

Moderator Max Hoffman: Can do something about economic inequality. Revolution, the collapse of states or natural disasters. We're really hoping that today we find other solutions for economic inequality and to discuss that we have a great panel, which I will introduce in a second. But, to show you that we have a problem, the very simple statistic that you can see around you here. How much do the richest 1% take of national income in the European Union and the US and you can see that things have changed compared to 1980. The EU and the US were level back then, which surprised me a little bit. 10%, 10%. Today the richest 1% in the EU take 12% of the national income and in the US it's 20%, so things have changed. There is a problem. We all know there are more than just numbers hiding behind this.

Moderator: To discuss this, great panel today. Very happy. The one with the overview, of course, is the Coordinator of the Inclusive Growth Initiative at the OECD, so she's knee deep in the topic. Please welcome with me Romina Boarini. I hope I'm pronouncing this right. Welcome.

Romina Boarini: Correct. Good morning.

Moderator: As you can tell, Boarini, originally Italy, Italian. A very interesting country at the moment in the European Union also for that topic. Then we have straight from motor city from Detroit, we have Congresswoman, Brenda Lawrence. She's a Democrat, I might add. Of course, a city where inequality has been an issue for some decades now.

Brenda Lawrence: Yes.

Moderator: And, finally, from the European side, straight from Molenbeek, the now world famous neighborhood in Brussels, right? We have a member of Parliament, Khadija Zamouri, who is here with us today. Thanks for coming. Of course, she knows a lot of things about the roots of inequality from a different perspective. Wherever you want to sit. Very good. You all know, feel free to move around. Exercise. This is not only a conversation, this is a public exercise if you want to.

Moderator: And I would like to start my first question today with Congresswoman Lawrence. You saw the statistics we just saw.

Brenda Lawrence: Yes.

Moderator: What's Europe doing better than the US?

Brenda Lawrence: It depends on who you're talking to. When we talk about the top 1%, it has changed the conversation in the United States because if we're saying the top 1% is controlling the economy but that top 1% is not contributing to the growth of the economy, then there is a disconnect. It's almost at the point now that we're challenging policy for the top 1%. I want to talk about today, equality when it comes to women.

Brenda Lawrence: In the United States, this challenge, when it comes to economic equality, do you realize 47% of our workforce in United States are women? But women make 80 cents to every dollar a man makes in America. If we're an African American women, it's 63 cents. We actually celebrate the day that we actually reach equality, where we're actually caught up to the man's salary. The thing that's so important and why are we talking about the top 1%? The policies, the hiring practices, the lack of maternity leave policies in America, paid family leave.

Brenda Lawrence: These are things that when we talk about the top 10%, what is your policy and what is your contribution? Why is it you're so proud to do your annual report and everyone that's on your board of directors look like they're all related, the same age, and the same gender. For the life of me, how do you look at that and it doesn't slap you in the face in an economy that is so diverse and 47% are women? I purposely look at the annual reports of these amazing corporations and I ask that question. Does it look like your workforce? Does it look like America?

Brenda Lawrence: The top 1%, when it comes to equality, has some guilt, they have some opportunities. When I talk about us rebound, a rebound of our economy, which we are seeing now, women in Michigan, a single woman, spends 40% of her income on childcare. 40%. The majority of families pay more for childcare than they do for food and transportation combined. But the wealth of that top 1% is growing. We're talking about building trust. How are you going to build trust in an economy where your policies ignore and it doesn't seem to recognize the challenges that women have?

Brenda Lawrence: So far, technology has not allowed men to give birth. The reality is, men smoke a cigar and they really like the fact that they have kids. Unfortunately, it's all men on those board of directors. Equality is essential if we're going to rebuild trust in our economy. Thank you.

Moderator: Thank you Congresswoman for that introductory statement. I suggest that we just continue with the introductory statements. Is that okay Ms. Boarini? You're next.

Romina Boarini: Yes, thank you. I heard a lot about why we need to fight for more equality of opportunities today. It's not just about women, it is about children, it is about migrants. I think if you just look at the statistics that was put on the screen there but coming from OECD, we do a lot of statistics. I would have a thousand of statistics that just show the same thing happening in all rich countries and in many poor countries as well.

Romina Boarini: Inequality just rising more and more. Inequalities of income, inequalities of wealth. The inequalities of wealth are actually doesn't matter the more for framing the opportunities of children. We all have this idea that we want to give opportunities to people, to children. But when you look at how things actually work, be it child care, being higher education. Those services are just not

accessible to everybody to the same extent. The quality of those service just varies tremendously.

Romina Boarini: How do we see this actually? Today, what are the consequences of that? You see that showing through a lot of social unrest, and discontent, and ballot box, retaliation. How long does it take today to form a government in Europe? How long? Well, much longer than it would take just two or three years ago. That is coming from higher inequalities.

