



Youth Workers Network across
the Mediterranean Sea

YW-MED SURVEY REPORT

A survey on LGBTQIA+ inclusion
among youth workers in the Mediterranean



846

Total Responses



May – July 2025

Online Questionnaire
(Google Forms)



Project ID:

2024-1-IT03-KA220-YOU-000243233



Programme: Erasmus+



Action:

Cooperation Partnerships in Youth – KA220-YOU



Implementation period: 01 September 2024 – 31 August 2026



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OFFICIAL SURVEY EVIDENCE

Total responses collected

15/08/26, 23:28

Survey Objectives - YW-MED

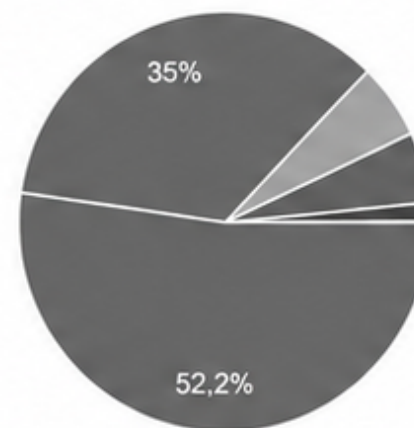
Survey Objectives - YW-MED

846 risposte

General Information

Gender

846 risposte



- Woman
- Man
- Trans
- Non-binary
- Prefer not to say
- Queer

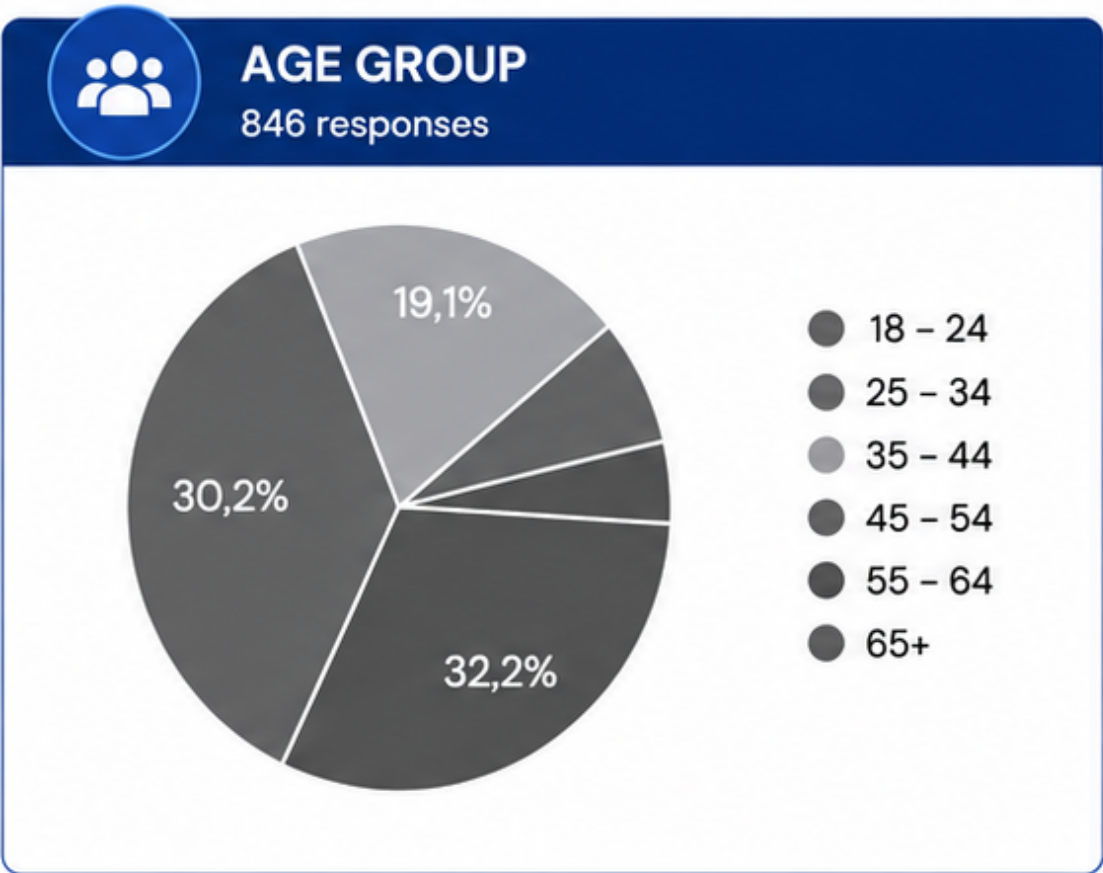
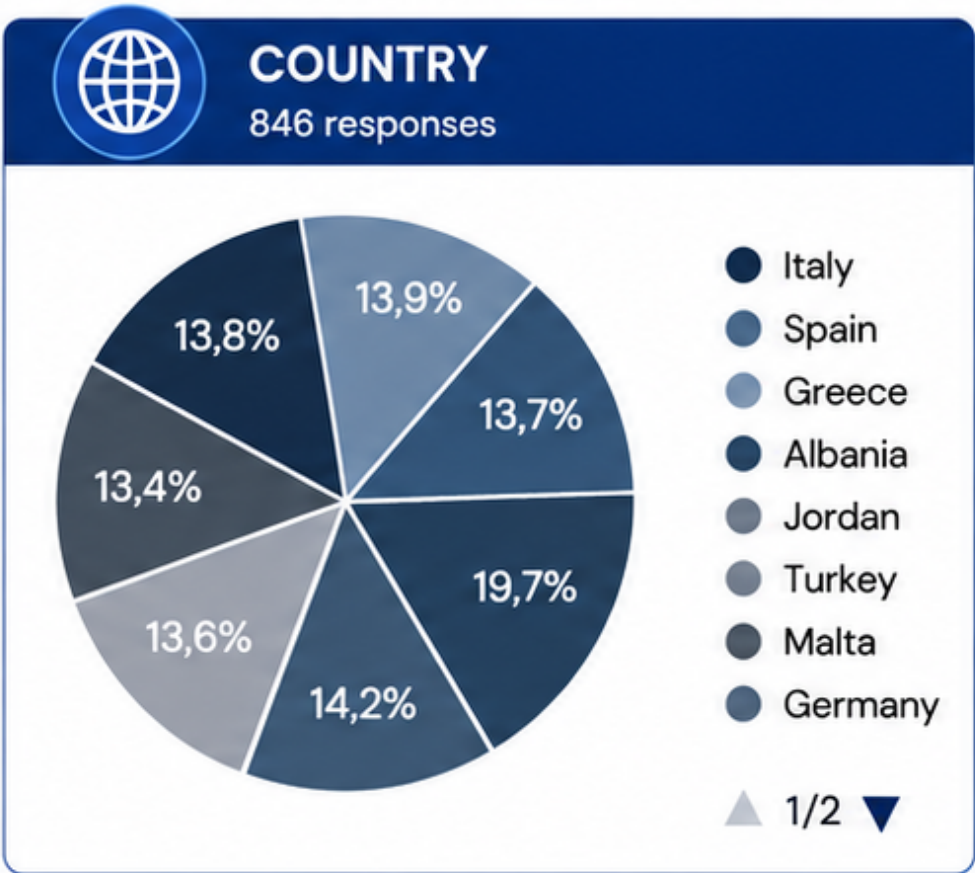
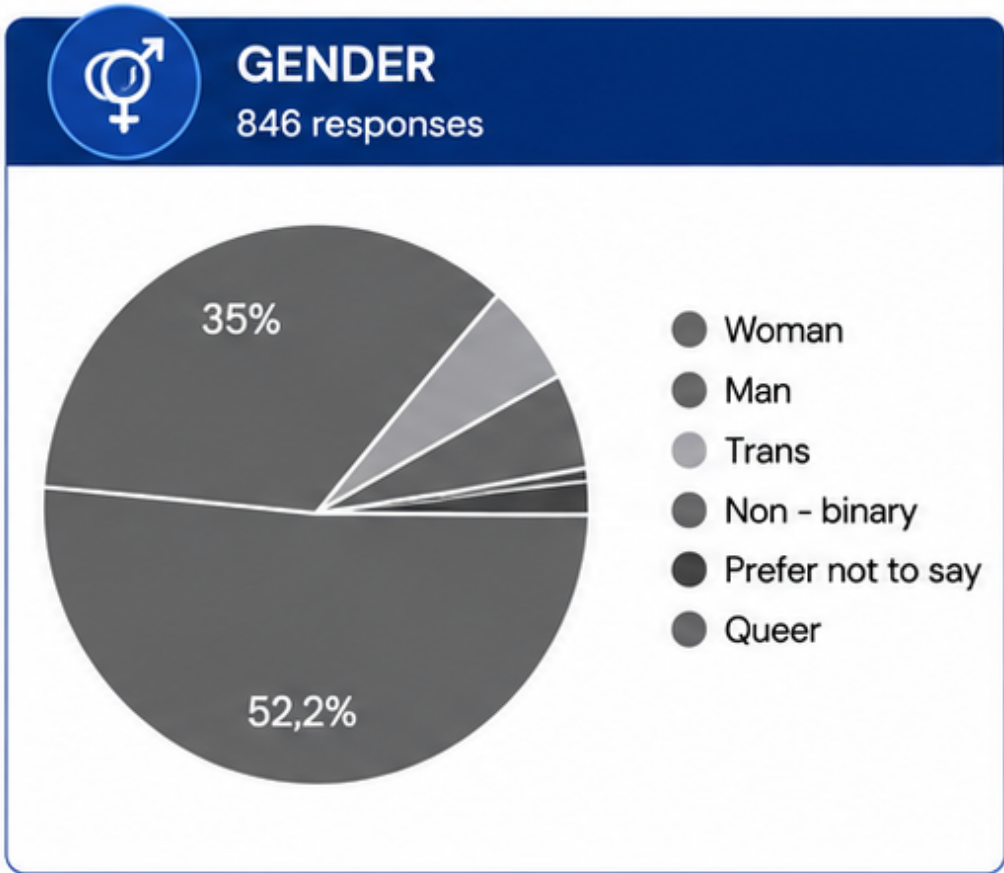
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846
TOTAL RESPONSES



