

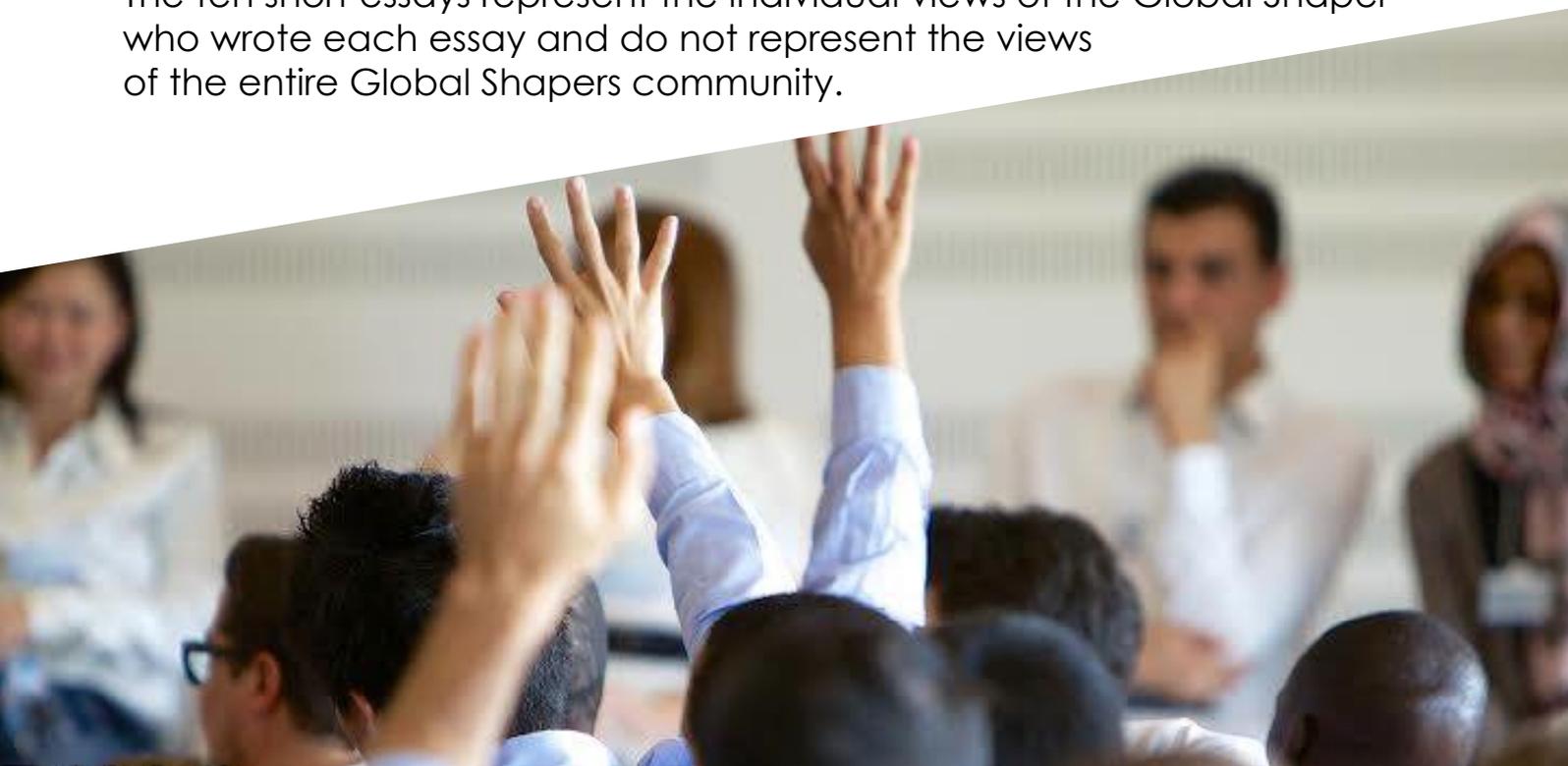
# CHALLENGES OF OUR TIME

## 2016

12 essays Written by Global Shapers  
Compiled and edited by Alvin Carpio



**Global Shapers**, The Global Shapers Community is a network of Hubs developed and led by young people who are exceptional in their potential, their achievement and their drive to make a contribution to their communities. The ten short essays represent the individual views of the Global Shaper who wrote each essay and do not represent the views of the entire Global Shapers community.





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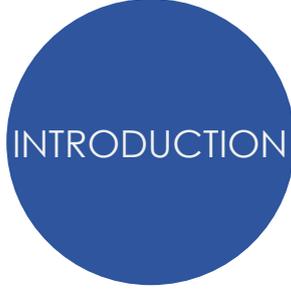
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# INTRODUCTION

London Hub | Alvin Carpio

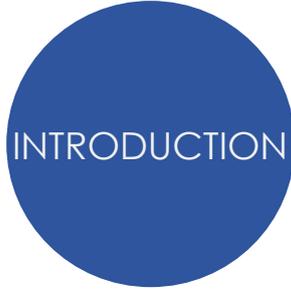
The world is constantly changing and with that comes a set of consistently changing challenges that the global community must adapt to and prepare for. This collection of ten short essays written by Global Shapers portrays the major challenges faced by communities around the world and ways to address them. This is the world as Millennials see it.

Millennials are at the sharp end of change, experiencing a new set of norms on the cusp of the unknown while set up with high expectations to do better than the Baby Boomer generation but with little chance of those promises being fulfilled. So who better than them to set out the key challenges facing communities around the world?

These essays are the world's current and future leaders representing the public, civic, and private sectors. The issues range from city pollution in Oslo and access to energy in Nairobi to the state of philanthropy in China and the call for peace in Colombia:

In the first essay, Isaac Castro argues that reconciliation is needed for a lasting positive peace in Colombia. The new younger generation must start anew to create a fresh beginning.

Julia Bossman contends that Silicon Valley has now become an institution with its own norms and therefore inequalities and disadvantaged communities such as women. To move on and change and develop it must self-reflect and recognise its shortcomings. Silicon Valley has now become an institution with its own norms and therefore inequalities and disadvantaged communities such as women. To move on and change and develop it must self-reflect and recognise its shortcomings.



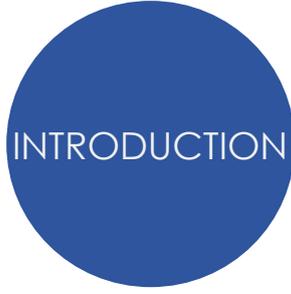
## INTRODUCTION

From Boston, Elizabeth O'Day says that 42m Americans owe over \$1.1tn in student debts which have delayed major life decisions and stages such as starting a family, buying a home, or starting a business. To address this, colleges should make it mandatory for applicants to watch an online video on financing education.

City pollution in Oslo is a growing problem with the brown smog so visible from the mountain tops. Birgit Skarstein and her hub propose some major and radical changes to address the public health issue such as a car-free city and free public transport.

In Tel Aviv, social divide between the rich and poor, the religious and secular, Israeli and Palestinian, asylum seekers and veteran citizens continues to be a major issue and on-going threat to societal stability. To address these issues, Matan Hoffman suggested, bringing people together from all sides is key and the hub proposes supporting those worst off by asking restaurant goers to donate money to address food insecurity, by renovating kindergartens for children of asylum seekers to give parents the opportunity to work, and challenging the way Israeli history is experienced and commemorated.

Michael Nganga from Nairobi's hub conducted research into access to energy and the result showed that access to energy impacts education, savings, health and overall quality of life of every member of the household. One way to make energy more accessible is by providing access to the renewable solutions available in off grid communities.