Romina Boarini: How do we fix that? I think one of the clear clear sort of recognition certainly at OECD but I would say in many many other organizations. In fact, in businesses and in companies. Inequality is one of the biggest business risk. We need to fix it. How do we do it? Let's take that as actually a collective opportunity to [inaudible 00:08:43] a social contract, to provide the rules to get fairer rules for everybody to compete. It's not just about for companies, it's also for people, it's also for cities, it's also for regions. It's really for everybody.

Romina Boarini: We're talking about empowering state and what we mean by that is a vision where the government actually adds to give opportunities to shape opportunities from the very very early [inaudible 00:09:10] of life. We're not just talking about opportunities in a disconnected way from the way economy works. So, we call it the Nexus Productivity Opportunities. The nexus between productivity and inclusiveness, which means that if you actually want to grow the pile, the best way to do it is actually invest in people's potential. Investing city's potential. Investing in more companies' potential. To fulfill that potential is really the best way to get the greatest growth, the most sustainable growth in the future.

Moderator: Thank you very much. Last, but not least, Ms. Zamouri. Straight from your experiences on the ground.

Khadija Zamouri: Well, thank you. Thank you everybody for being here. I thought we are today, three women. Let's talk about soccer. Let's talk about our soccer team of Belgium, the Red Devils. [French 00:10:11] All the odds are in it to win 2018 Cup for Belgium. Yes, we are going to pass Germany, France, Italy, all the usual suspects. We are going to leave them behind. Why? Because we've got talent. Dembélé, Origi, Benteke, Fellaini ... Although, I'm not so good in soccer so, I've forgot the other names, but you can go on like that. But we also have Mertens, De Bruyne, Courtois. We have them all.

Khadija Zamouri: Who's responsible for this talented team? That's the responsible who went out to look for them. To look for talent not only in the normal football organization where you and I take our sons or daughters to play football. No, no, no, no. They went out on the beaches, around the corners in Molenbeek, yes. In Anderlecht, in Antwerp, in Liège, everywhere. They got out to look for real talent and they gathered the team together and we will win.

Khadija Zamouri: But your question today was economy and equality. How do we match those things together? If we look at the statistics and [inaudible 00:11:41] Sorry, I forgot your

Romina Boarini: Romina.

Khadija Zamouri: Romina said earlier. When we go to the statistics, we do not find Dembélés, and Lukakus, and Fellainis in the higher education. We don't find them in politics. We don't find them in the higher responsible jobs of big companies. But they're not lost, they are somewhere. They are in other statistics as they were pointed out. They are in the statistics of unemployment, of people who don't get their degree at the end of the session, of people who are cleaning our hotel rooms, or people who are preparing our lunches. How come that those responsible, who got that team together, they succeeded to get that team together and to capitalize these talents together.

Khadija Zamouri: How come that a democracy like Belgium and others don't capitalize all those talents in all the levels our society? That's the question that we are dealing with. A question where in general, we stop. But a democratic, healthy society does not have the luxury to ignore her minorities. Because if you ignore the minorities, a society will dissolve and will create problems for all of us. We don't want that. We wanted a winning team, don't we? We do. We do.

Khadija Zamouri: But how do we do that? That's the question. "Okay, good. Blah blah blah. But how do you do that?" We have a lot of newcomers. We have to be prompt and prepare a well-balanced track for them to integrate immediate. Not a one-fits-all size. We don't need that because your background is different than his background. You need another ... How do you say that ... Another trajectory to get there. You don't have to wait together for one year. No, you might be needing two months and you might be needing three or four months.

Khadija Zamouri: Let's take advantage of all those different languages that we are getting here. Let's just say, Brussels. We are a capital where we speak two languages. [foreign language 00:14:06] But [French 00:14:10] Why don't we start to look to that as a potential, as qualities instead of telling people who are coming from abroad, "You know nothing. From now on, it's us who are going to decide." Let's look and ask them how they think to resolve certain problems because if you come from another culture, you might have other ways of resolving problems. That might really help us forward.

Moderator: Khadija Zamouri.

Khadija Zamouri: Yes, tell me.

Moderator: We will dwell on that even more later, I promise. Not the soccer part because I'm not sure you're right.

Khadija Zamouri: No, no, no, no. Absolutely.

Moderator: But tell us, because we got to go on here. Europe seems to do inclusiveness, economic equality a little better than the US, for example. But why are people so mad then? Why do they vote for populism in Italy? Why do they vote for populism in Belgium for that matter? Why all over the continent? Do you have an explanation for that? Do you see with the people you talk to in Molenbeek, why they do that?

Khadija Zamouri: Why they do that? I think there is a large amount of fear, angst. People are afraid. People are afraid of losing what they have.

Moderator: What do you do to take that fear from them?

