



International Policing Toward 2020

THE OUTCOMES

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Foreword

The 21st century is still in its infancy, but already law enforcement has faced change unparalleled in its history.

The wide-ranging effects of globalisation, rapid technological advances, world political and economic shifts, security challenges and the implications of climate change, have all served to influence the crime environment and make the job of policing the community more challenging than ever before.

As this momentum gathers pace, what can the international community expect the policing environment to look like by 2020 and how should organisations prepare?

The Australian Federal Police recently sought to gain a better understanding of these issues by hosting a major conference called *International Policing: Toward 2020*.

In a rare gathering of international experts from a wide variety of disciplines, the conference addressed key law enforcement issues, such as civil society's policing requirements for 2020 and beyond and the likely structure and values of future police forces. It also examined broader topics likely to impact on future directions in crime and policing, ranging from the effects of a changing geopolitical landscape, to the science and technology revolution, the impacts of demographic shifts, as well as identity and environmental concerns.

The conference was held over three days and proved to be a most stimulating and thought-provoking event. It provided valuable insights into the vast and complex array of issues that are likely to shape the future environment and some of the key challenges emerging for international policing.

This booklet aims to provide a snapshot of discussions that took place. I hope you find the subject matter interesting and a valuable contribution to the developing conversation on strategic law enforcement issues of the future.

M J Keelty, APM

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Looking Over The Horizon

The *International Policing: Toward 2020* conference was the first of its type in Australia. It was different from the usual kind of police conference, which tends to be focused on immediate issues. This conference was designed specifically to look at long-term, emerging issues.

It has helped set the agenda for future policing. The conference looked over the horizon. It reduced the risk of being taken by surprise by rapid change. It examined the big issues for all police forces, irrespective of the country in which they operate:

- What will international policing look like in 2020?
- What will international society look like in 2020?
- What major challenges will police forces face?
- How will technological change affect policing?

The conference had about 300 delegates from about 30 countries. It was therefore one of the largest and most diverse police conferences held anywhere in the world in 2007. It was also a good opportunity for police officers to share ideas with colleagues working on similar long-term issues and so provided the basis for professional networking.

It brought together a broad array of talented presenters. Many of them had no formal link with a police force. The conference was therefore an opportunity to explore emerging issues, such as climate change and mass migration, from a specific policing point of view – something which many of the presenters had not been challenged to do previously.

A recurring theme throughout the event was the impact of globalisation on society. From the decline of the nation-state system, to the dispersion of power, the transnational nature of 21st century challenges including crime, as well as their implications for policing, the conference examined a wide range of issues and raised some important questions about what the future may hold.

Australia has long been regarded as a pioneer in international policing structures and in being able to help in international operations. The *International Policing: Toward 2020* conference was an important part of that process.

Dr Keith Suter
Conference Rapporteur



MICK KEELTY

Australian Federal Police Commissioner

'Welcome Address'

In this first decade of the 21st Century we have already seen many conferences centred on the theme of looking toward the year 2020. That makes perfect sense.

As our new century matures and we begin to think about our future, it is obvious that we should begin to analyse matters of importance as we move toward 2020. The idea of perfect – or 20/20 vision – that will facilitate this progression is also irresistible.

There are some who will view any attempt to gain an insight into the future as an exercise in futility because the future is essentially unknowable. But meaningful discussion and analysis of the issues that may eventuate in the future can realise valuable insight into strategic planning.

The world in which we all live is in a dramatic state of flux. Communities and governments have come to expect that law enforcement agencies will ensure that safety and security prevails – not tomorrow, but right now.

This burden of responsibility sits fairly and squarely upon our shoulders and we need to equip ourselves intellectually as well as practically to face the challenges it presents.

While police will never be the panacea for all of the world's, all of the region's or indeed all of our country's problems, an efficient police organisation poised and prepared for the future can save money and time for governments so that other priorities can be met.

It is my fervent hope that this conference will be the driver towards even better ways of delivering the safety and security our communities expect. We will be planting the seeds (of thought) for a safer and secure future.

This is an edited extract of Commissioner Keelty's address to the conference. The full speech is available at www.afp.gov.au/media/national_media/national_speeches/2007/international_policing_toward_2020_conference



MR WATTS WACKER

International Futurist, Chief Executive Officer,
First Matter LLC, USA



‘Preparing for the 21st Century’

As American author and activist Helen Keller once said *“Is there anything worse than being blind? Yes, having no vision.”*

In creating a vision for law enforcement in the future, it is important to dispense with logic and “think outside the box”. The only thing that will be off the table in the future is the status quo.

Already we are living through an age characterised by uncertainty, where change is constant and the world is often not how we understand it to be.

It is an environment where change has become autocatalytic. It is no longer about the rate of change or the amount of change, but about change that is feeding itself.

