TURNINGPOINTS

- Because ending poverty requires the end of violence -

Slavery exists

Image from 'The Global Slavery Index, 2016', s. 4

Slavery never takes place in isolation. In order for people to become slaves, more conditions must be met. One of the most crucial of these is when the rule of law fails. A country might be poor, however it can still cope with climate change or a damaged economy, but if the rule of law exists, even the most vulnerable protection against slavery is in vain. When armed conflict breaks out, the rule of law is one of the first losses. In chaos, conflict and violence, a perfect storm of lawlessness, slavery and destruction of the environment can arise - leading the most vulnerable to slave-based work that supplies the global supply chains and the goods we - the global rich - buy and use in our daily lives.

TurningPoints, 2018

The purpose of TurningPoints is to help pull the world away from poverty and violence.

- By establishing jobs and developing the police.

This will be done by creating a new type of business that distributes work and finance, and by teaching the police about recruitment, profession, leadership and conflict resolution.

TurningPoints is the coordinating unit of the two focus areas that make up their own branch under TurningPoints: Pass It On (Jobs) and Politeia (Leadership & conflict resolution).

The creation of value in TurningPoints

TurningPoints re-writes common ideas about ownership, leadership and expertise and generates a number of new economic and humanistic ideas that society worldwide needs urgently.

TurningPoints prevents violence, which is 16 times more effective than human rehabilitation and reconstruction of infrastructure.

TurningPoints dampens social conflicts, which prevent violence and social unrest.

TurningPoints is a constructive, fair and peaceful way out of both direct and structural violence.

TurningPoints spreads economic prosperity, which will help create additional jobs and consumption.

TurningPoints is governed by an ethical code that directs production towards sustainable products and services.

TurningPoints propagation will lead to a restoration of production to consist of sustainable production and products.

TurningPoints will release creativity to an unprecedented extent.

Why TurningPoints?

TurningPoints purpose is to link knowledge and interventions between the production of values and the production of security. These two areas are closely linked: without law and order, there is no economic activity with the social security that these activities in combination can create.

It is therefore necessary to link the economy of with the creation of security of the police.

And in order for this to succeed, both areas must be democratized. Working the day long to see that others get too much while your own children starve, create social unrest, turmoil and even violence. And if the police are recruited, trained and organized with the aim of keeping this social wrath down with hard handed counter-violence, then the police serve neither justice nor democracy. In the long run, the police can not keep following this track.

The economic capacity of a society can be identified in several ways. Among other things, one can observe how democratization, institutionalization and professionalization affect police relations with the population, thus again affecting economic and social capacity.

TurningPoints will stand for initiatives and start-ups, will coordinate the efforts; will be responsible for training and development; will be collecting experience and spreading the new knowledge and will, if it is financially possible, stand for the construction of a TurningPoints fund. This fund will allow new Pass It On companies to seek help in the first phase, if there are no other Pass It On companies nearby that have the economical capacity for it.

One of TurningPoints main tasks is to develop the Pass It On concept to evolve according to its ethics and intentions. Among other things, the concept has not yet been developed for is larger companies. This must be tested and experienced. This kind of tasks belongs to experience and the future. There are many models imaginable, to be tested.

What's Next?

First, TurningPoints must be fully established. Volunteers and board members has to be recruited. The first Pass It On project has to be started up. Funds must be sought. And the whole concept should be refined - preferably by more than one person.

Therefore, there an invitation to all those who want to participate must be formulated: Everyone is welcome, and there is enough to be addressed.

Why Pass It On?

Because it's necessary, because it is just, because it's possible because it's cheaper; because it is less violent and safer; because it is constructive, more fun and full of joy ...

Because trust and actions in the current development is based on unrealistic dreams and hopes.

How to create change?

Current developments must be stopped and reversed by many different new ideas and efforts. TurningPoints is just a single effort - and humanity needs a variety of experiments and experiences.

Pass It On is the idea of a more ethical, fair and sustainable business type.

The ethics of Pass It On also finds its ethical foundation in Article 23 of the Human Rights Declaration, that 'Everyone is entitled to a job'.

The idea of Pass It On, is developed by Claus Kold. It is based on own experiences, observance of general developments and a number of different theories. And so, the idea is, not least, a starting point of an ethical demand on how to ethically deal with human beings and human work.

Pass It On puts man in an ethical center by placing them as active key actors in their own work, own leadership and own finances.

According to this ethics, human beings must never become means for other people's goals, as such an approach contributes to promoting greed and inequality.

This set-up is chosen because the prerequisite for the peaceful development of the world is that all people have access to work and that work is of a nature so that people can both live from their it, identify with it and develop as a human being in a just and creative community.

Pass It On aims to create economic safe heavens where all people can live safely, have a family they love and share their life with.