Khadija Zamouri: Well, we will say that we will all going to win at the end if we take everybody, we involved everybody. How can we take fear away is by giving trust to people, to make them believe that actually, in a society where people have fear from each other ... I always compare it with two lumps bumping up to each other and it's the [inaudible 00:16:04] I don't know how you say, the things that pop up, which are new ideas and new interest in. That's what I'm really telling that if we start to capitalize all the talents of people, we could go further. We can go further together.

Moderator: Any ideas over here? How this can actually be done with concrete measures? Because the ideas of course, it's more like a vision but what do you do in daily life governing politics? Ideas?

Brenda Lawrence: A statistic I loved to give is that it takes about \$9,000 per student in the United States to educate a child. It takes about \$40,000 a year to imprison a person in America. When we look at our educational budget, I want to take you back to politics and policy. We feel good slashing educational funding but we never want to walk away from building a new prison because it's that sense of safety.

Brenda Lawrence: When we talk about policy and our economy, we cannot continue to sustain the imprisonment rate that we have in America. We can't continue that. When we talk about policy and equality, if we spent more money educating children, like we said, our children. You talk about equality, we will transform our economy. Do you know that every time you don't educate a child, you're going to pay some kind of way through social programs in America?

Brenda Lawrence: Let's think about if we start building an America that its economy that ... every child ... This is the one issue I want to make that is really a big issue right now. We are changing our educational public school system to a class system. If your mother and father has the right W2 and the right zip code, you are guaranteed a good education in America. God, help you were born to someone who had the wrong zip code and their W2 is not reflective of being middle class.

Moderator: But Congresswoman, if I may interfere. Just a second here, because you're saying people are willing to pay more money for prisons than education. Even the ones that would have the most of the educational part. Why do people vote for that? Why do people vote against their own obvious interests in this case? How can you change that because you say these things but do they change anything? What can you do to get to the people to change their minds?

Brenda Lawrence: It's education constantly. You're not like me, you're not part of my neighborhood. I moved to a neighborhood that homogenous people look like me, they make the same kind of money I do. My family is safe. I don't really have a burning desire to put more money in education for those other people who may not look like me. Oh my goodness, if they come in my neighborhood, I want to put them in prison.

Moderator: So, no solidarity across neighborhoods. Ms. Boarini, you want to react? Or would you like to talk about Italy? You want to react?

Khadija Zamouri: Yeah, yeah, yeah.

Moderator: Then, it's Ms. Boarini.

Khadija Zamouri: I would like to react on what Congresswoman said. It's actually in general, also in Belgium. When we talk about how can we make things better? We always seem to say like, "Okay, let's put more money in education. Let's put more money in this project." But it's not always about money.

Khadija Zamouri: I think that the time is ...

Speaker 1: Money. I think that the time is over. Of course, we need money to do things so time is over that we need money. I think that the time is over that we can only rely on money because the Belgium system has a very good education system for everybody. But, how come that in Belgium, we have such a big gap, and Romina from the OETC will know that, we have in Europe the biggest gap between children of a migration background and children, Belgium Belgium children. The biggest gap in whole Europe, and still, they are in the same school system. That means that money doesn't solve everything. I think we need more than that.

Speaker 2: What?

Speaker 1: How can we? What, is how can we reboot our brains? How can we do that?

Speaker 2: How? Indeed.

Speaker 1: Well, I hope that somebody here in this room will know that. I hope ... We have to

- Speaker 2: Maybe you know.
- Speaker 1: We have to reboot our heads.
- Speaker 2: Maybe she knows. How can we reboot the brains of Italians that voted over 50% for populists?
- Speaker 3: Tough one. I think it does start by really looking seriously at things and asking ourselves, what went wrong? And, I want to go back to this growth narrative that we all had somewhere rooted in our mind, if we make more money, everything's going to work well. If we are [inaudible 00:21:32], there are going to be more jobs. This is going to be win-win for everybody, and it doesn't work. And, people see it. That is why they vote for what they vote because that big promise was not fulfilled. So, how do we do it? We say, "Yes, indeed. It's not necessarily about money."
- Speaker 3: So, think about people's well being. Put people's well being at the heart of policy making, which means really look at the results of policies. Really look at for instance, at whether in Belgium or in the US or in Italy or in France, what's happening to the kids in the cross trims if they are coming from a different country? And, it's magic, actually because their countries are much more diverse, in fact, than Belgium. Take Canada, I think Canada is one of the most ... It's an immigration country, and yet it's one of the country with one of the highest social mobility. You look in the classroom in Canada, it's just so mixed, so diverse. It's so exciting to be with those kids. And, so what is it? What made that system work better than the other system?
- Speaker 4: Is it just the spirit? Is it the studied mind?
- Speaker 3: It's not just the spirit, but the spirit does a lot, actually. So, you need to change the culture mindset, right? But, it's not just about that. It's also change in the institution, the way it works. So, in Canada, they do have very specific training problems for young kids coming from different countries, and they just receive those kids thinking, "Wow, this is a huge huge ..."
- Speaker 1: Opportunity.
- Speaker 3: Opportunity for us. How can we actually enrich it?" So, they actually make it work instead of a problem. So, how do we redesign it? We redesign it, I think, at every level. So, it means and that's maybe the difference you see with populist because populist movement will tell you, "we are doing this for people." And, in [inaudible 00:23:29] are saying the same things. We are doing this for people, for people well being. So, what's the difference? The difference is that you actually have to do it with people. You have to invite people. You have to go out in the suburbs. You have to ask them something. You have to understand why is it they're not doing what policy makers, governments would expect them to do? Why is it they're not taking the programs that were designed for that?

