



Youth Work for Gender Awareness in the Euro-Mediterranean Context



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SUMMARY

WHAT: PHOENIX is a KA2 - Capacity building in the field of youth, implemented with the support of Erasmus+ program, between 01/01/2024 and 31/12/2025

The project answers to the specific objective of the call: anti-discrimination and gender equality

AIM: to enhance gender equity and young women empowerment by providing youth workers, peer educators, local organizations and international NGOs, in European and Mediterranean countries, with **new tools** and **methods, training modules** and **pedagogical approaches** to raise youth awareness on **gender-sensitive issues**, both within the local communities and at international level

**SPECIFIC
OBJECTIVES**

**TARGET
GROUPS**

WORKPLAN

TIMELINE

CONSORTIUM

SPECIFIC OBJECTIVES

- **SO1:** to **raise awareness on gender-sensitive topics** and on the importance of sharing equal rights and opportunities in European and Mediterranean countries
- **SO2:** to **exchange good practices** in the field of gender equity and women empowerment, among civil society organizations
- **SO3:** to **develop youth work methods and tools** for the socio-professional development of youth workers and facilitators and for the promotion of gender equity
- **SO4:** to develop, test and launch a **pedagogical approach, training schemes and non-formal learning mobility experiences** to boost the participating organizations' expertise within the gender framework
- **SO5:** to enhance the **active involvement of young people** with fewer opportunities and groups at risk of exclusion, with a specific attention to young women, fostering their active participation in society

TARGET GROUPS AND BENEFICIARIES

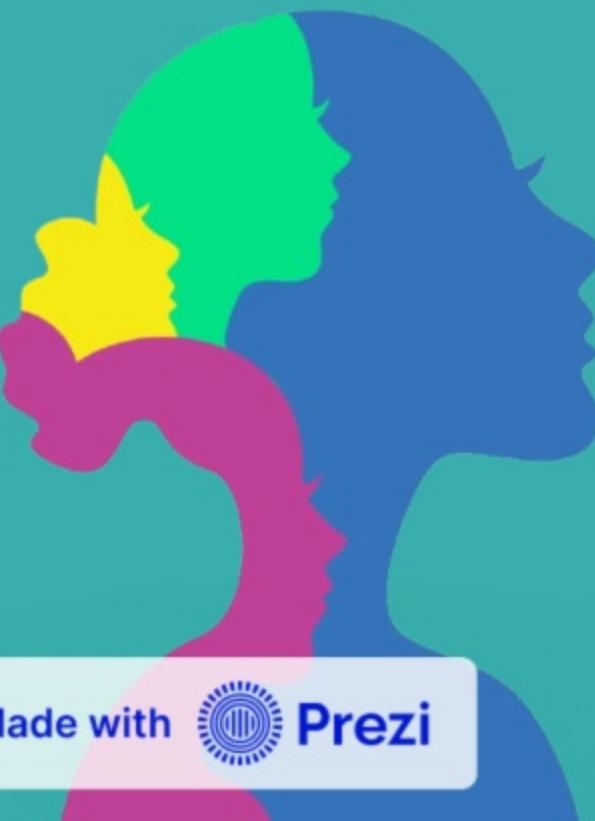
■ Youth-social workers



■ Local organizations and NGOs



■ Youth in general



Made with  Prezi

WORKPLAN

Designed to reach logically and efficiently the project objectives and to deliver the expected outcomes/results

The work plan includes the following working packages:

- **WP1:** PROJECT MANAGEMENT AND COORDINATION (development and implementation of the activities, financial management, Kick off Meeting and Evaluation Meeting)
- **WP2:** RESEARCH – NEEDS ASSESSMENT (detailed diagnostic about challenges and needs of youth workers and organizations – it included “Youth worker and organization meetings” and “Study phase”)
- **WP3:** MOBILITY PREPARATION AND IMPLEMENTATION (implementation of 3 International Training Courses for youth workers and educators)
- **WP4:** ORGANIZATION OF WORKSHOPS (raising awareness action on gender and tools testing – it included “Local trainings” and “Local workshops”)
- **WP5:** COMMUNICATION AND DISSEMINATION (ongoing visibility and dissemination of results – it included “Standard dissemination plan” for 21 months and “Follow up”, additional measures for dissemination for the remaining 3 months)