May – July 2025
Online Questionnaire
(Google Forms)



Please note: The number of responses varies for each question as some participants skipped certain questions.

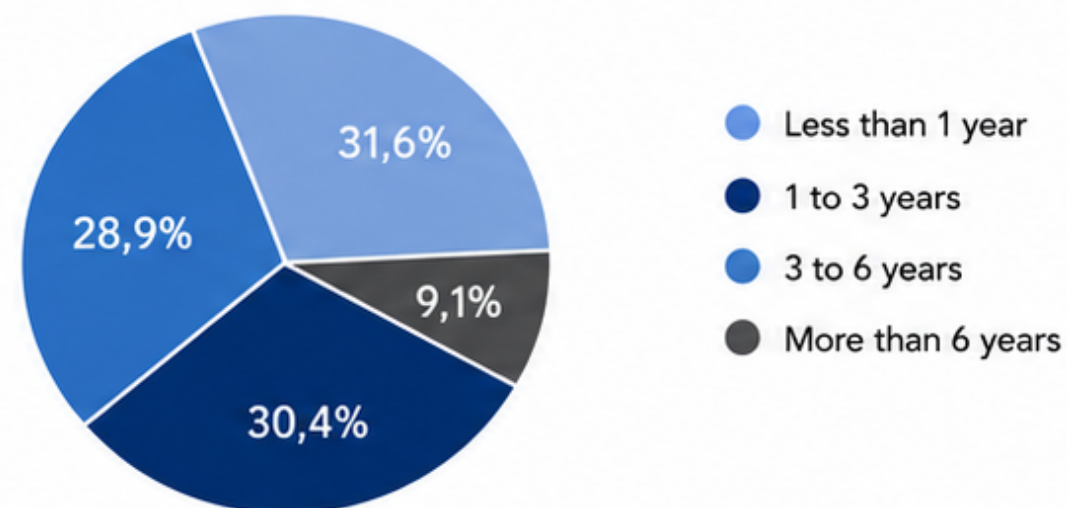


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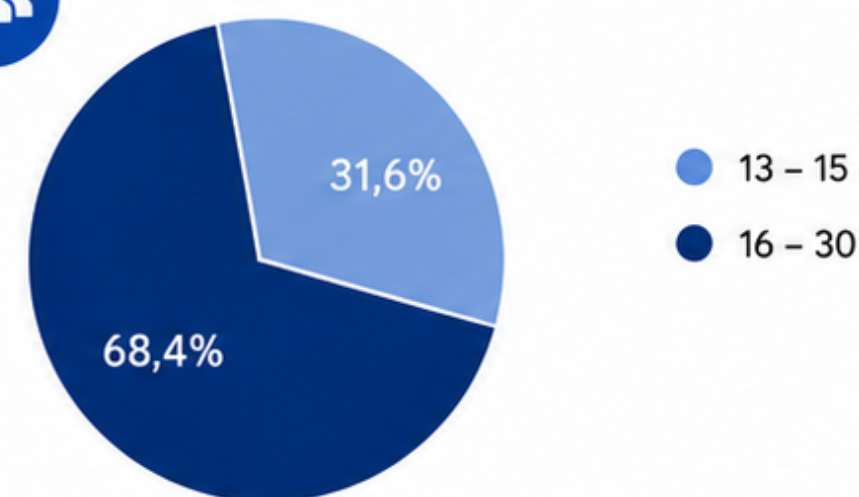
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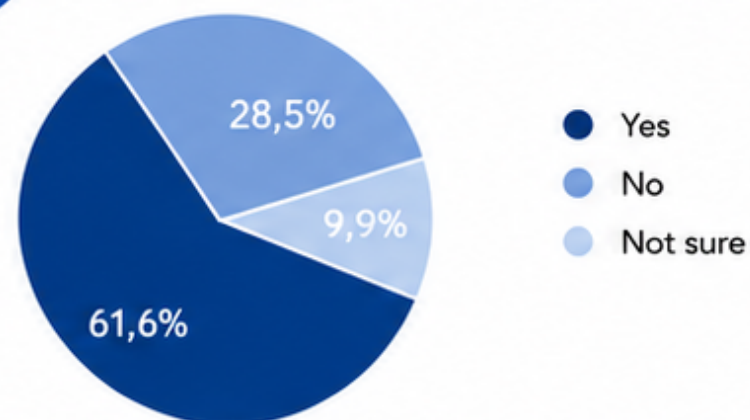
YEARS WORKING WITH THE LGBTQIA+ COMMUNITY



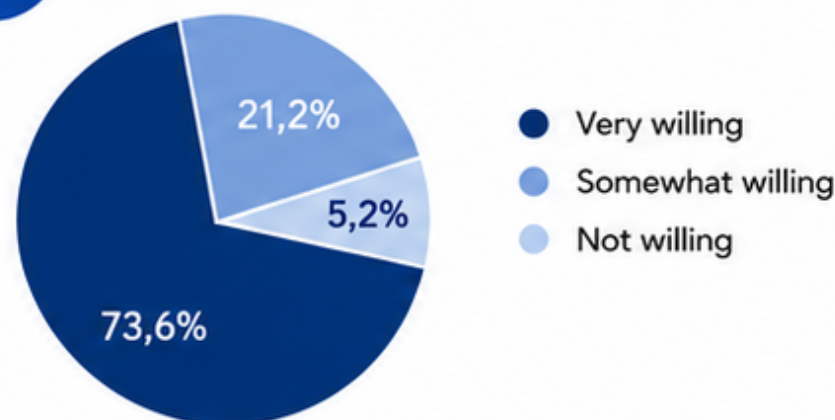
WHAT YOUTH AGE GROUP DO YOU WORK WITH?



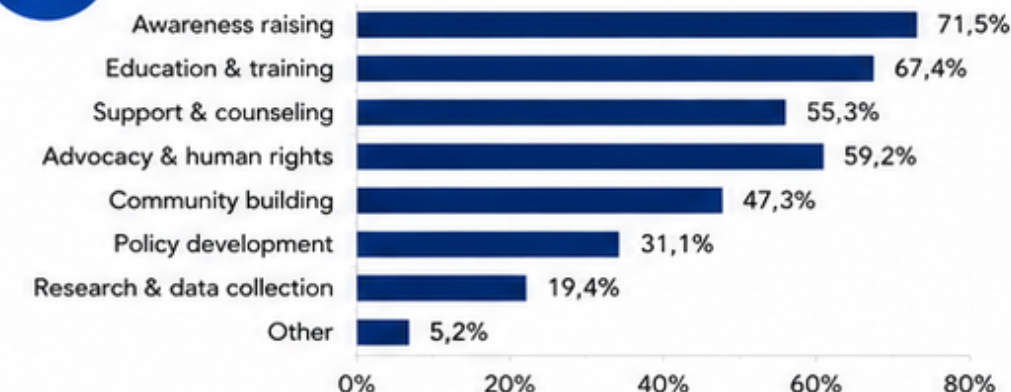
HAVE YOU RECEIVED TRAINING OR CAPACITY BUILDING ON LGBTQIA+ ISSUES?



HOW WILLING ARE YOU TO WORK ON LGBTQIA+ ISSUES AS A YOUTH WORKER?



IN WHICH AREAS ARE YOU WILLING TO TAKE AN ACTIVE ROLE?



Please note: The number of responses varies for each question as some participants skipped certain questions.



KEY INSIGHT

Youth workers are experienced and highly motivated to address LGBTQIA+ issues, especially through awareness, education, support and advocacy.



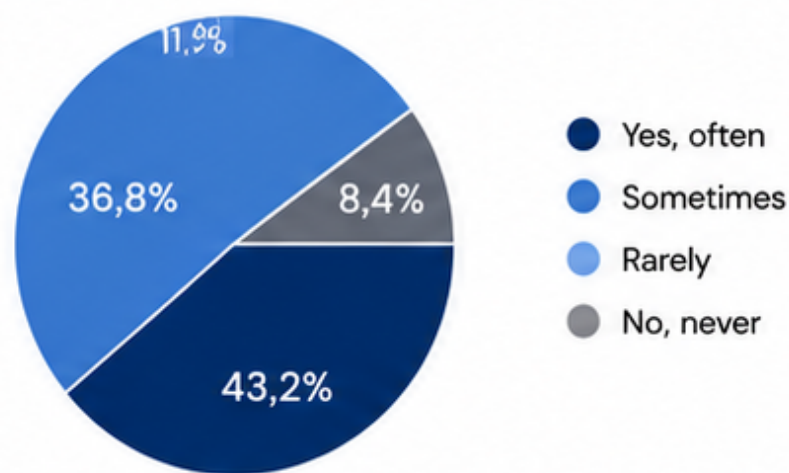
SURVEY LINK

Access the official survey here:

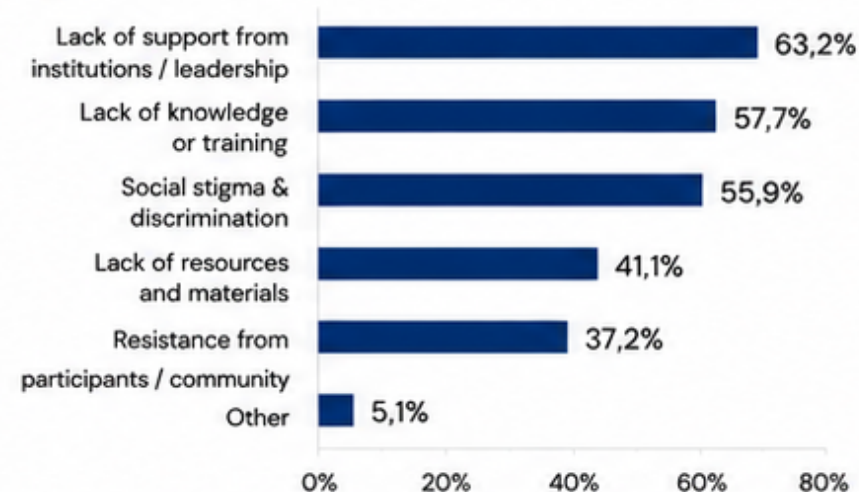
<https://docs.google.com/forms/d/e/1FAIpQLSdSFuzhv7OtFIWC49YsyT-YwosTcRpt3zvpGcpKTqO8zivgSQ/viewform>



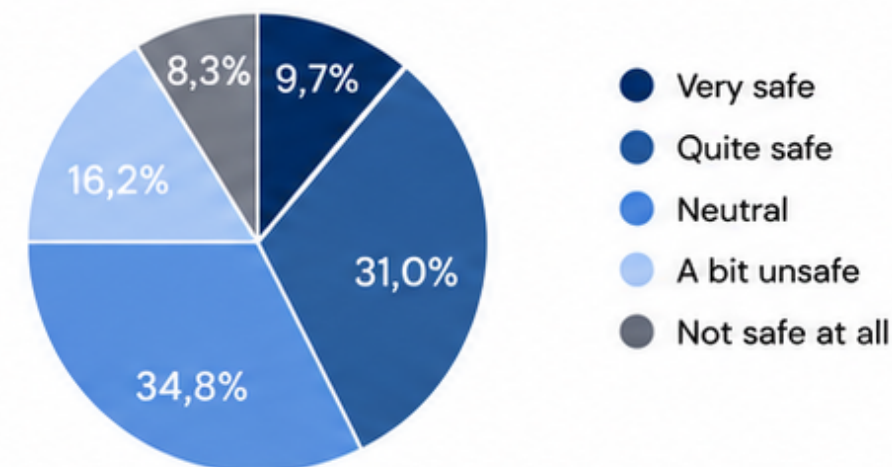
DO YOU FEEL UNDER PRESSURE WHEN ADDRESSING LGBTQIA+ TOPICS?



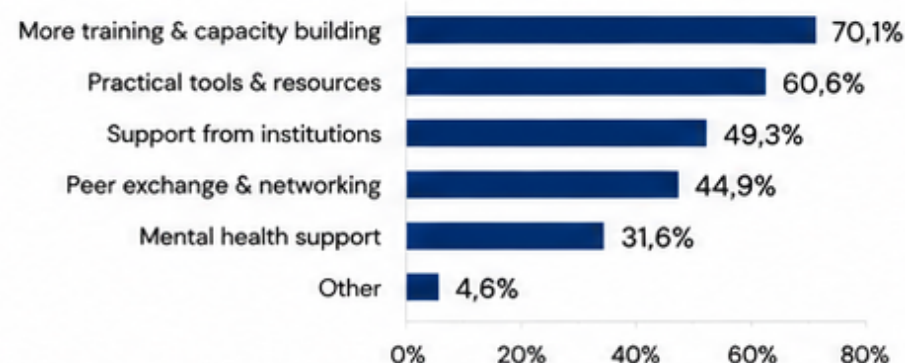
WHAT ARE THE MAIN DIFFICULTIES YOU ENCOUNTER?



HOW SAFE DO YOU FEEL DISCUSSING LGBTQIA+ ISSUES IN YOUR WORK CONTEXT?



WHAT KIND OF SUPPORT WOULD YOU NEED MOST?



QUALITATIVE FEEDBACK – EXAMPLES

- “We need more inclusive training and real institutional support to create safe spaces for LGBTQIA+ youth.”
- “Social stigma and lack of awareness are still the biggest barriers in our communities.”
- “Networking with other youth workers and sharing good practices helps me feel less alone in this work.”



KEY FINDINGS

- 1 Youth workers are **highly motivated** to promote LGBTQIA+ inclusion, especially through **awareness raising, education and training**.
- 2 Major challenges remain: **lack of institutional support, insufficient training, and social stigma** are the most common barriers.
- 3 There is a strong need for **practical tools, capacity building and peer support** to create safer and more inclusive environments.



SURVEY LINK

Access the official survey here:

<https://docs.google.com/forms/d/e/1FAIpQLSdSFuzhv7OtFIWC49YsyT-YwosTcRpt3zvpGcpKTqO8zivgSQ/viewform>
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TRAINING & KNOWLEDGE

Need for more skills and resources

“

'We need more **inclusive training** and real **institutional support** to create safe spaces for LGBTQIA+ youth.'

“

'I would appreciate **practical tools, methodologies** and ready-to-use **activities** to include LGBTQIA+ topics in my work.'

“

More capacity building on **intersectionality** and how to work with **different cultural and religious backgrounds**.'



SAFE & INCLUSIVE SPACES

Creating environments where everyone belongs

“

'Young people need spaces where they can be themselves **without fear of judgment or discrimination**.'

“

'It is important to **involve LGBTQIA+ young people** in the design of activities and decisions that affect them.'

“

Building **trust is essential**. It takes time, consistency and showing that we are really allies, not just in words.'



SOCIAL & CULTURAL BARRIERS

Stigma, discrimination and lack of awareness

“

'**Social stigma and lack of awareness** are still the biggest barriers in our communities, especially in rural areas.'

“

Many **institutions are not prepared** and sometimes even resist talking about LGBTQIA+ issues.'

“

Cultural and religious norms can make it difficult to openly support LGBTQIA+ youth. Change is slow but possible.'



WHAT EMERGES FROM THE VOICES?



Youth workers are motivated and committed to inclusion but need more **training, practical tools** and **institutional support**.



Safe, inclusive and empowering environments are essential to support LGBTQIA+ youth participation and wellbeing.



Stigma, discrimination and lack of awareness remain major challenges that require **long-term cultural change and policy action**.



