



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

Date: 21st of July 2022
Place: Bucharest, Romania
Done by: Adela Alexandru, Researcher FILIA Center (Romania)



IO4: Evaluation of the e-learning package

This report is part of the “UP&UP - UPscaling trainers’ and teacher’s competencies on gender stereotypes to UPscaling the awareness among young people and fight gender based violence” project which is a partnership of 8 organizations from 6 european countries as follows Italy, Spain, Bulgaria, Belgium, Romania, and Greece.

Objectives of the project:

- preventing and combating violence through the improvement of education to respect for gender differences among younger generations;
- exchanging good practices of training of educators to contrast hate speech and stereotypes gender-based violence;
- raising awareness among girls and boys about sexist stereotypes that influence attitudes and behavior between males and females;
- increasing knowledge and skills of the teachers at schools and training organizations (not just schools) on the discrimination issues and violence linked to gender differences;
- encouraging networking between schools and training organizations of different levels, associations and organizations that are engaged in the social and work reintegration of young people at risk.

IO4: Evaluation of the e-learning package is closely connected to the monitoring and evaluation activities foreseen by the project, internal and external to it. Within this IO we intended to prepare a system for evaluating the acquired competences (learning resources), according to the mapping and clustering criteria by competence areas, Learning Outcomes, model levels and recipients defined in IOs 2 and 3.

In this phase each partner country organized experimentation of the online training package developed, respectively IO2: GBV training for educators. This second intellectual product of the project offers to teachers and educators the necessary information and resources to recognize, prevent and address gender-based violence in learning contexts. The online course consists of learning units and tests aimed at verifying the acquisition of these units.

Unit 1	Unit 2	Unit 3	Unit 4
Recognizing and acknowledging stereotypes.	Legal Basis	Psychological aspects of gender-based violence.	The cultural and generational transmission of stereotype and violence



The toolkit is accessible through the project website to all those interested in increasing their skills on the subject: www.upanduperasmus.eu.

The innovative element that this IO presents is both in form and in content. From the formal point of view, we managed to generate a training course with a catchy and at the same time light formula that allows the project recipients (educators) to acquire the skills in an easy but effective way.

Regarding the collection of data necessary for the preparation of this report, the Spanish partner (INCOMA) has prepared:

- a pre-assessment survey (to verify the level of knowledge on the subject)
- a post-assessment survey (to re-verify the level of knowledge on the subject and collect feedback)
- a grid survey for checking the acquired knowledge

The surveys were 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

As mentioned above, this report's aim is to gather all the feedback, suggestions, and comments collected from the participants that took part in the testing of the UP & UP GVB training course (IO2).

This phase of the project was divided into two stages:

- Firstly, we set-up the tools for the validation of the learning of the educators obtained following the use of the training package in which they will define the learning units to be validated (Learning Outcomes) the learning methods and times, accompanied by materials of support for their definition;
- Secondly, we monitored and evaluated the activity of the teachers, educators taking the online course. This activity helped us with the fine tuning and follow up of the project.

Overall, with this intellectual product (the evaluation toolkit) we aimed at assessing changes in behavior and attitudes towards gender stereotypes and in measuring acquired sensitivity regarding the phenomenon of gender violence and the use of hate speech.

To be able to compare data, each partner adapted the pre and post questionnaires to measure the change in perceptions and the knowledge gained and a quiz with the aim



of assessing the knowledge obtained from video lectures Units 1, 2, 3 and 4 to provide certification to participants.

The evaluation procedure consisted of this quiz composed of close questions with different answers (multiple choice). In total, there are 20 questions:

