

CONTEMPLATING TRENDS FOR 2023 IN SECURITY AND DEMOCRACY

**A Cross Regional
Collaboration With
Inputs From Experts
Around The World**



The state of security in the world today



50 experts around the world say what is the state of security and their recommendations

*With the collaboration of
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It was only three years ago that the entire world was paralyzed by a global threat. Although until then it seemed only a matter that was popular in literature or in cinema, in practice the pandemic devastated the planet, provoking acute fears and uncertainties and questioning the international and national institutional framework. Security was not outside this crisis; in fact, the states of emergency and the security forces have been protagonists of the pandemic scenario, and the reflections that already existed about what the security scenario is in the world, in the regions, and in the countries, became somewhat more pressing.

The Global Partnership for Security and Peace platform, a global community of practice where participants from different regions of the world collaborate for reflecting and practicing on the security sector in a democratic environment, provided the opportunity to work interregionally, in a collaborative effort, to provide a diagnosis of the state of security and help reflect on the challenges ahead. Thus, faced with this need to diagnose the security context as we move into post-pandemic environment, in an unprecedented effort, 50 experts were interviewed around the globe to learn their visions and recommendations for global, regional, and national security.

“
There is a
tendency towards
fragmentation rather
than cooperation
in solving security
problems.
”

The interviews were conducted individually by experts from RESDAL and the Global Partnership for Security and Peace. In order to gain a broad perspective beyond specific junctures, the interviews were conducted between late 2021 and early 2022, and included equitable distribution of regional and gender representation. An identical questionnaire was presented to all people, based on: the rating on a series of statements, the definition of the greatest challenges observed at the global level, regional and national security recommendations to political leaders.

What security looks like globally and regionally

All interviewees were first confronted with a series of statements, with which they had to qualify their agreement on a scale of 1 to 10, representing 1 the greatest inaccuracy, and 10 the greatest accuracy of the statement.

The two statements on global security with greater consensus. All regions.



The statement that generated the greatest consensus was that on cooperation. In addition to being the most agreed expression by all respondents, it showed the greatest homogeneity in the interregional results. The aggravation of pre-existing inequities presents a similar homogeneity.

“ Growing inequalities around the world are leading to anger, increased tensions and societal divisions. And tensions can be exacerbated through misinformation. ”

Statements rated from 1 to 10, by region of the world

	Africa	Asia	Europe	Latin America	MENA	North America
State security institutions fail to fulfill their prescribed role	6.0	6.1	6.1	6.1	6.0	4.0
The weakness or lack of resources of state security institutions is a major problem for effective security provision	4.9	6.8	5.8	6.3	6.7	7.0
Fear and uncertainty are the greatest threat to the field of security today	6.6	6.9	6.1	7.0	6.3	2.5
Greater international cooperation would support the international response to global crises	8.0	8.1	8.1	8.8	9.0	9.8
Previous inequalities – including gender, economic and social – have become more pronounced as a result of the pandemic	8.3	8.3	8.7	9.2	7.3	7.5
Leaders lack a strategic vision which has a detrimental impact on policymaking	5.0	7.6	5.8	8.2	8.7	7.3
Civil society organizations are more adept than the government at responding to society's needs	5.3	7.1	5.8	3.9	6.8	4.0
In the current context, security forces have taken on roles which either undermine or threaten the effective provision of security	5.9	5.4	4.8	7.0	6.2	6.0
States have assumed increasing powers through emergency legislation/ other means and may not relinquish them	6.5	6.7	6.5	8.0	7.8	7.5
Security institutions fail to ensure the security of vulnerable groups	7.0	6.8	5.9	8.4	8.0	7.5
State security priorities as represented in policies and/ or plans respond to the security concerns of individual people	4.7	5.7	3.8	5.5	6.0	4.3
Private or other non-state entities (e.g. private security companies, communal, political or ethno-national security actors) are highly active	7.0	6.5	8.3	7.1	7.3	9.0

“ We continue to ignore the differentiated impact that insecurity has on different groups, the very profound inequalities that exist in each of our countries. As long as we continue to ignore these inequalities -e.g. gender, race- we will not be able to overcome insecurity in its various manifestations. ”

The answers indicate a certain commonality between regions when looking at global security. However, there are some differences: one of the most marked difference is the impact of private actors on global security (greater for those who see the issue from North America and Europe); the failure of security institutions to ensure the security of vulnerable groups, and the fear of states increasing powers through emergency legislation (significant for those watching from Latin America and MENA); and differences about whether civil society organizations dispute the state in some way for better adaptation when responding to society’s needs. With regard to the latter, most of the interviewees mentioned that organizations generally focus their efforts on certain issues and therefore the statement was difficult to qualify; the role of large non-governmental organizations operating globally did not arise among their views.

The differences between North America’s views and the rest of the regions on the question of fear and uncertainty, that of Europe on whether or not security policies respond to the needs that people actually have, and the low appreciation of civil society in Latin America, influence the general averages and explain the position of some questions if we work with the general average for all regions. Beyond these differences, it is striking that, even with the differences in perspective caused by living and working in different regions, more than half of the people interviewed responded positively to the state security institutions in general failing to fulfill their prescribed role and that the state security priorities do not respond to the current needs of societies. This is closely related to what many interviewees described as the failure of multilateral institutions.

“ There is greater conflict, and at the same time, an inability of the state to generate democratic responses to demands. ”

On security at the global level. From all regions.



