

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	Upravljanje različnosti: etnična raznolikost v Sloveniji in Evropi
Course title:	Management of diversities: ethnic diversity in Slovenia and Europe

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Slovenski študiji I; 1. stopnja		2	3
Slovenian studies I; 1st degree		2	3

Vrsta predmeta / Course type Obvezni/ Obligatory

Univerzitetna koda predmeta / University course code: ERSEU

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
50	-	30	-	-	95	7

Nosilec predmeta / Lecturer: red. prof. dr. Mitja Žagar

Jeziki / Languages:	Predavanja / Lectures:	slovenščina/Slovene angleščina/English
	Slovenščina/ Slovene	Vaje / Tutorial:

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

Študent/ka mora biti vpisan/a v študijski program ter znati slovensko in angleško, pri predmetu pa mora izkazati:

- aktivno sodelovanje na predavanjih in vajah,
- sposobnost za individualno delo,
- ustrezno poznavanje teorije in študijske literature.

Prerequisites:

A student has to be enrolled into the study program and should possess adequate command of Slovene and English, while during the course a student has to demonstrate:

- active participation in lectures, seminars, workshops and simulations,
- capability for individual work and research,
- adequate command of theory and knowledge of required literature.

Vsebina:

Pluralnost in različnosti, vključno z etnično pluralnostjo in raznolikostjo, ter asimetrije so značilnosti sodobnih družb, pa tudi večine organizacijskih struktur in sistemov v njih.

Content (Syllabus outline):

Plurality and diversities, including ethnic plurality and diversities as well as asymmetries are among central characteristics of contemporary societies and their sub-systems.

<p>Realnost je drugačna od tradicionalnih, ideološko pogojenih modelov in konceptov, ki so družbe in (pod)sisteme v njih pojmovali kot trajne in nespremenljive, nekonfliktne, notranje homogene in enotne ter simetrične. Konflikti so v pluralnih družbah normalni pojavi in stanje; so posledica obstoja različnosti, zlasti pa izraz različnih in včasih konfliktnih interesov. Zato je pomembna naloga pluralnih družb in sistemov, da razvijejo takšne sisteme in modele organiziranja in upravljanja, ki omogočajo izražanje, sožitje, usklajevanje, preobražanje in približevanje, pa tudi sočasno uresničevanje različnih interesov ter oblikovanje in uresničevanje skupnih interesov. Pri tem je potrebno upoštevati, da so družbe in večji sistemi notranje raznoliki, pogosto nehomogeni in praviloma asimetrični, tako da enostavne in simetrične rešitve in modeli praviloma ne morejo razrešiti problemov; nasprotno – včasih so prav enostavne in simetrične rešitve, pristopi in modeli, ki zanemarjajo obstoječo realnost, celo vzrok za konflikte in njihovo zaostrovanje. Upravljanje različnosti se ne ukvarja zgolj s preprečevanjem, zgodnjim zaznavanjem, upravljanjem in razreševanjem obstoječih in potencialnih konfliktov, ampak poskuša z razvojem človeških in institucionalnih potencialov in virov, ustvariti okolja, ki bodo zmanjševala možnost in verjetnost zaostrovanja konfliktov in zagotavljala dolgoročno stabilnost in varnost, hkrati pa bodo spodbujala sodelovanje in ustvarjalnost tako posameznikov kot različnih skupnosti (skupin).</p> <p>Struktura in organizacija predmeta:</p> <ol style="list-style-type: none"> 1. <u>Splošni uvod, predmeti proučevanja, koncepti in kontekst:</u> <ul style="list-style-type: none"> ○ sodobne družbe in družbena organizacija, ○ pluralizem, raznolikosti, družbeno relevantne razlike in asimetrije (zlasti etnične in prostorske dimenzije), ○ urejanje in upravljanje različnosti – zgodovinska evolucija, koncepti in 	<p>Reality differs from traditional models and ideological concepts that considered societies, states and their (sub)systems permanent and unchangeable, non-conflicting, hierarchical, internally homogenous and symmetrical. In contemporary plural societies conflicts are normal phenomena, consequences of existing pluralities and diversities as well as different, sometimes conflicting interests that reflect also existing diversities. Consequently, states must develop such approaches, systems and models of organization and governance that allow for expression, coexistence, coordination, transformation and simultaneous realization of diverse interests as well as formulation 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. By voluntary and equal inclusion and integration of all individuals and distinct communities, successful regulation and management of socially relevant diversities shall attempt 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.</p> <p>Structure of the course:</p> <ol style="list-style-type: none"> 1. <u>General introduction, concepts and context:</u>
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<p>teorije,</p> <ul style="list-style-type: none"> ○ pluralizem interesov, napetosti, krize in konflikti, ○ metode raziskovanja in zagotavljanje kakovosti raziskovalnega dela, ○ evidentiranje tematik za individualno raziskovanje. <p>2. <u>Etnične dimenzije pluralnosti in raznolikosti:</u></p> <ul style="list-style-type: none"> ○ etničnost in etnični odnosi: procesi in narava ter zgodovinska evolucija, ○ etnična podlaga in vsebina kriz in konfliktov: kako krize in konflikti dobijo etnično dimenzijo? ○ specifična narava in proces etničnih odnosov, kriz in konfliktov. <p>3. <u>Urejanje in upravljanje različnosti, etničnih odnosov ter preprečevanje, upravljanje in/ali razreševanje kriz in konfliktov:</u></p> <ul style="list-style-type: none"> ○ teoretični okviri in koncepti: zgodovinski razvoj in evolucija; ○ pristopi, strategije, politike, modeli, metode in tehnike upravljanja različnosti ter preprečevanja, upravljanja in/ali razreševanje kriz in konfliktov; ○ izbira in kombinacije pristopov, strategij, politik, modelov, metod in tehnik. <p>4. <u>Koncept, model in proces odprtega vključujočega javnega dialoga kot sredstvo urejanja in upravljanja družbeno relevantnih različnosti ter razpravljanja o preteklosti, sedanjosti in prihodnosti.</u></p>	<ul style="list-style-type: none"> - 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. <p>2. <u>Ethnic dimensions of pluralities and diversities:</u></p> <ul style="list-style-type: none"> - Ethnicity and ethnic relations: processes, nature and historic evolution; - Ethnic foundations and content of crises and conflicts: How do crises and conflict get their ethnic dimensions? - Specific nature and processes of ethnic relations, crises and conflicts. <p>3. <u>Regulation and management of ethnic relations and prevention, management and/or resolution of crises and conflicts:</u></p> <ul style="list-style-type: none"> - 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. <p>4. <u>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.</u></p>
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Temeljni literatura in viri / Readings:

OBVEZNA LITERATURA / 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.

Pentassuglia, Gaetano (2002), *Minorities in international law: An introductory study*. Minority Issues Handbook. European Centre for Minority Issues. Council of Europe Publishing, 2002.

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

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/>).

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.

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

Pentassuglia, Gaetano (2002), *Minorities in international law: An introductory study*. Minority Issues Handbook. European Centre for Minority Issues. Council of Europe Publishing, 2002.

Roter, Petra (2009), *Narodne manjšine v mednarodnih odnosih*. Ljubljana: FDV, 2009.

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.

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.

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.

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.

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

Cilji in 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. Pridobljena znanja in kompetence omogočajo analizo, sintezo in predvidevanje ter razvoj praktičnih rešitev in priporočil. Predmet spodbuja avtonomnost pri analitičnem in strokovnem delu ter razvoj komunikacijskih sposobnosti in veščin v domačem in mednarodnem okolju.

Predmet obravnava pluralnost in različnosti v

Objectives and 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. This knowledge and competences shall enable successful analysis and synthesis, prediction and development of practical solutions and recommendations. The course stimulates autonomy in analytical and expert work as well as development of interpretation and communication skills in home and international environment.

The course introduces students to diversities in

sodobnih družbah. Študente/šudentke usposablja za analizo situacij in procesov v posameznih okoljih ter za uspešno upravljanje družbeno relevantnih različnosti v njih na podlagi politik multikulturalnosti, vključno s kratkoročnim in dolgoročnim, strateškim usmerjanjem in planiranjem. Predstavlja teoretične koncepte s področja etničnih študij, 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.

Predmet usposablja študent(k)e za uporabo navedenih konceptov in teoretičnih okvirov ter metodoloških pristopov in metod pri strokovnem delu, zlasti pri analizi pluralizma in raznolikosti, etničnosti in (med)etničnih odnosov, večin in manjšin, položaja, statusa in pravic manjšin v posameznih okoljih. Ta znanja in veščine omogočajo učinkovito analitično, raziskovalno in svetovalno delo v javnih in privatnih institucijah in organizacijah ter mednarodnih organizacijah – zlasti tistih, ki se ukvarjajo z etničnimi, manjšinskimi in migracijskimi politikami ter z vključevanjem in integracijo manjšinskih in migrantskih skupnosti ter njihovih pripadnikov.

Ključne pridobljene kompetence so:

- teoretska, praktična in metodološka znanja in veščine ter usposobljenost za samostojno strokovno, svetovalno in raziskovalno delo ter delo v ekipah,
- usposobljenost za analizo in sintezo ter kritičen odnos do virov, teorije, dejanske situacije in razvojnih procesov,
- sposobnost individualnega in timskega dela in zlasti raziskovalnega dela,
- prispevek k boljši tolerantnosti in vključenosti,
- razvoj komunikacijskih spretnosti in sposobnost

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. 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 in formulation of ethnic, migration and integration strategies, policies and legislation.