TIMELINE

KICK-OFF MEETING

Italy: February 2024

INTERNATIONAL TRAINING COURSE 1

Italy: May 2024

RESEARCH-NEEDS ASSESSMENT

All: July 2024 - October 2024

Diagnostic: youth workers and organizations meetings - All: July 2024 - August 2024

Study Phase: diagnostic re-elaboration - All: September 2024 - October 2024

INTERNATIONAL TRAINING COURSE 2

Morocco: November 2025

COMMUNICATION AND DISSEMINATION

All: January 2024 - December 2025

Follow-up and dissemination: November 2025 - December 2025

ORGANIZATION OF WORKSHOPS

All: January 2025 - August 2025

Local trainings - All: February 2025 - March 2025

Local workshops - All: June 2025 - July 2025

INTERNATIONAL TRAINING COURSE 3

Spain: September 2025

EVALUATION MEETING

Morocco: December 2025

INTERNATIONAL AND CAPACITY BUILDING ACTIVITIES

■ INTERNATIONAL ACTIVITIES

3 International training courses

AIM: to develop non-formal learning methods, new forms of practical training schemes and tools for the socio-professional development of youth workers and trainers

■ CAPACITY BUILDING ACTIVITIES

Meetings with youth workers, and organizations and young people for the needs assessment, Local trainings targeted to youth workers and Local workshops targeted to young people

AIM: to strengthen the impact of the raising awareness action on gender at local and regional levels and to run the new tools testing, assessment and fine-tuning

LOGICAL FRAMEWORK: the diagnostic is meant to detect the needs of youth workers and organizations in terms of methods, tools and pedagogical approaches for a stronger youth raising awareness action on gender. Thus, the pedagogical approach and the workshops designed afterwards, were conceived to

answer the identified needs

CONSORTIUM

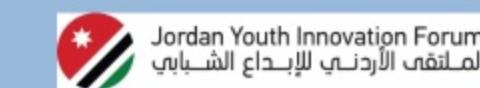
LUNARIA - Italy

<https://www.lunaria.org/>



JORDAN YOUTH INNOVATION FORUM - Jordan

<https://jyif.org/>



AGDZ VOLUNTEERS ORGANIZATION - Morocco

<https://agdzvolunteers.com/>



OTRA ESCUELA - Spain

<https://madrid.otraescuela.org/>





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WP2: RESEARCH – NEEDS ASSESSMENT

Capacity Building Activities

AIM: To run the detailed diagnostic in the participant countries (challenges faced by and needs of youth workers and organizations) in terms of methods, tools and pedagogical approaches for the youth raising awareness on gender

GENERAL INFORMATION

What: diagnostic and needs analysis, part of WP2 Research – Needs Assessment

Dates: July - October 2024

Coordinator: Otra Escuela

Phases:

- 1. Meetings** with youth workers, organizations and young people to fill in the questionnaires
- 2. Study phase** to analyze and elaborate the data and information gathered

Target groups: youth and social workers, peer educators, facilitators, educators at large, representatives of their organizations, youth centers, NGOs and young people

Deliverables:

D2.1 Synthetic Country Reports (SEN) result of the desk research;
D2.2 Synthetic Diagnostic Reports (PUB) result of the field research in Italy, Jordan, Morocco and Spain.

Zoom on
D2.2

D2.2 Synthetic Diagnostic Reports

Quantitative and qualitative synthetic report in Eng. showing the needs, in terms of youth work methods and tools to promote gender equality in the participating countries

