

ID TALKS!

This series of ID Talks is about inclusive youth work policies and practices at local level. We'll discover the realities of different municipalities and of local youth work actors across Europe, from rural to cosmopolitan areas.



ID Talks:

EGL
VILLAGE
TOWN
METROPOLIS
QUALITY LABEL

Download this and other SALTO Inclusion & Diversity booklets for free at www.SALTO-YOUTH.net/Inclusion/. This document does not necessarily reflect the official views of the European Commission, the SALTO Inclusion & Diversity Resource Centre or the organisation co-operating with them.

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. 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/

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/



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

“Europe Goes Local”

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.

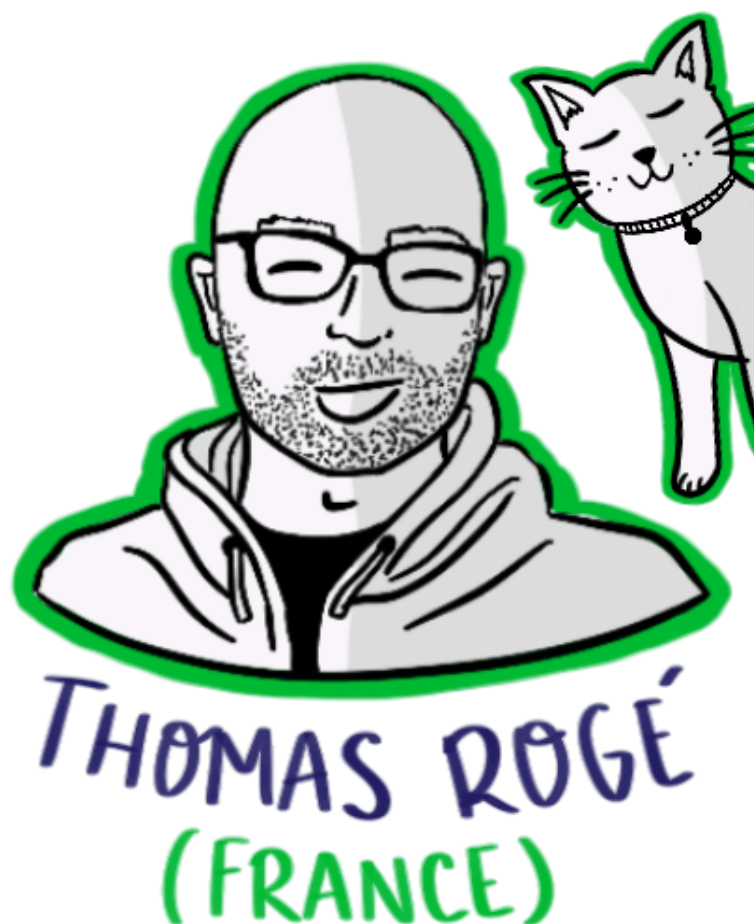


Event Dates:

- 5 February (13h CET) > **ID Talks EGL** - Find out what is Europe Goes Local, its need, scope and vision. Discover important tools for the quality development of local youth work. What is the European charter on local youth work about? Let's discover together how local youth policy can support inclusion and get an insight into the state of play of municipal youth work in Europe. Guest speakers: **Judit Balogh**, EGL, Belgium · **Jonas Agdur**, Sweden & **Marko Kovacic**, Croatia
- 19 February (13h CET) > **ID Talks Village** – Young people living in small rural communities are often overlooked and the local youth work offer is rarely accessible for them. At the same time, limited resources invested in small communities could have a significant, visible impact. Come and discuss the (dis)advantages and peculiarities of youth work development in a village. What does inclusion mean in such a context? Where do rural and international youth work intersect? Guest speaker: **Victor-Catalin Toma**, International Village, Romania
- 5 March (13h CET) > **ID Talks Town** – What is the key to an efficient local youth work strategy in a mid-size town? What do you need to take into account and how can you get all stakeholders on board? We discuss the most important issues young people are facing and how local youth work can address them. Find out about the specifics of municipal youth work development in Eastern Partnership countries, where youth work practice are not always backed by policies. Guest speaker: **Dragan Atanasov**, Republic of North Macedonia
- 19 March (13h CET) > **ID Talks Metropolis** – Is it possible to provide “local” youth work in a “global” capital? Find out how you accommodate the needs and expectations of over 300,000 young people, and make them feel seen and heard. The city of Paris is keeping inclusion and diversity at the heart of its youth work practice, using the European charter on local youth work as a guideline to manage the complexity of youth work in a metropolitan area. Guest speaker: **Thomas Rogé**, France
- 2 April (13h CET) > **ID Talks Quality Label** – Discover how you can create a more systematic approach towards municipal youth work. What is quality youth work and how can young people with fewer opportunities access and benefit from it? With the “child-friendly city” label, Bataljong is setting a standard for municipalities in Flanders, Belgium. At the same time, this quality label could be adapted and replicated in other countries. Why not yours? Guest speaker: **Marte Ingels**, Bataljong, Belgium-FL

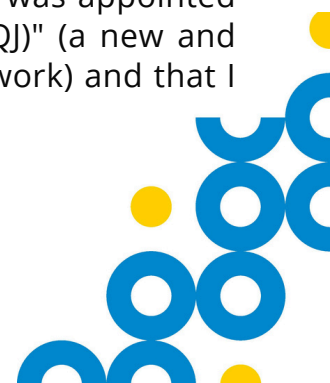
ID Talks: Metropolis

Is it possible to provide "local" youth work in a "global" capital?