A world where everyone has a job that enables them to develop as human beings.

A work that enables them to share their learning and knowledge with others.

A work that makes human beings grow and develop in relation to other people, nature and the natural resources we all depend upon.

A world where children can grow up with confidence that their parents can provide for the day and the road so that they do not go hungry, unhealthy or ignorant to bed - if they have one.

Figures from a world out of balance

In 1980 they looked like this:

- Every day in 1980, 55,000 human beings died unnecessarily due to the lack of fulfillment of basic needs - not just because there was not enough for all, but because the goods are so desperately unevenly distributed and because few became wealthier, while more and more became increasingly marginalized. 55,000 dead per Today means 18,000 million human beings a year!

- The gap between rich and poor countries in 1980 became twice as deep as in 1960 in spite of assistance, trade, loans and negotiations for a new international economic order.

- The average income in 1980 in the poor countries was around 2,700 DKr. per. inhabitant, while it was around 32,000 DKr in the rich countries.

- UNCTAD - UN Trade and Development Conference - has estimated that for every 100 DKr. the rich countries invested in developing countries, in the years 1970-1976, there was drawn between 92 and 202 kroner out of the country.

- The wealth distribution in Denmark was highly disparate: the richest 3 percent of the population in 1975 owned a total of 25% of all private wealth, 11% over 50%. The 90% of the population had to share the remaining nearly 50% of the wealth.

                                    - Jan Øberg, 1980. S. 269ff

Wealth distribution today

- Between 1979 and 2013, senior executives rose by 937% while general wages increased by 10.2%

- Revenues for the poorest 10% of the population rose by less than $ 3 a year between 1988 and 2011, while the richest 1% revenue rose 182 times as much

- Since 2015, the richest 1% has owned more wealth than the rest of the world

- Eight men now own the same amount of wealth as the poorest half of the world

- For the whole world half of all wealth is concentrated in the richest percent, while the 50% with the lowest wealth (or actually none) only own 1% of all wealth

- The best-performing 10% disposable income rose by almost 73% from 2000 to 2014, while the least-earning 10% only increased by 42%

- A FTSE-100 CEO earns as much per. years as 10,000 humans working in garment factories in Bangladesh.

- In all OECD countries, the poorest 40% only own 3% of the wealth

- Over the next 20 years, 500 people will transfer $ 2.1 billions to their heirs - a sum greater than GDP in India, a country of 1.3 billion people

A world where you carefully include new generations in work so they can support themselves and their families.

A world of security, joy, curiosity and the desire to develop and test new ways of living together, test new technologies in thought, language, knowledge and art.

The idea, in other words, has an ethical and moral origin in the claim that human beings must never become means for other people's goals.

Such a claim can found in the Old Testament, in the Communist manifesto, in a number of philosophies and in a number of religious and political visions of a better, more equal and peaceful society.

A world where the individual can say about his own life: I'm free and I belong, I'm safe, I'm happy and I'm developing ...

But what is Pass It On, practically?

As mentioned, TurningPoints and Pass It On are working on creating a new type of business that is peaceful, loving, fair, democratic while at the same time maintaining its dynamic, innovative and sustainable relationship with nature, people, life forms and new technologies.

Pass It On is a concrete project to establish a new type of business where the work performed belongs to the one who produced it, in a company that owns itself. The persons legally responsible is the board consisting of all employees of the company ‑ and nobody else. The company is thus only 'owned' by the people who are currently employed and who produce the profit. These employees thus constitute owners, managers and expertise ‑ at the same time. The company may not be sold as shares or sold for profit purposes.

The company is also required to 'have children' ‑ ie start a number of new companies that do not have to produce the same product or same service, but companies based on the same concept of sharing: *Pass It On! Please...*

The idea that companies are obliged to 'have children' is a desire to make work accessible to all people, thereby taking back jobs to those who produce the values in the first place. To make work a common solidary human activity.

The aim is that no human being should be able to enrich themselves from other human being's lives and activities. People can share their work or give it away, only it should take place in an informed, agreed and voluntarily situation. And not as a result of manipulation, power and compulsion - neither physical nor cultural nor economic.

Work must create meaning for those who work, so they are happy about it and develop as humans together with others.

The right to work and structural violence

One of the biggest problems in many countries is the extreme economic inequality. Thus, in many developing countries, unemployment is up to 60-70%, and it is felt in countries without a social security network. Here, only immediate family members immediate care guarantees the survival. Such a living situation means that basic needs for nutrition, medicine, rest, hygiene, learning and not least personal safety are not met. If the families can not afford food here, they can not afford education for their children. Such a life is the epitome of structural violence. A form of violence that is without a personal sender and purpose - it only happens. This inequality ultimately leads to displaced direct violence: fighting and murder of the bus in Dar Es Salaam to reach one of the workers who help maintain life and a family. Illness, lack of sleep and exhaustion can lead to desperate violence aimed at equally exhausted passengers on their way to work.