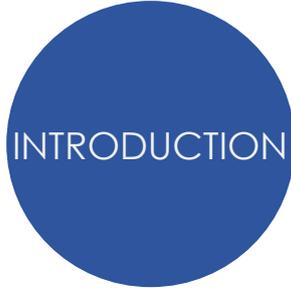
## INTRODUCTION

This can be done from minimum entry solutions that are affordable such as solar rechargeable lamps and other household systems. Wide scale change is possible if energy prices in the developing country can come down to meet the needs of average to poor households.

The growth of Chinese philanthropic endeavours is stilted by a lack of formal and transparent charity laws and a culture of setting up foundations outside of China. There is a huge lost opportunity for philanthropists to tackle China-based social issues given the lack of a developed third sector and Western-model of charity. Philip Chow believes that better laws, transparency, increased professionalism, and greater public recognition of the worth of domestic philanthropic endeavours can help address this.

According to Carolina Hadad, inequality is a big problem in Buenos Aires. Technology can be used as a low-entry minimum-investment tool to address social challenges pushing people to become creators of technology, rather than just consumers. In order to do that, we need to rethink education to encourage the new generation of problem solvers. Otherwise there will be voices that won't be heard and problems that won't be solved in tomorrow's world.

In her essay, Asmaa AbuMezied paints a picture of the violence and conflict which have left Gaza in a humanitarian crisis leaving the young generation without work (60% unemployment rate) and a lack of access to basic resources for basic needs such as electricity and water. It also touches on youth-driven initiatives to address the disengagement.



## INTRODUCTION

Selma Seddik suggests one third of all food production worldwide is wasted. By 2050, nine billion people will need to be fed daily, and yet we continue to waste food and ergo important resources such as water and land surface to produce food, while also increasing CO<sub>2</sub> emissions through the transport of food. One example of how to address this is Instock. Instock is a restaurant in Amsterdam using food surplus streams from the food industry and retail. Chefs create dishes with products that would otherwise go to waste. These products are collected every morning with an electrical food rescue car from supermarkets in the area.

In the final essay I look at in-work poverty in London. While unemployment in the capital has gone down, the number of people in work yet not earning enough nor working enough hours to live a decent life is increasing. This is particularly worrying for Millennials who are experiencing a more difficult beginning their careers than previous generations. I also offer a set of five ways to address in-work poverty.

It is the hope that this pamphlet spurs you to action, informing you about what is perceived to be threats and opportunities in the global economy and society. Treat this booklet as a guidebook written by advisors sharing their honest view of the major challenges and problems. It is our hope that this pamphlet challenges your perceptions of the world we are to face in 2016 and beyond.

# Peace for Colombia

Bogotá Hub | Isaac Castro

From the day every single Global Shaper in Colombia was born, our country has been at war. After more than sixty years of armed conflict, our generation has always been witness to internal struggle ranging from drug lords, right wing paramilitaries to left wing guerrillas.

Bogotá has been at the center of the Colombian conflict for decades. Be it as a victim of constant terrorist attacks or as the location of all the main stakeholders that have fought to improve the country security. Moreover, Bogotá is home to the largest population of displaced victims of violence in the country.

After successful security campaigns by state forces and several peace processes, FARC, the oldest guerrilla group in the world today, is the only significant irregular army operating in the country. Today, a peace process is underway and has been announced to culminate in March 2016.

Once the process materializes, Colombia will be in a position to write a new chapter in its history. It is not as simple as signing a piece of paper, however, since the process of reconciliation is the toughest part of all. 2016 will be the year of peace in Colombia; peace in Colombia is finally in sight.



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But what has to be done to put the wind in our sails in this critical process of building trust and reconciliation? Great minds have said about peace, that there are two kinds: negative peace, defined as the absence of war; and positive peace. This last one implies a social and educational nature; it is built through recognition, memory and sympathy; but most important, it stands through time.

On the one hand, education will be decisive in this peace building process. How to educate children that live in a post conflict society? Children who grow up in violent contexts are more likely to legitimate aggressive beliefs, tend to be less empathetic towards other people's feelings, and are less able to constructively manage their emotions. Therefore, these children tend to be more aggressive in the short and long-term, thus contributing to a harmful cycle of violence. Schools are privileged places to stop this cycle, as they have the potential of being safe environments where children can learn how to be active citizens who peacefully coexist with other people.

On the other hand, the role of business will be also crucial. How can private sector drive post-conflict, peace-building and peace-keeping? Corporate participation in post-conflict centers around the transition from conflict to a sustainable peace, since victims and perpetrators of violence must be incorporated back to society. For this reason, strong partnerships among the private sector, government, international organizations and civil society are necessary. In order to contribute to economic recovery in our country, Colombia needs to promote private investments in former conflict zones, and to create employment opportunities for all the affected citizens.

Once our public and private stakeholders are ready to embrace the process, a transitional justice model has to be ensured. Specifically shaped for the context of Colombia's conflict, the model needs to integrate national and international actors, from different sectors as academia, international justices, and armed and not armed parts of the conflict. And very important, the line between justice and peace has to be drawn.

# Peace for Colombia

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On the legislative side of the process, the victims' law plays also a leading role in our post conflict scenario. Colombia has gone through many conflicts in the last sixty years, and during these varying conflicts there has been one common factor: victims. The country has seen more than 200,000 violent deaths; 4 million displaced citizens and armed groups have taken millions of hectares from farmers. Up until 2011, the former peace processes virtually ignored victims and were centered on the armed actors. Victims need to be redressed and to be given the opportunity to truly begin their life after suffering violence. On that regard, social inclusion of those with disability becomes also a key factor in a peaceful society. Casualties and disabled citizens are a natural consequence of conflict, and full and effective reintegration of all people in society should be a right of all Colombians.

A sustainable economic growth will definitely contribute to smooth the peace process, moving from poverty and war to prosperity and economic development. But, how can the Colombian economy innovate to ensure delivery on the post-2015 sustainable development goals? Colombian peace process creates economic challenges and opportunities for the country and for the international community. The government has been investing over 3 percent of the GDP in defense in order to combat illegal groups. With the current peace process, the government could turn these resources into productive investment with a high return for society. This transition is not simple, however, as innovation and productivity derive from strategic investments.

And finally, certainly the cornerstone of our dream will be the reconciliation in society. There is no real peace without forgiveness and reconciliation. The havoc caused by this ruthless sixty year-old war has tinted us, all Colombians, if not in the way of a harrowing tragedy, at least in the form of shared sorrow. Thousands of mothers, fathers, brothers, sisters and friends have been killed, disappeared, hurt, abducted and displaced. Millions of Colombians have lived in fear, anger, resentment and pain for more than six decades.

# Peace for Colombia

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Thus far, peace has been reduced to a political notion, a concept. However, it is a path that demands society to act, to incorporate non-violent cultural practices and transform the psychosocial dynamics that legitimize and reproduce conflict. Peace is not only about the ones in camouflage, it is not only about weapons. It is also about inequality, hunger and apathy. It is a process of collective construction and it will not be a reality until it becomes social. Before this is achieved, a treaty is just a piece of paper and peace is just a word.

Therefore, Global Shapers of Bogotá Hub indefatigably work to contribute to that construction, through three projects which are the backbone of the value that Bogotá Hub seeks to generate in Colombia:

**Bakongo Peace.** This unique 7-day camp brings ten demobilized members of the FARC together with ten Global Shapers and twenty children victims of the conflict, living in the mountain under the same roof. The goal is to start building peace from the base, to inspire thousands of Colombians, and to prove that reconciliation in a war torn country is possible.

**Challenge Claro – Global Shapers for Colombia.** This initiative rewards individuals and organizations in Colombia that propose viable solutions to the most pressing problems in the country.

**Inspiration Project.** We have an important role in inspiring the youth of our country, especially in the post-conflict scenario we are now facing. For this reason, we give talks at the top universities as well as in schools with underprivileged children, where we share our passions and our stories of effort.

Bogotá Hub believes that youth in general, and the Global Shapers in particular, must become the main source of hope of our nation, and lead the way in this transition: a journey of reconciliation and positive change, where new role models need to be created to build our new image to the world.