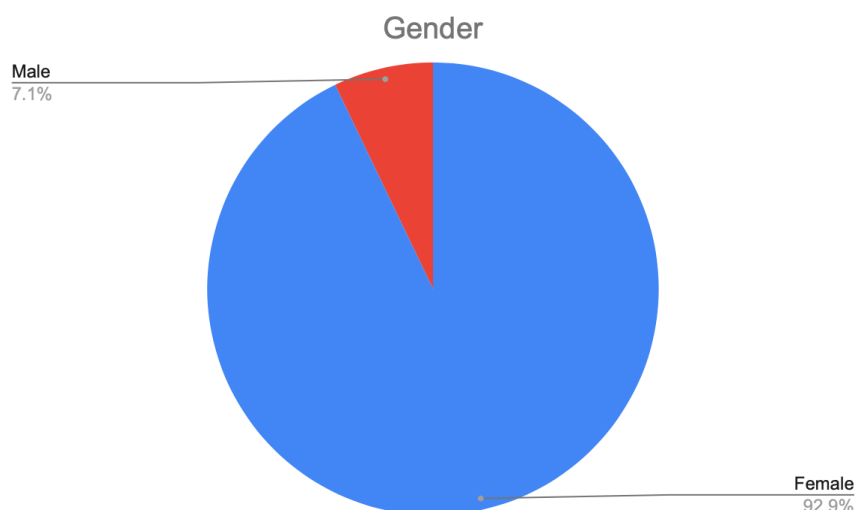
- Unit 1 - 4 questions.
- Unit 2 - 2 questions per video lecture/ total of 8 questions
- Unit 3- 2 questions per video lecture/ total of 8 questions
- Unit 4- One self- reflection question

The number of total right answers to obtain a certificate: 12 out of 20.

2. Selection of participants and participants' profile

In Romania, the testing phase of the online course was performed by a total of 17 teachers from a small urban city. All 17 teachers came from the same secondary school but in the end only 14 managed to successfully finalize the online course (the other 3 did not manage to take the self evaluation quiz and downloaded the certificate).

Regarding the socio demographic data of the participants, the course was taken by 13 female teachers and just 1 male teacher. It is important to mention that in Romania education is a rather feminized field, especially among pre-university schools (kindergartens, primary schools, secondary schools) - hence the considerably higher number of women who have tested the course.



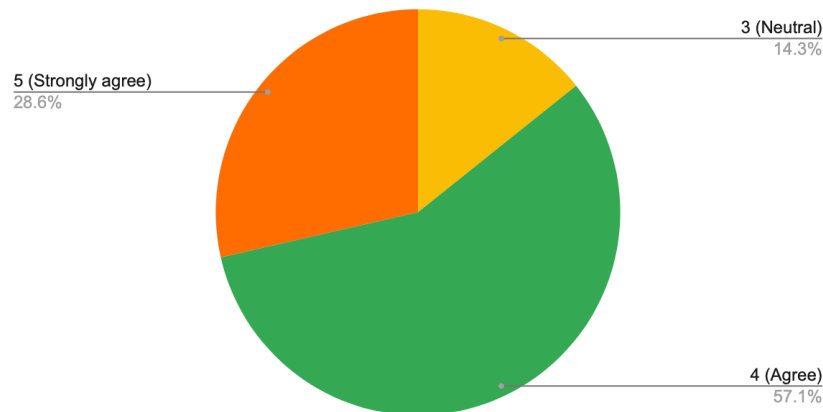
Their ages ranged from 28 to 54 years old.



Concerning the data collected before the start of the online course (pre assessment), the questions used were focusing on measuring the participants perspective on the presence of (gender) stereotypes in our society, group of people that would be more affected by discrimination of this type, the knowledge they have regarding the legislative instruments at European and national level for the protection of children's rights, women's rights and gender-based violence and if they consider that they have sufficient resources to deal with a case of gender-based violence in school.

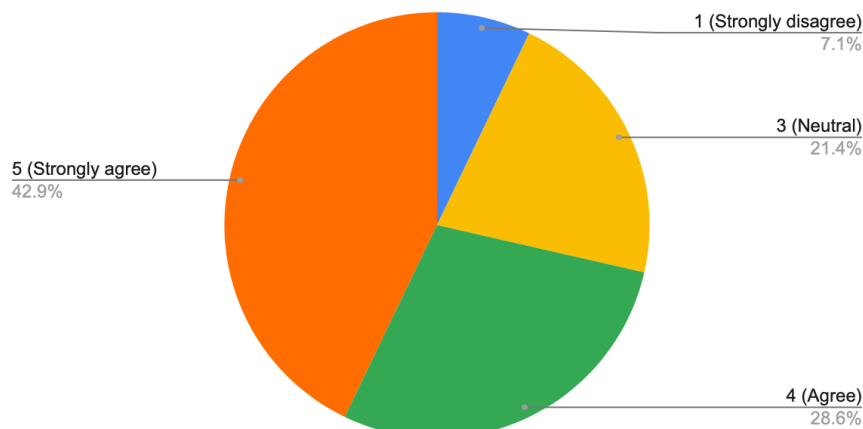
Data show that most of the participants agree (approx. 57%) or strongly agree (29%) from the beginning that our society is affected by stereotypes.

