UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	**Urejanje in upravljanje različnosti in konfliktov**
Course title:	**Regulation and management of diversities and conflict**

Študijski program in stopnja **Study programme and level**	**Študijska smer** **Study field**	**Letnik** **Academic year**	**Semester** **Semester**
Pravo 3. stopnje	Alternativno reševanje sporov	2	1
Law 3rd Degree	Alternative dispute resolution	2	1

Vrsta predmeta / Course type:	izbirni/elective
Koda predmeta /Course code:	

Predavanja **Lectures**	**Seminar** **Seminar**	**Vaje** **Tutorial**	**Druge oblike študija** **Other type study**	**Samost. delo** **Individual work**	**ECTS**
20	0	0	0	230	10

Nosilec predmeta / Lecturer:	Prof. dr. Mitja Žagar / Prof. Mitja Žagar, PhD
Jeziki/Languages: Predavanja / Lectures:	slovenski jezik/Slovenian
Seminar / Seminar:	slovenski jezik/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	**Prerequisites:**
Zahteva se vsaj 80 % prisotnost na predavanjih in vajah.	At least 80% attendance at lectures and tutorials is required.

Vsebina	**Content (Syllabus outline)**
Pluralnost in raznolikosti, vključno z etnično pluralnostjo in raznolikostjo, ter asimetrije so značilnosti sodobnih družb in njihovih (pod)sistemov. V pluralnih in notranje raznolikih družbah so napetosti in konflikti, ki so izrazi in posledice obstoja različnih in včasih konfliktnih interesov, normalni pojavi in stanje. Družbena realnost zanika predstave, koncepte, ideologije, politike in modele, ki kot ideal razglašajo enotne, etnično in sicer notranje homogene, simetrične in hierarhične ter idealno nekonfliktne družbe in družbene sisteme. Zato morajo družbe in njihovi (pod)sistemi razvijati odprte in vključujoče koncepte, strategije, politike, sisteme in modele organiziranja, urejanja in upravljanja družbeno relevantnih različnosti, ki omogočajo izražanje, sožitje, usklajevanje, preobražanje, približevanje in uresničevanje različnih interesov, ki v teh okoljih obstajajo, ter spodbujajo oblikovanje, razvoj in uresničevanje skupnih interesov. Na videz enostavni homogenizirajoči pristopi, strategije in rešitve, ki temeljijo na simetričnosti, razglašeni enotnosti in hierarhičnosti ter ne	Plurality/pluralism and diversities, ethnic plurality and diversity included, as well as asymmetries are among key characteristics of contemporary societies and their (sub)systems. Social tensions and conflicts as reflections of diverse interests in plural and diverse societies are normal phenomena and state of affairs. Social reality denies traditional perceptions, concepts, ideologies, policies and models that as their ideal and goal declare unified, ethnically and otherwise homogenous, symmetric, hierarchical and conflict-free societies, social systems and states. Consequently, plural and diverse societies, social (sub)systems and states need to develop open and inclusive concepts, strategies, policies, systems and models of organization, regulation and management of socially relevant diversities that enable effective expression, coexistence, coordination, transformation, coming together and realization

upoštevajo dejanske kompleksnosti, pluralnosti in raznolikosti, nehomogenosti in asimetričnosti družb, niso učinkoviti in lahko postanejo dejavnik povečevanja napetosti in zaostrovanja konfliktov v posameznih okoljih. Uspešno urejanje in upravljanje družbeno relevantnih različnosti se trudi z odprtostjo, svobodnim in enakopravnim vključevanjem in integracijo vseh posameznikov in specifičnih skupnosti, z razvojem človeških in institucionalnih potencialov in virov ustvariti okolja in pogoje za sožitje in enakopravno sodelovanje, kar zmanjšuje verjetnost zaostrovanja napetosti in konfliktov, zagotavlja in krepi dolgoročno stabilnost, mir, svobodo in varnost vseh posameznikov in skupnosti ter spodbuja njihovo sodelovanje in ustvarjalnost. Pomemben segment uspešnega upravljanja različnosti je tudi preprečevanje, zgodnje zaznavanje, upravljanje in razreševanje obstoječih in potencialnih napetosti in konfliktov.