It is a world where the dominant organising premise is paradox, where there are no agreed social norms and where our institutions and authority have been hit by a crisis of public confidence.

As we go forth toward 2020, uncertainty will be the only certainty. Authority will be redefined, new partnerships will be forged - depending on who is important in a global sense - institutions will be reconfigured, and there will be a continued movement toward plutocracy.

From a crime perspective, key growth areas will include the trade in body parts, growth in identity theft, aggravated hacking, water crime, auction-related fraud and the sex trade. There will be a significant move toward private sector crime prevention and justice control and surveillance will increase dramatically so that nobody will be able to go unnoticed.

To meet these and other challenges of the future, the international law enforcement community must start challenging itself, by becoming more creative and innovative in the way it goes about the business of policing.



Revolutionary Times

PROFESSOR SOHAIL INAYATULLAH



Tamkang University, Taiwan and
University of the Sunshine Coast, Australia

‘Alternate World Futures: From Disruption to...?’

Basic concepts in futures thinking that examine events of the past to map the possibilities of the future, can assist law enforcement to imagine what the world could be like in 2020.

These include methodologies such as the pillars of foresight – mapping, anticipating, timing, deepening, creating alternatives and transforming – and concepts of futures thinking such as used future, disowned future, inner future, your metaphor and alternative futures.

In essence, these methodologies encourage people to think about how they view the world compared with others; where they are now and what role they intend to play in the future. They urge them to think about what type of future communities they want to live in; how they are going to create these and to anticipate what the future challenges and alternatives might be.

This information can then be used by to create a ‘vision’ for the future, and to assist with strategic planning and management.

In employing these methodologies, it is helpful to reflect on developments of the recent past to illustrate the extent to which future scenarios might differ.

For instance, the rise of China and India over the past 15 years shows the extent of change possible. As well as experiencing the most dramatic economic rise in history, China will soon be the largest English-speaking country in the world, while India now has the fourth largest GDP. Are we now looking at the formation of a “Chindia” as the business revolution continues?

And what about the growth of Russia and the future of Iraq? By 2020, could the world be witnessing ‘Iraq War 4’, far more destructive than the war of today?

In 1994, population growth was the big challenge, but the next wave - the wave of depopulation - is now leading to problems for countries with ageing populations. What impact will this have in 2020 and how could population shifts impact on world troublespots?

Today, the links between climate change, security, war and health are well recognised, but they weren’t in the mid 1990s. What might the situation be in 2020 and how might environmental considerations impact on people’s lives? Could solar energy be cheaper than other sources of energy, will cities be redesigned to be “green”, and will a trade in carbon credits create a whole new world economy and dramatically change the way people think about wealth?

Regardless of how people view the world or seek to map the future, it is likely key challenges in 2020 will concern the evolution of the nation-state, changing demographics, identity and resources.

The international community must not be overwhelmed by the magnitude of change, but move now to adapt, innovate and integrate.



International Governance

PROFESSOR AMITAV ACHARYA



Director, Governance Research Centre and Chair of Global Governance Department of Politics, University of Bristol, UK

'Terrorism, the War on Terror and Asia-Pacific Geopolitics'

The war on terror has altered the geopolitical landscape of the Asia-Pacific and changed the way conflicts in the region are managed.

The United States has effectively been distracted from its business in the region by the war, leading to a decline in American soft power. Other countries have moved to fill the void, creating some interesting new power dynamics.

Overall, the war on terror has hastened the end of the "unipolar moment" in the international system and moved the Asia-Pacific region towards a more multipolar order.

China has been one of the big winners, with Chinese soft power growing. India has also used the war on terror to help overcome criticism over Kashmir and nuclear proliferation and to achieve closer cooperation with the US.

Other countries have also benefited, including Australia, as the war has spawned a new type of trust and cooperation in the region.

Recently many Asian countries have strengthened their obligations under United Nations conventions in relation to terrorism activities, providing more information and cooperation.

This has included the introduction of statements of condemnation and rejection of terrorist acts, early signing or ratification of anti-terrorist conventions, promoting common adherence to international conventions on terrorism and integrating them with national and regional principles and mechanisms.

They have also encouraged meetings of police chiefs on terrorism, greater exchange of information and intelligence among authorities, the promotion of best-practice and the development of regional capacity building programs.

A number of obstacles to fighting terrorism in parts of the region still remain though. These include different priorities and interests, domestic political considerations and sensitivities, interstate suspicions, and a lack of capacity in some countries to implement counter terrorism measures.



International Governance

PROFESSOR KIM RUBENSTEIN



Director, Centre for International and Public Law,
Australian National University

‘International Law and the Duty to Protect’

When does a state have a duty to protect its citizens and how does this play out within the boundaries of nation-states and international law?