On a scale from 1 to 5, in your opinion, do you consider that our society is affected by stereotypes?



Also, most of the (approx. 43%) think that teenagers and young people could be more affected by gender stereotypes than the rest of society. Only 7% strongly disagree with this statement.

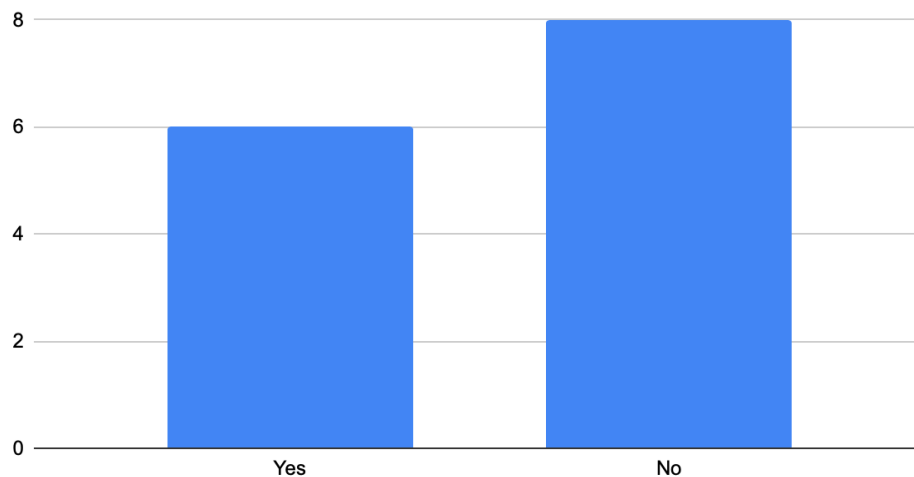
On a scale of 1 to 5, do you think that adolescents and young people could be more affected by gender stereotypes than th...





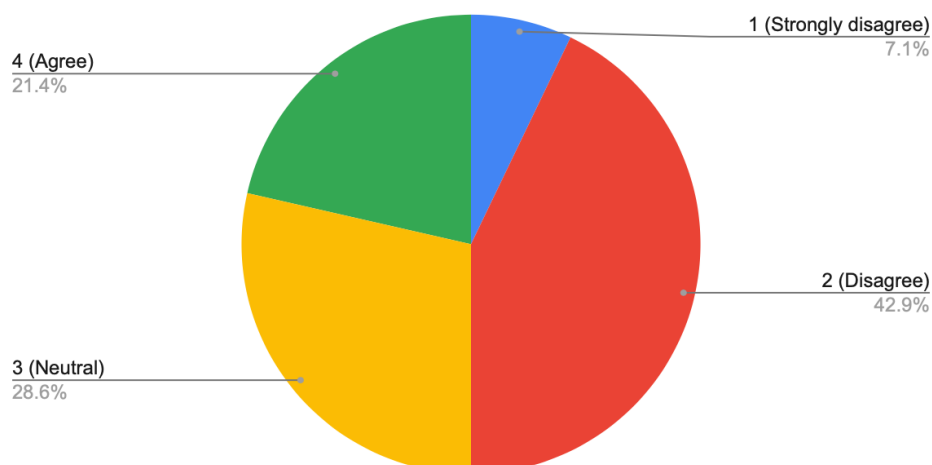
57% of the respondents (8 out of 14) were not aware of the legislative instruments at European and national level for the protection of children's rights, women's rights and gender-based violence.