# The Silicon Valley Dream:

The rebellious aristocracy | Palo Alto | Julia Bossmann

The world's attention is on Silicon Valley in this fourth industrial revolution. We expect it to carry the torch of our civilization's progress, which in many ways, it does.

I'm going to share observations on Silicon Valley's unique culture, and in which ways the system falls short of its promises, namely its lack of representation and empathy.

Before we dive into its particular challenges, let us keep in mind that the first challenge of Silicon Valley are its limits in geography and human capital; that there isn't more of it in the rest of the world. It is a unique economic and technological driver that is hard to replicate, and thus invaluable to our future. Understanding what drives its strength may help us drive innovation all over the world.

## **A mythical place**

Silicon Valley is not just a physical location, but an idea that anything can be done without regards to tradition. Only a few of who we consider Silicon Valley icons were born and raised here. The default person has worked hard to overcome obstacles, to uproot from their origin home, and to afford an expensive standard of living. They have fought their way here, and they keep fighting to maintain it for the Silicon Valley Dream. A downside of this self-selected elite is the lack of representation of all of society. Even long-time residents face challenges in keeping up with the ballooning rent and cost of living. Elderly people and children are eerily absent from public life, as are most races besides White and Asian. A place with a local culture and a non-representative group of citizens is unlikely to represent and solve all the world's problems.

The current instantiation of this dream is rooted in California's history of gold rushes and the promise of finding a fortune. During the Western settlement era, European immigrants spread by culture and personality from east to west like ink on blotting paper. The ones who were never content settling down, who came to find the best possible life for themselves, far away from bureaucracy and oppression, went west, further and further, all the way to the promised land in the Golden State. It is not a deity they fear,

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The rebellious aristocracy | Palo Alto | Julia Bossmann

but insignificance and mediocrity, not becoming god-like themselves.

Today, nerds come to Silicon Valley to mine for the gold in their own brains. As technologies such as artificial intelligence and synthetic biology promise to transform our society for the better, many professionals in Silicon Valley are driven with quasi-religious zeal to do their best work towards a bright future. Whenever there are great changes, naturally there are also great risks. Future-oriented organizations such as Foresight Institute are at the forefront of negotiating technological progress to ensure positive outcomes for humanity.

## Cultural Strengths

Besides ample available capital and low interest rates that drive investments into start-up companies, Silicon Valley thrives because of unique cultural ecosystem. Some key traits are an ideal of meritocracy, embracing failure, and a pay-it-forward mentality.

While a true meritocracy, the ruling of the top performing, is still a lofty ideal, achievement and capability is celebrated. Other places in the world know the herd mentality, or even the crab mentality: Crabs collected in a bucket will keep each other from escaping. Silicon Valley flips this notion on its head. The Silicon Valley crabs would strive to help each other successfully escape the bucket, and collectively celebrate success. Furthermore, whereas in most industries young people would have to earn credentials to win the favor of the gatekeepers, in Silicon Valley being a college drop-out can be a sought-after sign of courage and a wellspring of fresh ideas. Ideas that fly in the face of the establishment are more likely to be considered on their own merit.

"I have not failed. I've just found 10,000 ways that won't work." T. A. Edison's words hint at another cornerstone of Silicon Valley's success culture where paradoxically the embrace of failure leads to successes that in other parts of the world may not have been possible. Whereas failure is synonymous with shame in most parts of the world, here it comes with undertones of courage: A person who failed had the audacity to test how far they could go and learned valuable lessons along the way.

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A failed entrepreneur writes off their efforts as an education which, in the grand scheme of US higher education, wasn't even expensive.

Because the ecosystem is closely knit, good deeds such as introductions and advice don't have to be repaid immediately in order to be worth it.

At the base of it is an assumption that everyone could be the next big shot who will remember their help along the way, and that the rising tide lifts all boats. Understanding that the pay-it-forward mentality is based on diffuse expectations



of success, it becomes evident why we need female and minority role models. Only people who are seen as potential successes enjoy the pay-it-forward mentality.

## Sticking it to The Mom

Besides the quasi-religious myth, the Silicon Valley Dream is the dream every geeky teenager dreams as they emancipate themselves from their parents with defiance and contrarianism. Re-invent everything. Like teenagers, hustlers enamoured in the myth react with reflexive resistance when told to be reasonable. Hip startups dread corporate culture. Silicon Valley entrepreneurs are not sticking it to The Man, they are sticking it to The Mom, to the ones urging them to be more careful, to understand before rushing into breaking things, to share their toys, let the other kids play, too.

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In the bigger picture, too much of Silicon Valley fails to see perspectives beyond their own, an unfortunate, but very human shortcoming. The aforementioned lack of cultural diversity reinforces this bias. As a result, the survey of what many VC firms fund does not reflect what the world needs, but rather what mostly white male middle-aged American millionaires would like to see in the world.

A long-term solution to this bias is improved representation. Technology institution Singularity University is championing this approach by achieving diversity and representation in nationality, gender, age, race, and cultural backgrounds for participants to their annual Global Solutions Program. Targeted efforts such as Silicon Valley Women and the YCombinator Female Founders conference aim to level the playing field.

Besides shifts in representation, leaders can do small things every day that encourage growth and perspective-taking in their organizations, for example by stressing that different people have different experiences, by encouraging introspection and self-awareness, and by opening conversations such as “What was that experience like for you?” “Thank you for sharing” and “How do you think that was like for her?”. We’ve been falsely taught that the capacity for perspective-taking develops during childhood and then stops. With conscious effort, it is developed over a lifetime.

Cultures grow up on slower timescales than individual humans. In the grand scheme of things, Silicon Valley is going through its teenage years. Perspective-failures still happen, but they are getting less applause and more disapproval. We decide what we want to value as a culture. Whenever there’s a controversy or an outrage, it’s the squeaky wheel of friction, a necessary sign of change. My hope is for a grown-up, self-aware Silicon Valley that continues to drive innovation with empathy for all.

# Regional Peace Initiative

Minsk Hub | Denis Kolga

What is the key challenge facing Belarus?

Belarus remains little-known for the representatives of international business community and until recently the country has been of quite little interest for the international decision makers. The situation changed in 2014, when Belarus became an international negotiating platform to resolve the Donbass conflict. Minsk has hosted multiple rounds of peaceful negotiations, which resulted in two Minsk Protocols, one in September 2014 and the other in February 2015, the latter signed by the leaders of Ukraine, Russia, France and Germany.

As a result of the protracted conflict in Donbass, approximately 5 million people urgently need humanitarian assistance to meet their basic needs. The UN's refugee agency estimated that as of beginning of November 2015 around 160.000 Ukrainians have fled to Belarus. This number is substantial for a country with one of the lowest GDP's per capita in Europe. Due to its location and cultural affinity Belarus is a practical destination for Ukrainian refugees and the number of people in need of assistance continuously increases.

In these circumstances we are concerned that cooperation between the country's various stakeholders has not been active enough in finding even better solutions addressing regional conflicts and humanitarian problems associated with them. The Minsk Hub of the Global Shapers Community's mission is to enhance cooperation between business community, civil society and Belarus' political elite.

We believe that Belarus has great potential in even larger contribution to the regional peace and security. Belarus is the only country among six Eastern Partnership states which has no territorial disputes with her neighbours or frozen armed conflicts. We work on the idea of the Minsk Hub of Peace, promoting Belarus' role as an international platform for resolution of the conflicts on the post-Soviet space. It is quite symbolic that 2015 Nobel Prize in Literature was awarded to the Belarusian writer Svetlana Alexievich for her profound anti-war writings as well as a reflection on the havoc that conflicts and humanitarian catastrophes wreak on mankind.