The ongoing impacts of globalisation are challenging traditional notions of sovereignty in many complex ways.

The issues confronting nation states have largely become transnational in nature, such as terrorism, organised crime, environmental degradation, security, migration, disease and access to external markets. People have also become more mobile and many are acquiring dual or multiple citizenship.

State sovereignty can't remain impenetrable when international cooperation is required to effectively address transnational issues.

So, in this new globalised world, when can a state intervene in another's internal affairs? How far does the duty to protect extend? And when is intervention deemed humanitarian?

In the event of human rights violations, do other states have a duty to intervene to protect people in another country? The UN human rights covenant compels states to intervene to protect a person's rights. So, could states be held liable for a failure to prevent crime that is found to violate human rights?

And when can a state choose not to intervene in the breach of a person's rights by a foreign state?

Have we reached a stage where state sovereignty is conditional on a state's willingness and ability to uphold and protect fundamental rights?

And how strong is the duty of the state to protect citizens within its own borders?

In Australia, these developments pose a stark reminder of the framework within which states act to protect citizens. An absence of a Bill of Rights or specific citizenship protection means that while the moral aspects of the duty might be present domestically and internationally, the legal protection of that obligation is not complete.

This undermines our sense of security as citizens within our own state as well as when we venture out as mobile citizens in a globalising world and we should look forward to a future in which our legal frameworks – both nationally and internationally – better fit with our sense of moral obligations when we think of the concept of the duty to protect.



Power of the Digital Age



DR MICHAEL DIXON

Managing Partner, Public Sector Asia Pacific IBM Global Business Services

'Management in the Digital Age'

Embracing the digital age and adapting management models to promote greater innovation in the workplace are essential to successfully fighting crime as the 21st century progresses.

Just as technology is being exploited by criminals, policing organisations must pursue it with even greater vigor to ensure they remain one step ahead in the fight against crime.

New technological capabilities to assist police are being developed every day, but are just beginning to scratch the surface of what is possible.

As well as advances in areas such as information collection, storage and management, and mobile communications, a range of new inventions is providing law enforcement with insights not previously available.

These include inventions revolutionising the task of determining identities, of linking people with networks, and translating languages in real-time to effectively achieve "one language" throughout the world.

If the policing community is serious about maximising its potential through technology, then it needs to support it with 21st century management models that are peer-based rather than hierarchical in nature.

The modern manager's job is not about directing individuals but about facilitating cooperation and encouraging innovation in the workplace, especially on the front line.



Power of the Digital Age



MR STEPHEN E ARNOLD

President, Arnold Information Technology, USA

'Trapped by the Past and Technology'

Law enforcement will need to continually tap the innovation of modern companies like Google if it is to tackle crime effectively in the digital age.

Far from being just a search engine selling ads, Google is a supranational power, operating without borders and spreading into new markets and applications with phenomenal reach and speed.

As well as internet applications, it is moving aggressively into areas such as telephony and telegraphy, audio and video, text/data content publishing and distribution as well as banking.

It is also a world leader in the development of "dataspaces", a radical new notion superseding databases, to which few in law enforcement currently have access.

As a result, the nature of Google's business is not well understood, even by the community-at-large, and its operations are becoming very difficult to regulate.

Given its reach and potential impact on global business, law enforcement must study the operations of companies like Google and understand their strengths and weaknesses.

Otherwise an operating environment beyond the capabilities of law enforcement will thrive, making it very vulnerable to criminal activity.



Power of the Digital Age



MR JIM GAMBLE

Chief Executive Officer, Child Exploitation and Online Protection Centre, UK

‘The Police are idiots on the internet – perception, truth, reality and consequence’

The success of policing in the digital age will be determined not by how well its members understand technology, but by how well they capitalise on the opportunities it creates and their willingness to engage the community.

As a sector, law enforcement has been relatively slow to embrace advances in technology over recent decades and it has made a lot of mistakes by building systems in isolation.

This has been the result of a culture tinged with conservatism, fear, ignorance and arrogance.

There are a lot of myths surrounding crime on the internet today. Among them is the notion that the online world has become too difficult to police. Another is that the internet has created new crime but it has simply facilitated another means by which people can commit old types of crime.

The internet is a public place where members of the community congregate. Police need to occupy this community space just as they do the real world.

To do this effectively they need to lower their flags and engage the community more constructively. They need to capitalise on the opportunities of the mixed economy, by pooling resources and expertise, not just within the realms of law enforcement but with the community beyond.

The success of the Virtual Global Taskforce (VGT) in combating online child sex exploitation shows how effective this form of collaboration can be.

The VGT is a conglomerate of law enforcement officers from Australia, the United States, Canada, the United Kingdom and Interpol, working in conjunction with representatives from Microsoft, industry and social service communities to detect and apprehend online child sex offenders.