Struktura in organizacija predmeta:
1. Splošni uvod, predmeti proučevanja, koncepti in kontekst:
o sodobne družbe in družbena organizacija,
o pluralizem, raznolikosti, družbeno relevantne razlike in asimetrije (zlasti etnične in prostorske dimenzije),
o urejanje in upravljanje različnosti – zgodovinska evolucija, koncepti in teorije,
o pluralizem interesov, napetosti, krize in konflikti,
o metode raziskovanja in zagotavljanje kakovosti raziskovalnega dela,
o evidentiranje tematik za individualno raziskovanje.
2. Etnične dimenzije pluralnosti in raznolikosti:
o etničnost in etnični odnosi: procesi in narava ter zgodovinska evolucija,
o etnična podlaga in vsebina kriz in konfliktov: kako krize in konflikti dobijo etnično dimenzijo?
o specifična narava in proces etničnih odnosov, kriz in konfliktov.
3. Urejanje in upravljanje različnosti, etničnih odnosov ter preprečevanje, upravljanje in/ali razreševanje kriz in konfliktov:
o teoretični okviri in koncepti: zgodovinski razvoj in evolucija;
o pristopi, strategije, politike, modeli, metode in tehnike upravljanja različnosti ter preprečevanja, upravljanja in/ali razreševanje kriz in konfliktov;

of different interests that exist in such an environment. Simultaneously, they shall enable and promote formulation, development and realization of common interests. Seemingly, simple approaches, strategies and solutions that advocate symmetry, hierarchy and declared homogeneity denying the reality of complex, internally plural and diverse, non-homogenous and asymmetrical societies often prove inadequate and might generate tensions and escalation of conflict in a specific environment. Successful regulation and management of socially relevant diversities shall attempt by voluntary and equal inclusion and integration of all individuals and distinct communities to stimulate development of human and institutional resources and potentials. In turn, this shall create and develop conditions and favorable environments for coexistence, equal cooperation and creativity of all individuals and diverse groups/communities. Thereby diversity management reduces possibilities for the escalation of tensions, crises and conflicts, contributes to long-term stability, peace, security and safety of individuals and communities as well as stimulates their cooperation and creativity. An important segment of diversity management is also early detection, prevention, management and resolution of tensions, crises and conflicts.

Structure of the course:
1. General introduction, concepts and context:
- Contemporary societies and social organization;
- Plurality/pluralism, socially relevant diversities and asymmetries (particularly their ethnic and spatial dimensions);
- Regulation and management of diversities – historic evolution, concepts and theories;
- Pluralism of interests, tensions, crises and conflicts;
- Research methodology and quality assurance;
- Topics of individual research.
2. Ethnic dimensions of pluralities and diversities:

o izbira in kombinacije pristopov, strategij, politik, modelov, metod in tehnik. 4. Koncept, model in proces odprtega vključujočega javnega dialoga kot sredstvo urejanja in upravljanja družbeno relevantnih različnosti ter razpravljanja o preteklosti, sedanjosti in prihodnosti.	- Ethnicity and ethnic relations: processes, nature and historic evolution; - Ethnic foundations and content of crises and conflicts: How do crises and conflict get their ethic dimensions? - Specific nature and processes of ethnic relations, crises and conflicts. 3. Regulation and management of ethnic relations and prevention, management and/or resolution of crises and conflicts: - Theoretical framework and concepts: historic evolution; - Approaches, strategies, policies, models, methods and techniques of management of diversities, including the prevention, management and/or resolution of crises and conflicts. 4. Concept, model and process of open inclusive public dialogue as a tool for regulation and management of socially relevant diversities and for addressing the past, present and future.

Temeljna literatura in viri / Readings:

Byrne, Sean & Matyók, Thomas & Scott, Imani Michelle & Senehi, Jessica eds. (2020), Routledge companion to peace and conflict studies. London; New York: Routledge, Taylor & Francis Group, 2020.

