

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	Konfliktni in krizni management: Kako upravljati različnosti in varovati manjšine?
Course title:	Conflict and crisis management: How to manage diversity and protect minorities?

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Alternativno reševanje sporov 2. stopnja		1	1
Alternative Dispute Resolution 2nd degree		1	1

Vrsta predmeta / Course type Obvezni/Obligatory

Univerzitetna koda predmeta / University course code:

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
40	0	0	0	0	160	8

Nosilec predmeta / Lecturer: prof. dr. Mitja Žagar

Jeziki / Languages:	Predavanja / Lectures:	Slovenski jezik /Slovenian/Angleški jezik/English
	Vaje / Tutorial:	/
Slovenski/ Slovene		

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:

Vpis v prvi letnik.

Vsaj 80% prisotnost na predavanjih.

Prerequisites:

Enrolment in the first year.

At least 80% attendance at lectures.

Vsebina:

Pluralnost in različnosti, vključno z etnično pluralnostjo in različnostmi, ter asimetrije so temeljne značilnosti sodobnih družb in kompleksnih družbenih organizacij in sistemov. Realnost je različna od tradicionalnih modelov in konceptov, ki so družbe, družbene sisteme in organizacije pojmovali kot notranje homogene in enotne ter simetrične, pogosto tudi kot ne-konfliktne. Različnosti in konflikti so v pluralnih družbah normalni pojavi in stanje; so posledica obstoja notranjega pluralizma, ki se izraža v obstoju različnih posameznikov in kolektivnih entitet, ki v posameznem okolju sobivajo, zlasti pa so izraz različnih in včasih konfliktnih interesov. Zato morajo pluralne družbe, sistemi in organizacije razviti sisteme in modele organiziranja in upravljanja, ki omogočajo izražanje, sožitje, usklajevanje, preobražanje in približevanje, pa tudi sočasno uresničevanje različnih interesov ter oblikovanje skupnih interesov. Ker so družbe, večji sistemi in organizacije notranje raznoliki, pogosto nehomogeni in praviloma asimetrični, enostavne in simetrične rešitve in modeli pogosto ne morejo razrešiti problemov, ampak so – nasprotno – včasih celo vzrok za konflikte in njihovo zaostrovanje. Upravljanje različnosti vključuje preprečevanje, zgodnje zaznavanje, upravljanje in razreševanje obstoječih in potencialnih konfliktov ter poskuša z razvojem človeških in institucionalnih potencialov in virov, ustvariti odnose in okolja, v katerih se bosta zmanjševala možnost in verjetnost zaostrovanja konfliktov. Ključni cilj urejanja in upravljanja različnosti je zagotavljanje dolgoročne stabilnosti in varnosti – zlasti s spodbujanjem sodelovanja in ustvarjalnosti posameznikov in različnih skupnosti (skupin).

Izhajajoč iz navedenega, bo predmet posebno pozornost namenil naslednjim konceptom, tematskim sklopom in tematikam:

Content (Syllabus outline):

Plurality and diversities, ethnic plurality and diversity included, are characteristics of contemporary societies as well as all larger structures, (sub)systems and (social) organizations in those societies. Traditional concepts and models of unified, internally (ethnically) homogenous, symmetric and conflict-free societies, social systems and states contradict the reality. Diversities and conflicts are normal phenomena and state of affairs in plural and diverse societies; conflicts are consequences of the existence of different, possibly conflicting interests that exist in diverse societies. Consequently, plural and diverse societies, social systems and states need to develop such systems and models of organization and management that enable coexistence, expression, coordination, transformation, coming together and realization of different interests as well as formulation of common interests. These systems and models should consider that contemporary societies and larger social systems are usually complex, internally plural and diverse, non-homogenous and asymmetrical. Often symmetrical, hierarchical and homogenous (unitary) systems and models are ill equipped to deal with and manage complex and asymmetrical relations and diversities in those societies; as a consequence, rather than resolving problems in diverse environments they can generate dissatisfaction of those individuals and communities that are marginalized and contribute to the escalation of tensions and conflicts. However, diversity management is much more than just early detection, prevention, management and resolution of conflicts. It should include the development of human and institutional resources and potentials and should contribute to creating environments and situations that can reduce the possibility of escalation of conflicts. Consequently, diversity management

