

# ID TALKS!

*This series will guide participants through the concepts of intergenerational solidarity and intergenerational dialogue - what they mean, why they matter, and how they are relevant in today's societies.*



## ID Talks:

INTERGENERATIONAL SOLIDARITY  
AGEISM  
ANCESTORS & OFFSPRINGS  
PRACTICE: 'GRANDPA TELL ME MORE'  
PRACTICE: 'I AM BLUE'

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## ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at [www.SALTO-YOUTH.net](http://www.SALTO-YOUTH.net). Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

### **THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE [WWW.SALTO-YOUTH.NET/INCLUSION/](http://WWW.SALTO-YOUTH.NET/INCLUSION/)**

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at [www.SALTO-YOUTH.net/Inclusion/](http://www.SALTO-YOUTH.net/Inclusion/)



## DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".



# I & D Talks

## “Intergenerational Solidarity”

### What is it all about?

“ID Talks” is a series of 5 online workshops on 5 major topics to promote inclusion & diversity (ID) and quality youth work. It features youth workers, professionals and volunteers, from all over the world to share insights, research findings, food for thought, good practices or inspirational stories. They will guide participants through the pressing matters and challenges affecting Inclusion & Diversity and inspire them to make their programmes and organisations more inclusive, embrace human differences, look ahead and picture how the future of youth work and Inclusion & Diversity might be.

Each workshop begins with an input from a guest speaker. Afterwards, participants have the opportunity to engage in the discussion, ask questions and share about their own realities and experiences.

### For whom?

- Youth workers, youth leaders, professionals and volunteers involved in ID in the EU youth programmes, as well as all those interested in youth work and inclusion & diversity topics.

### Why should you join?

- Get food for thought and learn from inspirational ID stories.
- Learn about ID topics from the youth work sector and beyond.
- Get information, inspiration, methods to help the youth sector address ID.
- Put some more quality in your (international) youth work.
- Identify and learn how to tackle existing and future challenges within ID.



**Event Dates:**

- 11 February (13h-14h30 CET) > **ID Talks intergenerational solidarity** -What does intergenerational solidarity mean? What are its key elements? What's in it for different sectors and why is it important for youth work? What other concepts are relevant when unpacking intergenerational solidarity (intergenerational fairness, intergenerational dialogue etc.) and how do they differ and intersect with one another? Let's discuss a topic that is becoming a priority in European discourse and explore what it means for the EU policy framework and future EU programmes. Guest speaker: **Ismael Paez Civico**, Confederation of European Senior Expert Services (CESES), Belgium
- 25 February (13h-14h30 CET) > **ID Talks ageism** - What is age, how is it defined and what does it mean for different generations? How does age intersect with cultural, societal and religious norms, gender and personal traits? What are the common misconceptions and assumptions about different age groups and how do they affect us? We invite you to explore age and power dynamics and discuss how youth work can address existing issues and promote intergenerational understanding and solidarity. Guest speaker: **Alice Latta & Juliette Laisné**, Belgium
- 11 March (13h-14h30 CET) > **ID Talks ancestors & offsprings** - How are we all connected and why is this important? What is human ecology and how does it relate to intergenerational solidarity? What can we learn from the Earth as an Elder? Why are memories and stories important and how can they help us reflect on existing narratives and reframe societal views? Let's widen our understanding of age and time in relation to inclusion and social transformation, and explore what youth work can do to deepen young people's sense of connection and belonging to a greater whole. Guest speaker: **Juan Camilo**, Iceland
- 25 March (13h-14h30 CET) > **ID Talks practice: 'Grandpa tell me more'** - How can intergenerational dialogue take shape in practice? Why is this topic important for youth work? What does it mean for a youth organisation and its partners? How can we work on this topic and what added value does the international dimension bring? Looking at 'Grandma, tell me more', we will learn from a youth-led practice by exploring its key elements, main outcomes and important lessons learned. Guest speaker: **Ana Moutas & Cláudia Numão**, Psientífica, Portugal
- 8 April (13h-14h30 CET) > **ID Talks practice: 'I am blue'** - What is the role of intergenerational dialogue in changing the social narrative around ageing? Why is it important to address ageing and women's empowerment by involving representatives of different generations? Why is theatre a valuable tool for this work? Through the example of 'I am blue', we will explore methods and tips that enrich youth work and intergenerational dialogue for the benefit of the wider community. Guest speaker: **Irati Moran**, La Chivata Teatro, Spain