Do you know the legislative instruments at European and national level for the protection of children's rights, women's r...



Half of the respondents consider they do not have enough knowledge and resources to deal at the moment with a case of gender-based violence in their school: approx. 43% voted for 2 which means disagree and 7% voted for 1 which means strongly disagree - this means they consider they have no knowledge or resources to deal with such a case. A quarter of them are rather neutral in regards to this question (approx. 19%) and only 21% consider themselves ready to take action.

On a scale of 1 to 5, in your opinion, do you consider that you have sufficient resources to deal with a case of gender-base...

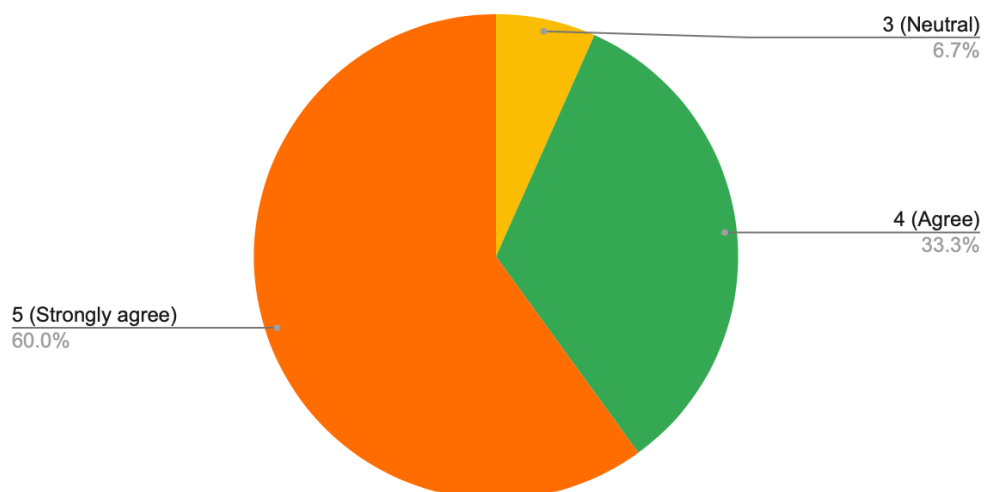




To measure the level of knowledge acquired after completion of the online course, for the post assessment we used the same questions asking participants to say if after participating in the UP & UP training program they are more aware now about the presence of gender stereotypes in our society, about the people affected and the legal framework. Nonetheless we asked participants if they think they have sufficient resources to deal with a case of gender-based violence that would take place at work after taking this course.

Because from the beginning respondents were aware of the fact that our society is affected by (gender) stereotypes, there is not such a big difference in the data. The big majority stuck with the initial opinion - 60% of the participants strongly agree and approx. 34% agree with the statement. Only one respondent considers himself/herself neutral in regards to this topic, but none of them disagree or strongly disagree.

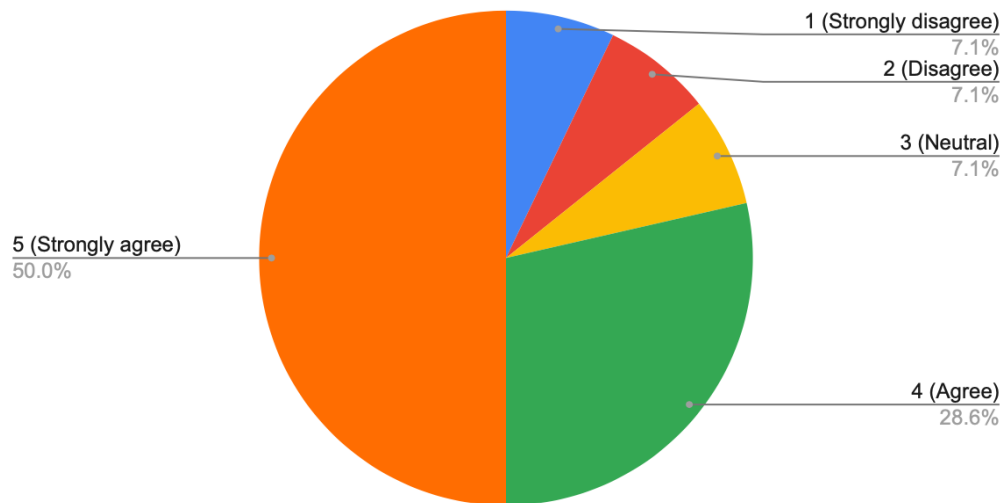
After participating in the UP&UP training program, on a scale of 1 to 5, in your opinion, do you consider that our society is aff...