- Speaker 5: I want to talk from a perspective of being an African American being very sensitive to where your policies are. You can have built in ... You can have a child in a classroom but have policies in that school system that repress, discriminate and just block that child from achieving their success.
- Speaker 5: I have a saying in policy, and you're heard it before, "If I want to know what your priorities are, if I want to know what you care about, follow your checkbook or follow your budget." So, if I'm a company and I say, "I can't hire any African Americans. They just can't pass the tests. I would love to have more diversity, more women, but they're just not making it." And, when we do a deep dive, we find that inherently in corporations and educational systems have built in policies that prohibit the success of women and minorities.
- Speaker 2: Is that something you can fix with a law? Or is that as we heard before something where you gotta fix the mind?
- Speaker 5: You know, in America, we've tried it all. So, if you're a company, and you have 100 African Americans who hire to come to your company and you're not hiring any of them, and then you look at their qualifications and look at the people you hire, obviously, you just don't want African Americans in there. And, you'll see also with immigrants, names, you know there's ... I worked in HR. I can look at names and say, "Oh, that's an African American. That's a Muslim. That's a ... That person Asian." And, inherently, stop the process.
- Speaker 2: Again, how do you fix it?
- Speaker 5: How do you fix it? We have shown in, and this is something that I fight for. If you want the best person for the job, you will have diversity in your company. We have repeatedly seen people who are minorities who are women who have been given the opportunity who have risen to the point of sometimes people being surprised. They go, "Oh my goodness. I didn't realize that they could do that well."
- Speaker 5: I'm still being told as a member of congress, "Oh, you speak well. You really represent your people well." Today, in 2018, but it's giving people the opportunity that if I can say anything. If we all open the doors in our minds and allow people opportunities, you'll be amazed at how this issue about equality will start not being the primary issue because if you give opportunities to people, you educate them, and give them opportunities, we will not be having this conversation.
- Speaker 2: Thank you, Congresswoman. By the way, we have a gimmick here. I'm don't know if you're familiar with it. It's called Word Cloud. Sorry, got that right. I was going to say World Cup, no it's Word Cloud. And, this means you need your devices or your phones. We're going to put that up right now. I would like to ask you a question, and you just answer with one word.

Speaker 2: The question is what is the main driver of inequality in the United States or in the EU? I think it's probably, it makes most sense if you just put US or EU in front of your answers because obviously the systems are different and the drivers of inequality are very different too. You have 51 seconds to do that.

Speaker 2: While you do that, I would take a question from the audience, and of course, because she gave me that book advice here, it would be Lady Falkner. Just one thing for the questions, I'm very strict on questions, Lady Falkner. It has to be a question. It can't be a monologue or something, all right? Let's be a short precise question, and you gotta say who you're asking. Go.

Speaker 6: I think I'm asking the whole panel a question.

Speaker 2: No. No. No. You can't do that.

Speaker 6: Okay. Okay, let's ask the lady from the OECD. Forgive me, I haven't got your name.

Speaker 2: Romina [inaudible 00:27:59].

Speaker 6: I think the thing we're missing is the discussion about tax because that's the single element of public policy that makes a difference in the near term. All very well about education, but that's a long slow burn.

Speaker 6: And, the question in tax is whether you tax wealth adequately as well taxing income. And, I would argue that the EU's record versus the US record is differentiated primarily because of that. One quick statistic if I can give that to you is that the United Kingdom's top one percent of 29% of all revenue generated collected in income tax in the UK income and equality is going down. The GD coefficient is going down. In Germany, because the tax treatment of wealth is different, is going up.

Speaker 2: So, what's the question?

Speaker 6: So, the question is why aren't we taxing wealth more than income.

Speaker 2: Thank you.

Speaker 3: I think, generally speaking that's very much the counties, but there is a lot of reluctance of touching wealth because that creates other sort of disincentives in this sort of thing we say at the OECD is first take a good look at your income system and tax income system and try to understand whether this is progressive, this is oppressive So, that what you see in a lot of the countries were actually the inequality increased, this is not just coming from the market. This is also coming from the fact that the personal income tax system actually become more regressive as opposed to more progressive. So, you actually have to fix that element.