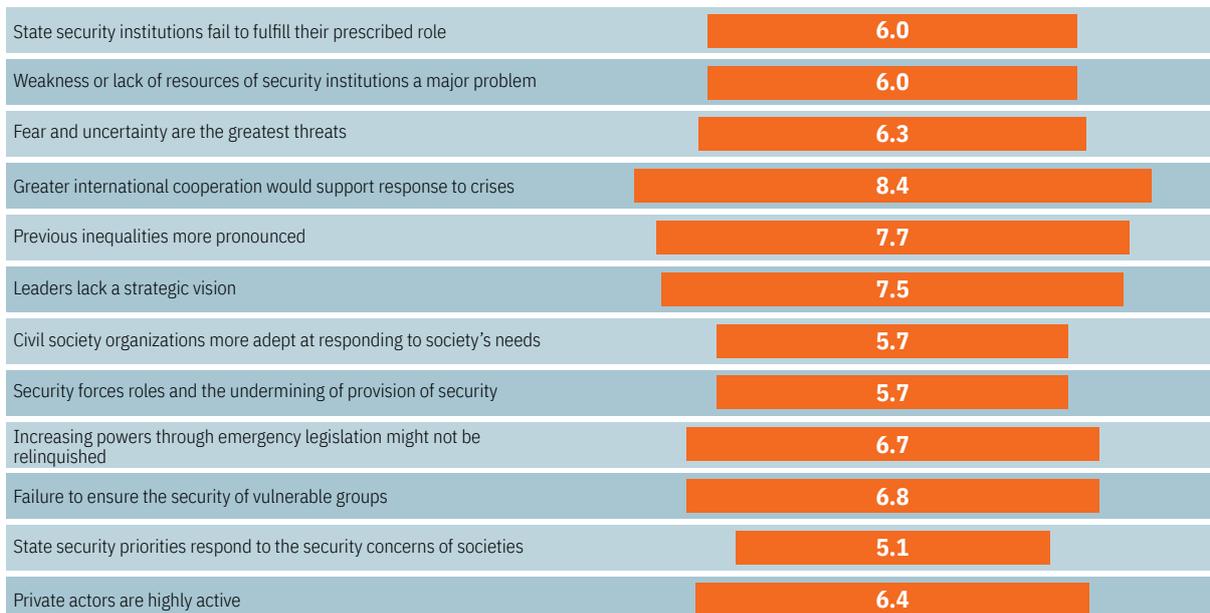
Perspectives change, however, when it is requested that the same statements be qualified (from 1 to 10), but at the level of the regional realities:

	Africa	Asia	Europe	Latin America	MENA	North America
State security institutions fail to fulfill their prescribed role	5.3	6.2	5.2	7.9	7.3	3.8
The weakness or lack of resources of state security institutions is a major problem for effective security provision	6.2	7.1	4.3	7.4	7.5	3.8
Fear and uncertainty are the greatest threat to the field of security today	6.5	7.2	7.2	7.5	7.7	1.8
Greater international cooperation would support the international response to global crises	8.1	7.1	9.1	8.3	8.5	9.3
Previous inequalities – including gender, economic and social – have become more pronounced as a result of the pandemic	7.8	7.8	5.9	9.1	7.3	7.8
Leaders lack a strategic vision which has a detrimental impact on policymaking	6.1	8.5	6.7	8.7	9.8	5.0
Civil society organizations are more adept than the government at responding to society's needs	6.3	6.9	5.1	4.5	6.7	4.8
In the current context, security forces have taken on roles which either undermine or threaten the effective provision of security	6.1	6.2	4.2	8.3	6.0	3.5
States have assumed increasing powers through emergency legislation/ other means and may not relinquish them	6.6	7.1	4.6	8.4	7.5	6.0
Security institutions fail to ensure the security of vulnerable groups	6.4	7.3	4.3	8.7	6.8	7.5
State security priorities as represented in policies and/ or plans respond to the security concerns of individual people	5.2	6.0	5.5	5.5	3.5	4.8
Private or other non-state entities (e.g. private security companies, communal, political or ethno-national security actors) are highly active	5.3	5.4	4.7	7.2	7.3	8.3