The statement that teenagers and young people could be more affected by gender stereotypes than the rest of society became more evident to the respondents. In the first survey approx. 43% strongly agreed and approx. 29% agreed; in the second one 50% strongly agreed and approx. 29% agreed.

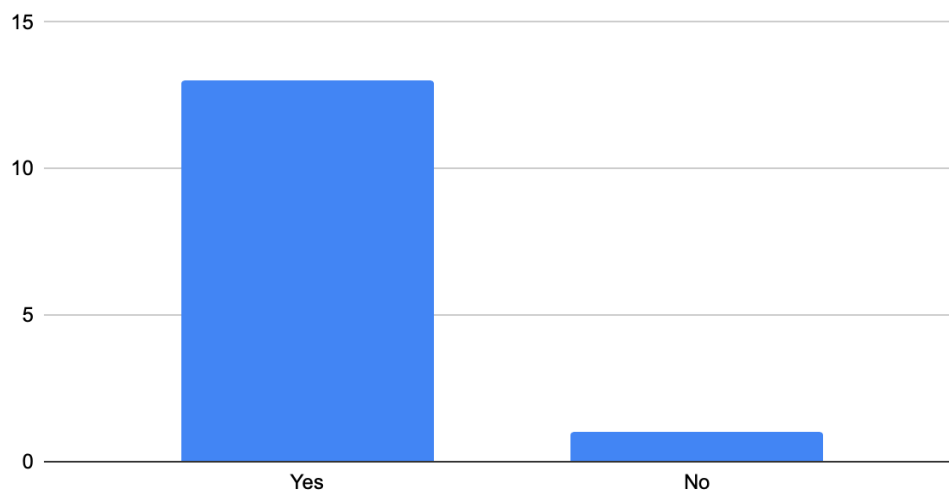


In your opinion, after participating in the UP&UP training program, on a scale of 1 to 5, do you think that teenagers an...



Compared to the initial data, just 1 person out of 14 still considers that is not aware of the legislative instruments at European and national level for the protection of children's rights, women's rights and gender-based violence, while the big majority (approx. 93) are more aware after completing the online course.

Do you think that you are now more aware of the legislative instruments at European and national level for the protection...