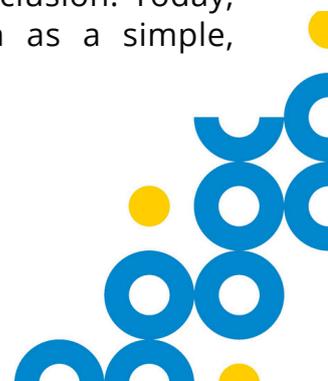
# Intergenerational solidarity

*What does intergenerational solidarity mean? What are its key elements? What's in it for different sectors, and why is it important for youth work?*



## GUEST SPEAKER: ISMAEL PAEZ CIVICO

**Ismael Paez Civico** is the Executive Director of the Confederation of European Senior Expert Services (CESES), where he works to bring the experience of senior expert volunteers closer to communities, the economy, and young people across Europe and the globe. With a decade of experience in international civil society organisations, he's passionate about creating spaces where generations learn from each other. During his career, he was also on the Board of the European Youth Forum, among other international youth organisations, promoting youth participation and inclusion. Today, he combines both worlds, promoting intergenerational collaboration as a simple, powerful way to build stronger and more cohesive societies.



# Article

Ismael Paez Civico

**ID Talks**  
Intergenerational solidarity

ISMAEL PAEZ CIVICO  
BELGIUM

THERE IS STILL A GAP IN THE ESC THAT COULD BENEFIT FROM AN INTERGENERATIONAL MENTORING PROGRAM

LIVING WELL ACROSS THE LIFE COURSE TOGETHER

**WHAT? MUTUAL SUPPORT**  
A COMMITMENT FROM PEOPLE OF DIFFERENT AGES TO SHARE RESOURCES, RISKS & RESPONSIBILITIES

A TWO-WAY RELATIONSHIP  
=NOT= YOUNG vs. OLD

EVERYONE HAS THEIR OWN THING TO BRING TO THE TABLE

**YOUTH WORK NEEDS AN INTERGENERATIONAL APPROACH**

- BUILDS NETWORKS & SOCIAL CAPITAL
- REDUCES STEREOTYPES / AGEISM
- CONNECTS YOUTH TO DECISION-MAKING

IN 2024, AROUND 17.3 M YOUNG PEOPLE WERE AT RISK OF POVERTY OR SOCIAL EXCLUSION

**EUROPE IS AGING!**  
& CALLS FOR REDESIGNING EDUCATION, WORK & CARE  
This shifts dynamics & creates NEEDS & OPPORTUNITIES

44.7  
EU'S MEDIAN AGE IN 2024

**LONGEVITY**  
• longer & better •

**FRICIONS** CAN APPEAR AS YOUNGER GENERATIONS FEEL THE "LOAD" TO MAINTAIN OLDER GENERATIONS. **BUT WHY?**

WITH MORE FRAGMENTED SOCIETIES, VOLUNTEERING & MENTORING CAN BE A WAY TO CONTRIBUTE AND FIGHT THE REAL ISSUE:

**LONELINESS**  
(of all generations!)

**5 PILLARS of INTERGENERATIONAL SOLIDARITY**

- DIALOGUE** LISTENING & EXCHANGE → STRUCTURED EXCHANGE TO BUILD UNDERSTANDING AND JOINT SOLUTIONS
- FAIRNESS** TREATMENT & OPPORTUNITY → AN EUPHEMISM FOR INTERGENERATIONAL JUSTICE?
- TRUST** GOOD WILL & PROGRESS → THE FOCUS SHOULDN'T BE ON BLAMING A SPECIFIC DEMOGRAPHIC, BUT ON SYSTEMIC & STRUCTURAL ISSUES
- CO-CREATION** SHARED DESIGN → "PEOPLE GENERALLY WANT THE BEST THINGS FOR NEWER GENERATIONS"
- SHARED POWER** DECISIONS MADE TOGETHER → SIMPLE THINGS THAT BEFORE WERE TAKEN FOR GRANTED, NOW WE NEED TO SEEK THEM

**METHOD** → dialogue  
**RELATIONSHIP** → solidarity  
**BENCHMARK** → fairness

**NEED** THE TRAINING & EDUCATION SYSTEMS OF YOUNG PEOPLE ARE NOT REPLYING TO THE NEEDS OF THE LABOR MARKET WE NEED A TRANSFER OF SKILLS IN CERTAIN SECTORS FOR YOUTH TO TAKE

DIGITAL DIVIDE IS SHRINKING, BUT IT STILL CREATES POWER & INFORMATION IMBALANCES, WHICH CAN ALSO BE ADDRESSED BY INT. GEN. COLLABORATION

**3 LEVELS OF SOLIDARITY**

- MICRO** RELATIONSHIPS: Mentoring systems (A SHARED PROJECT)
- MESO** ORGANIZATIONS: NGOs, municipalities
- MACRO** POLICY: pensions, housing... (LIVING WELL ACROSS THE LIFE COURSE)

**SALTO** INCLUSION & DIVERSITY

BE CURIOUS, ASK & LEARN!