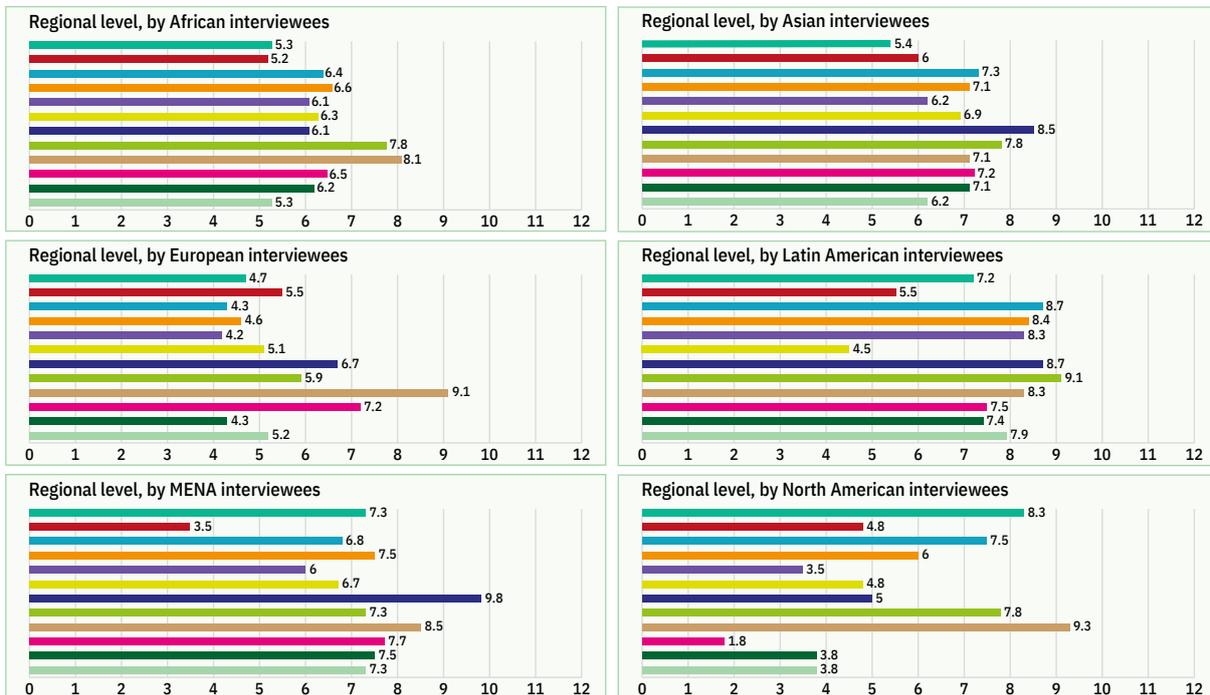
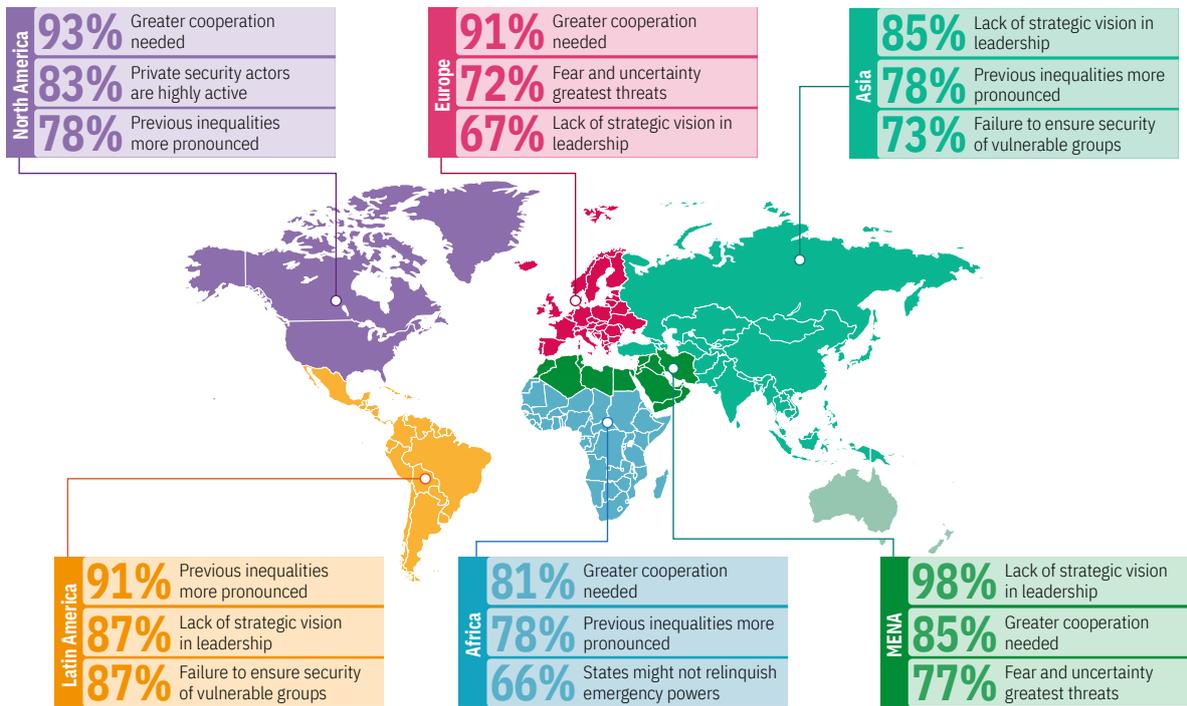
In this case, the incidence of each statement in each region is different. While the need for cooperation continues to be emphasized, the issues that generate the greatest consensus are others, such as the issue of leadership, vulnerabilities, inequities, and fear and uncertainty. The issues that most concentrate the agreement, after the cooperation, are the lack of strategic vision in the leaders and the aggravation of previous inequities.

“ There is a fraying of democratic unity and a lack of strategic vision. ”

At the regional level. All interviewees.