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Belarus not only continues bringing its input to the resolution of Donbass conflict and normalization of relations between Ukraine and Russia. It has called on Russia and Turkey to settle for compromise. Russian side has recently stated that Belarus may provide a convenient platform for other kinds of peace dialogues, including talks over the situation in the Middle East.

Ultimately, Belarus' negotiating arena could contribute to improvement relations between the West and Russia.

What can be done?

Our idea is to create in Belarus either temporary or long-lasting a permanent international platform under the aegis of the Global Shapers Community / WEF, which would deal with resolution of conflicts on the post-Soviet area. Sandwiched between the EU and Russia, Belarus is destined to play reconciliatory role in times of regional tensions. It maintains friendly relations with all neighbouring countries and has become an important arena for communication concerning resolution of a number of conflicts in Eastern Europe. Among other things, the OSCE Minsk Group was created in 1992 to encourage a peaceful, negotiated resolution to the conflict with Azerbaijan, Armenia and Nagorno-Karabakh.

It has become quite clear that solely national governments are unable to resolve the protracted Donbass conflict and to tackle effectively humanitarian problems. Furthermore, in no case of the frozen conflicts in the post-Soviet area has the international community been successful in mediating a political settlement. This fact asks for critical review of past approaches and elaboration of new effective mechanisms. It would be instrumental to hear the views of the participants of the WEF Annual Meeting 2016 on the best ways to achieve greater impact on resolution of regional conflicts in the post-Soviet area.

We propose three scenarios of our idea to the distinguished public. We appreciate any assistance and comments on what option(s) could be the most feasible and useful in reaching our goal, which is larger contribution to conflict prevention and conflict resolution on the post-Soviet space.

# Regional Peace Initiative

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1. First scenario envisages organization of a series of public events in Belarus in partnership with the WEF, Global Shapers Community (GSC), other international organizations, regional civil society actors and businesses, aimed at elaborating practical suggestions as for the achievement of the peace formula in Donbass and more effective ways for tackling humanitarian challenges associated with the Donbass conflict. Belarus may serve a neutral platform bringing together stakeholders from Russia, Ukraine and elsewhere.

2. Second option provides for the organization of an international youth event, including a panel discussion with prominent experts and decision makers, simulation games to hash out (particularly, in relation to Donbass) conflict management issues, with participation of Global Shapers Community members. It will be followed by final conference and symbolic declaration calling for peace. Participants will include youth leaders from Ukraine, Russia, Belarus, other eastern European states, as well as from the EU countries. They may include either exclusively GSC members, or not be limited by the GSC membership.

3. Third option envisages creation of long-lasting international platform / situational think-tank focused on the issue of conflict prevention and resolution in the post-Soviet area. The GSC would serve as a basis for the creation of the youth wing of this kind of institution. At present, youth leaders are largely excluded from the conflict resolution and peace-building processes in the Eastern European region. We propose to set up the Youth Center for Conflict Resolution in Minsk, Belarus under the aegis of the Global Shapers Community / WEF, which would unite efforts of international civil society, Belarusian governmental bodies and regional actors in promotion of peace and security in Eastern Europe.

Under this idea, youth leaders would discuss new solutions to the prevention of conflicts, taking into account specifics of a given country / region. They would prepare analysis and conduct brainstorm sessions resulting in reports with practical suggestions as for the prevention and resolution of protracted conflicts. The Global Shapers Community / WEF would be instrumental in reaching prominent experts, politicians and diplomats with intellectual contribution by the youth leaders.

# Wicked ‘Smaht’ but Crippled with Student Debt:

How Student Debt is Holding Back a Generation of Bostonians  
Boston Hub | Elizabeth O’Day, PhD and Christopher O’Day

Approximately a quarter of a million students call Boston “home”. According to the Carnegie Classification of Institutions of Higher Education, there are 114 colleges and universities in the Bay State, including some of the nation’s premier schools such as Harvard, MIT, Tufts, Boston College and Brandeis. It is no surprise that Forbes voted Boston 2015’s “Smartest City in America”. Almost half of the entire population is college educated, an increase of 32.2% since 2000. It’s fair to say Bostonians are “wicked smaht”. However, just as the number of diplomas are increasing, so too is a mountain of student of debt.

Massachusetts ranks 4th amongst the most expensive schools and second to last in the most affordable area to attend college. The high net cost of matriculating in Boston, forces nearly all students to take out loans to pay for their education. For the class of 2014, Massachusetts’s graduates owed an average of \$29,391 in debt (11th highest in the nation). Faced with a still struggling labor market, student debt is crippling many recent graduates.

A generation ago, student debt was relatively rare and small in scale. Today, 70% of all college graduates have student loans and collectively more than 42 million Americans owe over a total of \$1.1trillion student debt. For millennials, student debt is the central factor of our economic life. Its heavy burden holds many of us back from “life steps” such as buying a home, starting a family, saving for retirement, or even starting a business. Delaying these traditional life goals has economic and social ramifications that are just beginning to unfold. The fabric of once young, vibrant cities are changing as more than 37% of graduates find it necessary to move back in with their parents in order to manage hefty loan bills. Further, according to a survey by the American Institute of CPAs (AICPA), due to student debt, 31% of graduates said they would put off having children. For individuals this can have health implications, especially as fertility rates continue to decline. Further delaying having children or choosing not to have any at all, is contributing to a change in our nations demographics. In 2000 the US population growth rate was 1.12% per year, in 2009 0.88% per year, and in 2015 it has fallen to 0.73% per year. Student debt is certainly

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not the sole factor leading to declining fertility rates and a change in population growth patterns but the stress it puts on our generation is a contributing factor.

Obtaining a higher education degree has been sold as the means to scale the economic ladder. According to the US Labor Department, median weekly earnings of college graduates are nearly twice as much as workers with only a high school degree. So, while this may make a college degree seem “worth it”, once you factor in the cost of education, in some cases the trend reverses. According to a recent Forbes article, an Arts graduate in Kentucky can expect to make \$147,000 less over 20 years than a high school student. Blanket marketing of college to the masses should stop. Many students would be better served learning a trade, which would provide them with an in-demand-skill and enable them to readily enter the workforce (with little to no debt). Further in metropolitan areas like Boston, where nearly everyone is college educated, a bachelor’s degree offers little differential advantage on the job market. Additionally, many degrees have not prepared students with the skills employers are seeking, forcing them to take jobs outside their area of study. Thus, many recent graduates find themselves forced to pay back incredible amounts of student loans for a degree that does not directly influence their earning potential. Even students with more traditional degrees such as teaching, accounting, or engineering find it incredibly difficult to find first-time jobs with a salary to put any appreciable dent in their student loans. The current system of higher education is not sustainable. We need to find a way to grant access to a quality education without burdening students with decades of debt. Political, social and economic forces will be required to curb the US student debt crisis. To tackle the issue in Boston we suggest creating a mandatory course to help students and families make informed decisions about financing their education, and implementing creative government and private-sector models to work with students to pay off their educational debt.

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Few students are aware of the extent of the loans they will be responsible for upon graduation. In an AICPA survey, more than one third of students had a vague idea (21%) or no idea (15%) on the amount of their student loans. This unawareness creates a dangerous situation where students often borrow more than they need, borrow from high-interest private lenders without maximizing safer federal student loans and have no realistic plan to repay their student debt. In order to make informed choices, students need to be clearly educated on the costs, financial aid, typical outcomes and debt payment programs before enrolling in higher education. We suggest creating a compulsory online course “Understanding how to finance your education” as part of every college application. This could be as simple as a short video(s), clearly explaining college costs (including tuition and additional costs of attending a particular college), financing options (including free money through scholarships and grants, and differentiating between federal and private loans), understanding debt-repayment options (including Public Service Loan Forgiveness, Pay as You Earn and Income-Based Repayment plans) and reviewing the “College Scorecard” a relatively new department of education tool that helps consumers quickly and easily understand the chance of completing, borrowing or ending up with high debt at any particular school. The course would require students to develop a basic understanding of the financial responsibility that will accompany their degree even before applying. This will enable them to make the best decision about where and how they finance their education, and hopefully lessen debt for future students.