## Intergenerational Solidarity Is Not a Luxury, It's Europe's Survival

Europe is ageing. That's not a headline anymore, it's the reality of an important demographic shift.

We live longer. We have fewer children. Our societies are reshaping themselves quietly but profoundly. And yet, when we talk about generations, the conversation often slips into something dangerously simplistic: young versus old. Pensions versus climate. Stability versus change. Experience versus innovation.

That framing is not only wrong, but it's harmful to our social cohesion, among all groups.

Intergenerational solidarity is not about choosing sides. It's about recognising that every generation depends on the others. It is the commitment to share risks, responsibilities, opportunities, and power across the life course. And in today's Europe, it is no longer optional.

### The Demographic Shift We Can't Ignore

Europe's population is getting older. This is, in many ways, a success story. People live longer, often healthier lives. But longevity comes with consequences for how we organise education, work, health care, housing, and social protection.

At the same time, fertility rates remain low, and the number of working-age people relative to retirees is shrinking. That means fewer contributors to welfare systems and more pressure on public finances. It also means political debates become more sensitive. Who gets what? Who pays? Who decides?

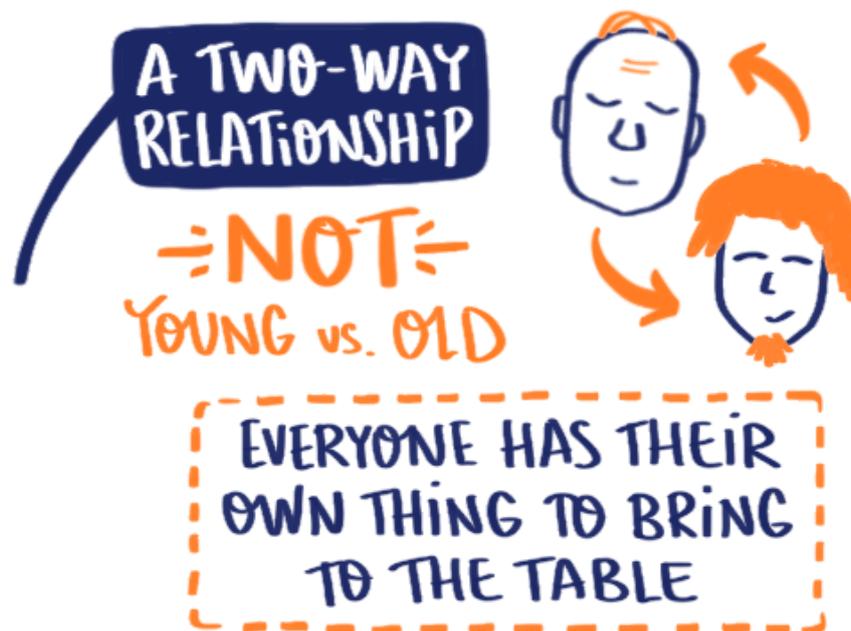
If those questions are handled poorly, they create resentment. If they are handled fairly and transparently, they build trust. The real risk is not ageing, but the perceived unfairness.



## The Myth of “Young vs Old”

It's easy to tell a story of competition between generations. Young people worry about precarious jobs, unaffordable housing, climate instability and weakened public services. Older generations worry about pension security, health care access and economic stability. But this is not a zero-sum game. Young people will one day grow old. Older people were once young navigating uncertainty. Generations are not fixed political camps, they are stages of life.

Intergenerational solidarity starts with rejecting the narrative of conflict. It assumes that everyone has something to bring to the table. Young people often bring urgency, digital fluency and fresh perspectives. Older generations bring institutional memory, long-term thinking and lived experience. These are not opposing forces, they are complementary assets. The question is not whether generations differ, of course they do. The question is whether we design systems that turn those differences into cooperation rather than confrontation.



## Why Youth Work Needs an Intergenerational Lens

Youth work has always been about empowerment, participation, and inclusion. But too often, youth initiatives are built in generational isolation. When youth work integrates intergenerational practice, something shifts. Networks expand, stereotypes soften and trust grows. Young people gain access to broader community spaces and decision-making processes, while older adults reconnect with civic engagement and see youth not as a threat, but as partners.