1. Družbeni pojavi kot procesi:

- Relacijska/družbena, prostorska in časovna dimenzija družbenih pojavov kot dinamičnih procesov;
- Integracija. Družbena menjava. Procesi dominacije in osvobajanja.
- Potrebe in interesi. Interesna nasprotja. Tekmovanje. Nasprotovanje. Sodelovanje;
- Kolektivno obnašanje. Mobilizacija frustracij in čustev nasploh. Množična gibanja. Izvori, razvojna obdobja in radikalizacija družbenih gibanj.

2. Konflikt (kot družbeni pojav):

- koncepti in definicije konflikta;
- Konflikt kot običajen družbeni pojav v pluralnih in raznolikih okoljih;
- Razvoj študij konfliktov in miru ter upravljanja različnosti;
- Klasiki in razvoj filozofske, sociološke in politološke misli o konfliktih;
- Življenjski cikli konfliktov: absolutna in relativna deprivacija – izvor konflikta in konfliktni interesi; zaostrovanje; deeskalacija. Neposredni pogoji konflikta;
- Konflikti kot specifični razvojni procesi v pluralnih družbah. Družbeni odnos do konfliktov in socializacija. Funkcije in disfunkcije konfliktov. Krize in konflikti;
- Vrste in klasifikacije konfliktov.

3. Preprečevanje, upravljanje in/ali razreševanje konfliktov:

- krizne in konflikte situacije ter zaostrovanje konfliktov;
- neposredni konflikt: odnos, načini in vzorci vedenja; agresivnost, nasilnost in uporaba sile v konfliktu;

contributes to coexistence, cooperation and creativity of all individuals and diverse groups/communities.

In this context, the course will focus on the following themes and concepts:

1. Social phenomena as processes:

- relational/social, spatial and temporal dimensions of social phenomena as dynamic processes:
- Integration. Social exchange. Domination and liberation.
- Needs and interests. Opposing interests. Competition. Controversy.
- Collective behavior. Mobilization of frustrations and emotions in general. Social movements. Sources, developmental stages in radicalization of social movements.

2. Conflict (as social phenomenon):

- Concepts and definitions of conflict;
- Conflicts as normal social phenomena in plural and diverse environments;
- Development of peace and conflict studies and diversity management: process of managing socially relevant diversities in complex societies;
- Classics and development of philosophical, sociological and political thought on conflict;
- Life cycles of conflicts: Absolute and relative deprivation – sources of conflict and conflicting interests; escalation; de-escalation. Determinants of conflict.
- Conflicts as specific developmental processes. Functions and dysfunctions of conflicts. Crises and conflicts.
- Types and classifications of conflicts.

3. Prevention, management and/or resolution of conflicts:

- urejanje in upravljanje odnosov, kriz in konfliktov: normativne podlage urejanja, upravljanja in (raz)reševanja konfliktov. Pravice kot normativna upravičenja.

- Upravljanje kriz in konfliktov ter posredovanje v njih: komunikacija, pogajanja, mediacija, arbitraže ter sodni in neformalni postopki.

4. Varstvo in pravice manjšin ter zlasti varstvo in pravice etničnih in narodnih manjšin kot segment upravljanja razlikosti v etnično pluralnih družbah:

- koncepti in definicije manjšin; etnične in narodne manjšine;
- standardi, narava in vrste manjšinskih pravic in varstva manjšin;
- vključevanje in integracija ter politike multikulturalizma in interkulturalizma.

Predmet bo v tem kontekstu posebno pozornost posvetil analizi odnosov med družbenimi skupinami, katerih pripadniki se od pripadnikov sorodnih družbenih skupin razlikujejo po jeziku, kulturi, zgodovinskem spominu, zavesti/prepričanju o pripadanju prav določeni družbeni skupini. Kadar je vsaj ena izmed teh družbenih skupin številčno manjša od preostalega prebivalstva določene države in je v ne-dominantnem položaju, govorimo o večinsko-manjšinskih odnosih, manjšo in/ali družbeno ne-dominantno skupino pa opredelimo kot (družbeno) manjšino. Manjšine, zlasti narodne manjšine in njihovo zaščito proučujemo simultano v dveh smereh: v mednarodnih odnosih in upošteva mednarodne standarde manjšinskega varstva v širšem pomenu besede in raziskovanje etničnih skupin (nastajanje in njihovo »izginevanje«) ter v slovenski državi in prostoru, ki ga slovenska humanistična in družboslovna inteligenca prepozna kot skupni slovenski kulturni

- Crisis and conflict situations and escalation of conflicts.