There are also opportunities for both the government and private sector to alleviate current student debt. Minnesota, Maine, North Dakota, California and Connecticut have already passed legislation that allows them to establish a loan authority and refinance student loans. State agencies can use tax-exempt bonds to refinance student loans with a more favorable interest rate, which could be incredibly meaningful for those carry high-interest private loans. With 250,000 students that could benefit from the program,



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Boston Hub | Elizabeth O’Day, PhD and Christopher O’Day

Massachusetts should consider similar legislation. Boston-based companies have also realized they have a unique opportunity to participate in the student debt solution. PricewaterhouseCoopers (PWC), recently added a new benefit for its employees, paying ~\$100 a month (plus taxes) directly towards eligible employees’ student loans. PWC sees this as a powerful tool for recruiting and retaining college-educated talent. It also sends a strong message that as an employer, PWC, is aware of the immense challenge student debt imparts on its employees and that PWC is going participate in the solution. We hope the government will make this a tax-exempt benefit and that other companies offer similar programs.

The US student debt crisis is a mess. The ever rising cost of education, for-profit schools with misaligned incentives, high-interest private loans, complicated relief programs, inequality of delinquency rates and the atrocious penalties for those that default are some of the additional areas fueling this catastrophe. We need change. Millennials are more educated than any other generation. In exchange for this education we have had to take on massive student loans that follow us for years, preventing us from fully participating in society. This is inefficient and illogical. Boston as the epicenter of learning has the opportunity to lead the charge against student debt. Let’s create new models to diminish current debt and safeguard future generations- it’s time we put that high-priced education to work.

# City Pollution in Oslo

Oslo Hub | Birgit Skarstein

Oslo is a city in between forests and fjords, the city center is surrounded by amazing, open nature. During winter you can hit the subway with skis across your shoulders, and fifteen minutes from the city center you can go skiing into endless forests. During summer you can throw yourself into the refreshing fjord right from the town hall or the Opera house, or you can go kayaking between small islands on your own little ocean safari. Oslo is a city of nature. However, one danger is threatening in the horizon: city air pollution.

Especially during the winter time, while standing at the top of the ski jump of Holmenkollen, you can see the brown dust swirling over the city center like a cloud. The cold air pushes the pollution down to where people are living and working.

Air pollution is a widespread problem across the European Economic Area (EEA), particularly in big cities, where emissions from diesel cars are a major contributor to poor air quality.

European Economic Area legislation, in particular the “Ambient Air Quality Directive”, has established legally binding limits for certain pollutants present in the air, like PM10, SO<sub>2</sub> and NO<sub>2</sub>, which may pose a serious threat to public health. Where these limits are exceeded, public authorities are required to develop concrete plans setting out how air quality can be improved. In Norway, this responsibility is placed at the municipality level, which gives the municipality of Oslo a certain responsibility to deal with the issue.

The European Commission is currently pursuing infringement proceedings against several EU member states. A significant proportion of Europe’s population live in areas, especially cities, where exceedances of air quality standards occur: ozone, nitrogen dioxide and particulate matter pollution pose serious health risks. Several countries have exceeded one or more of their 2010 emission limits for four important air pollutants. One of them is Norway.



# City Pollution in Oslo

Oslo Hub | Birgit Skarstein

Even though Norway has implemented measures to reduce the pollution, EFTA's Surveillance Authority (ESA) has not been satisfied with the progress. The regulators from the European Economic Area (EEA) brought Norway before the European Free Trade Association's (EFTA) court.

In 2014 ESA sued Norway for breaching the EU's air quality directive, and the state was, in the fall of 2015, convicted for not fulfilling its obligations to the international community. However, the Norwegian cities are far from alone in being rebuked by the EU. Cities in two-thirds of the EU member states have also been similarly charged.

The report issued by the Norwegian Institute of Public Health, The Norwegian Roads Administration and the Faculty of Medicine has concluded that the mortality rate in Oslo is at its highest point three to five days after the air pollution has reached its peak levels. Especially people with lung- and heart diseases in particular are exposed.

This is one of the major threats to the citizens, and has to be dealt with. Politicians are now discussing different solutions to meet the problem.

What could we need? Good ideas and important experiences from other cities dealing with the same issues. We need to hear about what other cities have done to curb these issues, and what we should avoid doing.

Right now, the new coalition in the City Council is discussing whether we can make the city center free from cars. Another measure that is widely discussed is to make public transportation free, either for all or for groups of people. The new main road into Oslo has already gotten a new lane for public transportation, and the whole road itself might actually be trashed due to the fact that the Green Party does not want cars coming into the city. A very successful measure has been a project with city bikes, administrated by the city of Oslo itself. Bike roads have also been a great issue, and bikers all across town are just waiting for better conditions to bike wherever they need to go.

# City Pollution in Oslo

Oslo Hub | Birgit Skarstein

Norway has had a very successful policy for owners of electric cars. In just a few years the country has risen to be one of those in the world with the highest percentage of electrical cars per capita.

Global Shapers Oslo Hub has worked with, and listened to, great organizations and forces within the climate debate. We need to make bold and right choices for our generation- it is our responsibility to deliver the world to our kids in a better shape than we got it. Climate change and city pollution are both areas where we have a lot of potential to improve the state of our cities.

An issue for Global Shapers Oslo Hub has also been to look into carbon investments. This is an area where World Economic Forum could really contribute to our common global agenda. In June 2015, the Norwegian Parliament voted to withdraw all governmental investments (The Norwegian Oil Fund SJEKK) from investments in coal. The same way, other nations and governments have the opportunity to steer their investments into areas that are beneficial to our common goal and future.

Israel in 2016 is full of contradictions. The country is one of the most technologically innovative on the planet, and the atmosphere of creation is extended to all walks of life that include art, music, theatre and cuisine. However, we are facing major challenges.

As a hub, we have always been oriented towards minimizing the social gaps which exist in our society. Many borders exist in Israel, and we believe these are virtual borders which can be overcome through discourse, cooperation and mutual understanding. Since its inception, the Tel Aviv hub has dealt with issues such as food security, the well-being of asylum seekers and their children as well as the ability to foster international relationships regardless of geographical location.

In our eyes the biggest challenge our country is currently facing is the social divide that exists within it. Whether it is between asylum seekers and veteran citizens, Israelis and Palestinians, religious and secular, rich and poor – our society is becoming increasingly divided and segmented.

We believe that this is currently our primary challenge for several reasons. Firstly, as a country, Israel has always relied on its social cohesion and sense of fellowship in order to thrive in spite of its small size, limited resources and geo-political challenges. This is one of the fundamental pillars of our society and it is well worth investing time and energy in conserving it. Secondly, since Israel is and always has been an extremely diverse place, it can only be fully experienced and enjoyed when all different parts of society are able to express themselves, communicate with each other and learn from each other. Finally, Israel has a special place in the hearts of billions around the world. We feel it is our generation's responsibility to maintain our country as one which is open and accepting to people from all nationalities, backgrounds and beliefs.

As a hub, we have been working on these issues since our inception. One of our projects is called Table for Two Israel; its goal is to tackle the issue of economic inequality and specifically food security amongst underprivileged communities.

# Social Divide

Tel Aviv Hub | Matan Hoffmann

Table for Two Israel is an easy way for people from the Israeli High-Tech industry to donate 1 ILS (approximately 25 cents) every time they have a meal. In this project, our goal was twofold. First, to alleviate food insecurity in Israel and create a real impact for those who are in need. Second, to create awareness about food insecurity in communities that traditionally are unaware that such problems exist in Israel. Today, the project is still going strong and the donation funds are continuously rising.