The three statements where there was the greatest agreement, by region:

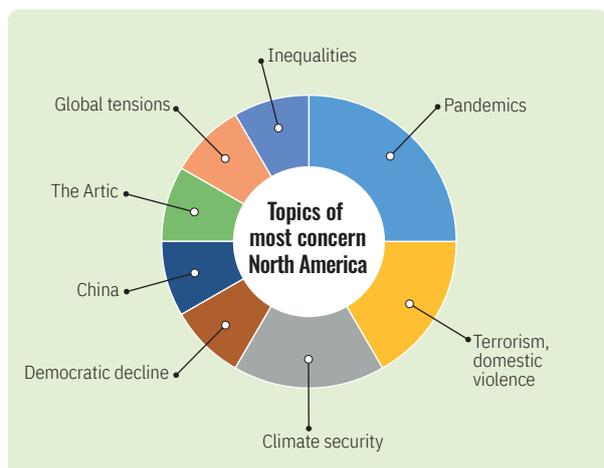
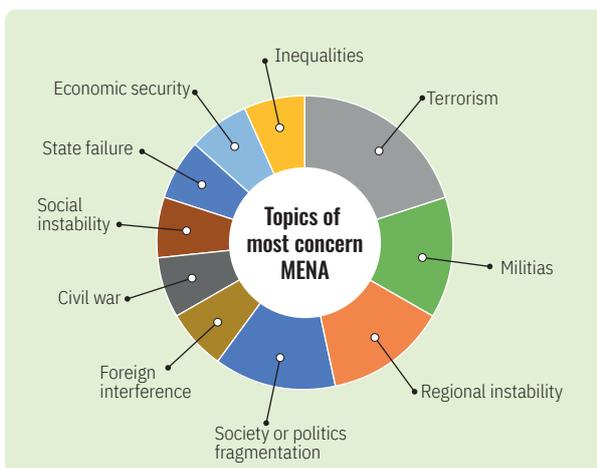
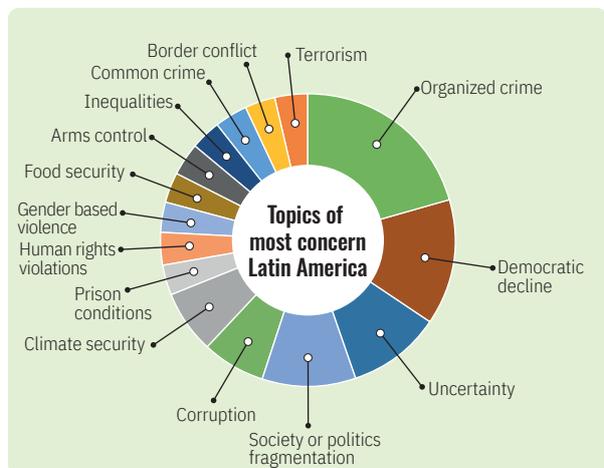
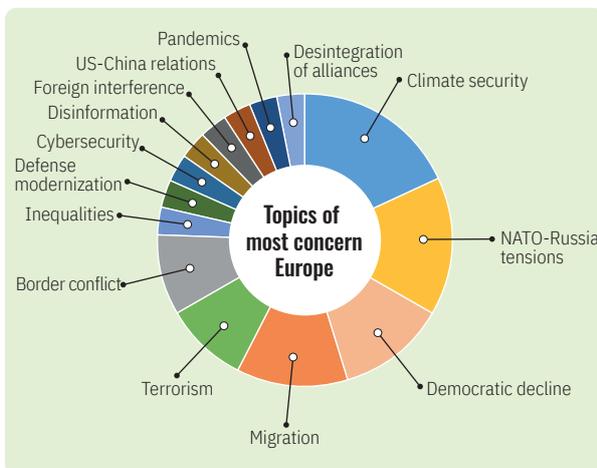
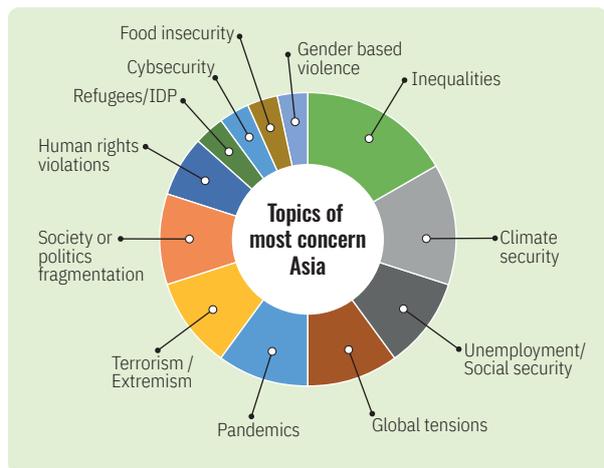
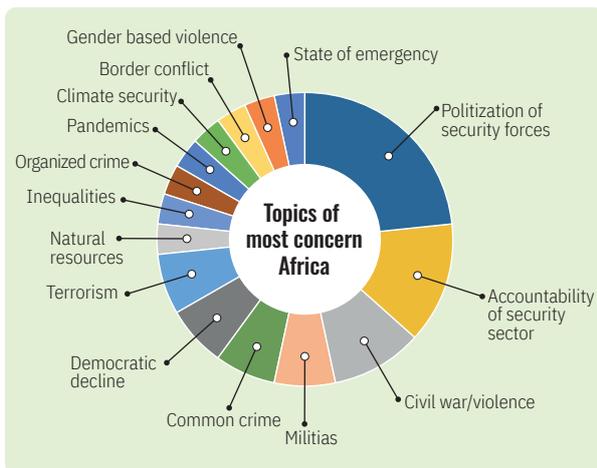


- Private or other non-state entities (e.g. private security companies, communal, political or ethno-national security actors) are highly active
- State security priorities as represented in policies and/ or plans respond to the security concerns of individual people
- Security institutions fail to ensure the security of vulnerable groups
- States have assumed increasing powers through emergency legislation/ other means and may not relinquish them
- Civil society organizations are more adept than the government at responding to society's needs
- In the current context, security forces have taken on roles which either undermine or threaten the effective provision of security
- Leaders lack a strategic vision which has a detrimental impact on policymaking
- Previous inequalities – including gender, economic and social – have become more pronounced as a result of the pandemic
- Greater international cooperation would support the international response to global crises
- Fear and uncertainty are the greatest threat to the field of security today
- The weakness or lack of resources of state security institutions is a major problem for effective security provision
- State security institutions fail to fulfill their prescribed role