GUEST SPEAKER: THOMAS ROGÉ

I have been working for several years on youth and education issues, first within the sector of popular education organizations, then within the Ministry of National Education, and finally within the City of Paris since 2005. I have worked as a political advisor (in the office of the Minister of National Education or the Mayor of Paris), as a field operative or as a public manager. Since 2016, I have been the Head of the Youth Policy Division within the Department of Youth and Sports of the City of Paris in charge of designing and implementing some of the youth policies of the city and working to address this topic as a cross-cutting issue. It is within this context that I was appointed in 2021 as the project manager and prefigurator of "Quartier Jeunes (QJ)" (a new and innovative facility for young people that has revolutionised the way we work) and that I was in charge of it until the beginning of 2022.



Article

Thomas Rogé



Paris: A City of Opportunities and Challenges for Youth Inclusion

As a major, attractive, and wealthy city, Paris offers numerous opportunities but also faces key challenges: youth diversity, multiple stakeholders, a large administration, and a lack of coordination. To address these, it has developed four strategic pillars guiding its youth policies.

Big City, Big Opportunities

Paris, the capital of France, a historical and political hub, and home to numerous national and international institutions, attracts a young population. Among its 2.1 million residents, 314,500 are aged 16 to 25, accounting for 14% of the population, a higher proportion than regional and national averages. While Paris is losing inhabitants in most age groups, young people aged 18 to 24 are more likely to move in than to leave, primarily for higher education or early employment.

The city experiences significant daily fluctuations in youth presence: at midday, their number nearly doubles compared to midnight, with some university districts seeing four- to fivefold increases. Despite financial constraints at national and international levels, Paris remains wealthy, with an annual budget of €11.3 billion and strong fiscal stability. Its extensive public services provide key opportunities for young people, especially the most vulnerable.



Not Just a Postcard Picture

However, Paris also faces major youth-related challenges: sociodemographic challenges and administrative complexity.

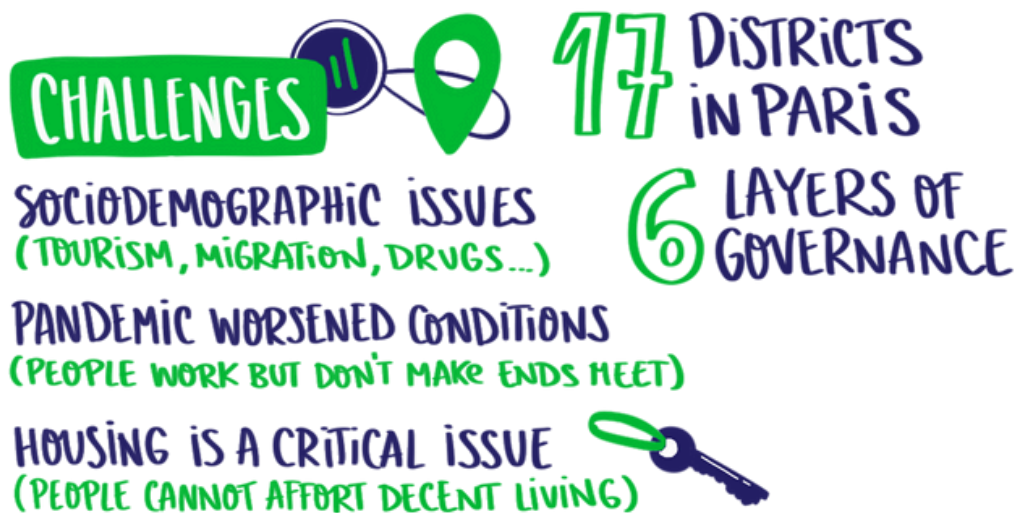
Youth in Paris do not form a homogeneous group. Alongside students, many struggle with education or employment. NEETs (Not in Education, Employment, or Training) make up 9% of the youth population, reaching 15% in some disadvantaged neighborhoods. Like other major European cities, Paris hosts a large number of young migrants.

The COVID-19 crisis worsened inequalities across all youth groups, blurring traditional public policy segmentation—even higher education students now rely on food aid. Additionally, housing is a critical issue. Paris is the 4th most densely populated urban area globally, between New York and Mumbai. Affordable housing for young people is scarce, and when available, it is often small, increasing isolation and impacting mental health.

Paris faces six layers of governance (State, Region, Metropolis, Department, City, and Districts/Arrondissements), with no national framework specifically regulating youth policies. Each level implements its own youth initiatives, but without overall coordination.

Even within the Paris administration, youth policies are fragmented. The city employs over 55,000 civil servants across 23 departments, all developing youth-related actions. However, the official youth sub-directorate has only 70 staff members, and its projects account for less than 10% of the city's youth-related spending.

