

## KAKO BI LAHKO RAZKLENILI ZAČARAN KROG? (2)

POSREDOVANJE, MEDIACIJA TER USPOSABLJANJE ZA PREPREČEVANJE  
IN RAZREŠEVANJE ETNIČNIH KONFLIKTOV

HOW TO BREAK THE VICIOUS CIRCLE? MEDIATION AND TRAINING FOR THE PREVENTION AND RESOLUTION OF ETHNIC CONFLICTS

*The article is a continuation of the author's contribution in the previous issue. The presented theoretical findings which are the result of yearlong research, strategies and concepts for early detection, prevention, management and resolution of (ethnic) conflicts are the starting points for the treatment of techniques and methods. The article analyzes the role and activity of the mediator in conflicting situations as well as the significance of communication among parties (individuals, groups) involved in conflict. It is dedicated to the analysis of individual conflicts, to the shaping of strategies and tactics for the prevention, regulation and resolution of specific conflicts, to the training of mediators and their cooperators, and above all to the work with the bearers of conflicts. That is why the article is written as a manual and aid. The author who deals with these problems within the framework of the Stability Pact for Southeastern Europe, ascertains that in most surroundings insufficient attention is paid to early detection, prevention, management and resolution of conflicts. That is why the aggravation of conflicts is perceived too late which leads to a less successful prevention, management and resolution of conflicts.*

Keywords: ethnic conflicts, prevention, resolution, management

*Prispevek je nadaljevanje avtorjevega prispevka iz prejšnje številke. Predstavljena teoretična spoznanja so rezultat večletnega raziskovanja. Strategije in koncepti za zgodnje odkrivanje, preprečevanje, upravljanje in razreševanje (etničnih) konfliktov so izhodišča za obravnavanje tehnik in metod. Prispevek razčlenjuje vlogo in delo posrednika in mediatorja v konfliktnih situacijah ter pomen komunikacije med stranmi (posamezniki, skupinami), ki so vpletene v konflikt. Pozornost namenja analizi posameznih konfliktov, oblikovanju strategij in taktik za preprečevanje, upravljanje in razreševanje specifičnih konfliktov, usposabljanju posrednikov, mediatorjev in njihovih sodelavcev ter zlasti delu s tistimi, ki so nosilci konfliktov. Zato je prispevek pisan tudi kot priročnik in pomagalo. Avtor, ki se s to problematiko ukvarja v okviru Pakta stabilnosti za JV Evropo, ugotavlja, da zgodnjemu zaznavanju, preprečevanju, upravljanju in razreševanju konfliktov v večini okolij ne posvečajo dovolj pozornosti. Zato zaostrovanja konfliktov ne opazijo dovolj zgodaj ter so manj uspešni pri preprečevanju, upravljanju in razreševanju konfliktov.*

Ključne besede: etnični konflikti, preprečevanje, razreševanje, upravljanje