QUANTITATIVE INFORMATION

Number of respondents

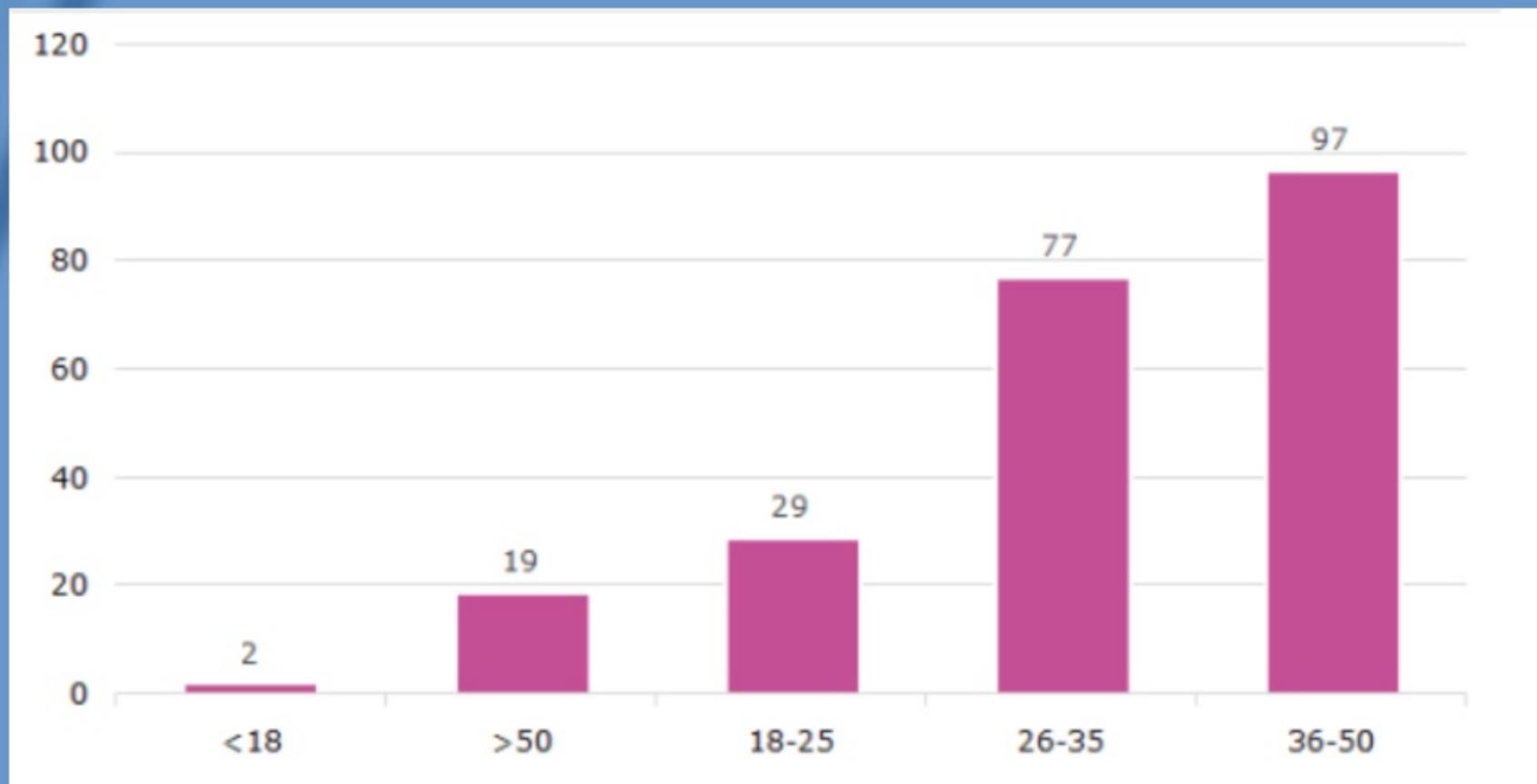
Country	N. of youth workers	N. of Young people
Italy	45	66
Jordan	51	55
Morocco	67	158
Spain	61	62
Total	224	341