SURVEY LINK

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<https://docs.google.com/forms/d/e/1FAIpQLSdSFuzhv7OtFIWC49YsyT-YwosTcRpt3zvpGcpKTqO8zivgSQ/viewform>



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Survey Objectives - YW-MED

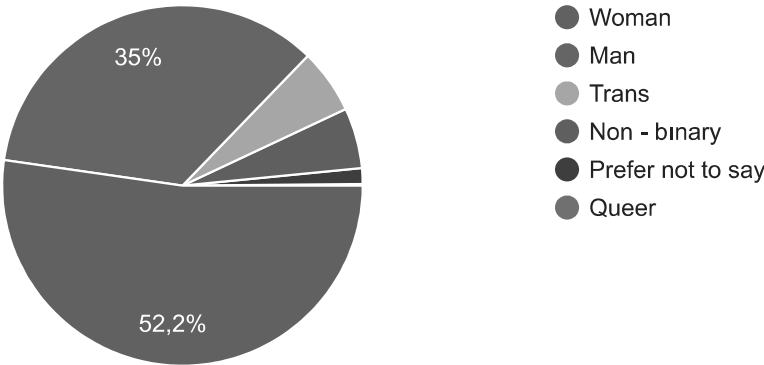
846 risposte

General Information

Gender

846 risposte

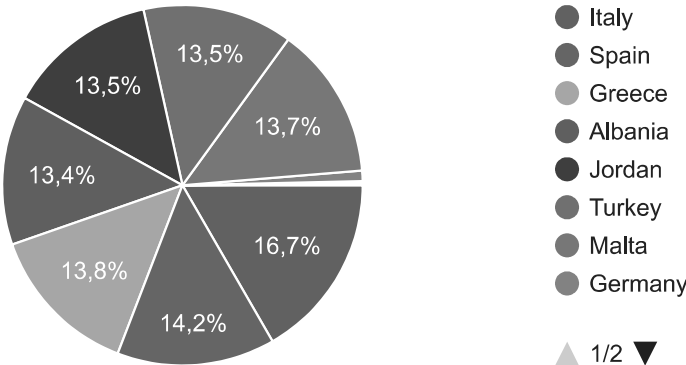
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Country

846 risposte

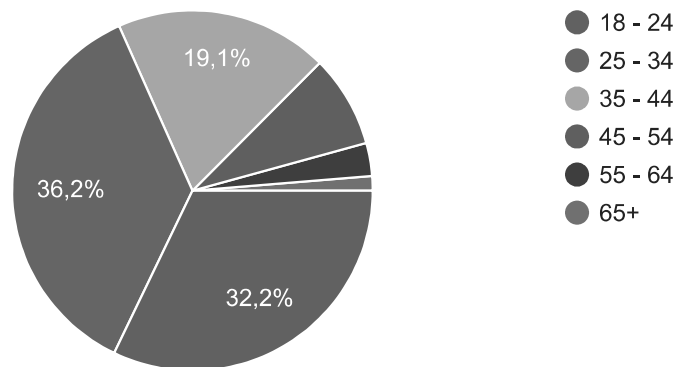
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Age Group

Copia grafico

846 risposte

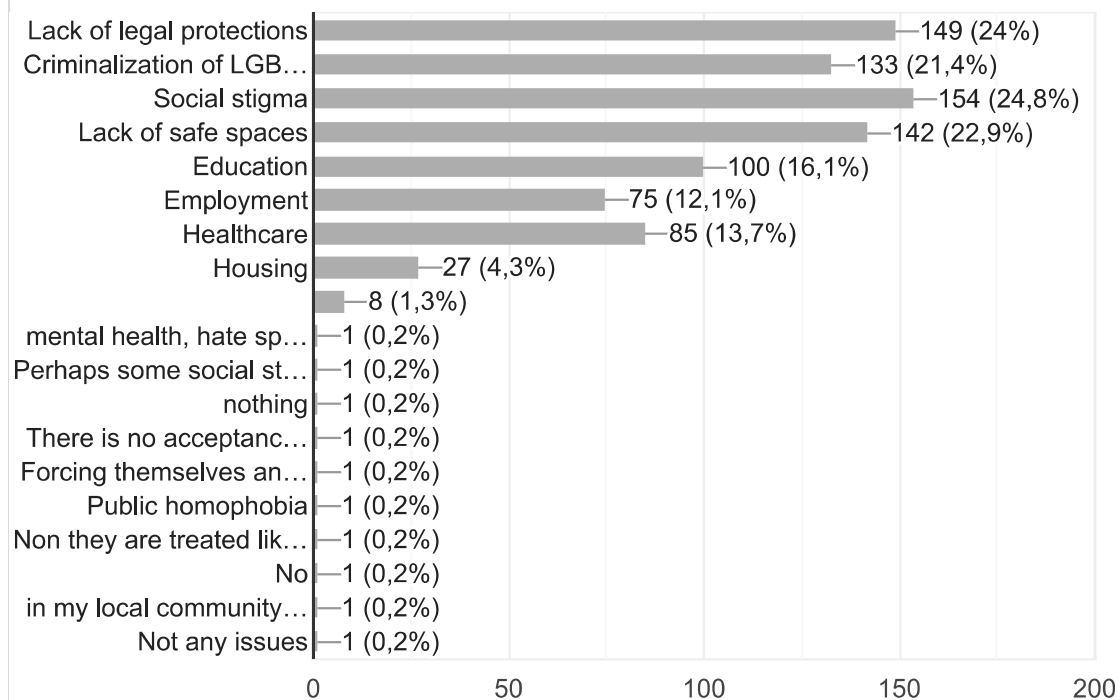


1. Knowledge of LGBTQ+ issues and experience of working with them

What are the most relevant issues in your local LGBTQIA+ community

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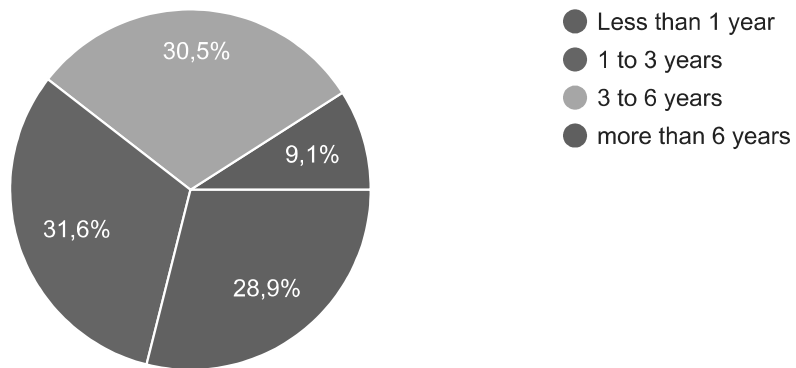
621 risposte



For how long have you been working with the LGBTQIA+ community?