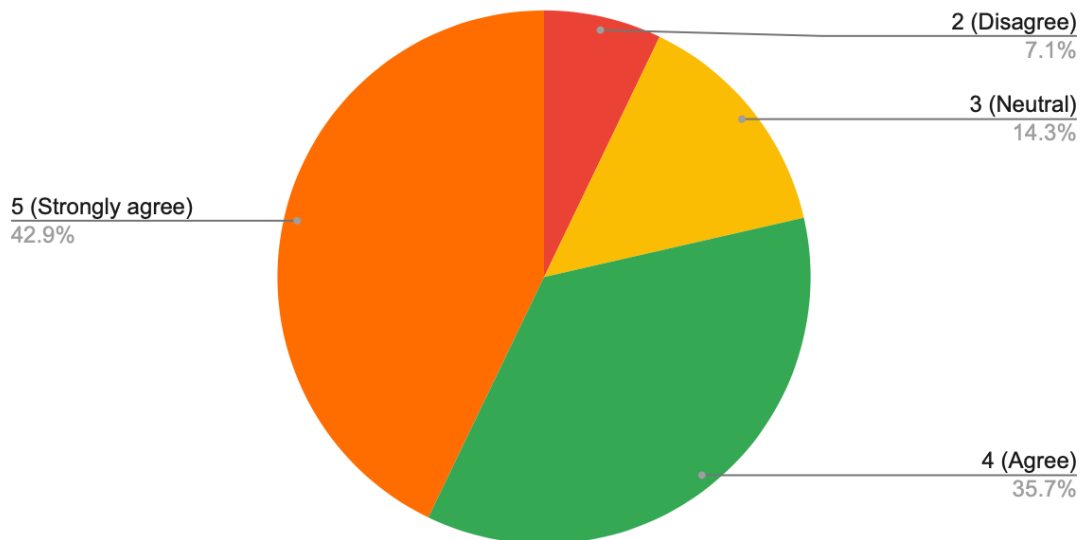


A big difference can be seen in the level of confidence teachers have in their capacity to deal with a case of gender-based violence in their school. While in the first survey half of the respondents considered they do not have enough knowledge and resources to deal with such a case; the big majority considered after completing the online course that they either agree (approx. 36%) or strongly agree (approx. 43%) that now



they have enough knowledge and resources to take action in a case of gender-based violence that would appear in school.

In your opinion, after participating in the UP&UP training program, on a scale of 1 to 5, do you consider that you have...



3. Feedback

As for feedback, we asked participants what they think about the content of the training program and the materials provided. We received positive feedback for the materials provided. Although the volume of information was quite large, the participants appreciated their quality. Below is a selection of their answers:

"I have a very good opinion. It is an effective training program necessary for schools in contemporary society, being presented in a very elegant and professional manner. Congratulations!"

"It is a course on a current and present issue, unfortunately. It provided extremely valuable information and debated the topic from every possible angle."

"A necessary program for both teachers and students. Quality materials presenting statistical data, legislative provisions, detailed explanations on the causes of gender violence/domestic violence, ways to detect victims of various types of violence among students, tools for the teacher."

"The contents are very well structured, the lectures are presented in a clear, concise language, with useful information for those interested in deepening the issue of exposure. The materials are very useful, the information well structured, the content of the program interesting and useful for teachers."

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained there



“The content of the program is rigorously composed, it offers serious and essential information.”

“The materials made available are intelligently made, concise, and relevant.”

Another question was focused on the approach of the online course. Most of the respondents were pleased with the format, considering it practical, useful. Bellow is a selection of their answers:

“The presentation of the course was attractive, with many references to real life.”

“It is a practical approach, it can be used in everyday activities with students.”

“I believe that the approach was connected to the realities of the school environment. I did not feel that the suggestions provided were impossible to apply.”

“Very practical, easy to follow and understand.”

“The adopted approach seems practical, easy to me.”

Regarding the importance of this training program, participants appreciated the large volume of information and its quality. Many have said that it is useful to have all this information in one place in an accessible video format. Bellow is a selection of their answers:

“It is very important for us teachers to have information and advice in identifying and stopping such acts of violence.”

“This training program is important and necessary because it helps us to obtain a set of skills necessary to work with students both in counseling and orientation classes as well as in intercultural education.”

“It is necessary because I did not have this information and nowhere to find it so well structured and explained.”

“I think it would be useful for as many of my colleagues as possible. I will promote it among my colleagues.”



4. Conclusions

Ensuring gender equality is a major goal for our society. Even if the main institutions of socialization of the individual (family, school of all levels, mass media, church, etc.) still convey stereotypical norms and values about girls/boys, respectively women/men and perpetuate traditional gender roles, contributing in the long term to gender inequality and discrimination, we believe that lately people's interest in discussing these things has increased, to better inform themselves, to educate themselves on the subject, to raise awareness. The fact that we managed to have 14 teachers who tested this course and who gave such positive feedback, I think underlines this idea of better visibility and more desire for change.

We know that the Romanian school curriculum does not sufficiently address the principle of gender equality, that teachers do not have sufficient knowledge and skills regarding the definition of the gender dimension in the educational field, the identification of its manifestations in the didactic process, as well as the use of specific techniques, developed with the aim of achieving a non-discriminatory education based on gender equality. We know that teachers would need training that would help them on time to develop didactic/extracurricular activities or didactic materials. That's why we believe that the toolkit that we made available online for free is an extremely important resource - a first step in gender awareness and understanding the dynamics to be able to address gender violence in educational contexts.