Another hub project is the Asylum Seekers Kindergarten Project. Over the last year, the Tel Aviv hub has assisted in renovating several kindergartens in the south of Tel Aviv, which serve the asylum seeker community. These kindergartens are temporary solutions for the asylum seeker community,



as parents must spend many hours working and providing for their families. The goal of this project is to attend to physical needs of the community, but in the course of our work we learnt about the challenges and difficulties that migrant workers and asylum seekers in Israel face. We are currently looking towards different ways by which we can further assist this community and create mutual projects.

# Social Divide

Tel Aviv Hub | Matan Hoffmann

Our hub has also taken on as a challenge to reform the way our history is experienced and commemorated. During the last two years, the hub has been active in the 'ZikaronBasalon' (Living Room Memories) movement. This aims to change the way the holocaust is commemorated and create a new, relevant and accessible way for people from all over the world to commemorate the holocaust. 'ZikaronBasalon' events have taken place in numerous locations in Europe, the USA and Asia, among Jews and non-Jews and have brought a greater understanding to the way the holocaust is viewed in contemporary Israeli eyes.

As our hub goes forward, we are constantly looking for new ways to tackle the issues mentioned here and to benefit the community we live in. We believe that as shapers, this is the first step in creating not only a better society and country, but also a better world for us all to live in.

# Access to Energy

Nairobi Hub | Michael Nganga

One major challenge facing my community, Kenya, and Sub Saharan Africa as a whole is access to energy. As I write this, there is a power black-out and my computer screen is as far as my eyes can see. The solution we are currently using in our rented home is solar lamp, but in the near future we hope to move into our own home where we will install a complete solar system. Many who cannot access alternative sources of energy have to make do with what is available (that is kerosene, which is unhealthy and unclean).

You may ask, why is energy so important? Energy is important because it drives many aspects of development in any country.

There are forty two counties in the East African country, Kenya. Three quarters of Kenya's 44.35 million population do not have access to clean energy or steady electricity supply. This poses a key challenge because access to energy is crucial to the growth and development of key sectors of a country.

In the case on Kenya, there is a lack of infrastructure and systems necessary to penetrate off-grid areas. Investments in energy are currently targeted at the developing cities, but there is need to decentralize investment so that other small towns and cities can start to grow and contribute to the country's GDP. In our research "Powering Impact" we focused on energy for education, and based on our research the result shows that access to energy impacts education, savings, health and overall quality of life of every member of the household.

One way to make energy more accessible is by providing access to the renewable solutions available in off grid communities. This can be done from minimum entry solutions that are affordable such as solar rechargeable lamps and other household systems. Being a country with equatorial climate, the sun is available all year round making it easy for people to use solar power efficiently. That is not enough, though the initial cost of renewable energy systems is quite high not to mention the distribution challenges. A vast majority of people in developing countries cannot afford it. The cost needs to come down to meet the energy needs out there from a household level.

# China Philanthropy

Beijing Hub | Philip Chow

China's social sector is developing but hindered by a variety of challenges. The social sector and its related entities lack formal recognition. The social sector in its current state is a metaphorical iceberg: disjointed government-owned non-governmental organizations prominently displayed as the public face of the social sector covering a hidden mass of opaque, unregistered or quasi-legal organizations. Cautious philanthropists prefer to avoid the mass altogether.

Charity law is still in development. Current tax laws provide minimal incentives to give or otherwise allocate assets to charitable entities. Other mainland Chinese nationals with wealth overseas prefer to establish their foundations overseas because of clarity of charitable law as well as clarity in regulation. Unfortunately, this can impact philanthropic undertakings in China since the foundations may be considered foreign entities (see below).

There is a lack of home-grown professionals that entrepreneurs can seek to manage their philanthropic undertakings; social sector is not considered a viable career destination due to low pay, reputation, and career trajectory. Given the lack of clear performance guidelines present in the for-profit environment, professionals are typically more risk averse and relegate responsibilities. Professionals are limited to preserving donors' reputations via less risky, conservative ventures. Culturally there is still a difference between charity and giving. Fundamental potholes such as transparency and capacity building must be addressed before entrepreneurs are willing to give at significant scale. Philanthropic gifts are yet to be results or impact driven.

China currently remains a net importer of philanthropy but may find itself in the odd position of being approached to act as a net exporter for international initiatives before it develops adequate mechanisms to address its own domestic social issues.

# China Philanthropy

Beijing Hub | Philip Chow

China's philanthropic potential can be unlocked through collaborative philanthropy via a multifaceted approach to collectively tackle fundamentally challenging problems. Chinese entrepreneurs are pragmatic and would be open to innovative, entrepreneurial solutions to address social needs even though continuity of family heritage and family legacy may be at odds with large-scale philanthropic gifts. China lacks public buy-in towards the social sector and philanthropic undertakings. Lack of transparency and professionalism inhibit meaningful, long-term projects in the sector. Private sector leaders are first and foremost recognized for their business success - family and philanthropy are secondary concerns. Public private partnerships are not as common in China, though there can be room for risk capital by family foundations to operate long-term initiatives.

# Technology

Buenos Aires Hub | Carolina Hadad

Good ideas come from all places and technology is a tool to give the same opportunities to everyone to bring these ideas into reality.

Programming is solving problems automatically. Every app, every technology device and every tool we use is a solution to a problem that someone thought about. Which problems are being solved by technology now? Who is creating these pieces of technology? Whose voices are being heard in the tech world?

The tech world lacks of diversity, both geographical and gender diversity. Programming seems to be an ability of white males from developed countries. This limits the problems that are being solved and the approaches considered to solve them.

Some of the greatest challenges we face in Buenos Aires are inequality and lack of opportunities. People who have problems are usually the ones that understand the issues and the context better and can bring the best solutions to those. But they don't have the tools to create these solutions. Technology can be a tool to solve social and humanitarian problems. But in order to make this possible people need to have the tools to become solvers of their own problems, and this can only be achieved start educating everyone everywhere for them to become creators instead of just consumers of technology.

Creating technology does not require a big investment. With just a computer and access to internet, a good idea can reach billions of people. In Argentina, every teenager in a public high school has received a netbook. And in Buenos Aires, every kid in primary school has received a netbook as well. Free public wifi is widely spread in schools, parks, libraries and public spaces in Buenos Aires.

What would happen if kids and teenagers could choose a problem they want to solve in their communities and then learn the programming fundamentals to create a tool to help solve this problem?

# Technology

Buenos Aires Hub | Carolina Hadad

One example of what could happen is a Hackathon for teenage girls that Girls in Tech Argentina hosted on November. The Hackathon was called "Programming a Better World". Girls without any prior knowledge in software development created mobile apps in just 2 days that solved a problem they wanted to solve in their communities.

We changed the angle in technology education and encouraged teens to identify and think of a problem they wanted to solve. We did not pretend to teach them something they don't seem to need, we were just giving them the tools and the support for building what they wanted to build.

The result apps show the problems that these girls identified as the key challenge in their communities:

- Floods
- Cultural Discrimination
- Drug abuse
- Security and violence in the streets
- Collaborative learning
- Job creation

In my opinion a step forward to solve inequality is educating everyone to create their own solutions to the problems they face. Programming is a great tool to achieve this. Kids in Buenos Aires already have computers and internet, now they just need to become creators of technology and start programming a better world.

# Youth Disengagement in the Gaza-Protracted Conflict Area

Gaza Hub | Asmaa AbuMezied

Since 1948, Gaza has been a protracted conflict area, with the world's longest refugee crisis. In the last 10 years, Gaza has suffered from three major Israeli aggressions; the most recent one lasting 50 days and destroying whole areas such as Shujayea neighborhood. Gaza continues to suffer from the blockade that has been imposed in 2007; resulting in deteriorating power, sanitation, health facilities, economic and social conditions, which have affected all categories of Gaza's community.