This collaborative model has enabled police to garner the best available technology and international expertise and to replicate the global footprint that the internet creates.



The Science Futures

DR JAMES ROBERTSON

National Manager, Forensic and Technical Services,
Australian Federal Police

‘Science Futures: quicker, smarter and more of it’

The vision of instantaneous forensics results inspired by the television series CSI is not likely to be reality by 2020.

But new generations of small, portable field equipment, recording and communications technologies will be developed to provide law enforcement with significantly improved capabilities for intelligence and investigations.

It is plausible that within the next decade or so, the technology will be widely available to enable forensic scientists to produce DNA results of some samples in the field within 15-20 minutes.

And it is likely that faster and cheaper options will increasingly come on line to allow greater analysis in the field and overcome some of the problems with DNA backlog in the lab.

The lab, however, will not be rendered obsolete, fulfilling the need for high-end, sophisticated analysis.

In many ways, the science world of 2020 is already with us.

Unlike the technology environment, where developments occur so rapidly it is almost possible to predict with any real certainty how they might impact on our lives in five, 10 or 20 years time, the pace of development is more measured in science.

The timescales for basic fundamental science research to emerging applications is about 10 years or more and that really has not changed over the past century.

Much of the 2020 world is about projecting forward current trends and known technologies in science.

The lab itself will look quite similar to the lab of today but behind the façade will lie more sophisticated electronics and more sophisticated communications systems. It is what is happening out in the field that will look very different.

A key to ensuring we benefit from the science future is to engage and support research and development in the field. Nurturing staff with the right mix of educational background and training will also be important.



The Science Futures



DR ANNABELLE DUNCAN

Deputy Director and Chief Operating Officer, Bio21 Molecular Science and Biotechnology Institute, University of Melbourne

‘Precognition – Predicting the Future. Biotechnology and Policing in 2020.’

As Neil Armstrong once said: “Science has not yet mastered prophecy. We predict too much for next year and yet far too little for the next ten.”

Hollywood on the other hand is not as restrained. The movies *Minority Report* and *Gattaca* present rather frightening views of the future based on scientific discoveries which have, to a large extent, already been made.

If we want to look at the science we will be using to solve crime in 2020, we need to look at what is happening now. The science behind the major initiatives of 2020 is already with us.

If we take the genomic revolution as an example, we see that DNA was first discovered in 1953, but the first criminal conviction based on DNA fingerprinting did not occur until 1986.

Back in 1990, when the Human Genome Project was first mooted there was great fanfare about how this was going to revolutionise medicine. Yet in 2007 there was an article in *New Scientist* cautioning that: “We’re going to have routine genome sequencing long before doctors know how to make sense of it.” To that could be added forensic scientists.

The first human genome took 13 years to discover and cost \$3 billion, the next cost \$300 million and took about three years, then just this year, molecular biologist and Nobel Laureate James Watson’s genome was determined at the cost of \$1 million.

We are rapidly approaching the \$1000 genome and by 2020 chances are that the cost will be nearer to \$1. This has come about by the convergence of complementary technologies, biology, with physics, engineering and bioinformatics.

But what are we going to do with this information? How might it be used to assist law enforcement, how should society deal with the dual-use nature of scientific advances, particularly in relation to crime, and how will the significant ethical issues that arise be resolved?



Environment Change



PROFESSOR TIM FLANNERY

Adjunct Professor, Division of Environmental and Life Sciences,
Macquarie University

'The Weather Makers: How Man is Changing the Climate and What it Means for Life on Earth'

Policing will be positioned at the pointy edge of climate change in the future, as it bears a large burden for responding to the societal stresses that extreme weather events will create.

With the links between extreme weather, violence and civil disobedience long established, police will also have to deal with mounting pressures associated with ever-increasing public expectations of government action on environmental issues.

The size of this burden will be determined by how big the climate change threat becomes and how fast it moves.

Following on from the acid rain problem of the 1970s and the hole in the ozone layer, another atmospheric crisis is likely in the 21st century.

If this brings about abrupt changes in climate, the consequences seen to date - such as more intense weather events, changed rainfall patterns, rising sea levels, and animal extinctions - will pale in comparison.

Dramatic reductions in industrial emissions must be achieved to prevent such outcomes.

This will involve a second industrial revolution that paves the way for fossil-fuel free economies.

With this, enormous law and order challenges will come, as issues of social equity, technical development and wealth transfer arise.

Our ability to manage this will depend on how well we deal with social inequalities. Poor people are much less well equipped to deal with environmental challenges than the affluent.

Failure to rein-in the pollution problem will make the job of 21st century law enforcement extremely difficult.



Environment Change



PROFESSOR ALAN DUPONT

Director, Centre for International Security Studies,
University of Sydney

'Heating Up The Planet – Climate Change and Security'

Climate change is set to become one of the defining global security challenges over the next 50 years.