- Direct conflict: social relations, types and patterns of behavior; aggression, violence and use of force (including arms) in conflict.

- Regulation and management of crises and conflicts: Normative bases of conflict prevention, management and resolution. Rights as normative titles and demands.

- Management of crises and conflicts – Intermediation in conflict: (channels of) communication, negotiations, mediation, arbitrations, judicial and informal procedures and mechanisms.

4. Protection and rights of minorities, particularly the rights and protection of ethnic and national minorities in ethnically diverse societies:

- Concepts and definitions of minorities; ethnic and national minorities as specific types of minorities;
- Standards, nature and types of minority rights and protection;
- Inclusion and integration and policies of inter- and multiculturalism.

In this context, the course analyzes relations among social groups and distinct communities, particularly those of which members differ in their language, culture, historic memories, belonging to the entity, identities and beliefs from the members of other groups and communities in the society, particularly those that form a majority. A minority is a social group/community that is numerically smaller than the rest of the population and finds itself in a non-dominant position (socially). Minority-majority as well as minority-minority relations are analyzed by the use of terms and concepts that describe processes of creation of mono-ethnic societies and processes of preservation

prostor v najbolj ekstenzivni obliki.

of ethnically-plural societies. Minorities, particularly national minorities and their protection are studied in the context of international relations and international law, particularly from the perspective of international legal standards of minority protection. The other approach is the study of ethnic relations and policies as well as majority-minority and minority-minority relations in Slovenia and in the space/territory that is described as the Slovene cultural space.

Temeljni literatura in viri / Readings:

OBVEZNA LITERATURA / READINGS:

1. 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.
2. Bašić, Goran & Žagar, Mitja & Tatalović, Siniša, eds. (2018), Multiculturalism in public policies. Belgrade: Academic Network for Cooperation in South-East Europe (etc.), 2018.
3. Sandole, Dennis J. D. & Byrne, Sean & Sandole-Staroste, Ingrid & Senehi, Jessica, eds. (2009), Handbook of conflict analysis and resolution. London; New York: Routledge, 2009.
4. Pentassuglia, Gaetano (2002), Minorities in international law: An introductory study. Minority Issues Handbook. European Centre for Minority Issues. Council of Europe Publishing, 2002.
5. Conflict Resolution Skills. In: The Conflict Resolution Network, 12 Conflict Resolution Skills. (<http://www.crnhq.org/twelveskills.html>).
6. Galtung, Johan (2000), Conflict transformation by peaceful means (the Transcend Method): Participant'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/>).
7. 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.
8. 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:

1. Azar, Edward E. (1990): *The Management of Protracted Social Conflict: Theory and Cases* (1990), Aldershot, Hampshire; Dartmouth Publishing Company.
2. Azar, Edward E. & BURTON, John W.(ear), eds. (1986): *International Conflict Resolution: Theory and Practice* (1986), Brighton; Wheatsheaf.
3. Burton, John W.(ear) (1990): *Conflict: Resolution and prevention*. St. Martin's Press; New

York.