Speaker 3: And, the other important aspect of why you can't just tax wealth much more than income today is that [inaudible 00:30:00] today is much more mobile than labor is. So, if you want to tax wealth, you need to look at what other people around you, what other countries are doing right. You need to have a strong international coordination on tax rates. You do want to ensure that there is no arbitrage. And, so I think one way Us city was looking at that was actually [inaudible 00:30:28]. Well, let's actually start look at rating some of the behaviors, [inaudible 00:30:34] behaviors in times of tax avoidance tax, optimization. And, actually, there is lot of space to address these issues. Make sure that things such as [inaudible 00:30:49] things of the past. Let's rebuild a little bit of fairness there. Let's make sure that the corporate [inaudible 00:30:57] globally are actually doing it in a simetric way. They can't just go in other countries they have to pay taxes where they created value.

Speaker 2: So, coordinating the tax systems is certainly something the European Union could work on. No, we have the result here of our Word Cloud. I think we have prejudice, education, bias and corruption as the front runner. Also, laziness. Okay. We haven't really talked about corruption yet, have we? Who wants to talk about that? I mean you just talked, but Italy seems to be a good place to start. What do you think?

Speaker 3: I think corruption and more generally rule law is something that we very strong about trying to improve. So, we have an action plan right now. We call it Inclusive Growth and one of the axis of that action priority is actually rebuild trust. So, in the government, how do you do it? How do you fix it? If I can still give statistic, you look at trust in governments ...

Speaker 2: But, sorry, if I have to interrupt. It obviously is not working in Italy if you have more than 50% voting for [inaudible 00:32:05] and [inaudible 00:32:06]. And also, people ... And we went there to report, and people ... The one thing we heard all the time is "We don't care anymore because we don't trust them." You need ... How do you fix that?

Speaker 3: Yeah, but as I said, I don't think you can just talk about populist vote in terms of this is not just been driven by corruption. Corruption is something [inaudible 00:32:25] part of the puzzle, but that is not the element. But, I think it does start by taking strong action in the governments about creating a very clear transparent accountable instituional mechanism. So, the government needs to do that, and if you look actually at Italy, if you look at a lot of there countries those countries I think they took some steps in that direction. They started making some reforms to improve for instance tax collection. Italy made huge progress in that if you look at the last 15 yeas. All the design of tax collection system has strongly improved, but still, there is a big big gap to reduce. And, so there is also the necessity to even more, but I mean that's not just Italy. I think you have a lot of other countries where corruption is a big big issue. And, of course, this is important for people for citizens.

Speaker 2: Thank you. We have a question right here.

Speaker 6: Yes, my name is [inaudible 00:33:26]. I'm from Istanbul [inaudible 00:33:28] University. This has been a remarkable panel indeed because there has been very little reference to the international environment in much this inequality or curse. In fact, there seems to be a number of adjustment mechanisms to international inequality, which affects the domestic inequality problems. One of them is unauthorized movements of labor. The international community's response to inequality is this. The second adjustment mechanism is even worse, called terror. And, this is also an adjustment mechanism to international inequality. It's remarkable that this has been totally absent from the discussion.

Speaker 2: You brought it in, thank you.

Speaker 6: I brought it in and may I-

Speaker 2: What is your question?

Speaker 6: May I have one other item. May I add one other item? And, that is when we looked at the statistics, it has been getting worse since 1980. And, the general observation has been that the connection between wealth and the real economy has been so severely hurt that we have a real problem of inequality. Thank you.

Speaker 2: So, you don't have a question.

Speaker 6: Actually, observations can be taken as questions.

Speaker 2: Thank for that. Does anyone want to react to that? Otherwise, we'll take another question up there. The lady just in front of ...

Speaker 5: I do want to push back. I saw one of the words today was laziness. And, I want to know how laziness plays into equality, and if someone wants to educate me on that because I really want to push back on that. When you talk about equality in the world, where does laziness come into that?

Speaker 2: Maybe we can ask. Maybe somebody wants to come out and say I put down laziness. Did you put down laziness? Sure, we'll do that in a second. Does anyone want to talk about it and explain why they put it down? No one? Come on. Courage. Nobody? All right, sorry. Then, we can't have a direct conversation about that. We'll take your question.

Speaker 7: All right. Thank you. Hi, my name is Rameshak Beery, and I'm a member of the Tennessee House of Representatives. This question really goes to all the women. Because as a young person, I'm 33 I'm the youngest one in my general assembly I'm from Memphis where we have the age 18-24 had the highest concentration of disaffected youth those that are off the grid, not being educated, not working. How are we, how are you all in your various capacities

reaching out to young people as a way to try and bridge this level of inequality in the economy and otherwise?

Speaker 2: Who wants to take that? Not everybody can answer.

Speaker 1: I'd like too ...

Speaker 2: You haven't talked in a while.

Speaker 1: Yes, well, I can talk all the time, but I'm just being polite.