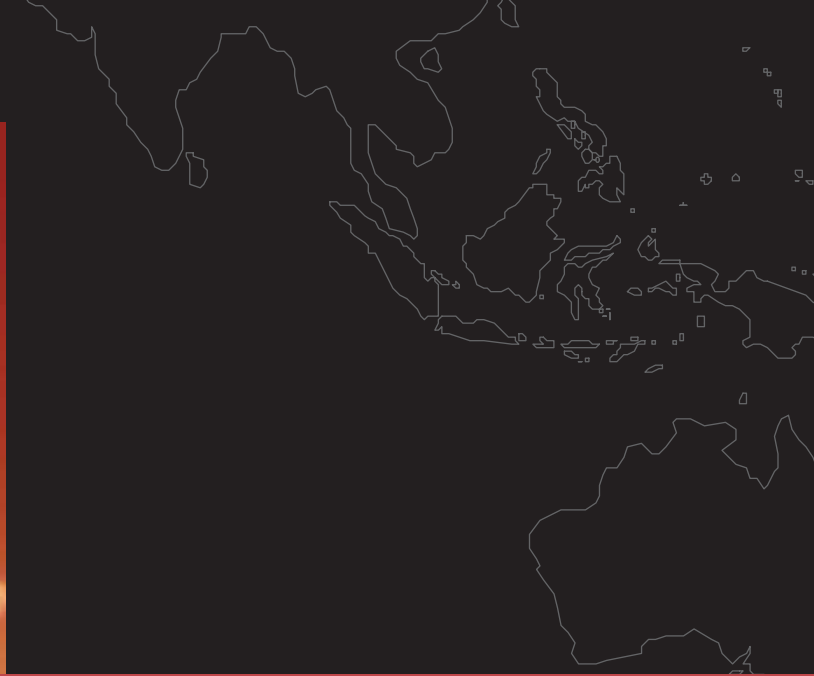
People must stop thinking about climate change as purely an environmental issue since unmitigated climate change will have major consequences for the political stability of states, economic progress and, in some cases, survival.

For instance, rising sea levels associated with climate change will be detrimental for food production, fresh water availability and the dislocation of people around the world. Some countries may be rendered unliveable, including in Asia and the Pacific.

Natural disasters from extreme weather events will also occur with increased frequency and severity, leading to more humanitarian crises and infectious disease outbreaks.

Such developments will have far-reaching ramifications for policing in the future. These include the increasing likelihood of more fragile and failing states, more humanitarian emergencies, accelerating refugee flows and unrest from political destabilisation.

The effects of climate change are also likely to fuel terrorism, as environmental and social problems compound the problems of governance and disenfranchised populations, especially in the developing world.



Environment Change

MR CHRIS ABBOTT



Program Coordinator and Researcher,
Oxford Research Group, UK

‘An Uncertain Future: The Security Implications of Climate Change’

The challenges of climate change for policing extend way beyond the realms of emergency response to complex geopolitical threats that have the potential to undermine security.

Analysis of the security implications of climate change in the future is fairly unsophisticated at present, but it is likely indirect social, political and economic consequences will prove nearly as devastating as the environmental effects.

These threats will emerge both internally and externally for nation-states, meaning no countries will be immune.

As well as direct threats such as humanitarian emergencies, mass dislocation of people, resource and energy pressures, additional tensions could be created by civil unrest arising from environmental damage, inter-ethnic violence sparked by competition over resources and mass migration, and wide-scale resentment of industrialised nations seen as responsible for the vast majority of greenhouse gas emissions.

In addition, there could be increased antagonism from emerging powers, such as China and India, as they are put under increasing pressure to cut back on emissions by Western countries whose economies have thrived under high emissions. And it is possible nations could resort to armed conflict to resolve disputes not satisfactorily addressed by the international governance system led by an already weakened United Nations.

For police, this could lead to increased operational pressures created by demands for greater border security and detention of illegal immigrants, as well as changes in the rates and types of

crime caused by differences in cultural attitudes towards certain offences. In turn, police will have a greater need for interpreters, sensitive community liaison programs and improved cooperation with embassies and consulates.