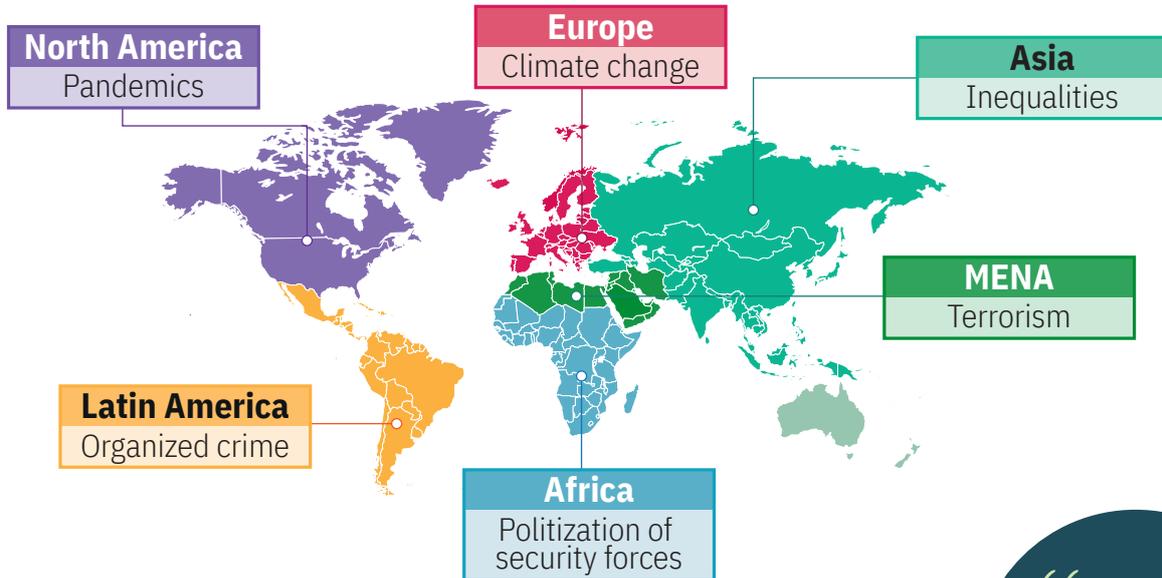
The concerns

A second part of the study addressed current and future security challenges. Here, people were consulted about what security issues in their country, and in the world, they were concerned about.

List the three security-related topics in your country which are of greatest immediate concern to you today.



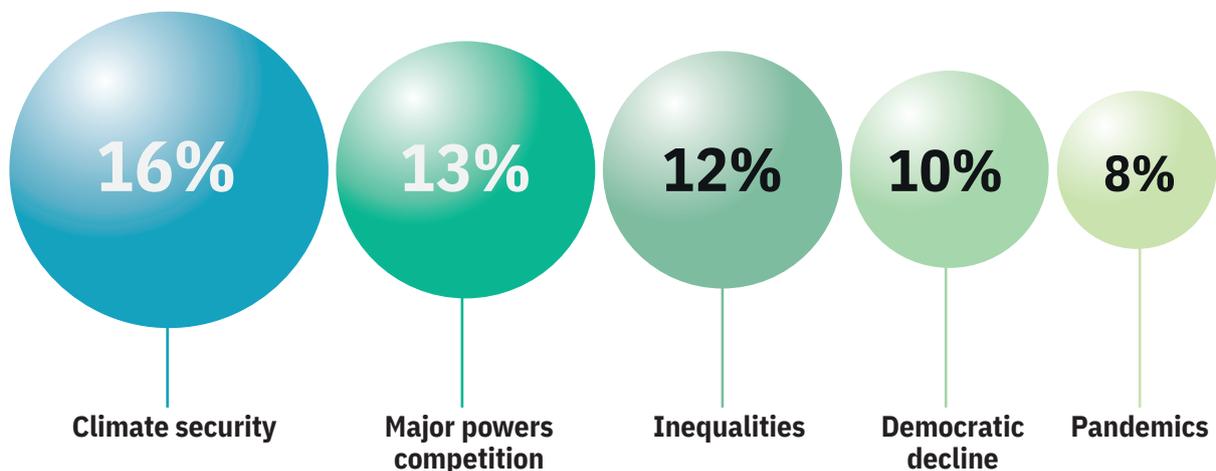
The most pressing topic per region



Subsequently, the experts were consulted on the issues that concerned them most, but this time at a global level. Here, even though some answers are influenced by the regional reality, a concentration appears in certain topics that cross all regions:

“ A major concern is that the state becomes one more corporation in a corporate-run world. ”

The top 5 concerns at the global level



“ My greatest concern is the lack of appreciation about the seriousness of climate change. And governments can only do so much. It requires participation from other sectors in society. ”

The table below presents which are the most concerning issues. While climate security, for example, is a cross-cutting concern, it has a greater impact in Europe and Africa, so does competition between powers, which mainly concerns tensions between the United States, Russia, and China. Inequalities, strikingly, are reflected in all regions as a major concern, while pandemics do not seem to have as much weight in regions that were characterized by the use of lockdowns during the COVID-19 pandemic, such as Latin America and Europe.