Speaker 2: Right.

Speaker 1: Let other people ... No, I would like to reach out for that question because in Brussels, we are actually having maybe ... Our education is okay. The thing is that in the time that comes, it will be really disruptive in the sense that we will be having two groups very far from one another, and we don't want that.

Speaker 1: So, we are working now if I can be very concrete on one matter is that in the Dutch community in Brussels, we are starting this September with a school where we are going to change. And, when I talked about re-boosting the mind that means not only re-boosting the mind of the people who are working for you but also of ourselves ourselves. You cannot ask for change from others if you are not in change also. You cannot work in the old fashioned manner.

Speaker 1: So, we are starting a school where we are going to re-boost the whole situation of the normal subject matters in the morning you have math, and then you have that, and then you have that, and then you ... And, we are going to reach out for children from ten until twelve years old, and we are going to start a school that we call a teener school, a teenage school. Instead of already leading those children to choose for a certain future, we want their choice to be taken a longer way after.

Speaker 1: First, we are going to look like for the Red Devils for the talents of the children by not putting them in immediately in a certain route so you are ... This is what you are capable of. No, we really want to dug in and that's actually a pilot project here in the center of Brussels.

Speaker 2: I'm sorry. I don't quite understand. So, what's the difference? You're not going math anymore and ...

Speaker 1: Yes, we are. We are, but in a transversal way. I mean if you're in classical school, you have math that is has nothing to do with geography or ... What are we going to do is put those things together. You need math to construct a building, you need physics to ... You need to know how to draw plans, but you don't do that on a little block on your. You go out and you look at the building and you try to see what you are going to put in scale inside the classroom.

Speaker 1: We have to go like me on the move. Go the things and go back. So, that's a new sort of schooling that we think that we will allow much more students with a migrant background and the others all together it's not only for them but to look further for the talents of their children. Instead of mixing up because what happens most of the time here in Brussels is when people like myself, my parents came from Morocco in the 60's I spoke Arabic, Moroccan Arabic at home. I went to school in Dutch. I am here in Brussels, I have to speak French, and I'm talking to you in English so this is all potential of how can we actually put all those things together go forward. And, that's what we try to do with that school.

Speaker 2: Better adapted education, and we have ...

Speaker 1: And we boost our mind instead of only asking the others to re-boost theirs.

Speaker 2: I think it was the biggest Word Cloud we had was education. I think that's the topic we've been talking about most so far. Yes.

Speaker 5: I want to say that those young people from Florida those young people who have taken the stage. We are seeing history transform

Brenda Lawrence: On a stage, we are seeing history transform itself where young people who said, "You politicians, you adults, you do not understand this issue and we're going to stand there despite the NRA and everyone else, and we're going to take an issue forward."

Brenda Lawrence: Black Lives Matter. We saw young people, white, black, all communities coming together. And, when you talk about in America the children who are coming forward who have so much advanced knowledge and the ability to research and to have access to data at a level that we never had, I am excited about the young people, and thank you for being the youngest one in your assembly, but I see ... And let's watch that. Those young people in Florida, it has gone across the country. This planning a day to walk out of school. This day to come together. There's going to be rallies all over the country.

Speaker 8: And social media helps.

Brenda Lawrence: Yes. This is going to grow, yes.

Speaker 8: So social media might be a way of communicating, coordinating, actually fighting economic inequality in a way. We have a question up there. Please go ahead.

Omar: Is it on? Okay. My name is Omar [inaudible 00:41:25]. I work at the Ministry of Defense of Latvia and I've got a very specific question to Ms. Reminia Barini regarding gender inequality because today we are very much talking about high ideas, about mindsets, but I have a very specific question towards remedies.

Academic literature has established multiple reasons for gender inequality, one of them being prejudice but often, maybe a more major reason being maternal leave for plenty of reasons. One being, that during the maternal leave the woman is not developing her career so she drops out of workforce. And second, I think simply the employers don't take young women because they're afraid that they will take some maternal leave. So yesterday, I represent Federica Mogherini, when asked, what would be her solution to this problem. She said it is a paternal leave. So maternal leave to get a paternal leave. Both parents have a fixed time, so both parents drop out of the workforce at that time and there's no reason for employers to prejudice against either one ...

Speaker 8: So definitely your point ... that's definitely one of the drivers for inequality, but what's your question?

Omar: So, the question is, do you agree that this is a valid solution and should it be put forward within OECD countries as a valid solution to gender inequality.

Reminia: Thanks for the question. I certainly that this is one of the most important solution, as not the only one, but it's true that in those countries we have parental leave is equally shared and is very generous such as Sweden for instance you have such high fertility rates and a lot of gender parity. So, you don't have all the problems when women quit the job market for some time, and that's certainly one answer to that question. But, I think, it's also a question we go back to this idea of "spirit" or what people have in their mind, right, and stereotyping. And so, it's not just about ... you create a law — though law is there, it needs to be there and give the possibility, I'm thinking of the U.S. where we just heard that there is just no such thing as "parental leave," not even for women. So I mean, there, we go to even more side of extreme that is obviously preventing women from working and having a family.