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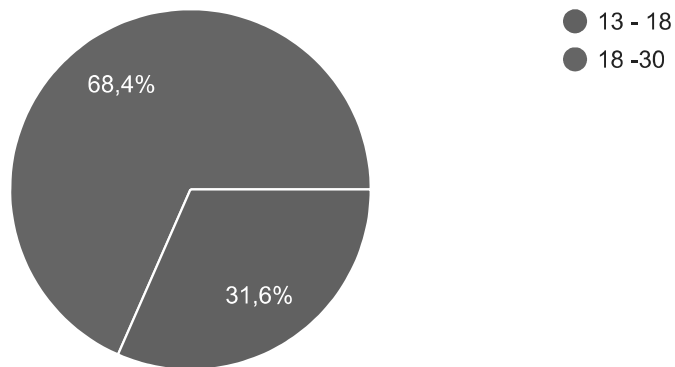
453 risposte



What youth age group do you work with?

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440 risposte



Can you share your experience of working with LGBTIQ+ youth in your country/region/city?

51 risposte

very bad

My direct experience working specifically with LGBTQIA+ youth is still limited, but my background is strongly connected to social action, youth participation and non-formal education. I have training in sociocultural animation and I am currently studying Sociology, with a strong interest in inequality, inclusion, mental health, discrimination and community support.

In my socio-educational experience, I have learned the importance of creating safe, respectful and non-judgmental spaces where young people can express themselves without fear. Even when an activity is not specifically focused on LGBTQIA+ issues, I believe youth workers must be aware that LGBTQIA+ young people may be present in any group and may face invisible barriers, stigma, family rejection, mental health challenges or lack of safe spaces.

In my local context, I see LGBTQIA+ inclusion as closely connected to education, mental health, housing, employment and social recognition. I am especially interested in how intersectionality affects LGBTQIA+ youth who also experience disability, economic difficulties, migration background or other forms of exclusion.

I would like to keep learning and gaining tools to support LGBTQIA+ youth in a more informed, respectful and useful way. I am motivated to improve my capacity to identify barriers, use inclusive language, facilitate safe group dynamics and contribute to projects that promote dignity, participation and equal opportunities.

Working with LGBTQIA+ is one the best experiences ever. In Athens, Greece, unfortunately I have been reported that there are people who are arranging date on Grindr and beating the people. Especially if they are foreigners such as Turkish, Albanian or etc.

Classmates and work colleagues.

I work independently and support LGBTQ+YOUTH mainly through social media and local community interaction. In my city many young people face social stigma. Lack of family support, and fear of openly expressing their identity. I try to help by listening. Sharing, useful information, and environment.

I did not have opportunity yet

There isn't much as it's not normal to be openly gay here in Jordan

My experience is based on sharing a flat with a member of that community as well as managing a some as part of my team.

It varies as for starters we need to ensure the safety of my team members while also encouraging them to be effective members in the community. For some, they excel and others won't know about their identity. For others, their identity is known but they don't face any stigma at work. On the other hand, the more flamboyant ones aren't perceived well in the community

due to political and societal reasons especially their inability to read the room and trying to force their lifestyle on others

is a good experience

amman

Sin experiencias previas

It is easier once they reach the 18th years old. They still suffer because they feel they are still discriminated. There are several dangerous situation for LGBT+ people when they show openly their sexual orientation

sure

YES

Through my work at ArtGarage, I've had the chance to engage with LGBTIQ+ youth, especially in the context of workshops and artistic projects focused on identity and self-expression.

While we haven't led projects exclusively dedicated to queer youth yet, we are committed to creating inclusive and welcoming spaces where everyone feels free to be themselves. In Southern Italy, where queer visibility can still be limited, I believe it's crucial to keep building safe, supportive environments and strengthen networks that foster representation and belonging.

I've been working with young people for 5 years now and among them, I've had LGBT+ individuals, though they have participated in all the activities as the rest of the group and I haven't faced any problem at all.

I work as a camp counnselor and university tutor for people from the LGBTIQ+ comunidad

Voluntary in LGBTQ Ngo - events and project

I don't have direct experience. I'm a teacher.

They work well, they are very high-performance

no

3

I often observe that subgroups of LGBTIQ+ people develop. This is great for having a safe space but also means less integration/inclusion within the overall community.

Complicado

I work with LGBTIQ+ youth in Erasmus + projects where the main focus is related to the queer community. Bringing inclusion and raising awareness about diversity.

I have done internships with gender-nonconforming children and have worked in schools that addressed sexual and gender diversity both across the curriculum and in collaboration with external organizations. I have also worked extensively on the topic of coeducation, both in formal education and in society at large.

I have had an experience working for the rights of this community in my locality, since under the regional government we have been able to establish safe spaces for them to raise their voice in a Peruvian program called: Encuentro Regional de la Juventud, in Lambayeque [where I am from]. It really helped us a lot, since we were able to know their realities, needs and expectations regarding the government plans that were being implemented.

I worked in a series of workshops with children where we explored topics related to the LGBT community. Through games, stories, and open discussions, we created a safe and inclusive space for them to learn about diversity, respect, and the importance of being themselves

I don't have

Still facing some issues regarding stereotypes and discrimination

My experience with LGBTIQ+ youth has mostly been with trans teenagers who face social and legal difficulties with their transition.

There Are many people who Are still afraid to be themselves but many people are open to learn about it

I have collaborated in cultural and sports activities dedicated to promote LGBTQIA+ rights

In my experience Visibility for example in the sense of queer friendly language and queer representation is very important

none

I have had done volunteering with an organization called "Pink" in Armenia in Event Management.

I don't work with them, but I know a lot of them, some of them they don't show that they are gays or so, some of them are like attention seekers

I don't have direct professional experience working with LGBTIQ+ youth yet but I am open-minded, respectful, and motivated to learn. I believe it is very important to create safe, inclusive spaces where young people feel accepted and free to express themselves without fear of discrimination

It looks like the situation of this group has been highly improved and the problems they may have faced have been reduced as well. I live in a small town in the south of Spain and I've seen great differences on the teenagers and adults behaviour. They are more likely to accept them

regardless of their sexual orientation and, although bullying among this community is still an issue, they are more integrated and the social stigma has been reduced.