The most pressing concerns at the global level, by region

	Africa	Asia	Europe	Latin America	MENA	North America
Cybersecurity	0%	40%	40%	0%	20%	0%
Nuclear proliferation	0%	0%	100%	0%	0%	0%
Major powers tensions	24%	12%	41%	6%	12%	6%
Climate security	24%	14%	33%	19%	0%	10%
Inequalities	31%	13%	19%	13%	13%	13%
Pandemics	50%	10%	10%	0%	0%	30%
Terrorism/Extremism	33%	22%	0%	11%	33%	0%
Democratic decline	31%	8%	23%	15%	8%	15%
Disinformation	0%	0%	100%	0%	0%	0%
Economic security	0%	80%	20%	0%	0%	0%
Need for defense modernization	0%	0%	100%	0%	0%	0%
Politics/society fragmentation	17%	33%	0%	17%	17%	17%
Organized crime	67%	0%	0%	33%	0%	0%
Gender based violence	50%	50%	0%	0%	0%	0%
Lack of cooperation	38%	0%	13%	50%	0%	0%
War/Arms race	0%	17%	17%	17%	50%	0%
Food security	0%	0%	0%	100%	0%	0%
Militarization	0%	0%	0%	100%	0%	0%
Uncertainty	0%	0%	0%	100%	0%	0%
Technology inequalities/energy	0%	0%	0%	50%	50%	0%
Human rights	0%	0%	0%	100%	0%	0%

At this point in the study, people were asked a final question that appealed not only intellectually, but also in some way to an emotional level: after reflecting and qualifying these different aspects of security, if you could choose a single issue, which one of them keeps you awake at night? Here, regional differentiations are abandoned and the answers appear clear and concentrated: climate security, the decline of democracy, ungovernability, and aspects related to global tensions.

“ There is greater conflict, and at the same time, an inability of the state to generate democratic responses to demands. ”

Of all the challenges and issues discussed today, which is your greatest concern?



Recommendations

This study provides an important tool for decision makers and analysts, especially in its regional diversity and in the possibility of having the expert voice of 50 people around the globe. Considering that one of their main goals was to collaborate in decision-making and analysis in a safe environment with high doses of uncertainty, a final question was asked to each of the interviewees. A number of recommendations were proposed by the experts and are presented below:

If you had the opportunity to offer three recommendations (in terms of measures or policies) to the leadership of your country, in order to resolve current issues that are going to impact the future, what would they be?

AFRICA

- Address inequality – provide a basic income to the poorest citizens, and find efficient ways to tax the super-rich.
- Strengthen regional economic integration, which helps to bring countries together to focus on strengthening security collaboration. Collaborate and cooperate with other countries.
- Focus on serving the population's interests.
- Abolish the practice of regime security.
- Facilitate a national conversation/ discussion where all communities can participate. Encourage political dialogue and the involvement of civil society.
- Periodic vetting of high-level positions in the security sector, helping to establish effective leaders and trustworthy employees.
- Improve and develop political infrastructure through inclusive and comprehensive processes; rework relations with other countries to improve international cooperations.
- Increase accountability especially for the security sector
- Governments must consider international NGOs as partners for peace and development. They must take note of their reports, which are sometimes very critical of governments and defense forces. These reports are working documents that could allow governments to adjust or readjust their policies. States' distrust of NGOs is a diplomatic handicap.
- Remove firearms – reduce the number of firearms in private ownership.
- Increase military cooperation to secure a non-partisan security.
- Professionalize the security institutions.
- Review national security threats and policies; re-evaluate defense expenditure.
- Wealth disclosure for high-level people working in security sector.
- Broad-based reform agenda to strengthen democratic institutions so they can better achieve the visions of the nation.
- Strengthen the rule of law.
- Government should create enabling policy environment to promote inclusive democratic processes, that include women, people with disabilities, the rich the poor, etc.
- Invest in family-level psycho-social interventions to straighten healthy parenting and prevent the exposure to violence in the home.
- Change our way of living to be able to take care of planet.
- Create a new security sector for countries in post-conflict.
- Adequately fund police oversight agencies (NIS) and the National Human Rights Institutions. Ensure that people of good moral standings are appointed leadership positions.
- Develop leadership capabilities, especially for the young thus preparing them for a better tomorrow; produce inter-generational conversations.
- Consolidate democratic gains.
- Empower people especially vulnerable groups: women, youth, people with disabilities. E.g., revive and strengthen the safe-schools initiatives, and technical and vocational education.

Asia

- Improve institutional democracy by allowing constitutional bodies to have independence. Strengthen anti-corruption commissions, auditor generals and increase independence of constitutional bodies
- Implement and activate lessons learnt from the past.
- Resolve internal conflicts and tensions peacefully (e.g., Burma).
- Structure effective policies to help those industries most heavily impacted by the pandemic.
- Formulate inclusive and comprehensive policy to achieve prosperity and sustainability; create enabling environment to facilitate institutional reform (parliament, judiciary) and promote good governance to improve national security.
- Have a wider perspective of security threats (not just of traditional threats, but also of “indirect” or “non-traditional” ones). Essentially, update the concept of security threats to the 21st century.
- Promote inclusive democracy: improve social, health and education policy.
- Increase government spending on social security.
- Ensure safe return of people to work.
- Promote civic education with programs that allow citizens to become skilled and educated and take more active roles in society.
- Find a way to ameliorate the climate crisis. Take climate change more seriously.
- More investment into education and promotion of rights-based democracy.
- Promote international cooperation.
- Examine issues on artificial intelligence and implement a strategy.
- Most institutions, especially internationally lauded ones like the UN, have archaic notions of security threats and how to handle them. It’s how it can either have archaic and ineffectual responses to some situations, such as the Ukrainian invasion, or just not act at all like with the starvation happening in Yemen. Most security institutions were completely blind sighted by the pandemic and all of the economic problems it still causes and all of the inequality problems it brought to the light. Such institutions need to be retrained to assess the security threats of the 21st century.
- Strengthen social security, including security forces.