Reminia: So, parental leave is one solution, but the other element is also childcare. So, it's not just about when you have children — and of course you need to be with your young children when they're born — but you also need to be back into the labor market ... back to the job. And, therefore, you need to have a lot of help in terms of childcare facilities. And, the other solution is, of course, flexible arrangements. I mean, there are a lot of novel solutions that countries and companies are experimenting on and, in fact, we see that those companies that are extremely forward in those innovations in making sure that both women and men can play flexibly with the spaces for managing work and life ... having a nice balance. Those companies and those countries that are pushing those flexibly solutions are actually managing to do both things.

Speaker 8: Thank you. We're gonna collect the last three questions that we have because we're running out of time and I never would want to cut into your coffee break. So, we have a question here, we have a question here, and we have a question in the back. Let's ask your questions and then we'll have a ... whoever wants to answer them, collectively, as a nice end to the session.

Speaker 9: Thank you. My question goes to Mrs. Zamouri. When you were speaking about football I had the temptation to kindly request you to advise my team to win the world cup because I think you have to choose. No, more seriously, I have two questions ...

Speaker 8: What's your team?

Speaker 9: Morocco.

Speaker 8: Okay.

Speaker 9: So we are playing ... we are playing ...

Amori: You will not win.

Speaker 9: We are playing in the same team. Two questions for you. Don't you think that the patriarchal culture in the minorities living in Europe is an obstacle for women development and empowerment? Because, as you know, the woman plays an important role in education at home.

Speaker 9: My second question: don't you think that the integration policies that have been implemented in Europe, and you're a member of the parliament ... of course, the policies are different from France, from Belgium, from U.K., and so on, and especially when it comes to security within and so on ... don't you think, this is my question, that these policies have frustrated a lot of minorities? Or, did they reach the result in order to integrate better these communities?

Speaker 8: Do you think you can give that a quick shot? And we don't ... because otherwise it's just gonna be too all over the place.

Amori: So, yeah. On the first question I think you're right for a very big deal, like, many minorities ... and if I take the Arab community and the Mediterranean community ... it is a patriarchal society. And that's why when we come to emancipation ... and we all want to emancipate everybody and everyone, don't we, yes? But, until now, we've only reached out to women and we didn't take the men with us, and that's the biggest mistake that we did, because if we want change, we want it with all of us. You cannot change me and leave my husband at home. So that's one ... you're right. And we should change and reboot that also. That's one answer.

Amori: Your second answer is about the policies. For the moment, as I listen to people around me - the commune or in Belgium in general - I think that a lot of restrictions toward minorities are put in laws. It's like, okay, let's leave out the wearing of the hijab or whatever, but a lot of restrictions, like ... watch out when we talk about terrorist attacks and everything ... that came on very hard! Because, all of a sudden, a whole society of minorities is culpabilized and they are afraid. But, the thing is, that the nations taken toward those minorities are

not always positive, its always one of restriction, to push them back. And, we cannot push back, because other it will ... that's not the solution.

Amori: So, I agree with you that the policies ... I don't know if you said it or not but I'm going to say it in your place ... the policies put in place now are not inclusive. That's why a lot of people of minorities of Arab regions, they don't feel at home, for example, in Antwerp.

Speaker 8: We're out of time, as interesting as it is. Let's hear those two questions really quick and get a blitz answer.

Simon: Very, very quickly my name is Simon Fraser. I was just reflecting that ... I think if Agnes Dayton the Nobel economist was in this room he would say, "We're not addressing the whole issue here." Of course, he would say, "You're always going to have economic inequality in a capitalist society," and this is a room full of people who dedicate their lives to succeeding in that context. So, what really matters is economic fairness in society. And, I think we've looked a lot about the questions of economic equality of opportunity here, and that's really important, but the bit that's missing is how are we dealing with the consequences of inevitable economic differentiations in society. And, the problem, it seems to me, in our societies is that solidarity and collective community spirit is being eroded, and I wanted to hear the panelists say a little more about that as Baroness [inaudible 00:49:43] was touching on, about redistribution and civic, ethic, collective spirit in our society.

Speaker 8: Add that question over here and then we'll answer ... we'll try to answer both of them as good as we can with the remaining time. Please, go ahead.

Dave: Thank you. My name is Dave Ansberg from Netherlands. I'm a chairman of school board for kids with special needs. Our kids sometimes leave our schools without a job, a real job. Kids with disabilities will sometimes be called with double disability - kids from a migrant background and also with a handicap, and we're tired of it. WE're tired of discrimination of these kids on the labor market, and we want to have something concrete ideas now on the table. Isn't it time for quota? Quota by the government to assure that these kids, who are just as human as you and me, get a real chance on the labor market, and government has a moral responsibility to help these kids thriving and flourishing in their lives. Don't you think we need a quota now?