No tengo

I used to work as marketing consultant for many LGBTQIA+ community project (touristic, cultural projects and more...)

Im working with anyone

I worked with young people aged between 14 and 17, many of whom had not yet discovered their sexual identity, giving informative talks and, above all, including them naturally and fully in all activities.

organized workshop

Yes

It is challenging because most are closeted

I am part of a queer church

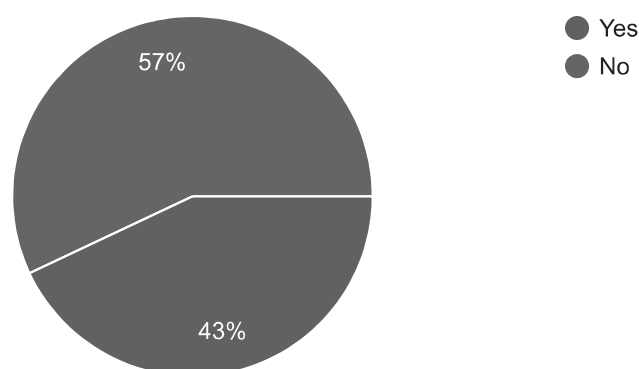
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I'm not working with anyone

Have you received any training course or capacity building about LGBTQIA+?

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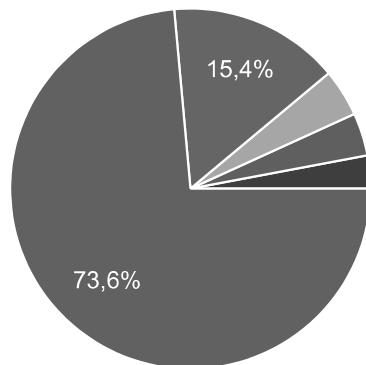
463 risposte



2. Willingness to work on LGBTIQ+ issues and with the LGBTIQ+ community:

How willing are you to engage in LGBTQIA+ topics and support LGBTQIA+ youth in your work?

469 risposte

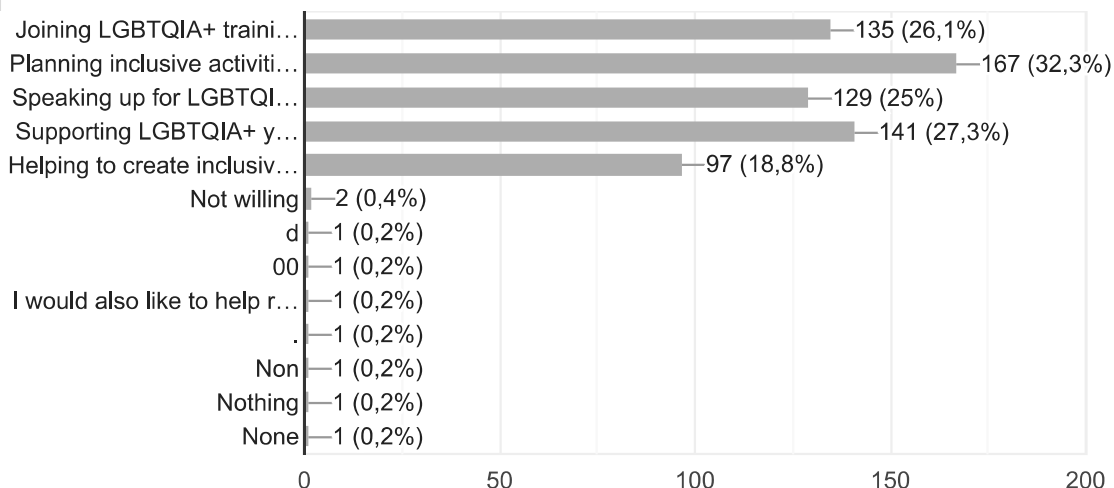


- Very willing – I look for chances to do this and feel confident.
- Willing – I'm happy to help when I can.
- Not sure – I don't feel strongly either way.
- A bit unsure – I have some doubts or worries.
- Not willing – I don't want to be involved in this.

In which of the following areas are you willing to take an active role to support LGBTQIA+ inclusion?

(Select all that apply)

517 risposte



(Optional) If there are barriers that get in the way of your willingness to work with LGBTQIA topics, do you wish to elaborate?

14 risposte

I am very willing to work on LGBTQIA+ inclusion, but I would like to keep developing specific knowledge and practical tools to do it in a responsible way. My main barrier is not lack of motivation, but limited direct experience working specifically with LGBTQIA+ youth.

I feel confident in my values, social sensitivity and commitment to inclusion, but I would benefit from more training on how to respond to concrete situations, how to support young people safely, how to deal with discrimination or hate speech in group settings, and how to avoid unintentionally reproducing stereotypes.

I also think it is important to work from an intersectional perspective, considering how LGBTQIA+ experiences can be affected by mental health, disability, migration background, economic difficulties or family rejection.

I face some health issues, limited internet access, and financial difficulties. Sometimes it is hard for me to attend regularly or travel for activities. These challenges make full participation difficult.

I wouldn't necessarily be very supportive due to religious reasons but I respect people of all kinds and I believe that accepting queer people and identities is just basic decency.

It's mainly the social stigma that would hurt the person trying to help.

no

No hay barreras

I would like to have a group with whom I can talk more in-depth about these topics as well as meet more queer people.

No

Yes, I need more time to spend

Yes, the biggest barrier is cultural negativity towards such topics. Being part of a LGBTQIA+ community will lead to serious consequences in Armenia such as job loss, physical harassment.

I don't have personal barriers. I am open-minded, respectful, and willing to learn, and I believe it is important to support inclusion and safe spaces for everyone.

Yes

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There are barriers everywhere

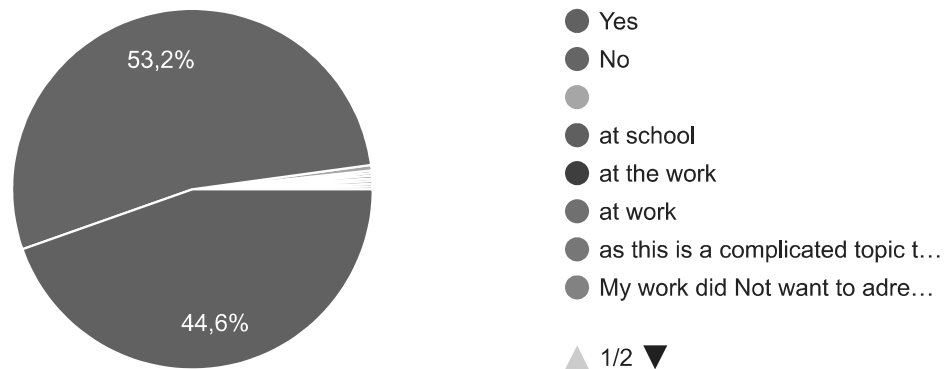
3. Understanding challenges and needs you have to work on this issue:

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Have you ever felt pressure (from colleagues, institutions, or the community) not to address LGBTQIA+ related topics in your work?