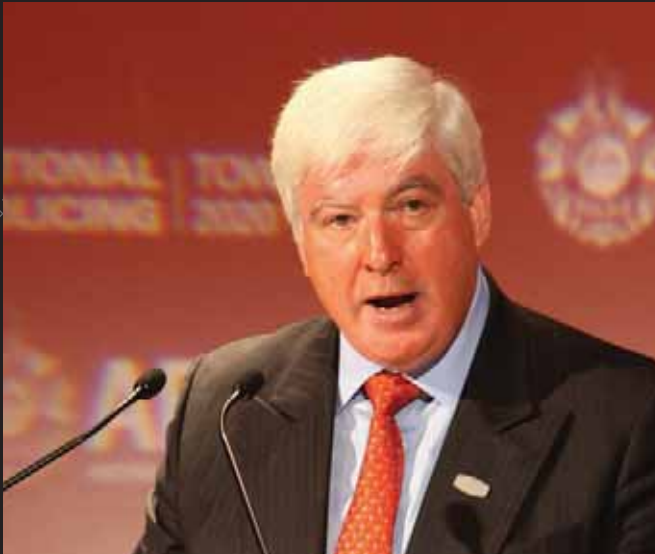
Policy responses to climate change could also create new legal mechanisms that need rigorous policing. For example, enforcing regulations in relation to carbon trading and investigating corruption or fraud of such a system, or investigating breaches of increasingly strict environmental regulations.

To cope with these potential pressures, policing organisations must develop far greater planning integration with other agencies and adopt flexible management plans that adapt as more information comes to light.

While there are clear operational concerns, it must also be understood that if governments simply respond with traditional attempts to maintain the status quo and control insecurity they will ultimately fail.

In today's globalised world, using military force to secure resources overseas, while using the police to create a fortress state at home, will not work – despite the potential attraction of such policies for governments faced with such an uncertain future.

Leadership within the police, security services and military will need to use their considerable influence to make this clear to policy-makers and impress upon them the importance of taking steps now to both prevent and adapt to climate change, rather than relying on force to try and control the insecurity later.



Weak States

SIR DAVID VENESS



Under-Secretary General, Department of Safety and Security, United Nations

'Security Challenges in Troubled States'

Toward 2020, the need for peacekeeping and peace-building operations to mitigate threats posed by troubled states will become more acute internationally, with demand far outstripping supply.

The international community must commit now to developing strategic plans that promote multilateral and multinational engagement to support these fields of operation.

Already, locations emerging as key troublespots present major security challenges and are increasingly vulnerable to terrorism, humanitarian crises and sudden onset emergencies.

Police are integral to addressing these challenges, with a key role to play in crime prevention, keeping the peace and managing crises.

At present, this role is relatively underdeveloped internationally, although there have been some welcome innovations, such as the International Deployment Group led by the Australian Federal Police and regional partnerships such as Europol, ASEANPOL and the Jakarta Centre for Law Enforcement Cooperation in Indonesia.

Much stronger global and regional engagement is required to provide effective responses for the future. This involves full collaboration across the spectrum of the evolving United Nations security system as well as a strong commitment to the development of Interpol.

In addition, further development of regional and national cooperative initiatives is required, as is greater cooperation with the military and civilian organisations working in the fields of crime prevention and peace-building.

Greater investments in centres of excellence and training will also be needed to provide the necessary skills and expertise for this work to be carried out.



Revolutionary Times

MAJOR GENERAL MICHAEL SLATER



Head of the Personnel Executive,
Australian Department of Defence

‘Hard Power or Soft Power – But what about somewhere in between’

Joint policing and military operations are essential to future strategies for assisting troubled states, but they require more sophisticated planning and management regimes if they are to achieve their mission objectives.

Recent joint operations in places like Timor-Leste and the Solomon Islands had been successful operationally, but highlighted the importance and benefits of a more strategic and sustainable approach.

Joint operations should be managed as part of a whole-of-government strategy, to ensure the vast range of skills and resources are provided to not only restore law and order, but to enable reconstruction and prosperity over the longer term.

For their part, police and the military have different strengths and capabilities, and with appropriate leadership can play very complementary roles.

A joint doctrine is required to streamline command-and-control procedures in the future, deliver interoperable equipment and communications on the ground and ensure personnel for deployments are appropriately skilled for all aspects of the mission.

There must also be clear mission statements that are sustainable over the life of the operation.



Mass Migration and Human Security

DR KEITH SUTER



Social commentator

'Mass Migration and Human Security: The New Factors'

The world is currently moving to a new era of globalisation that will have profound implications for the way society is governed and policed in the future.

This new era is characterised by the decline of the traditional nation-state, the erosion of national governments and a decline in patriotism, with people feeling more loyalty to brands and logos than countries.

The new era has created a world without borders, seen the rise of global consumers in a global economy, and the emergence of a new warfare state. It has also led to the dispersion of power in society, with governments increasingly needing to work with international grassroots organisations to achieve their objectives.

Furthermore, the role of the mass media has changed rapidly, becoming even more pervasive in society as new means of mass communication have emerged and making world events more transparent and volatile.

These changes have underpinned a surge in mass migration, creating more economic refugees and displaced persons and more people on the move than ever before.

In turn, this has prompted a shift in security thinking, with the focus on national security broadening to encompass the protection of human rights.