4. Capotorti, Francesco (1979/1990), *Study on the Rights of Persons belonging to Ethnic, Religious and Linguistic Minorities*, New York: United Nations, 1979/1990.
5. Komac, Miran, ur. (2007), *Priseljenci*. Ljubljana: Inštitut za narodnostna vprašanja, 2007.
6. Kymlicka, Will (1995), *Multicultural citizenship: A liberal theory of minority rights*. Oxford: Clarendon Press, 1995.
7. 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.
8. Monteville, Joseph V., ed. (1990): *Conflict and Peacemaking in Multiethnic Societies*, Lexington, Toronto; Lexington Books.
9. Parekh, Bhikhu C. (2006), *Rethinking multiculturalism: Cultural diversity and political theory*. Second edition. Houndmills [etc.]: Macmillan, 2006
10. Pentassuglia, Gaetano (2002), *Minorities in international law: An introductory study*. Minority Issues Handbook. European Centre for Minority Issues. Council of Europe Publishing, 2002.
11. Roter, Petra (2009), *Narodne manjšine v mednarodnih odnosih*. Ljubljana: FDV, 2009.
12. Rothman, Jay (1992): *Form confrontation to cooperation: Resolving ethnic and regional conflict*. Newbury Park, London, New Delhi: Sage.
13. Stavenhagen, Rudolfo (1991), *The Ethnic Question: Minorities, Conflict and Human Rights*, Tokyo: The United Nations University Press, 1991.
14. Thornberry, Patrick & Estébanez, Maria Amor Martín (2004), *Minority rights in Europe: A review of the work and standards of the Council of Europe*. Council of Europe Publishing, 2004.
15. Žagar, Mitja (2002), "Some newer trends in the protection and (special) rights of ethnic minorities: European context." – In Polzer, Miroslav & Kalčina, Liana & Žagar, Mitja, eds., *Slovenija & evropski standardi varstva narodnih manjšin*, (Zbirka Slovenija in Svet Evrope, št. 21). Ljubljana: Informacijsko dokumentacijski center Sveta Evrope pri NUK, Inštitut za narodnostna vprašanja, Avstrijski inštitut za vzhodno in jugovzhodno Evropo, 2002, 77-104.
16. Žagar, Mitja (2006/7; published 2008), "Diversity management and integration: From ideas to concepts." – In: *European yearbook of minority issues*, (European yearbook of minority issues, Vol. 6, 2006/7). Leiden; Boston: Brill, 307-327.

17.

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

Cilji in kompetence:

Objectives and competences:

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 in analizo sodobnih družb in družbenih sistemov, njihove pluralnosti in raznolikosti – zlasti njihovih etničnih dimenzij, ki omogočajo uspešno analizo, sintezo in 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.

Predmet obravnava pluralnost in različnosti v sodobnih družbah, koncept, položaj in varstvo manjšin, zlasti etničnih in narodnih manjšin ter usposablja študente/študentke za analizo situacij in procesov v posameznih okoljih ter za uspešno upravljanje različnosti v njih na podlagi politik multikulturalnosti, 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. Na podlagi več- in 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 politološkega, 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.

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 and analysis 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 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.

The course introduces students to diversities in contemporary plural societies, presents the concept, situation and protection of minorities, particularly ethnic and national minorities. It enables students 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

Študenti/študentke se seznaniijo s pojmovno – hipotetičnimi modeli za sociološko, politološko in socialno-psihološko razlago interpersonalnih, skupinskih in sistemskih odnosov in konfliktov ter mehanizmov, procesov, načinov in rezultatov upravljanja različnosti, preprečevanja, upravljanja in (raz)reševanja kriz in sporov. Študent pridobi vedenja o nastanku, evoluciji in zgodovinskem razvoju varstva nacionalnih, etničnih in jezikovnih manjšin ter o njihovem vključevanju in integraciji. Poleg tradicionalnih narodnih manjšin predmet obravnava tudi migracije in nastajanje "novih" etničnih manjšinskih skupnosti.

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. The course focuses on the emergence, evolution and historic development of the protection of national, ethnic and linguistic minorities, migration(s) and new minorities as well as their (social) inclusion and integration.