Calls by international humanitarian organizations are increasingly stressing the enormity of the humanitarian needs in Gaza. The United Nation, in a report published in June 2015, stated that "Gaza is on the brink of collapse", as the figures and statistics regarding the humanitarian situation are more shocking than ever. German Minister of Foreign Affairs and Ban Ki-Moon described Gaza as "a powder keg, mounting frustration and anger will surely light the fuse and action is needed now"

Youth in Gaza, who are almost one third of the population (according to PCBS), are highly affected by these conflicts, resulting in youth disengagement from their society on the political, economic and social levels. The latest report by the World Bank, presented on May 27, 2015, stressed that the highest unemployment rate in the world exists in Gaza at 43 percent in 2014; where the situation then soured until it reached 60 percent at the end of 2014. The report also described how "Poverty in Gaza is also very high" and despite the aid provided to Gaza, the numbers "Fail to portray the degree of suffering of Gaza's citizens due to poor electricity and water/sewerage availability, war-related psychological trauma, limited movement, and other adverse effects of wars and the blockade."

The constant experience of armed conflict, a lack of educational and employment opportunities, and the blockade's restrictions on freedom of movement (restricting access to education outside Gaza) have led to youth engagement in risky behaviors and life-threatening attempts to emigrate from the Gaza Strip. Furthermore, research by Institute of Development studies showed that "heightened levels of stress and depression among men due to the economic situation had a direct effect on women's exposure to physical domestic violence.

# Youth Disengagement in the Gaza-Protracted Conflict Area

Gaza Hub | Asmaa AbuMezied

Disengagement and frustration are results of unemployment and poverty, as reported by the Sharek Youth Forum; which creates further social and political problems. Though the main reasons for the unemployment are the continuous conflict and blockade, the lack of productive opportunities in the Palestinian market and gap between education and labor market are important reasons as well.

Youth are one of the categories that are targeted by aid agencies; however, youth lack the voice to determine the intervention that would give them economic stability rather than more dependency of aid. Aid agencies provide short term employment (up to 6 months) with basic monthly stipends that can barely help cover basic needs. With the economic insecurity, youth choose this temporary option instead of establishing long term solutions, such as starting small businesses or entrepreneurial projects. The other result of unemployment is the brain drain where most of the Palestinian youth are thinking of emigrating to other countries. Many talented Palestinians and holders of advanced degrees have emigrated from Gaza, leaving the city lacking in talent, especially in the health sector.

There are also no social activities for youth to engage in that would empower them to be active participants in their own communities. The culture of volunteering is almost non-existent; especially since there are few international organizations supporting youth initiatives. The lack of a volunteer culture from an early age further distances youth from embracing their role in their communities as change agents. The existing youth initiatives such as “Diwan Ghazza”, “Pal Initiatives of Change”, “Mobadrwn Dwmn” were created due to youth desire to change the current status quo.



# Youth Disengagement in the Gaza-Protracted Conflict Area

Gaza Hub | Asmaa AbuMezied

Diwan Ghazza is an initiative formed by Palestinian youth who aspire to reach high levels of intellectualism and proficiency their fields through sharing knowledge and spreading positivity. The initiative has Gaza first English and Arabic Debate Club, Amateur Astronomers Club, and Book Exchange Club among many others. "Pal Initiatives of Change" aims to reinforce human values, such as respect, openness to others, tolerance, cooperation and positivity, in the Palestinian society through capacity building and raising awareness. "Mobadrwn Dwmn" is an initiative founded by youth from their desire to help in the community especially at times of humanitarian crisis. They volunteer at schools, hospitals, and other areas to distribute food supplies and implement events that engage the community.

Youth in Gaza has great potentials and talents, observing their passion to develop themselves in one of the events by "Gaza Sky Geek", an accelerator for entrepreneurial ideas in Gaza, speaks about the drive those young people have. For the first time in Gaza a TEDx talk named has "TEDxShujaiya" occurred in October, 2015. The event was planned, designed, and implemented by group of young people who wanted to spread the word about Gaza and inspire the whole words.

Gaza hub implemented different events starting from the Shaping Davos 2015 talking about youth role in rebuilding internal trust, to events that foster cultural activities, such as Palestinian Folkloric dance "Dabke", stand up comedy, and poetry, as way to engage youth in Gaza community. One of the initiatives that the hub is working to secure funds for is called "Gaza SEES through Entrepreneurship" which aim to Socially and Economically Empower high school Students by introducing the entrepreneurial thinking at their early education. The initiative will not only build students' capacity through non-formal learning tools but also students will be given a space to actively participate in their own community through developing innovative social initiatives that bring solutions to social issues.

Despite the work that is being done by youth, youth initiatives are fragmented, lacking the leverage and scale due to the limited resources they have.

# Food Waste

Amsterdam Hub | Selma Seddik

The world will need to feed 9 billion people by 2050. How will we take on this massive challenge? Considering that we throw away roughly one third of everything we produce, worldwide action should be taken immediately. Food production is responsible for one third of the world's ecological footprint. By wasting food we actually waste important resources such as water and land surface. By moving products from A to B we also heavily increase CO2 emissions.

If we look a bit closer at who is responsible for food waste we notice the following distribution:



# Food Waste

Amsterdam Hub | Selma Seddik

The European Commission proclaimed 2014 as the year meant to prevent food waste; but the momentum should not be lost just because we are beginning a new year in 2016. How can we effectively reduce food waste? How can we change behavior and inspire people to waste less at home? How can we adjust European regulation to decrease food waste in the industry and retail? How can we use better technology to decrease harvest loss? These are just a few examples, but there are many possible approaches. In any case, the issue needs a multiple stakeholder approach in the food chain.

One interesting example on how to tackle food waste is Instock in Amsterdam. Instock is a restaurant using food surplus streams from the food industry and retail. Chefs create dishes with products that would otherwise go to waste. These products are collected every morning with an electrical food rescue car from supermarkets in the area. Plus, we get the added surprise of finding out what 'harvest of the day' is!

# Prosperity and Progress for All

London Hub | Alvin Carpio

London is a capital city of constant change and progress. It is a global arena of innovation, history, and opportunity, a place where people around the world visit, love, and envy. But whilst being one of the richest parts of the world, with more billionaires in London than any other city in the world and with an economy worth £309bn, it also holds some of the poorest communities in England with over two million people living in poverty. In an ironic way, London also pioneers trends in poverty such as the growth in in-work poverty triggered by increasingly higher costs of housing and essentials. This essay argues that through a mixture of trickle-down economics – helping businesses thrive – and trickle-up economics – ensuring that the aggregate wealth of the middle-to-working class improves – we can ensure that London prospers for all.

Poverty is defined as when a person's resources, mainly their material resources, are not sufficient to meet their minimum needs, including social participation. In the capital, there has been a shift in the nature of poverty: Instead of a poverty embodied by worklessness and social renting in inner London, it has become a poverty experienced by working people in private rented accommodation in outer London. Think about the single-mother who works two jobs but cannot afford to put food on the table for her kids, or the homeless person who was excluded from school and kicked out of home at an early age.

While there have been substantial falls in unemployment across boroughs, age groups, family types, and ethnic groups, there has been a rise in people in low paid, part-time jobs. These threaten the London that promises prosperity for all, which in turn dents citizens' belief that if you get an education, find a job, and work hard, you will do well. There are things to celebrate about London's capacity to address poverty such as the substantial strides that have been made in the education sector in which there have been dramatically improved grades for young Londoners compared to the rest of the United Kingdom. But when it comes to housing, there are a number of problems including homelessness, rough sleeping, and evictions which are distinctively worse.

# Prosperity and Progress for All

London Hub | Alvin Carpio

The British Prime Minister's call for an assault on poverty across the land is an expression backed and echoed by all parts of London's society: The business sector has called for an inclusive capitalism where they and the communities they work in both flourish; philanthropists have invested vast sums of money to projects which seek to make a dent on poverty, and; charities and campaigners continue to call for change. Those who experience poverty cannot live their lives to their full potential nor participate in wider society. The anti-austerity protests and the riots showed how the capital's social fabric can be threatened if the gap between rich and poor continues to grow – building a city that creates prosperity and progress for all is of interest to everybody including government and business. This is why addressing poverty matters to all Londoners.