Youth workers

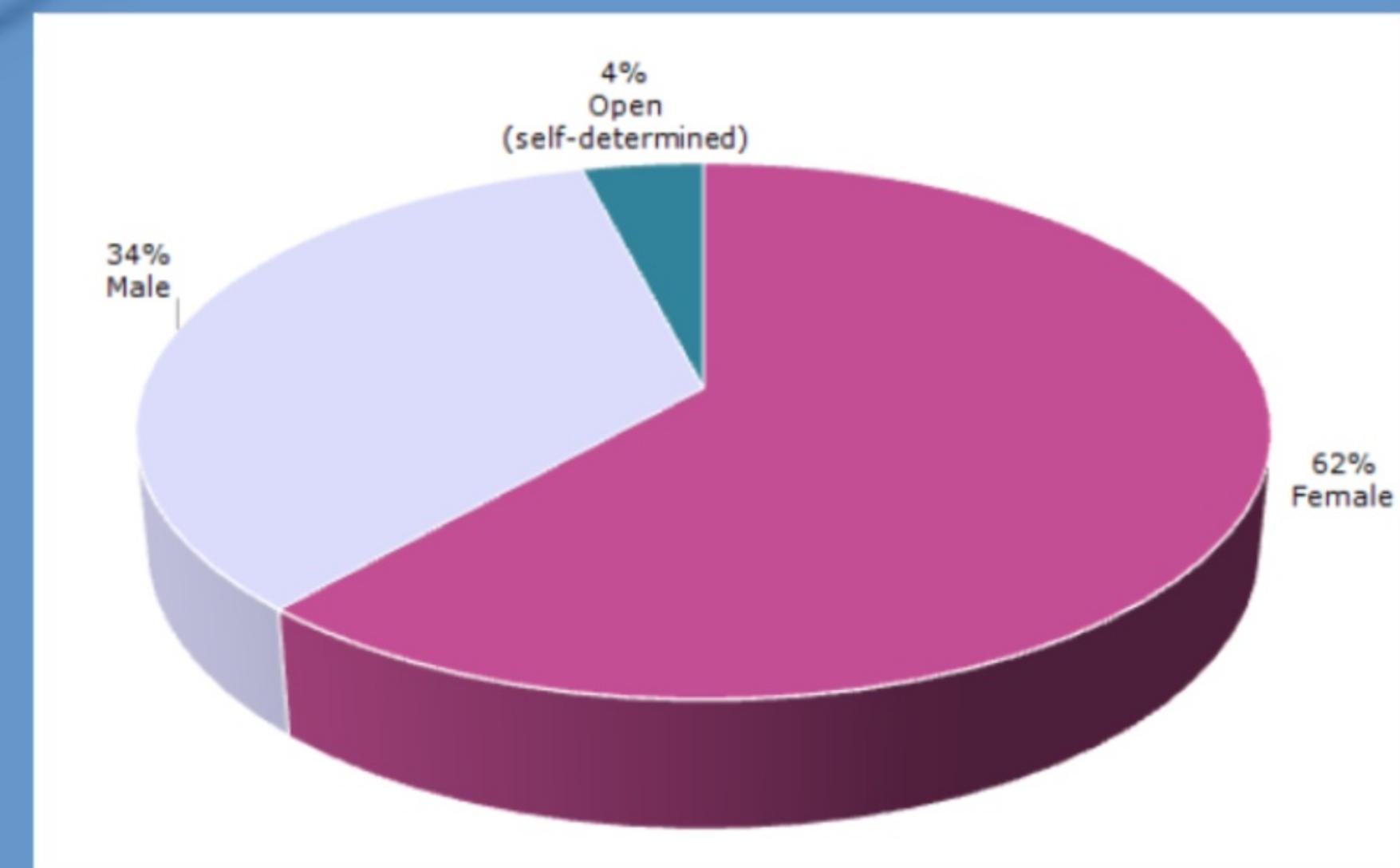
Young people

YOUTH WORKERS: Quantitative Information

Age



Gender



YOUTH WORKERS: Major Highlights

Topics of interest (for the youth): employment, environment, sexual education

Needs for career development: training programs, non-formal education programs, language courses, international certification, more networking and job opportunities, mental health support