Politically, Paris operates within a coalition-led governance, with 33 deputy mayors and 17 district-level mayors who also have deputies, making strategic coordination difficult.



How to Implement a Strategy Without a Strategic Framework?

Without a comprehensive youth work strategy, Paris' youth sub-department relies on four key pillars:

Youth Participation in Decision-Making. Paris has developed a participatory governance ecosystem, including advisory committees, a participatory budget, and consultations. The Paris Youth Council, established in 2003, consists of 100 randomly selected young people (15-30 years old) who provide annual recommendations to the Mayor.

However, participation often attracts already engaged youth, while vulnerable groups remain distant from institutional dialogue. To address this, ad-hoc participatory spaces are created for specific local projects, such as the development of new youth facilities like Quartier Jeunes.

The young people also take part in the evaluation of the actions we implement, which also helps to counterbalance the frustration we may feel at being so far from the field due to the size of the city, by enabling them to bear witness to what they have gained in concrete terms.

IT IS DIFFICULT FOR
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COMPLEXITY



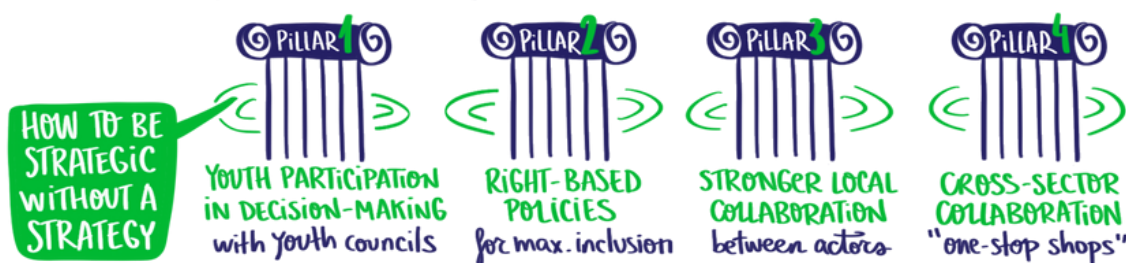
Rights-Based Policies for Maximum Inclusion. Paris prioritizes accessible and universal youth programs, open to all based on age and a link to the city (study, work, or social activity). Additional targeted support addresses inequalities, particularly in low-income areas. But some young people need more support than others to access public services, which is why the City of Paris has developed a network of more than 60 local facilities staffed by professionals from the non-formal education sector.

Strengthening Local Collaboration. Citywide coordination is complex, but at the district level, cooperation is more effective. Over 70% of districts have implemented Arrondissement Youth Contracts, local agreements based on territorial diagnostics, addressing employment, civic engagement, and rights access. These contracts are co-developed with youth and local stakeholders and monitored regularly. This approach is part of a territorialization drive aimed at bringing decision-making closer to citizens in most of the City's areas of responsibility.

From Institutional Silos to Cross-Sector Collaboration and experimentation. Given the fragmentation of youth policies, Paris promotes inter-departmental cooperation. While each department develops its own youth initiatives, some cross-sectoral projects help bridge gaps.

An example is the use of service design to improve administrative efficiency. Instead of imposing top-down governance, Paris applies user-driven methodologies to redesign youth services from the ground up. This approach helps streamline processes, reduce bureaucracy, and ensure youth actually benefit from available programs.

An example is Quartier Jeunes, a one-stop youth hub, designed using service design principles. Originally conceived as a response to the difficulties exacerbated by the COVID-19 crisis, Quartier Jeunes was designed to offer a caring, holistic support. A way of helping young people get back on their feet. It centralizes housing assistance, job support, legal aid, and cultural access, offering a user-centric model adapted to young people's needs. Unlike traditional fragmented services, Quartier Jeunes simplifies navigation and enhances youth engagement.



Conclusion

Paris balances tremendous opportunities with significant challenges in youth inclusion. In the absence of a unified youth work strategy, the city builds its approach around participation, rights-based policies, local coordination, and cross-sector collaboration. Innovative models like Quartier Jeunes and service design thinking illustrate a pragmatic response to bureaucratic complexity, offering efficient, user-friendly solutions for young people.

To be effective, youth policies must also be knowledge-based and evaluated (unfortunately, youth policies are often based on faith and opinion, because we believe we know the subject because we were once young or have a teenager at home) and the City of Paris is working to strengthen its data-driven management.

Last but not least, youth policies can only be as effective as those who implement them. The qualification and training of youth workers remain critical to ensuring quality support. Paris benefits from European networks like Europe Goes Local, which fosters capacity-building for local youth work, and Democracy Reloading, which develops tools to enhance municipal staff's ability to involve youth in democratic processes.

By leveraging these European frameworks, Paris is working to strengthen the professionalization of youth work, equipping local actors with better skills and methodologies. While structural challenges persist, continuous learning, inter-city cooperation, and investment in youth workers are key to making youth policies more impactful.

Despite governance challenges, efforts to empower youth remain a priority, requiring continuous adaptation, collaboration, and innovation to be truly effective.



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