Bašić, Goran & Žagar, Mitja & Tatalović, Siniša, eds. (2018), Multiculturalism in public policies. Belgrade: Academic Network for Cooperation in South-East Europe (etc.), 2018.

Sandole, Dennis J. D. & Byrne, Sean & Sandole-Staroste, Ingrid & Senehi, Jessica, eds. (2009), Handbook of conflict analysis and resolution. London; New York: Routledge, 2009.

BREZIGAR, Sara & LAVSKIS, Peter & SOLEM, Knut Erik & ŽAGAR, Mitja, eds. (2007), International, constitutional, legal and political regulation and management of ethnic pluralism and relations, including prevention, management and/or resolution of crises and conflicts as components of diversity management : tematic issue. Ljubljana: Inštitut za narodnostna vprašanja, 2007. 347 str. Razprave in gradivo, št. 52, 2007.

Conflict Resolution Skills. In: The Conflict Resolution Network, 12 Conflict Resolution Skills. (http://www.crnhq.org/twelveskills.html).

ŽAGAR, Mitja (2016), Upravljanje različnosti in integracija: od idej do konceptov. V: Grafenauer, Danijel & Munda Hirnök, Katalin (ur.). Raznolikost v raziskovanju etničnosti : izbrani pogledi. Ljubljana: Inštitut za narodnostna vprašanja, 2016. Str. 286-307.

Žagar, Mitja (2006-7; 2008), "Diversity management and integration: From ideas to concepts." In: European yearbook of minority issues, Vol. 6, 2006/7, Leiden; Boston: Brill, 2008, 307-327.

PRIPOROČENA LITERATURA IN VIRI / SUGGESTED ADDITIONAL READINGS AND SOURCES:

Azar, Edward E. (1990): The Management of Protracted Social Conflict: Theory and Cases (1990), Aldershot, Hampshire; Dartmouth Publishing Company.

Azar, Edward E. & BURTON, John W.(ear), eds. (1986): International Conflict Resolution: Theory and Practice (1986), Brighton; Wheatsheaf.

Burton, John W.(ear) (1990): Conflict: Resolution and prevention. St. Martin's Press; New York.

Capotorti, Francesco (1979/1990), Study on the Rights of Persons belonging to Ethnic, Religious and Linguistic Minorities, New York: United Nations, 1979/1990.

Galtung, Johan (2000), Conflict transformation by peaceful means (the Transcend Method): Panticipant's Manual / Trainer's Manual. United Nations Disaster Management Training Programme, United Nations, 2000. (http://www.transcend.org/pctrcluj2004/TRANSCEND_manual.pdf; see also: http://www.transcend.org/).

Komac, Miran, ur. (2007), Priseljenci. Ljubljana: Inštitut za narodnostna vprašanja, 2007.

Kymlicka, Will (1995), Multicultural citizenship: A liberal theory of minority rights. Oxford: Clarendon Press, 1995.

Lantschner, Emma & Marko, Joseph & Petričušić, Antonija, eds. (2008), European integration and its effects on minority protection in South Eastern Europe. 1st ed. Baden-Baden: Nomos, 2008.

Monteville, Joseph V., ed. (1990): Conflict and Peacemaking in Multiethnic Societies, Lexington, Toronto; Lexington Books.

Parekh, Bhikhu C. (2006), Rethinking multiculturalism: Cultural diversity and political theory. Second edition. Houndmills [etc.]: Macmillan, 2006

Rothman, Jay (1992): Form confrontation to cooperation: Resolving ethnic and regional conflict. Newbury Park, London, New Delhi: Sage.

Stavenhagen, Rudolfo (1991), The Ethnic Question: Minorities, Conflict and Human Rights, Tokyo: The United Nations University Press, 1991.

Dodatna gradiva po dogovoru s študenti. / Optional additional readings to be agreed upon with students.