Is there a Need for Pass It On?

Yes, no doubt. Not only because unemployment, inequality, grotesque wealth and their relations with violence are documented, but also because there is a need for another ethics and another basic justice: so few can not deserve so much and so many can not deserve so little. This is simply an economic 'system error' that should be addressed - corrected with ethics and with common sense.

Distribution, cont.

- In the United States, a new study by economist Thomas Piketty shows that growth of half of the lowest incomes for the last 30 years has been zero, while the top 1% growth has increased by 300%.

- In Vietnam, the country's richest man earns more on a day than the poorest person earns in 10 years.

- The top information company manager in India earns 416 times the salary of a typical employee of his company

- In the 1980s, cocoa farmers received 18% of the value of a chocolate bar - today they only get 6%. In extreme cases forced labor or slavery is used to keep business costs down.

- The International Labor Organization estimates that 21 million people are forced workers who generate approx. 150 billion DKr. in profit each year

- The world's largest clothing company in India routinely uses girls in forced labor

- The lowest paid workers under the most unsafe conditions are predominantly women and girls

- Throughout the world, businesses lower their labor costs, which increases inequality.

- Uncontrolled and growing inequality threatens to pull the world's societies apart. It increases crime and uncertainty and undermines the struggle to end poverty. That leaves more people in fear and hopelessness.

Two police theories

Put shortly, there are two theoretical schools about policing. Not surprisingly they see different challenges as to what the police face. Below is what one of the schools sees. This school focus on the global community's peace-building and the fostering of human security - in other words, the task:

- Globalization creates many new dilemmas

- They are not given in advance and not obvious to any observer

- Public and private economic entities are competing worldwide for control of resources and profits

- The distinction between domestic and international policy is blurred, if not repealed

- States' borders are becoming increasingly difficult to consolidate as threats become more and more transnational, fluid, shifting and facilitated by new technologies

- Cultures collide globally

- People move - legally and illegal

- The imminent uncertainty which is characteristic of pre- and post-conflict communities has become a problem on the global agenda

- No global consensus on legitimacy exists, and thus

- No global consensus on legaity

Politeia

The subdivision 'Politeia' will focus its activities on the security aspect in connection with the establishment of Pass It On companies.

Many Pass It On companies will have to be established in areas where there is no real security for civil society and for business. And that means that goods, revenues and permits for business - whether it is product production or service - may be subjected to robbery, threats, lack of protection, bribery in connection with permission to operate, business or similar. All that prevent economic growth and maintain a population in poverty.

Instead of attacking the police for its shortcomings, Politeia will first establish contact and build trust. Next, Politeia will offer a continuing education course consisting of education in management and organization, adapted to the needs of the police.

Leadership

The teaching of Politeia aims at having the different police levels of leaders reflect on their own internal leadership and the effects this leadership has on the relationship with the population; and not least how effective this form of leadership is in the production of social security and the population's experience of trust towards the police. The underlying hypothesis is that a better working climate within the police will effect positively on police relations with the civilian population. In short, this teaching can be described as 'understanding organizational cultures' and 'understanding of the professionalization of the police'.

Conflict theory

In addition to the teaching in leadership, organization culture and professionalization, Politeia will teach in conflict understanding and conflict management: ie. work with the police's understanding of its task. This teaching is aimed specifically at a lift of competency

which will help to increase efficiency in relation to handling social conflicts. This course can be briefly described as 'product' and 'task comprehension'..

Privat security

In many places, the police exist side-by-side with private security providers. And in many places, private providers for several reasons operate better than the national police.

In these areas, Politeia will see whether a private security provider can be established. The aim here is to strengthen the legitimacy, legality and legitimacy of the national police professionally.

Politeia's private provider will refer to UN guidelines for the area of human security.

Common Ground - Policing and Business

At the same time as Politeia works with the local police, it will establish cooperation with already established NGOs or even establish an independent NGO.

The aim is to establish cooperation between police and civil society - especially with local businesses.

Local businesses are also offered a course in management, organization and conflict theory.

(1 - 15 %) Military   Police (40 – 70 %)

127.000 døde i væbnede konflikter i 2013 til 163.000 i 2014 (447 pr. Dag)
fra stat til samfund?
nye krige?

3

The course of the police and civil society runs parallel, aiming at establishing 'a common language' for the experienced reality.