Intergenerational mentoring, dialogue cafés, co-design workshops and shared community missions are not symbolic gestures. They are practical tools to build social cohesion. And cohesion matters more than ever.

Across Europe, a significant share of young people face economic precarity or social exclusion. When insecurity meets the perception that “the system is unfair,” disengagement grows. Distrust in institutions deepens and polarisation thrives. Solidarity is an antidote to that spiral.

### YOUTH WORK NEEDS AN INTERGENERATIONAL APPROACH

- BUILDS NETWORKS & SOCIAL CAPITAL
- REDUCES STEREOTYPES / AGEISM
- CONNECTS YOUTH TO DECISION-MAKING

## The Five Conditions That Make Solidarity Real

Intergenerational solidarity does not happen automatically. It requires a structured dialogue with cooperation on shared power as its end goal.

↑ THE FOCUS SHOULDN'T BE ON BLAMING A SPECIFIC DEMOGRAPHIC, BUT ON SYSTEMIC & STRUCTURAL ISSUES ↑

“PEOPLE GENERALLY WANT THE BEST THINGS FOR NEWER GENERATIONS”



Firstly, dialogue. Real listening, not tokenism or pointless consultation. Structured spaces where experiences can be exchanged safely and honestly.

Secondly, fairness. Policies and programmes must be assessed not only on efficiency, but on whether they distribute opportunities and burdens equitably across time.

Thirdly, trust. Trust grows from transparency and consistency, not slogans. Making every generation understand the pros and cons of every age group.

Fourthly, co-creation. Shared design leads to shared ownership.

And lastly, shared power. Without genuine decision-making authority across generations, solidarity becomes symbolic rather than transformative.

These principles apply at every level, from a local youth centre to European policy frameworks.

## Digital Divides and Economic Differences

Generational tension today is shaped not only by age but by economics and technology. Digital transformation has shifted power in subtle ways. Young people often navigate digital environments with ease; older generations may hold influence in institutional structures. That imbalance can either fuel frustration or spark collaboration.

Economic differences also shape perceptions. Housing affordability, wage stagnation, pension sustainability, and wealth distribution are not abstract topics; they are lived realities. When younger people feel locked out of economic stability, or older people feel their lifetime contributions are undervalued, solidarity weakens.

**IN 2024, AROUND 17.3 M YOUNG PEOPLE WERE AT RISK OF POVERTY OR SOCIAL EXCLUSION**

What makes the situation more complex is that inequality exists within generations as much as between them. Not all young people struggle. Not all older people are secure. Class, geography, migration background, disability, and gender intersect with age.

Solidarity, therefore, must be inclusive. Otherwise, it risks benefiting only the most privileged within each age group.

### Three Levels of Responsibility

Intergenerational solidarity operates on three interconnected levels.

- At the micro level, it is about relationships: mentoring, friendship, shared projects.
- At the meso level, it is about organisations: how NGOs, municipalities, schools and youth centres create inclusive spaces for mixed-age collaboration.
- At the macro level, it is about policy: pensions, education budgets, housing frameworks, climate strategies, and fiscal decisions.

Youth work often sits at the micro and meso levels. But it can influence the macro level by creating informed, engaged citizens who participate in democratic processes. Solidarity must be designed across all three levels. Otherwise, individual goodwill is not enough.



## A European Conversation That Is Just Beginning

European institutions are increasingly aware that demographic change reshapes everything from labour markets to care systems. Programmes that promote mobility, volunteering, and civic engagement are not simply funding lines; they are tools to shape how generations relate.

The deeper question is political and moral: how do we ensure that today's decisions do not undermine tomorrow's opportunities? Intergenerational fairness asks whether we are pushing hidden costs forward, whether they are environmental, economic, or social. Solidarity asks whether we are willing to share responsibility. These are not technical issues. They are about the kind of society we want to live in.

### Solidarity as a Future-Oriented Choice

In an ageing Europe facing climate transitions, digital disruption, and economic uncertainty, solidarity is not sentimental; it is strategic.

A society divided along generational lines becomes fragile. A society that builds bridges across age groups becomes resilient. Intergenerational solidarity means living well across the life course, together. It means recognising that the well-being of one generation is inseparable from the well-being of another.

We can frame the future as a competition between age groups.

Or we can frame it as a shared project.

Only one of those approaches is sustainable.

And only one strengthens democracy.

**METHOD** → dialogue  
**RELATIONSHIP** → solidarity  
**BENCHMARK** → fairness

## EDITORIAL INFORMATION

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***On behalf of the SALTO Inclusion & Diversity!***