Predvideni študijski rezultati:

Kar zadeva razvoj znanja in razumevanja bodo študenti:

- Spoznali teorije in koncepte ter metodologije, relevantne za proučevanje in analizo družbeno relevantnih različnosti, etničnosti, različnih (družbenih) manjšin, zlasti narodnih, etničnih, jezikovnih in kulturnih manjšin, za položaj in varstvo manjšin ter za uspešno urejanje in upravljanje različnosti, vključno s preprečevanjem, upravljanjem in/ali razreševanjem kriz in konfliktov;
- razumeli in obnovili ključne točke v teorijah in raziskovalnih modelih konfliktnih procesov;
- kritično ovrednotili pomen konfliktov v medosebnih in družbenih okvirih;
- razlikovali med neposrednim in posrednim konfliktom;

Intended learning outcomes:

Regarding the development of knowledge and understanding the students will:

- study and learn theories, concepts and methodologies relevant for the research and analysis of socially relevant diversities, ethnicity, diverse (social) minorities, including national, ethnic, linguistic and cultural ones, for the position and protection of minorities as well as for successful regulation and management diversities, focusing on the prevention, management and/or resolution of crises and conflicts;
- understand and summarize key points in theories and research models of conflict processes;
- critically assess significance of conflict in interpersonal and social frameworks;
- differ between direct and mediated conflict

- se seznanili z načini, mehanizmi, procesi in socialnimi vlogami v funkciji mirnega reševanja konfliktov;
- izdelali pisni sestavek/seminarsko nalogo o konkretnih primerih preprečevanja, upravljanja in razreševanja konflikta

Splošne kompetence in veščine: raziskovalni pristopi in metode, individualno in skupinsko delo, analitične, jezikovne in komunikacijske kompetence in veščine, strokovna znanja, raba IT, strateško planiranje, sposobnost prilagajanja, ustvarjalnost, veščine vodenja.

Predmetno specifično: 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; tistim, ki so usmerjeni k aplikativnemu delu, pridobljeno znanje služi za oblikovanje in suvereno sodelovanje v politikah upravljanja z etnično različnostjo.

- produce a paper about specific cases of conflict prevention, management and resolution

General competences and skills: research methods and approaches, analytical skills, expert knowledge, communication, linguistic skills, individual and group work, use of the IT, strategic orientation, planning, diversity management and adaption to changes, prevention, management and resolution of conflict, creativity, leadership.

Specific 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 and minority studies; for those interested in applied knowledge and work, knowledge, competences and skills necessary for the elaboration of ethnic diversity management policies and their successful execution.

Metode poučevanja in učenja:

Oblike dela:

- ☒ Frontalna oblika poučevanja
- ☒ Delo v manjših skupinah oz. v dvojicah
- ☒ Samostojno delo študentov
- ☒ e-učenje
- ☐ drugo (vpišite) _____

Metode (načini) dela:

Learning and teaching methods:

Types of learning/teaching:

- ☒ Frontal teaching
- ☒ Work in smaller groups or pair work
- ☒ Independent students work
- ☒ e-learning
- ☐ other _____

Teaching methods:

<input checked="" type="checkbox"/> Razlaga	<input checked="" type="checkbox"/> Explanation
<input checked="" type="checkbox"/> Razgovor/ diskusija/debata	<input checked="" type="checkbox"/> Conversation/discussion/debate
<input type="checkbox"/> Delo z besedilom	<input type="checkbox"/> Work with texts
<input type="checkbox"/> Proučevanje primera	<input type="checkbox"/> Case studies
<input type="checkbox"/> Igra vlog	<input type="checkbox"/> Role-play
<input type="checkbox"/> Druge vrste nastopov študentov	<input type="checkbox"/> Different presentation
<input type="checkbox"/> Reševanje nalog	<input type="checkbox"/> Solving exercises
<input type="checkbox"/> Študijski obiski podjetij ipd.)	<input type="checkbox"/> Field work (e.g. company visits)
<input type="checkbox"/> Vključevanje gostov iz prakse	<input type="checkbox"/> Inviting guests from companies
<input type="checkbox"/> Udeležba na okrogli mizi, na konferenci	<input checked="" type="checkbox"/> Attending round table and conference

Načini ocenjevanja:		Delež (v %) / Weight (in %)	Assessment:
Način:			Type:
Ustni izpit		50%	Oral exam
Seminarska naloga		25%	Seminar paper
Zagovor seminarske naloge		25%	Presentation of seminar paper

Reference nosilca / Lecturer'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 državlanskega izobraževanja, itd. ter na teh področjih tudi objavlja. (Celotna bibliografija dostopna na COBISS in www.inv.si, kjer je dostopen tudi obširnejši CV).

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Nekaj relevantnih izbranih objav / Some selected publications:

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