Cilji in kompetence:

Študenti/ke bodo pridobili naslednje **splošne kompetence:**

- Temeljni cilji so poznavanje, razumevanje in uporaba teorije s področja urejanja in upravljanja družbeno relevantnih različnosti, preprečevanja, upravljanja in razreševanja zaostrovanja napetosti, kriz in konfliktov ter pridobivanje in razvoj kompetenc za raziskovanje sodobnih družb in družbenih sistemov, njihove pluralnosti in raznolikosti – zlasti njihovih etničnih dimenzij, ki omogočajo uspešno analizo, sintezo in

Objectives and competences:

Students will gain the following general competences:

- Key objectives are knowing, understanding and ability to use theory in the fields of regulation and management of socially relevant diversities, prevention, management and resolution of tensions, crises and conflicts as well as acquiring and development of competences for research of contemporary societies and social system, their plurality and diversities, particularly in their ethnic dimensions. This knowledge and competences enable successful analysis and synthesis, prediction and development of

predvidevanje ter razvoj učinkovitih rešitev in priporočil. Posebno pozornost namenja avtonomnosti pri raziskovanju in strokovnem delu ter razvoju komunikacijskih sposobnosti v domačem in mednarodnem okolju.		effective solutions and recommendations. Special attention is paid to autonomy of students in research and expert work as well as to development of interpretation and communication skills in home and international environment.
Študentje bodo razvili **predmetno-specifične kompetence**: - Predmet obravnava pluralnost in različnosti v sodobnih družbah ter usposablja študente/študentke za analizo situacij in procesov v posameznih okoljih ter za uspešno upravljanje različnosti v njih na podlagi politik multikulturnosti, vključno s kratkoročnim in dolgoročnim, strateškim usmerjanjem in planiranjem. Spodbuja njihovo individualno raziskovanje negativnih učinkov izključevanja, nacionalizmov in ksenofobije ter razvijanje rešitev in ukrepov za krepitev tolerance, sobivanja, enakopravnega sodelovanja ter miroljubnega upravljanja in reševanja kriz in konfliktov. - Študenti/študentke se seznanijo s pojmovno – hipotetičnimi modeli za sociološko, politološko in socialno-psihološko razlago inter-presonalnih, skupinskih in sistemskih odnosov in konfliktov ter mehanizmov, procesov, načinov in rezultatov upravljanja različnosti, preprečevanja, upravljanja in (raz)reševanja kriz in sporov. - Na podlagi več interdisciplinarnih pristopov ter metodološkega pluralizma predstavlja temeljne teoretične koncepte s področja etničnih študij, vključno z vedenja o nastanku, evoluciji in zgodovinskem razvoju etnij, varstva nacionalnih, etničnih, jezikovnih in drugih manjšin. Izhaja iz družboslovnega, zlasti političnega, pravnega in sociološkega proučevanja urejanja in upravljanja različnosti in (med)etničnih odnosov v pluralnih družbah ter poudarja pomen raziskovanja in strokovnih znanj – zlasti za oblikovanje in uresničevanje etničnih, migracijskih in integracijskih politik in strategij ter za razvoj zakonodaje.		Students will develop the following **course-specific competences:** - The course introduces students to diversities in contemporary plural societies and enables them to study situations and processes in specific environments. They acquire knowledge and skills necessary for successful regulation and management of socially relevant diversities based upon multiculturalism and multicultural policies as well as for short-, long-term and strategic planning. The course stimulates individual research of negative consequences and impacts of exclusion, nationalisms and xenophobia as well as permanent development of measures and recommendations that promote tolerance, coexistence, cooperation and peaceful management and resolution of crises and conflicts. - Following multi- and interdisciplinary approaches and based upon methodological pluralism, the course presents basic concepts in ethnic and minority studies, focusing on the emergence, evolution and historic development of ethnicity, protection of national, ethnic, linguistic and other minorities. It builds upon social sciences, particularly political science, sociology, law and their application in regulation and management of socially relevant diversities and ethnic relations in contemporary societies. It stresses the importance of research and expert knowledge.The course aims to show the importance and practical use of research and expert knowledge for the formulation and execution of diversity, ethnic, migration and integration strategies, policies and legislation. - In this context, special attention is paid to studying of conceptual and hypothetical models for sociological, political and socio-psychological understanding of interpersonal, group and system relations and conflicts – including mechanisms,

		processes, modes and results of diversity management and prevention, management and resolution of crises and conflicts..