As the 21st century progresses, this pace of change is likely to keep accelerating, complicating tasks such as policing and defence.

From a policing perspective, the current reliance on providing local solutions to problems will be rendered largely ineffective.

As we approach 2020, the role of police needs to be revised and new strategies devised that are based on international cooperation, involving organisations operating both within and outside the law enforcement sphere.



The Social Agenda



MR BERNARD SALT

Author and media commentator

‘The Impact of Generations and Globalisation: How demographic and cultural change is shaping the world of police services’

Expanding the size of the police workforce and retaining appropriately skilled staff will present major challenges between now and 2020, as the labour market shortage and the demands of Generation Y take their toll.

Recent Census figures for Australia show the size of the policing workforce has been growing modestly over recent years compared to other sectors and, although it has a relatively young age profile, this may not last into the next decade.

The pool from which new recruits in the police service are now being drawn is Generation Y – those aged between 17 and their early 30s.

These are people who are experiential in nature, do not commit to one career for more than a few years at a time, are not hierarchical, are technology savvy, global in their thinking, and are “footloose and fancy-free”.

Therefore, today’s police services need to explore new ways to attract and retain Generation Y employees, and convince them that committing to a career for more than a few years is a good thing.

Otherwise, the corporate memory in policing will diminish over time, causing operational difficulties in future years as well as a narrow pool from which to draw the next generation of policing managers.



The Social Agenda



MS KAREN CURTIS

Commissioner, Office of the Privacy Commissioner

'The Social Agenda – Privacy and Law Enforcement'

Maintaining the right balance between protecting the rights of the individual and the collective needs of the community will become an increasing challenge in the lead up to 2020.

Technological advances will continue to open up new capabilities for the collection, storage and analysis of information, thereby leading to increased handling of personal information.

While it is highly likely there will be a new generation of privacy laws enacted over that timeframe, vigilance will be necessary to ensure privacy remains protected.

Critical to this will be the community's perceptions of how personal information is managed by those in authority.

A recent survey of community attitudes by the Office of the Privacy Commissioner found three-quarters of respondents supported the use of personal information to prevent or solve fraud or other crime.

However, with the increased electronic handling of information it will be a challenge for law enforcement agencies to maintain that high level of support.

Given the potentially large amounts of information that could become available through biometrics, DNA, location detection, surveillance, wireless technologies and the internet, it will require strong commitment to implement the information management practices that will maintain that support.

Continuing to get the balance right in the face of the technology push will also require restraint, respect and vigor.



The Social Agenda

PROFESSOR CHRIS STONE

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‘Police Strategy, Police Governance and the Challenge of Invisible Policing’

A shift in the culture of accountability is sweeping international law enforcement, with the accountability frameworks that exist today likely to be superseded by 2020.

Traditional complaints-driven models of accountability are being rendered inadequate, as policing organisations have evolved to take on diverse new 21st century roles and responsibilities, ranging from crime prevention to transnational crime and terrorism.

In addition, policing organisations have increasingly been achieving their crime-fighting objectives through covert operations aimed at disrupting activity and these are rarely subject to public scrutiny as they fall below the radar of both the criminal courts and public complaints machinery.

To address these changes, many policing organisations around the world have been moving to improve internal and external mechanisms of accountability, establishing new types of institutions that are in the business of overseeing police operations, complaints and misconduct, as well as corruption and maladministration.

These must continue to evolve as society demands even higher levels of accountability in the years to come and policing organisations come under even greater pressure to strengthen their capacity for measuring and improving performance.

While it is not possible to know with certainty exactly what accountability regimes will be in place in 2020, it is likely they will comprise independent boards and new governance arrangements that are capable of delivering global accountability.

Conclusion

International Policing Toward 2020 Conference Insights for Policing

The *International Policing Toward 2020* Conference explored the following global issues as shapers of policing as 2020 approaches:

- International Governance
- The Power of the Digital Age
- The Science Futures
- Environment Change
- Weak States
- Mass Migration and Human Security
- Social and Demographic Issues

During the conference experts from academia, industry and practitioners addressed these issues, providing current thinking, research and practices designed to assist in the understanding of the rapidly changing environment. While the speakers were all eminent in their particular fields the conference did not provide a comprehensive view of the particular issues but rather reflected the research and experience of the respective speakers. That said, the conference provided a significant amount of information to assist policing in moving forward in the 21st Century. This section very briefly reflects those key conference points and flags aspects which the AFP will be noting for strategic attention.

1. INTERNATIONAL GOVERNANCE

In the contemporary globalised world there is significantly more movement of people, products and finances across and within countries delivering changes to many long-term structures, practices and governance arrangements. Globalisation will continue to be a major force in shaping world politics, financial and social infrastructure. Speakers outlined the expected changes to international governance over the period in question in terms of structure, potential conflicts and international legal practices. Characteristics given to the governance environment in the future included demands for greater border security, an evolving concept of the nation state, changing the meaning of citizenship and India and China joining the USA in a multi polar global system.