Speaker 8: Okay. Do we need a quota? And, what's ... do you want to go first on this one?

Brenda Lawrence: I want to address the question that was made over here. In America we have this philosophy of the latter of success. I grew up as an African American young child very poor, but the spirit that we keep talking about of my family was that if I got an education I could achieve ... it was that spirit of, "I might not be filthy rich but we were able to feed our family." My mother would dress me and send me to school ... my grandmother ... knowing that this was just a station in our

lives and things would get better. We're not seeing that now. It's like, if I'm here I'm being repressed because I'm not getting the resources ... you're not giving me the internet. We're talking about net neutrality now. Why is that such a big deal in the United States? If you restrict the ability to have access to the internet, you're restricting my growth, my opportunities. That's where that anxiety comes in. It's another human being that's given more than me, for what reason? What's bad about me?

Brenda Lawrence: So, when we start having that discussion I really want to go back to your comment about the international piece of this. In America, we are dealing with immigration at a level that I never thought, that if you came from a certain place, you are being labeled as a terrorist. If you're coming from another place ... that's why I want to talk about that word of "laziness." When there are certain people they're ... "They're lazy. They don't want to work." ... Where you'll see individuals who are not given opportunity for citizenship, who work every day under the table to try to provide for their families. And, so, we have an opportunity but we have to address these systematic policies that we have implemented in corporate America that has created these classes that me, an American, I'm very sensitive to. And, it ties in racism, and it ties in disparity in education that will forever keep a person at a different level.

Speaker 8: Thank you. Anybody, lastly, wants to react to the quota that you brought up? Is that a good idea?

Reminia: I think we should look at all ideas that we have right now, and quotas ... I mean, it's something that has worked for women, so why not do it for disabled people. But, like I said, it's one of the possibilities. I have a small company in France that's actually working with disabled people, young people, and doing different things. So, nobody told them, "Please, take this person," but actually, the company reached out to that person because the company understood that the person could bring something special to the company. So, I think that is sort of also the kind of experience that we want to catalyze through with [inaudible 00:54:01], companies that are very progressive in their thinking. And, I understand that, yeah, this is not just a top down regulation that some great economist put in there, there is some economic reality behind it.

Reminia: So, quotas: yes, but maybe there are also other things to do at the same time. And, then, I wanted to say something to the ... to respond to the question of ...

Speaker 8: Simon.

Reminia: Simon, thank you. Is it just opportunities? Can we just talk of pre-distribution and forget about redistribution? And, of course, we can't, right? And, maybe, I think, the focus of the panel was very much on pre-distribution because economists always think ... forget about every in the first place. Just think about growing the pie and then you'll think about how to redistribute if it's not fair enough. And, what we were saying is, "No! You can't disassociate the two."

Think at first ... think about it at the outset, but also think it after that, because you're right that it's not just enough.

Reminia: So, we say, opportunities ... or equal opportunities ... it's just a two way street. You can't understand opportunity if you don't also look at the outcomes. Again, it's ... the poor kids today that are going to struggle the most tomorrow. And, so, how do you help those poor kids? So, you have to understand what has generated the preconditions in the first place, but you also need to, obviously, intervene a lot with strong welfare state. And, when you were talking about the solidarity, which again is ... today, an American colleague told me, "You know, this word doesn't really exist in English! This is a European word, and it means something very specific."

Reminia: But, you're right. We need solidarity. We need to refound this collective contract that we all need to thrive in this very complex society.

Speaker 8: Thank you, and you can probably continue that conversation during the coffee break! Before we do that, though, I'm just gonna keep you another 50 seconds. There's a question. You can have your voice heard to politicians now if we have it right here. What's your message, after this panel, to politicians in the E.U. and the United States regarding inequality?

Speaker 8: Number One: Do something about it or democracy as we know it will fail.

Speaker 8: Two: Everybody calm down. We're in pretty good shape.

Speaker 8: Three: We need to address the non-economic drivers of inequality, and we talked a lot about those today.

Speaker 8: And Four: What do you mean? I'm doing just fine!

Speaker 8: All right, and I think today we established at least, and I know there's not enough time to talk about all the implications today, but we gotta ... what did you say? "Reboot the mind?"

Amori: Yes.

Speaker 8: That we need the right legislation ...

Amori: Absolutely.

Speaker 8: To go with it. I think we can agree at least on that after this, today. And, there's one more thing I'd like to say before we have the results here, and we do have them right now. So ...

Speaker 8: Number Three wins! "We need to address the non-economic drivers of inequality."

Speaker 8:

Thank you very much to my panel! That was great! And, I have one more message before we leave, before you have coffee: good luck to the Belgian National Soccer Team!