Predvideni študijski rezultati:
Znanje in razumevanje:

Intended learning outcomes:
Knowledge and understanding:

Študenti/študentke bodo pridobili, razvili in nadgradili znanje in razumevanje: - relevantnih teorij in konceptov, raziskovalnih pristopov in metodologij za raziskovanje družbeno relevantnih različnosti, odnosov, napetosti, kriz in konfliktov ter njihovega urejanja in upravljanja; - vloge akterjev v družbenih odnosih, krizah in konfliktih ter se seznanili s koncepti, načini, mehanizmi in procesi mirnega upravljanja in reševanja konfliktov; - ter se usposobili za individualno in skupinsko raziskovanje in strokovno delo, vključno z analitičnimi, jezikovnimi in komunikacijskimi kompetencami, rabo IT in strateškim planiranjem. Predmetno specifično znanje in kompetence: upravljanje družbeno relevantnih različnosti in zlasti upravljanje etničnih odnosov v etnično pluralnih družbah; organiziranje, upravljanje in delo v pluralnih okoljih, delovanje države in državnih institucij, demokratični procesi v družbi in institucijah; izraba virov; strateško planiranje ter načrtovanje ukrepov in reform; analiza in interpretiranje zgodovinskih procesov in sočasnih trendov (zlasti z gledišča etničnih odnosov); krepitev strpnosti in sodelovanje v pluralnih okoljih; stimuliranje sodelovanja in kreativnosti posameznikov in specifičnih skupnosti. Temeljna znanja za opravljanje raziskovalnega dela na področju (med)etničnih odnosov in upravljanja različnosti; tistim, ki so usmerjeni k aplikativnemu delu, pridobljeno znanje služi za oblikovanje in suvereno sodelovanje v politikah upravljanja z etnično različnostjo.	**Students will acquire and develop knowledge and understanding:** - Of relevant theories and concepts, research approaches and methodologies applicable for studying of socially relevant diversities, relations, tensions, crises and conflicts as well as their regulation and management; - Roles of actors in social relations, crises and conflicts as well as learn about the concepts, modes, mechanisms and processes of peaceful conflict management and resolution; - As well as skills necessary for individual and group research and expert work, including analytical, linguistic and communication skills, use of the IT, strategic orientation and planning. Specific knowledge/competences: regulation and management of socially relevant diversities, particularly ethnic relations in ethnically plural societies; organization, management and work in plural environments, functioning of the state and state institutions; democratic processes in institutions and society; use of resources; strategic planning, reforms and plans of actions; analysis and interpretation of historic processes and contemporary trends – particularly from the perspective of ethnic relations; simulation of cooperation and creativity of individuals and distinct communities. Basic knowledge and skills necessary for the research and analytical work in the field of ethnic relations, diversity management and minority studies; for those interested in applied knowledge and expert work, knowledge, competences and skills necessary for the elaboration of ethnic diversity management policies and their successful execution.

Metode poučevanja in učenja:

Learning and teaching methods:

Oblike dela: ☒ Frontalna oblika poučevanja	**Types of learning/teaching:** ☒ Frontal teaching

☒ Delo v manjših skupinah oz. individualno ☒ Samostojno delo študentov ☒ študij s pomočjo IKT tehnologije ☐ drugo (vpišite) _____ **Metode (načini) dela:** ☒ Razlaga ☒ Razgovor/ diskusija/debata ☒ Delo z besedilom ☒ Proučevanje primerov raziskav ☐ Igra vlog ☒ Druge vrste nastopov študentov ☒ Reševanje nalog/vaje ☐ Študijski obiski podjetij ipd.) ☒ Vključevanje gostov iz prakse ☒ Udeležba na okrogli mizi, na konferenci	☒ Work in smaller groups or individual work ☒ Independent students work ☒ studies using ICT technology ☐ other _____ **Teaching methods:** ☒ Explanation ☒ Conversation/discussion/debate ☒ Work with texts ☒ Research case studies ☐ Role-play ☒ Different presentation ☒ Solving exercises/study exercises ☐ Field work (e.g. company visits) ☒ Inviting guests from companies ☒ Attending round table and conference