People experience poverty throughout their lives, from growing up as a child in a low income household or in a care home, to experiencing disadvantages in the housing and labour markets during their working life, and then struggling to cover costs in later life as pensioners. Therefore, I advocate an approach which centres on improving the life chances of people throughout their life course. I believe that London should be a place where a person's chances in life are not defined by their socio-economic background and that communities work together to tackle poverty.

This is also a generational issue: there are now more young people in poverty than pensioners. Millennials are experiencing a lower rise in income early in their careers compared to their Baby Boomer counterparts, while also living in a city with rising costs of essentials. They often also lack assets and savings and are beholden to increasing debts. The efforts that pushed the fall in pensioner poverty should now be refocused on the new face of poverty which is young, working, and renting.

To address these issues, the following can be done:

1. Companies with large numbers or a large proportion of low-paid workers could pay the voluntary London-weighted living wage to ensure that staff make enough money to live on – a number of major global businesses already do this;

# Prosperity and Progress for All

London Hub | Alvin Carpio

To address these issues, the following can be done:

1. Companies with large numbers or a large proportion of low-paid workers could pay the voluntary London-weighted living wage to ensure that staff make enough money to live on – a number of major global businesses already do this;
2. Work with the next Mayor of London to improve and invest in the skills of young people to prepare them for the new economy;
3. Private sector housing developers could build a proportion of homes to buy and rent at truly affordable rates;
4. Improve HR practices to ensure that they monitor applicants' socio-economic background and give young people with offending records the chance to interview;
5. Work with the government to create good jobs which give employees stability, support, and the opportunity for professional development and progression.

This shortlist of specific policies can help businesses and the communities they work in prosper. Right now we need radical thought and worldly ambition to keep London one of the best cities globally. Poverty is real, but I believe that poverty can be solved. It depends on the will and the work of government, business, civil society, and the public.

## ABOUT THE AUTHORS



Isaac Castro (Bogotá Hub) is co-founder and CEO of Emerge, company developing a new form of communication by digitizing our sense of touch. 2013, awarded 'Innovator Under 35' by MIT's Technology Review magazine, for the invention of medical equipment for more effective cancer treatment. 2015, Singularity University's Global Solutions Program at NASA Research Park in Silicon Valley. Selected to join first MIT Innovators Under 35 Summit at European Parliament to tackle the big challenges our increasingly older society is facing. Invited to be part of inaugural community of Solve at MIT, whose mission is to inspire extraordinary people to work together to solve the world's toughest problems.



Julia Bossmann (Palo Alto) is an entrepreneur in Silicon Valley and an advocate for science & technology. She is the founder of Synthetic Insights, building a processing layer to bridge human-generated content with artificial intelligence. Her background includes psychology and neuroscience research, management consulting at McKinsey & Company, and the Global Solutions Program at Singularity University. Besides her technology work, she consults on innovation culture, hosts Silicon Valley Women, and advocates on transformative technologies.

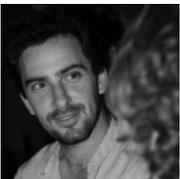


Denis Kolga (Minsk Hub) is a founder of the Minsk Hub of the Global Shapers Community ([minskhub.org](http://minskhub.org)). He graduated from the Department of International Affairs of the Belarusian State University. Denis is a Chairman of the youth NGO Youth Initiative, which is National Youth Council member. Fields of Expertise: Political Affairs, International Relations, EU-Belarus Relations, Youth Affairs, Non-Formal Education. Hobby: History and Collectables, Internet Browsing and Blogging, Cinema.

## ABOUT THE AUTHORS



Birgit Skarstein (Oslo Hub) studied Political Science and Economics at the University of Oslo, and have, except from Norway, lived and worked in the US and at an orphanage in Thailand. When travelling in Asia, I injured my left leg quite seriously. During treatment in Norway I got an epidural injection in my back. Accidentally it injured the spinal cord, making me paralyzed from the bellybutton and down at age 20. Loosing my ability to ever walk again I faced a whole different world. This turned into an opportunity to shape and impact my world, and I have worked for the necessary changes in society, both national and international.



Matan Hoffmann (Tel Aviv Hub) is an entrepreneur working to create post harvest solutions for small holder farmers in Africa, through his company, "Amaizz". Matan has gained field experience in the world of food security and agriculture in the developing world as an aid volunteer, worker and researcher in numerous countries in Asia and Africa. He is the founder of "Table for Two Israel", a non-profit which to this date has contributed to the nutritional security of 40,000 children and 16,000 families in over 110 cities, towns and villages in Israel.



Michael Nganga (Nairobi Hub) is the Country Manager, Givewatts ([www.givewatts.org](http://www.givewatts.org)), a social enterprise that implements and monitors its own distribution and work in renewable energy solutions. It distributes these solutions to people lacking access to electricity and sets up a distribution network for household solutions. In the current projects, Givewatts makes solar charged lamps available to households through a cluster of schools in an area. He also serves as Curator of the Global Shapers Nairobi Hub.

## ABOUT THE AUTHORS



Philip Chow (Beijing Hub) is a social entrepreneur, system builder, and venture philanthropist. In the last 16 years, Philip's focus has transitioned from local grassroots initiatives in Canada to emerging philanthropists in China. Some examples of his work include the leading of a Canada-China trade mission with Global Vision following the G20 Summit in Toronto, and being invited in 2013 to consult on China localization of the The Giving Pledge for the Bill and Melinda Gates Foundation. He also currently serves as the trustee for a Chinese foundation with focus on leveraging medical genomics to solving mental illnesses.



Carolina Hadad (Buenos Aires Hub) I'm a Board Member of Girls in Tech Argentina, where we run programs to encourage teenage boys and especially girls into careers in STEM. We want to destroy the gender stereotypes and make this impactful profession an option for everyone. On Saturdays I work in Programá Tu Futuro as a technical mentor at a programming club in one of the Buenos Aires City public libraries. This is an open a free-for-all space for adults, in which they learn to program their own projects in a non traditional and collaborative environment.



Asmaa AbuMezied (Gaza Hub) is an Atlas Corps Fellow serving at Internet2 as Research and Advancement fellow. Her social issues are youth disengagement in protracted conflict areas, economic and women empowerment. Since 2013, she co-founded "Pal Initiatives of Change" to reinforce human values in Gaza community. She previously worked as a Researcher and Business Development Specialist at the "Economic Recovery of the Gaza Strip" project helping women and youth through capacity building and entrepreneurship training. She joined the Global Shapers Community and in 2015, she was a virtual speaker at one of the World Economic Forum sessions called "Shaping Conflict".

## ABOUT THE AUTHORS



Selma Seddik (Amsterdam Hub) I am one of the co-founders of Instock. Instock started in June 2014 and currently consists of a restaurant, a take away shop and a food truck. We create dishes from food surplus. Roughly one third of food produce is wasted worldwide, therefore our goal is to reduce food waste and create more awareness around this issue. We get our products from Albert Heijn supermarkets. I started my career at Ahold as a Management Trainee. By winning an internal innovation competition we have been granted the opportunity to start Instock.

## ABOUT THE EDITOR



Alvin Carpio (London Hub) currently campaigns for policy changes to address poverty. He is an advisor to governments, politicians, charities, educators, and businesses worldwide, and former board member of the UpRising Leadership Programme which seeks to shake-up leadership in our democracy. He previously led the Citizens' Inquiry into the Tottenham Riots as a community organiser for Citizens UK. In 2014 he was made a World Economic Forum Global Shaper and holds a master's degree in social policy from the London School of Economics.



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