBV in the educational and learning settings
 - Data and statistics about GBV

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- Indirect expressions of gender-based violence in our society
- Victim & perpetrator profile, psychological effects & characteristics

Participants have provided their comments and answers as follows.

With regard to the first question - *What is your opinion regarding the content of the training programme and the materials?* – participants have answered:

- ▶ *“It is very interesting”*
- ▶ *“The materials are very informative and consistently provide build-up information in a light and casual manner. The key points and documents relating to gender-based violence are well explained, and are both objective and data-driven, making them compelling and valuable.”*
- ▶ *“They are informative and the topic is quite interesting”*
- ▶ *“Very useful”*
- ▶ *“Truly beneficial”*
- ▶ *“The materials are useful and interesting. The topic is extremely relevant.”*
- ▶ *“They are quite comprehensive and helpful!”*

When it comes to the second question - *How practical was the approach adopted?* – participants have answered:

- ▶ *“Overall, I understand the purpose of the course as informative. I would say it is well structured and a solid and comprehensive basis for understanding the nature of the problem, the measures that have been adopted at national and international level and the possible approaches that could be practically implemented.”*
- ▶ *“It is practical, yet as far as I understand it has already been implemented and works”*
- ▶ *“Very practical”*
- ▶ *“It is practical, and clearly explained.”*
- ▶ *“The approach is applicable.”*

Concerning the next question - *What do you think about the overall value of the training programme?* – the following answers have been provided:

- ▶ *“I like that it has videos, the presentations are very nice”*
- ▶ *“I like that the videos themselves have both multiple functions and are very accessible, having picture, sound and subtitles, which allows a wider audience, including those with disabilities and deficits to become familiar with the course content. The quality of the content is very good.”*
- ▶ *“The lectures are very well done”*
- ▶ *“The course touches on a very important topic and I think it is useful.”*
- ▶ *“Excellent”*

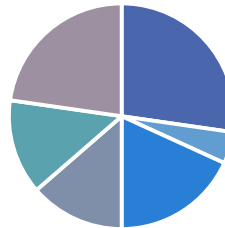
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► “The quality is satisfactory!”

On the following question - *Which were the most interesting topics for you?* – the answers of the participants are presented in figure 4.

Figure 4: Most interesting topics



- Key concepts and how to identify stereotypes and gender stereotypes
- Legal instruments against GBV
- How to recognise GBV in the educational and learning settings
- Data and statistics about GBV
- Indirect expressions of gender-based violence in our society
- Victim & perpetrator profile, psychological effects & characteristics

According to figure 4, most of the participants (6) were particularly interested in the topic: *Key concepts and how to identify stereotypes and gender stereotypes*, as well as *Victim & perpetrator profile, psychological effects & characteristics* (5 participants). Four of the participants found intriguing *How to recognise GBV in the educational and learning settings*. Equally, three participants were interested in *Indirect expressions of gender-based violence in our society* and *Data and statistics about GBV*. Only one participant reported to be interested in the *Legal instruments against GBV*.

Attitudes and perceptions

By comparing the results in the pre and post assessment quiz, it is evident how the general perceptions and attitudes towards gender stereotypes and gender-based violence have changed after the completion of the UP & UP Gender-based violence training course.

These alternations can be observed in the following figures 4 and 5.