Europe

- Modernize the military and ensure solid security partnerships with European countries.
- Increase strategic thinking so countries are not only dependent on polling to resist populist actors.
- Take society’s polarization seriously and consider the potential security risks involved.
- Focus on building trust between the leadership and general population.
- Invest significantly in defense capabilities in the European context.
- Conduct serious debate on current migration policy.
- Respect, and restore if needed, the rule of law.
- Diversify structural capabilities; adapt to new defense environment and strategic competition including crises management, cyber-defense and resilience against hybrid threats.
- Take a lead in climate change mitigation and build up a resilient society.
- Rejoin EU (UK).
- Ensure border security so that migration is controlled and dealt with in a humane manner.
- Invest in key sectors including security, healthcare, social care and increasing social support.
- Stop viewing migration as a threat; it is not productive to view political violence and crises in the Middle East through migration lens.
- Adopt a whole of govt/society approach to address border flows issues.
- Concentrate on being a more active player outside your direct interests
- Reinforce cooperation with likeminded countries.
- Respect or restoration of full media freedom.
- Influence drafting of strategic documents and concepts elaborated by NATO.
- Invest in international organizations and build up multilateral cooperation. Work harder for further integration of EU countries.
- Continue to build regional economic and security partnerships with countries including Egypt and Israel.
- Think more about China.
- Not trade long term interests, geopolitical position and alliances for the sake of short-term interests and gain.
- Support pro-democratic forces.

Latin America

- Strengthen democratic principles and transparency, in order to regain people's confidence.
- Strengthen global multilateralism. Without multilateralism, the law of the strongest prevails. If borders are violated in one part of the world they can be violated in others.
- Have medium- and long-term prospects.
- Address the social problems that have become more acute.
- Let Latin America have a shared voice. Agree ideas. Governments in the region can reconnect to common themes without affecting ideological perceptions of what is happening in each country. If that were to happen, the region could have a voice in the international system, which it does not have today.
- We are facing a loss of concepts. We have not been able to generate the basics, which are the minimum consensus. The state goes on one side and practice on the other. Let's create minimum regulatory frameworks for safety.
- It's hard to make recommendations when a group of people wants to use the state for their own interests. We need to address this problem.
- Security needs to be built at the territorial level. That means stopping looking at security from the central, and rebuilding the community. This impacts security concepts and helps define public policies. Not in terms of results, but in terms of processes. Collect what people dialogue and work it for definitions.
- International support should once again support the idea of democracy and the strengthening of civilian power.
- Open dialogue and participation of civil society.
- Do not be afraid of the military. Check if the armed forces have been empowered. If necessary, depoliticize and professionalize.
- Professionalize the police force.
- Professionalize the role of defense ministries, which is central.
- Pay attention to the issue of religious fundamentalism.
- Work on transitional justice mechanisms.

MENA

- Keep ideology out of building state institutions. As long as one group believes that it has an ideological right to build the state, another party will be wronged. Secondly, it is necessary that the newly formed institutions only employ the most qualified people.
- Draw up plans based on the realities on the ground.
- Be aware of populist policies that will lead to chaos.
- A problem of Arab countries, that has become clear from the crisis in Ukraine, is that they are among the countries with the most severe problems relating to food, a problem arising from problems in political, economic and social administration. In today's world, the leader should know the meaning of governance; governance is not repression and knowledge of security, but rather governance is serving the people and knowledge of policies.
- Implementing the constitution and building institutions built on the constitution.
- Rebuild the state and redistribute the country's resources to all of its people. Agreement on how to interact with the Peshmerga and the Popular Mobilization Forces and some of the other militias that operate outside of these systems (Iraq).
- Removing the army from the political process and handing over full democratic civil authority to the people.
- Take interest in local strategic sectors to achieve self-sufficiency in agriculture and energy, especially following the Ukraine crisis.
- Focus on digitalization and artificial intelligence
- Analyze how to manage external interference.
- There is a collapse in the civil service and school and university education, and there are countries that have an interest in the collapse of the state (Sudan).
- Good governance in all sectors, international cooperation, right of the people to decide their futures, especially Palestinians based on international legitimacy.
- Focus on digitalization and artificial intelligence.