The course stimulates practical use of research and expert knowledge, concepts and theoretical frameworks as well as methodological approaches and methods for expert work, particularly in analyzing plurality and diversities, ethnicity and ethnic relations, majorities and minorities, position, status and rights of minorities in specific environments. This knowledge and skills enable effective analytical, expert and consultant work in public and private organizations and institutions as well as in the international organizations, particularly those dealing with ethnic, minority and migration strategies and policies and those involved in the inclusion and integration of ethnic, minority and migration communities and persons belonging to these communities.

Key competences, acquired by students are:

- theoretical, practical and methodological knowledge and skills for individual work and work in group, particularly for individual and team research,

komunikacije v domačih in globalnih okvirih;
- etična refleksija in odgovornost, itd.

- knowledge and skills needed for analysis and synthetic approach,
- critical evaluation of sources, theory, actual situations and processes,
- improved knowledge, tolerance, inclusion and integration,
- development of communication skills, communication at home and globally,
- ethics in work and responsibility, etc.

Predvideni študijski rezultati:

Znanje in razumevanje:
Študent pridobi znanja, ki omogočajo razumevanje pojavov, konceptov in teorij pluralizma in različnosti, etničnosti, varstva manjšin ter etničnih in manjšinskih politik, slovenskega etničnega in kulturnega prostora, mej in njihovih družbenih funkcij, z etnične pluralnosti in manjšini v Sloveniji ter slovenskih manjšin v sosednjih državah in v diaspori ter se usposobi za analizo, strokovno in raziskovalno delo na teh področjih v praktičnih situacijah.

Prenesljive/ključne spretnosti in drugi atributi: Z ustrezno uporabo teoretičnih podlag in praktičnih primerov študentje razvijejo potrebna znanja in veščine za delo, ki omogočajo razumevanje etničnosti, etnične pluralnosti, manjšinskosti, manjšinskih pravic in manjšinskega varstva, slovenstva ter slovenskega etničnega in kulturnega prostora, etničnih, manjšinskih in migracijskih politik, itd.

Študenti/študentke bodo pridobili, razvili in nadgradili znanje in razumevanje ter se usposobili za individualno in skupinsko analitično 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; položaj, pravice in varstvo manjšin in njihovih pripadnikov; organiziranje,

Intended learning outcomes:

Knowledge and Understanding:
The course is designed to provide the knowledge that enables understanding of phenomena, concepts and theories of pluralism and diversities, ethnicity, minority protection, minority and ethnic policies, Slovene ethnic and cultural space, borders and their social and cultural role, minorities and migrations in Slovenia, Slovene minorities abroad and in Diaspora. Students are trained and enabled for analytical, expert and research work in those fields in specific circumstances.

Transferable/Key Skills and other attributes:
Through case and comparative studies and experiential exercises the course enables students to develop knowledge and skills necessary for future work, particularly the ones that enable understanding of ethnicity, ethnic pluralism, minority situations, rights and protection, Slovene history, ethnic and cultural space, ethnic, minority and migration policies, etc.

Students will acquire and develop knowledge and understanding as well as skills necessary for individual and group analytical 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; situation, position, rights and protection of minorities and persons belonging to them; organization, management and work in

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.

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:

Oblike dela:
 Frontalna oblika poučevanja
 Delo v manjših skupinah oz. v dvojicah
 Samostojno delo študentov
 e-učenje
 Seminarska naloga

Metode (načini) dela:
 Razlaga
 Razgovor/ diskusija/debata
 Analiza besedila
 Proučevanje primera
 Igra vlog
 Terensko delo in študijski obiski
 Vključevanje gostov iz prakse
 Udeležba na okrogli mizi, na konferenci
 Predstavitev seminarske naloge

Learning and teaching methods:

Types of learning/teaching:
Frontal teaching
 Work in smaller groups or pair work
 Independent students work
 e-learning
 Research paper

Teaching methods:
 Explanation
 Conversation/discussion/debate
 Work with texts
 Case studies
 Role-play
 Field work (e.g. company visits)
 Inviting guests from practice
 Attending round table and conference
 Paper presentation

Delež (v %) /

Načini ocenjevanja:

Weight (in %)

Assessment:

Sodelovanje pri predmetu	10 %	Coursework
Seminarska naloga in predstavitev	30 %	Paper and presentation
Pisni ali ustni izpit	60 %	Written or oral exam

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 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)

Nekaj relevantnih izbranih objav / Some selected publications:

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