Figure 5: Pre-assessment quiz results

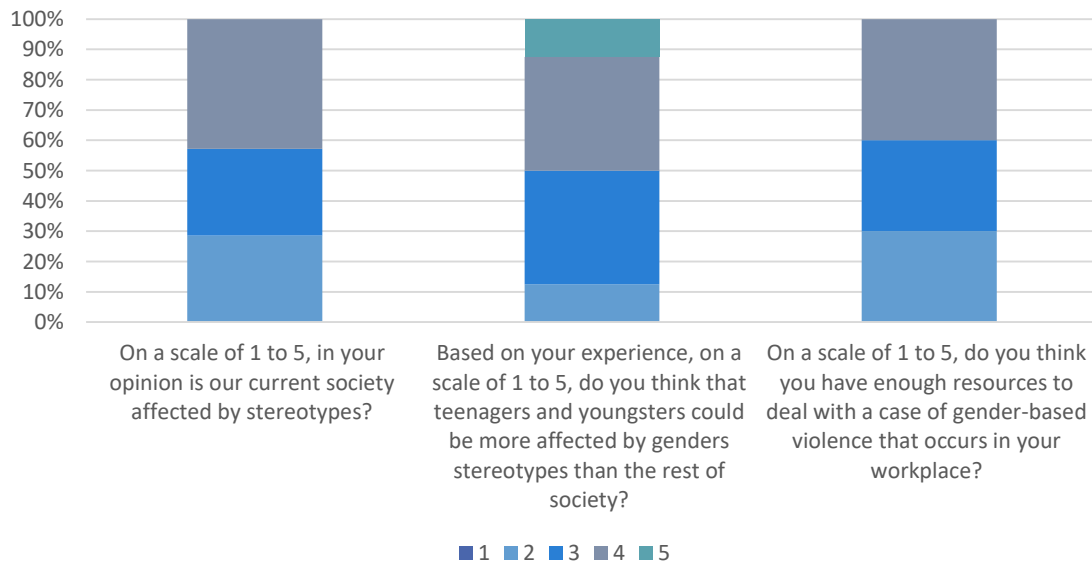
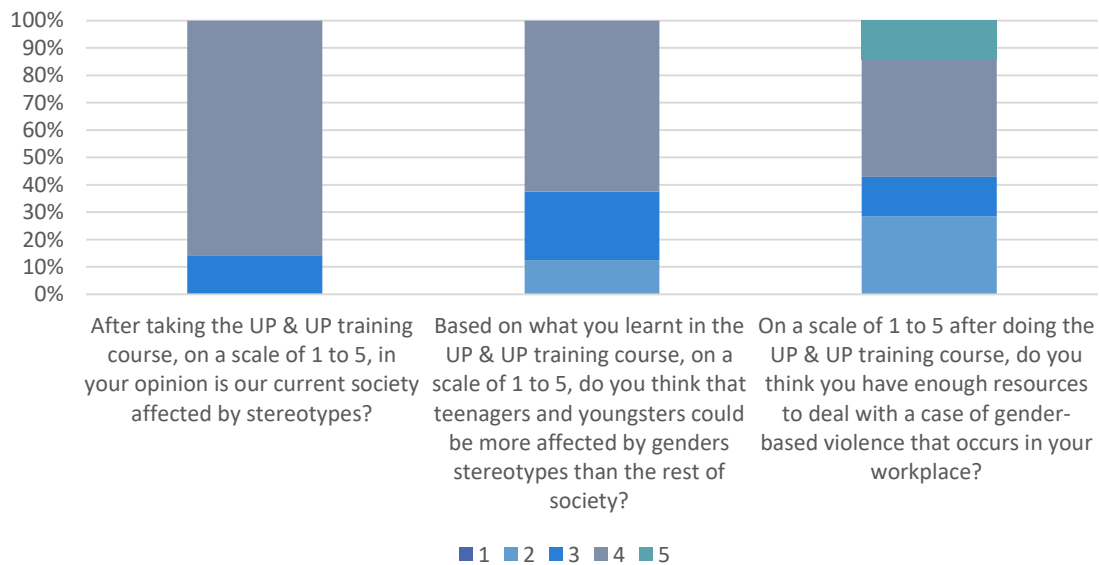


Figure 5: Post-assessment quiz results



As evident from figures 4 and 5, with regard to the degree to which the current society is affected by stereotypes, the responses of the participants before and after taking the UP & UP Gender-based violence training course have changed significantly. After taking the course, the respondents were more convinced of the persistence of gender stereotypes in our society. Before the course, 57 % of the respondents agreed with the statement, whereas 28% disagreed. After the completion of the UP & UP Gender-based violence training course 86% of the respondents agreed with the statement and only one respondent (14%) remained neutral.

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When it comes to the statement observing teenagers and youngsters as vulnerable groups, which are more likely to be victims of gender stereotypes than the rest of the society, the respondents affirmed their initial perceptions after taking the UP & UP Gender-based violence training course. Prior to the course, 14% did not agree with the statement and 42% remained neutral. Only 57% agreed that teenagers and youngsters were more affected by gender stereotypes than the rest of the society. However, after completing the UP & UP Gender-based violence training course, 71% of the respondents agreed with the statement and only 28% remained neutral.

The last statement, regarding the resources gained to deal with cases of gender-based violence, which may occur in the workplace, the respondents were far more confident and informed after taking the UP & UP Gender-based violence training course as evident from figures 4 and 5. Before the course, 42% of the respondents disagreed with the statement and 57% remained neutral. Therewithal. Only 14% agreed to have enough resources to deal with a case of gender-based violence that occurs in the workplace. After completing the UP & UP Gender-based violence training course, 57% felt more confident to have these resources, whereas 28% still disagreed and only 14% remained neutral.

4. CONCLUSIONS

Based on the aforementioned analysis, it could be concluded that, overall, the participants have reported to be satisfied with the execution, structure and learning outcomes of the UP & UP Gender-based violence training course. There were no suggestions for improvement or additional comments by the respondents.

In the light of the analysis made, it could be concluded that the mindsets and attitudes among the participants have experienced significant alternations after completing the UP & UP Gender-based violence training course.

The teachers and educators, which took part in the course, have gained deeper knowledge of the national legal framework on gender stereotypes and gender-based violence, awareness of stereotype and the difference with gender stereotypes and exhaustive comprehension of the complexity of gender-based issues.

After completing the UP & UP Gender-based violence training course and as evident from the comparative analysis made through a pre and post assessment quiz, it can be concluded that teachers and educators have ameliorated their ability to recognize easily and quickly behaviours and ways of reacting that can lead to abusive behaviours and, most importantly, how to deal with cases of gender-based violence.