North America

- Make democratic processes more inclusive (we need more women, youth, minorities in leadership to influence policy); in this regard, other countries do a better job developing targets and quotas.
- Window of opportunity for addressing climate change is closing.
- Unify the country around democracy.
- Climate: -lock in agreements that will be hard to unwind when governments change.
- Need to implement a program that will provide strategic direction but will efficiently create consensus across states and international actors.
- Empowering more appropriate security institutions to respond to specific problems relevant in specific regions so that the military isn't the only tool.
- Work closely with the WHO to bolster health cooperation and reassume some of the influence from China.
- Reallocation of funding from military towards more internal human security.
- Continued investment and support of multinational institutions that are currently under considerable strain; there is role for traditionally middle powers to resolve tensions between great powers.
- Need for being a better neighbor especially in terms of the relationship with Canada and Mexico (USA).
- Pursue deeper investment in multilateral defense institution-building because China's search for status in the world will create security issues

This study would not have been possible without the extraordinary collaboration and participation of the people we interviewed. They were:

Rut Diamint (Argentina)	Adaja Stoetman (Netherlands)
Tirtha Sikder (Bangladesh)	Ahmed Bilal Mehboob (Pakistan)
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Florent Koungou (Cameroon)	Piotr Krzysztof Marszałek (Poland)
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Francisco Rojas Aravena (Chile)	Mary Anthony Caballero (Singapore)
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Daniela Donno (Cyprus)	Geoffrey Duke (South Sudan)
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Aira Nur Ariana Azhari (Malaysia)	Olfat Dobai (Yemen)
Raúl Benítez Manaut (Mexico)	Ronald Nare (Zimbabwe)
AungKoko Myat (Myanmar)	Two people requested anonymity.
Bidur Subedi (Nepal)	

Collaborated with the study:

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Matthew Budd holds an honours degree in International Relations from the London School of Economics. He is a young professional with a desire to contribute to development in conflict and post-conflict societies, and has a particular interest in institutional governance of the security and defence sectors, and the intersection between conflict, security and development. Since graduating from his undergraduate degree, he has worked with RESDAL as a researcher, and more recently on a freelance basis while based in the UK. Currently, he works as an Assistant Editor in the Media Monitoring Unit of the Cabinet Office in the UK Government.

Cecil Griffiths

Cecil Griffiths is one of the leading experts on security sector reform issues in Liberia and founding member of the Global Partnership for Security and Peace. As a former Deputy Commissioner of Police, currently serving as President of the LINLEA Association, Director of the Centre for Criminal Justice Research and Education, Coordinator of the Civil Society Working Group on Security Sector Reform, and secretary of the Civil Complaints Review Board. He has worked to promote reform in the Police, the Immigration Service and other security institutions and continues to build the capacity of civil society organizations to advocate for further reforms in the criminal justice sector.

Amna Kausar

Ms. Amna is an experienced Project Manager with a demonstrated history of working in the non-profit and think tanks industry for the last 12 years. She has been associated with PILDAT since 2014. She has served on Pakistan's first-ever Prime Minister's National Youth Council from June 2019-2021. She served as Lead Manager & Curator of Pakistan's first-ever Young Politicians' Fellowship Programme (YFPF) and currently heading the 17th Youth Parliament Pakistan (YPP). Her key suits are in working on the Role of Security & Defense institutions; Political Parties, Role & Participation of Youth in Electoral Processes, Government (especially provincial/territorial youth departments), Parliament and other state institutions.

Nathalie Pabon Ayala

Nathalie holds a master's in International Affairs from the Externado of Colombia University; she is a Political scientist from the National University of Colombia. She is a founding member of the Security and Defense research group of the National University of Colombia. She is a member of RESDAL, where she is leading regional relations. Her experience is in formulation, direction, and execution of research projects, group management, writing reports, and academic articles. She has served in different public positions, most recently as Director of Security of the City of Bogotá.

Elisa Rial

Elisa has a Master's degree in Media Studies from the New School University of New York, and is currently taking master's courses on logistics in Uruguay. In 2012 she was part of the RESDAL team that conducted interviews to civilian, military and police personnel at the UN mission in the Democratic Republic of Congo. As a consultant, she worked on the implementation of the DCAF MOWIP methodology in Uruguay (2019) and in Mexico with UN Women (2021), a methodology that conducts surveys to military and police personnel on the matter of women and peace operations. She is currently project coordinator for RESDAL.

Hala Salem

Hala Salem is executive director of the Al-Quds Centre for Political Studies, and holds a degree in political science from the University of Jordan. Through her work at the Al-Quds Centre, she has managed several projects related to political reform in Jordan and other Arab countries, through the reform of legislative and legal frameworks governing political work, capacity-building and implementation of the role of political institutions, such as political parties, parliament and municipalities. In the same context, special attention was paid to promoting the participation of young people and women in public life. At the regional level, she contributed to the preparation and organization of numerous regional conferences, including the project "Towards a Civil Democratic Islamic Discourse" and the Network for Reform and Democratic Change in the Arab World

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Barbara is a human rights advocate with over 19 years' experience. Her focus area is on rule of law, human rights, gender advocacy and CSO accountability. Maigari is a fellow of the Justice Initiative and Coady Institute in Canada. Barbara obtained an LLB from the University of Jos and obtained BL at the Nigerian Law School, Abuja. She further obtained an LLM from University of Jos and a second LLM in Human Rights (International Justice Specialization) from Central European University, Hungary. Within the period of 2005 – 2007, Barbara worked as a litigation lawyer, corporate law practitioner and legal assistance with different organizations.

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Steph currently works as a Policy Officer within the Health and Social Care Directorate of the Scottish Government. Previous to this role, she worked with RESDAL as a Research Assistant on several main projects including the series of newsletters, developing the website and preparing a white paper on security trends in the post-pandemic environment. She also worked as a consultant on the main program to develop and expand the Global Partnership for Security and Peace. Steph has a Master's degree in International Relations from the University of Glasgow, where she undertook modules on international aid, human rights and comparative public opinion. She also holds a Bachelor's degree in Modern Languages and Cultures from the University of Edinburgh.



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