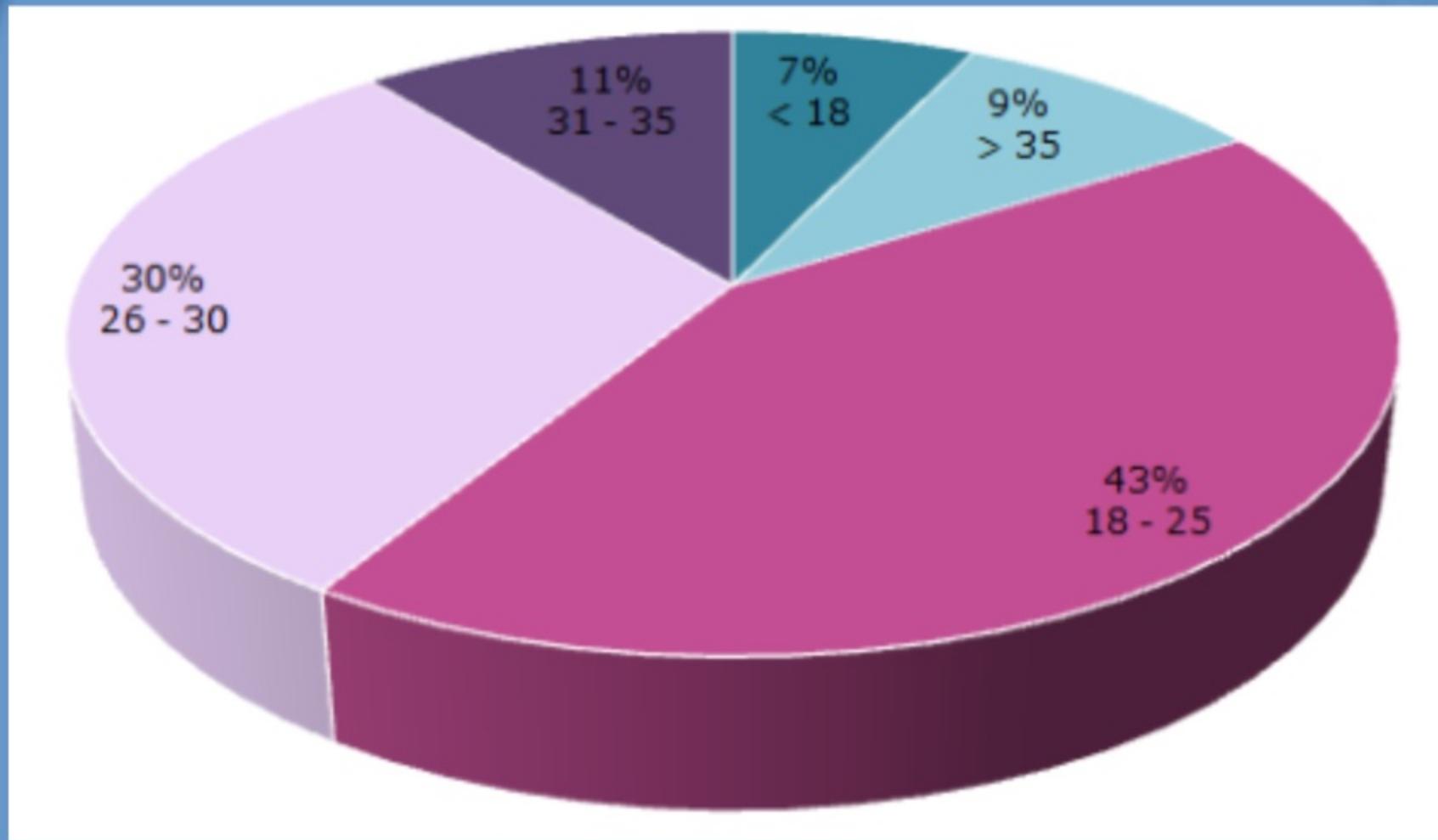
Main challenges faced: lack of funding, lack of resources, lack of appreciation, lack of knowledge

Specific challenges faced:

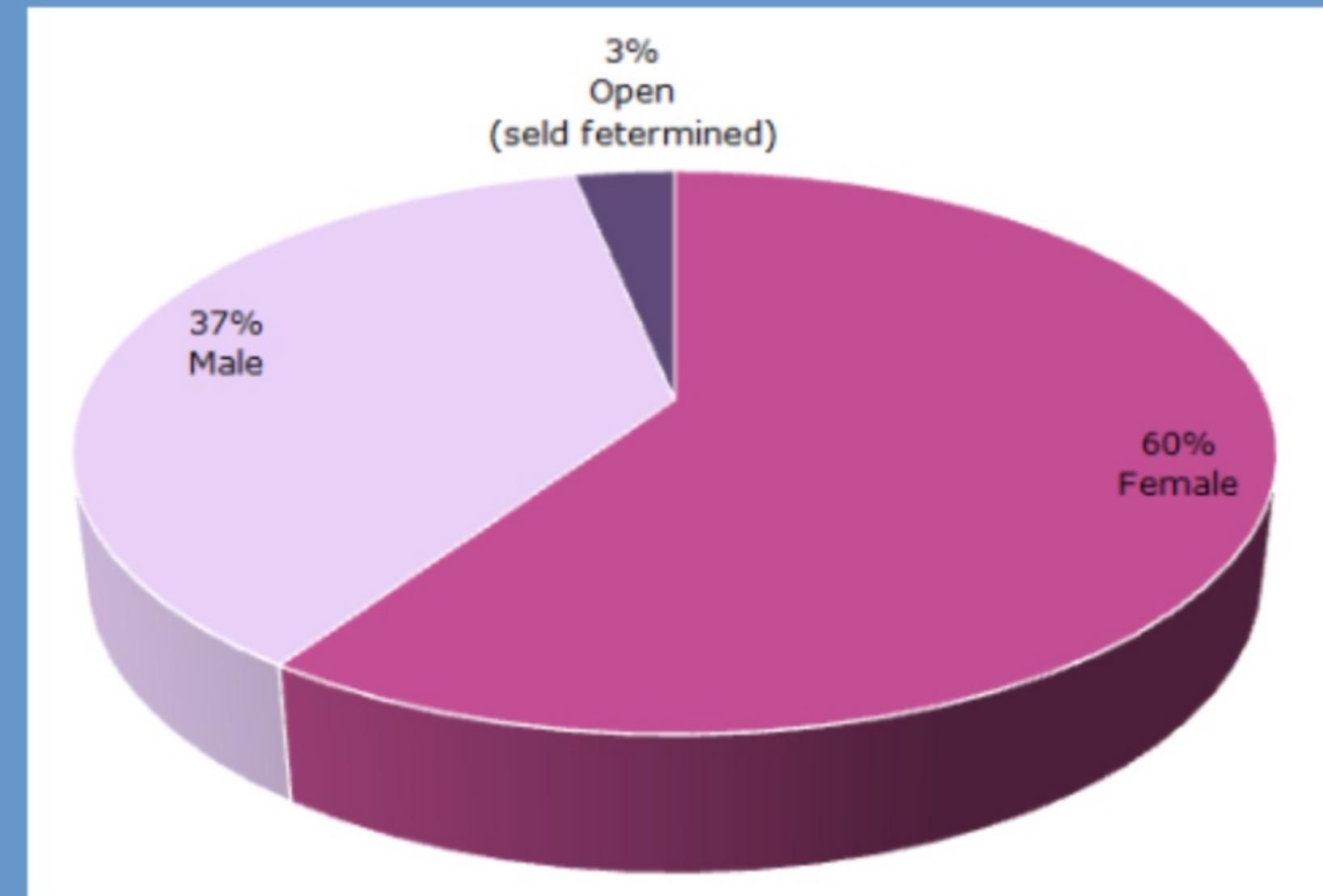
- CULTURAL AND SOCIAL NORMS: stereotypical expectations, traditional gender roles, patriarchal structures, cultural taboos, restrictive norms around dating, relationships and premarital sex, lack of open dialogue with families
- EDUCATION AND LABOUR: unfair division of labor, employment restrictions, women financial dependence on men, limited educational opportunities, insufficient school curricula, lack of comprehensive sex education
- SHAME AND STIGMA: religious beliefs, fear of social reprisal for speaking out, fear of reporting abuse, sexual harassment and assault, victim blaming, silence, secrecy and social isolation, lack of institutional and community support, restrictive laws, policies and discriminatory legislation
- FEAR OF LOSING TRADITION: lack of knowledge and awareness, misconceptions about gender, resistance to change and denialism, backlash, peer pressure and the fear of westernization, misinformation and propaganda, polarization and radicalization, hate speech, lack of support, lack of safe spaces

YOUNG PEOPLE: Quantitative Information

Age



Gender



YOUNG PEOPLE: Major Highlights

Needs expressed: increased job opportunities (young people prioritize access to jobs), practical skills through vocational training, language skills

Main challenges faced: information access and quality, social and cultural barriers, echo chambers (when individuals are exposed only to perspectives that align with their pre-existing beliefs), personal limitations (personal bias, lack of life experience, and fear of discovering personal relevance to gender), peer pressure, lack of support, need for safe space