Aspects for strategic attention:

- Building international collaboration and law enforcement architecture
- Understanding traditional and emerging international governance policies
- Regional engagement having multiple forms

2. THE POWER OF THE DIGITAL AGE

The digital age is increasingly impacting on many aspects of human endeavour. Access to information has never been easier. Immersion in virtual worlds is becoming more popular. Traditional organisational structures are being replaced with globally resourced networks of people in flexible, mobile work designs. Culture and language differences are being overcome through direct translation capabilities and information on cultural variation being instantly available on the World Wide Web. The internet is now a community space where people congregate on social networking sites.

Aspects for strategic attention:

- Understanding the virtual world and its future implications
- Accessing and managing the information explosion of the digital age
- Developing new organisational designs.

3. THE SCIENCE FUTURES

Scientific futures are integrally linked to the digital age and there are huge expectations about the capacity of science to deliver as a consequence. The developments in technology will continue with converging technologies resulting in new and innovative products. The technological revolution will continue to see this convergence through biotechnology and informatics, electronics, physics, engineering and nanotechnology. The implications of these developments will have significant impact on policing in terms of who commits a crime (person or technology or combination of both), change in crime types, investigation techniques, and subsequent legislative and administrative reform.

Aspects for strategic attention:

- Recognising the power of science, particularly in forensic investigations
- Delivery of science and technology capabilities into policing organisations
- Increasing awareness of emerging crime types due to developments in converging technologies.

4. ENVIRONMENT CHANGE

Speakers discussed evidence of climate change in terms of global warming, atmospheric changes due to increased carbon emission levels, reduced biodiversity of animal and plant life, and changes in rainfall distribution and water availability. Some of these changes will exacerbate existing political and social tensions.

Conclusion

The security issue of eco-terrorism was raised in connection with civil unrest and international instability. If climate change is not addressed people and nations, particularly those least able to deal with the social and economic consequences, will suffer. Security consequences of environment change may include more fragile/failing states, increasing humanitarian emergencies, increasing refugee flows, political destabilisation, pandemics, increased mental illness, land degradation and resource scarcity.

Aspects for strategic attention:

- Achieving a strong focus on policy responses to climate change and their implications
- Adapting organisational capabilities, practices and orientation.

5. WEAK STATES

'...countries that lack the essential capacity and/or will to fulfil four sets of critical government responsibilities: fostering an environment conducive to sustainable and equitable economic growth; establishing and maintaining legitimate, transparent, and accountable political institutions; securing their populations from violent conflict and controlling their territory; and meeting the basic human needs of their population'.¹

In the era of terrorism, developed countries have identified that the existence of weak states may facilitate terrorist activity. Speakers advised that stronger states could assist those identified as weak to reduce or alleviate terrorism by reducing poverty, and working with other partners and institutions to improve security in those states. In the fight against terrorism policing organisations have a role in assisting weak states in humanitarian assistance, capacity building and strengthening law enforcement capability by working collaboratively with many types of organisation.

Aspects for strategic attention:

- Effective collaboration through regional partnerships
- Developing regional and national cooperative initiatives
- Providing peacekeeping and capacity building in regional countries.

6. MASS MIGRATION AND HUMAN SECURITY

The impact of economic disparity, resource scarcity, intra-country wars, demographic changes and natural disasters will drive mass migration. The Intergovernmental Panel on Climate Change (IPCC) Report states that by 2080 between 1.1 to 3.2 billion people will be affected by water scarcity, coastal flooding and hunger leading to mass migration. The response to consequent migration is likely to be a hardening of state boundaries and

increasing concerns over the concept of citizenship. At an economic level the Conference participants heard that with the predicted levels of migration there will be a rise in remittance economies which raises issues associated with legal and illegal funds transfer and taxation issues.

Aspects for strategic attention:

- Engaging in relevant policy responses to mass migration and human security issues
- Ensuring appropriate organisational capabilities are aligned with policy responses.

7. THE SOCIAL AND DEMOGRAPHIC ISSUES

Speakers identified impacting changes in the social environment such as the increase of suburbanisation and urbanisation, increasing life expectancy, high levels of employment but low levels of available skills, increasing connectivity through information technology, declining religious or faith adherence, decreasing fertility rates and consequent declining workforce in many developed countries.

Aspects for strategic attention:

- Connecting with changes in society, including evolving perceptions and values and adapting practice and process accordingly
- Integrated involvement with communities.

¹ Rice, S.E. and Patrick, S. (2008) *Index of State Weakness in the Developing World*, The Brookings Institution, Washington, DC