If yes, please specify:

417 risposte

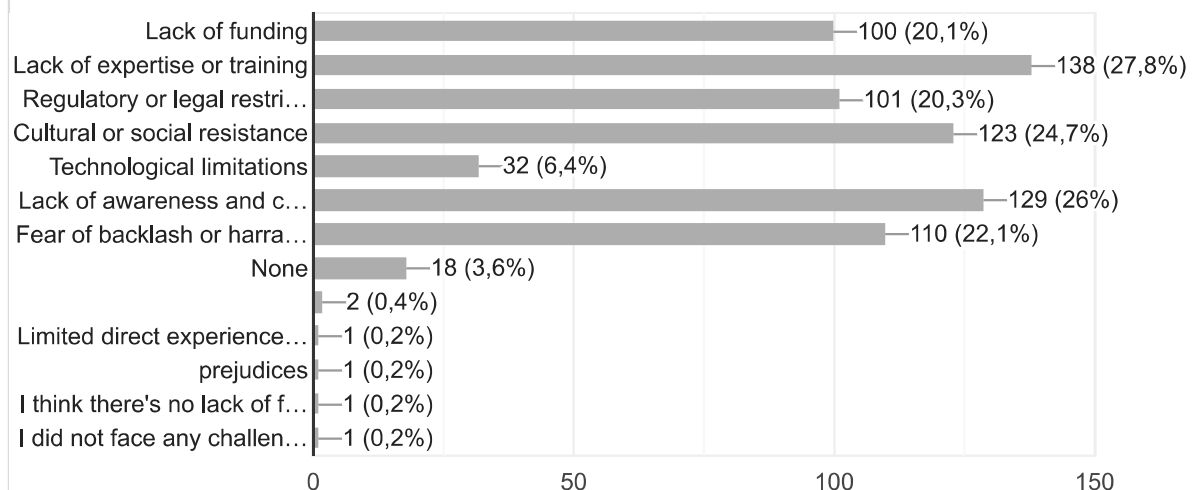


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Which of the following challenges have you encountered?

(Please, select all that apply)

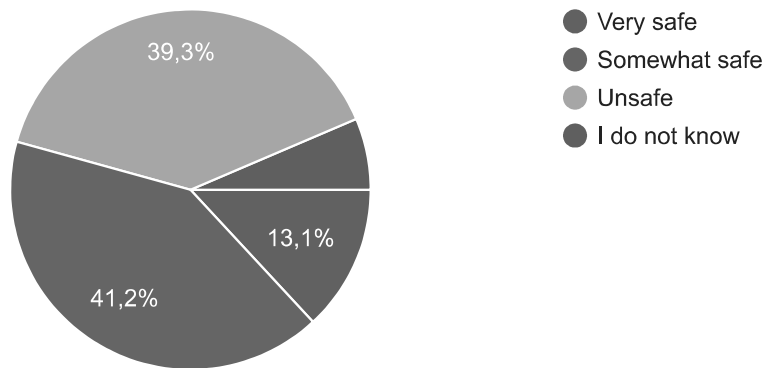
497 risposte



How safe do you feel discussing LGBTQIA+ topics in your workplace or educational setting?

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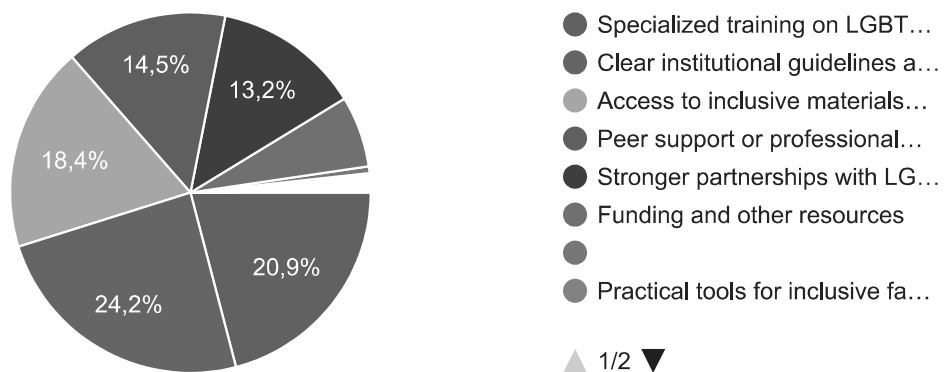
420 risposte



What do you feel you need the most in order to better support LGBTQIA+ youth?

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516 risposte


 1/2 ▼

Is there anything else you would like to share about your experiences or needs when working with LGBTQ+ youth?*(Optional)*

10 risposte

I would like to keep learning how to support LGBTQIA+ youth in a way that is useful, respectful and not tokenistic. I think motivation and positive values are important, but they are not enough without specific training, institutional support and practical tools.

In my view, LGBTQIA+ inclusion should not only depend on individual goodwill. Youth workers and social/educational organizations need clear guidelines, inclusive materials, safe referral pathways, and spaces for supervision or peer support. I am especially interested in learning how to create safer group dynamics, how to use inclusive language naturally, how to respond to discrimination or hate speech, and how to include an intersectional perspective that considers mental health, disability, migration background, economic difficulties and family rejection.

I would appreciate More financial support, better Internet access, and flexible participation option because health issue sometime make regular attendance difficult. Supportive and understanding environment. Would also help me contribute better.

I generally think working with people with no labels is for the best, pushing a narrative is totally useless we all should respect each other regardless of their identity or religion that's why I, myself don't think any sort of training would really be needed because I would support and respect any kind of human

no

I can say that I have worked with gender-nonconforming children and I believe that from basic education onwards, from a young age, there is a lot of rejection and little information on how to address it.

In order to receive recognition and respect from others they need to have dignity and respect firstly with themselves and respecting also others.

LGBTQ rights should not overcome rights of others.

A equal treatment should be taken care for everyone regardless their sex orientation

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