In many countries, civil society and police have never had such a common learning process because

Two theories about the police

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The other school focuses on reforms and innovations by the police organization - in other words on leadership:

- Democratic police - more efficient, but there is a need for:
  - Political support (national identity & common ground)
- Separation of military and police
  - Institutional, management and academy
- New values and goals embedded in the police institution
- Police with rights to organize, vote and express their opinions
- Working for human and public security - not state security
- Representative of the population (race, gender, ethnic, etc.)
- Social policing (results in higher use, lower response time)
- Better police stations (public trust)
- Better leadership (anti-violence)
- Better training (anti-violence)
- Higher wages (anti-corruption)

However:

- There is a lack of police culture studies
- There is a lack of recruitment studies

Background:

Globally, violence is the main obstacle to social and economic development. To this fact can be added that the police is the largest producer of torture worldwide (40-70%), in addition to being corrupt. The result is that civilian populations have little faith in the police and take the law in their own hands: in arbitrary mob violence.

Globally, the number of wars between states is decreasing, while internal violent conflicts are increasing (Lacina & Gleditsch, 2005; PRIO, 2015; IISS 2015) This is the result of the external symme-trical state-state conflicts are becoming internal asymmetric social conflicts: 'New wars'. (Kaldor, 1998; Münckler, 2002; Duffield, 2001)

The political and institutional response to these challenges has been hard handed policing (Frühling, 2009), expansion of the SWAT-police forces (Bayley, 1996; Campbell, 2010), militarization of the police and civilization of the military - that is now increasingly being used internally in civil society). (Campbell, 2010)

The militarization of the police takes place as the new demographic development exacerbates the situation: the ever-faster growth in cities, which is primarily growing as a result of push-factors (Parnell & Walawege, 2011; Cohen, 2006) into cities which lack both infrastructure and institutional strength.

In other words: the new wars are pushed into the weak and growing cities. Cities that grow by 4% a year, which will double their size every 18 years (Njoh, 2003).

Conclusion: The knowledge about the police is weak, and the police can in many respects still be considered a 'black box'. This puts the police at the top of the wish list for the research agenda: There is a need for more knowledge about the police's institutional culture, professional identity and attitudes to their duties. (Crelinsten & Schmid, 1995: 2)

considered it too dangerous and too difficult to meet and be in the same room. The mutual trust was simply too small, and the language of the common social concern was too weak.

This is a first and most certainly not a non-problematic encounter between civil society and police, but it is a first start to a non-violent common learning process that can provide the foundation for growth and well-being.

The further development of the police

In a longer perspective, Politeia aims to work in three levels at the same time: at grassroots level, locally; at middle-leadership level, regional; and at top-leadership, national level.

Interventions at these three levels have a very different time horizon, something that in its own right constitutes a central issue to conflict resolution and development. This, TurningPoints must learn to understand and establish good efficient processes and procedures for.

At grassroots level, this is a direct learning process of her-and-now character. The time horizon is therefore short: 6 to 12 months.

At the middle level, there is more talk of organizational-management-political processes. Here is the time horizon approx. 5 years.

At the top level and the political level; these are slow and long-term processes about what are the preferred futures and how do we reach them. Therefore, the time horizon is more than 25 years.

These different horizons and speeds in a development process that will create security, development and security can in itself create uncertainties that prevent confidence, security and development.

(To read more about this process, see John Paul Lederach, Building Peace, 1997)

Confidence - a necessity

The direct education at grassroots level can not take place without some political and institutional support. Therefore, it is in the first place necessary to involve both of these levels in order to create institutional access. Secondly, when both political authorities and the leadership of the institution have learned that it is not dangerous but developing

and value-creating, deeper political work can begin. Part of the trust-making strategy is to emphasize that the research includes several states, that the aim is to increase states' status and that this status is based on increased confidence, security, development and growth. Likewise, they will have a more democratic, predictable and manageable police force.

Development perspectives

The global research aim is to include several states' recruitment strategy, democratization and violence profile so that a comparison can take place. An example of states with different profiles could be Denmark, Costa Rica (full democracy), India, El Salvador (flawed democracy), Hong Kong, Bangladesh, Tanzania, Uganda, Kenya, (hybrid regimes) and Jordan, Rwanda, Myanmar (authoritarian regimes).

In order to compare different states' recruitment strategies, an *ideal* Politeia work will take place in several states, and preferably at the same time. At least 4 countries which represent the 4 different types of government and two interventions in each country. This knowledge will at the same time strengthen work at the police level with conflict transformation and change of recruitment to state institutions, military and police.

Only when a greater knowledge has been gained as to who is recruited to the two state institutions a broader recruitment strategy can be implemented and a curriculum that takes into account the current socialization of the current profession will be prepared in cooperation with political authorities and police academies.

A continued work could give political importance to the local Pass It On companies' arguments, and at the same time a scientific basis for comparing the institutionally produced violence in different states, so that TurningPoints and others will be able to advise these states about their recruitment and the teaching that takes place at the different police academies, subsequently.