WP3: MOBILITY PREPARATION AND IMPLEMENTATION

International Activities

GENERAL INFORMATION

What: International training courses

Coordinator: Lunaria

ITC1
ITC2
ITC3

ITC 1: WORKING METHODS AND DIAGNOSTIC

Specific Objectives:

- To share the gender perspective and the existing NFE tools and methods used in the different countries, setting the ground for a common understanding
- To build the standardized questionnaires to detect youth workers, associations and young people's needs in the local backgrounds (tool for the diagnostic)

Where: Passignano sul Trasimeno, Italy

Dates: 22nd – 28th May 2024

Participants: 28



ITC 2: PEDAGOGICAL PACKAGE FOR YOUTH WORK

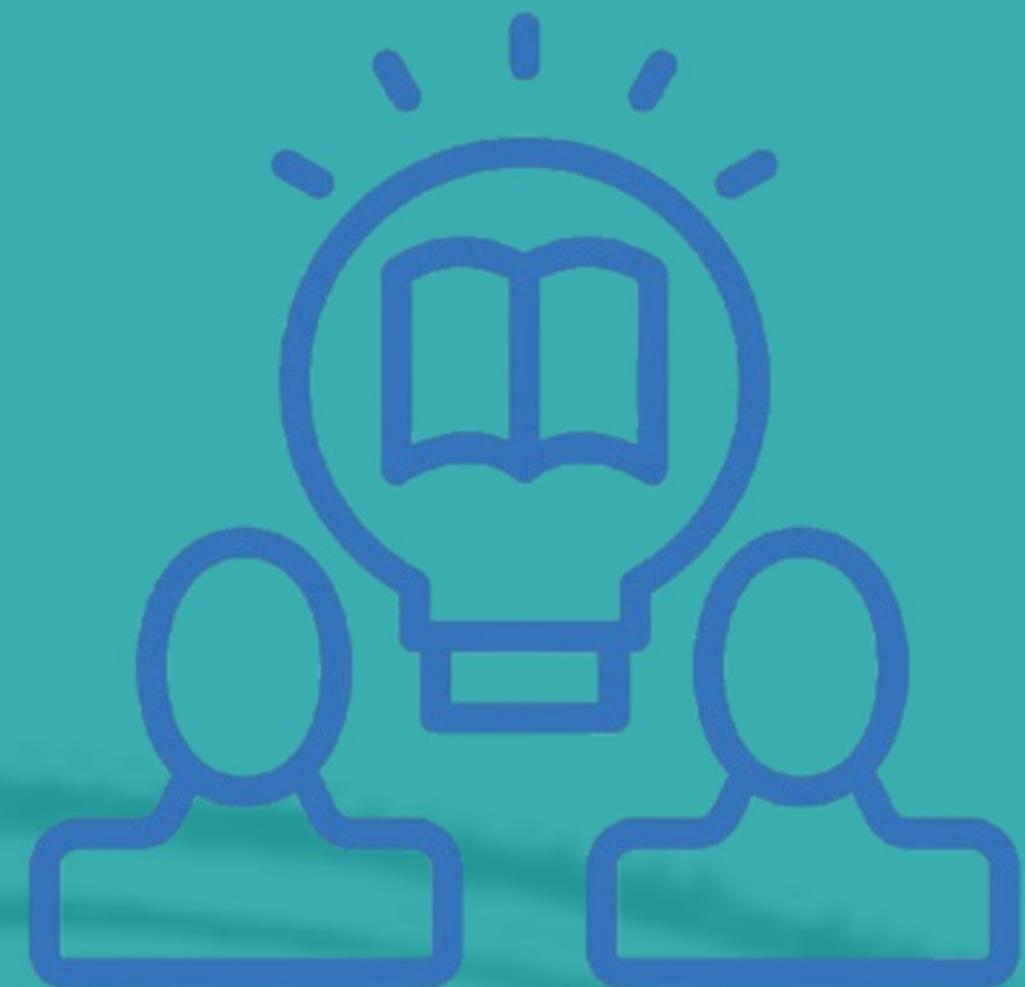
Specific Objectives:

- To design a first draft of the pedagogical approach for activities to raise youth awareness on gender-sensitive topics
- To create, develop and test a set of new tools and workshops for the upcoming activities (Local trainings and workshops)

Where: Agdz, Morocco

Dates: 04th – 10th November 2024

Participants: 30



ITC 3: EVALUATION AND METHODS ASSESSMENT

Specific Objectives:

- To finalize the design of the synthetic pedagogical approach to be applied in projects and activities aimed to enhance gender equity
- To run the final assessment of the tools and workshops tested in the previous steps, finalizing the methodological curricula on gender

Where: Rascafría, Spain

Dates: 19th – 25th September 2025

Participants: 27





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WP4: ORGANIZATION OF WORKSHOPS

Capacity Building Activities

AIM: To raise awareness among local youth workers, peer educators and young people on gender-sensitive topics (overall objective)

SPECIFIC OBJECTIVES

- to train local youth workers and peer educators with tools and methods on gender sensitive topics, to afterwards facilitate workshops targeted to young people (Local trainings)
- to test and assess the tools and methods created during the second training, while raising awareness among young people on gender-sensitive topics (Local workshops)

GENERAL INFORMATION

What:

1. **Local trainings** targeted to youth workers and peer educators
2. **Local workshops** targeted to young people

Dates:

January – August 2025

- Local trainings: February 2025 - March 2025
- Local workshops: June 2025 - July 2025

Coordinator:

AGDZ Volunteers Without Borders



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DELIVERABLES - PUBLIC

- D2.2 Synthetic diagnostic report and Prezi
- D3.1 ITC 1: Questionnaire for the diagnostic and Toolkit 1 with the collection of the workshops delivered to participants during the training
- D3.2 ITC 2: First draft of the pedagogical approach and Workshops on gender
- D3.3 ITC 3: Methodological curricula on gender
- D5.2 Graphic layout: project logo
- D5.3 Leaflet and Prezi



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MAIN RESULTS

- **R1:** creation of a synthetic **pedagogical approach** to raise youth awareness on gender
- **R2:** creation, testing and final assessment of the **new workshops** to globally enhance the gender raising awareness action
- **R3:** upgrading of the **methodological curricula** on gender to be afterwards applied
- **R4:** wide-spreading of the **raising awareness action** on gender in the European and Mediterranean area
- **R5:** strengthening of the **capacity building action among CSOs** and creation of new actions at local, regional and national level
- **R6:** better **recognition of youth work** and its quality standards in the participating countries
- **R7:** **networking empowerment**, both at local, regional and national level
- **R8:** **new plan of action** creation with local organizations in the geographical areas

Diagnostic: 565 (AGDZ: 225 – LUNARIA: 111 – JYIF: 106 – OTRA ESCUELA: 123)

International training courses: 85

Local trainings: 1.053 (AGDZ: 207 – LUNARIA: 202 – JYIF: 475 – OTRA ESCUELA: 169)

Local workshops: 1.007 (AGDZ: 264 – LUNARIA: 196 – JYIF: 259 – OTRA ESCUELA: 288)

**Zoom on R1:
Pedagogical
approach**

**Zoom on R2:
New
workshops**

- **R1:** creation of a synthetic **pedagogical approach** to raise youth awareness on gender
- **R2:** creation, testing and final assessment of the **new workshops** to globally enhance the gender raising awareness action
- **R3:** upgrading of the **methodological curricula** on gender to be afterwards applied
- **R4:** wide-spreading of the **raising awareness action** on gender in the European and Mediterranean area
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- **R7: networking empowerment**, both at local, regional and national level
- **R8: new plan of action** creation with local organizations in the geographical areas

R1: creation of a synthetic pedagogical approach to raise youth awareness on gender

A pedagogical approach to be applied in projects and activities focused on gender equity and including the following chapters:

- Ethical pillars
- Intercultural lens
- Learning strategies
- Facilitator role
- Group management

R2: creation, testing and final assessment of the **new workshops** to globally enhance the gender raising awareness action

Six new workshops focused on gender and, specifically, on the following subjects:

- Art and gender
- Gender-based violence
- Reproductive health and rights
- Social media and critical thinking
- Women migration in global South and North
- Youth political engagement



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