Načini ocenjevanja: Način (pisni izpit, ustno izpraševanje, naloge, projekt)	**Teža (v %) / Weight (in %)**	**Assessment: Type (examination, oral, coursework, project)**
Sprotno ustno (aktivno sodelovanje pri kontaktnih urah in pri raziskavah)		Oral verification and assessment of knowledge
Sprotno pisno preverjanje znanja (krajši pisni izdelki)		Written verification and assessment of knowledge (short written casework)
Daljši pisni izdelki (seminarska naloga, projektna naloga, raziskovalna poročila)	**50**	Longer written casework
Javni nastop in predstavitev lastnega raziskovalnega dela		Public presentation of one's research
Končni ustni izpit	**50**	Final examination (oral)
Končni pisni izpit		Final examination (written)
Drugo (vpišite)		Other:

Reference nosilca / Lecture's references:

Prof. dr. Mitja Žagar je znanstveni svetnik na Inštitutu za narodnostna vprašanja, katerega direktor je bil v obdobju 1998-2008, in član Znanstvenega sveta Javne agencije za raziskovanje Republike Slovenije (2015-20). Je redni profesor (etnične študije, politologija, pravo) na Novi univerzi in na univerzah v Ljubljani in na Primorskem ter gostujoči sodelavec, predavatelj in učitelj na visokošolskih in znanstvenoraziskovalnih institucijah v Evropi (Avstrija, Bosna in Hercegovina, Hrvaška, Italija, Madžarska, Norveška, Srbija, Velika Britanija, ZR Nemčija), Afriki, Avstraliji in severni Ameriki (Kanada, ZDA). Kot ekspert je sodeloval s številnimi nacionalnimi (zlasti v JV Evropi) in mednarodnimi institucijami (npr. Svet Evrope, OVSE, ZN in specializirane agencije, itd.). Znanstveno in raziskovalno deluje na področjih etničnih in manjšinskih študij, prava, človekovih pravic in varstva manjšin, demokracije, državljanstva, migracij, vključevanja, integracije, urejanja in upravljanja različnosti, preprečevanje, upravljanje in razreševanje kriz in konfliktov, regionalizma in federalizma, vseživljenjskega učenja in državljanskega izobraževanja, itd. ter na teh področjih tudi objavlja. (Celotna bibliografija dostopna na COBISS in www.inv.si, kjer je dostopen tudi obširnejši CV).

Prof. Dr. Mitja Žagar is the Research Councilor at the Institute for Ethnic Studies, of which director he was in the period 1998-2007, and member of the Scientific Council of the Slovenian Research Agency (2015-2020). He is full professor at the New University and at the Universities of Ljubljana and

Primorska/Littoral. As (visiting) lecturer/professor/fellow he has cooperated with higher education and research institutions in Europe (Austria, Bosnia-Herzegovina, Croatia, Hungary, Italy, Norway, Serbia, UK, Germany), Africa, Australia and North America (Canada, USA). He has collaborated as (invited) expert with several national, foreign and international institutions and organizations (e.g., governments, ministries, parliaments, UN and its specialized agencies, OSCE, CoE, NGOs, etc.). Combining law, political science, diversity management, ethnic, peace and conflict studies he has researched human rights, protection of minorities, ethnicity, migration(s), inclusion, integration, governance, participation, democracy, federalism, autonomy, transformation(s)/transition(s), institution building, citizenship, civic and life-long learning, prevention, management and resolution of crises and conflicts, etc. He published extensively on those topics. (Extensive CV and bibliography available at: www.inv.si)