



CENTRUL DE
RESURSE PENTRU
DIVERSITATE
ETNOCULTURALĂ



**ETHNOCULTURAL DIVERSITY
RESOURCE CENTER**

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GOOD PRACTICE

BRIEF DESCRIPTION OF THE GOOD PRACTICE – OBJECTIVES

- To increase the knowledge and skills of the participants in analyzing conflict situations
- To improve the skills of the participants to develop strategies to address and solve conflicts constructively
- To increase participants skills to negotiate
- To deepen the understanding of the participants on how ethno-cultural aspects can influence conflicts



TARGET GROUP

- Adults – people over 18 years
- People working in public administration or
- People belonging to disadvantage groups or facing some form of social exclusion





- Read the text and role assigned to you carefully
- Discuss with the members of your group the strategy to negotiate:
 1. identify your position and interest in the conflict;
 2. identify what other actors are involved;
 3. identify what are other actors' positions/interests;
 4. identify what are possible solutions to the conflict;
 5. assess for each possible solution what you can gain and what you lose;
 6. decide which is the solution that bring you maximum gain and minimum loss;
 7. decide which is the solution that bring you minimum gain and maximum loss;
 8. decide who will represent your group and how to approach the others.



DIFFICULTIES ENCOUNTERED IN THE IMPLEMENTATION

- To have the participants involved and participative – mayors, local councilors, police officers
- Workshops have to be complemented by other type of activities that involve the target groups
- Finding financial support
- Involving enough people in order to make a difference



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REORGANIZATION OF KINDERGARTENS

Glow is a small town with 15,000 inhabitants in NorthWest Romania. Glow is an industrial town. In the majority of families both parents are working and their children are attending one of the three kindergartens. The local government that covers 90% of the costs with subventions from the local budget manages the kindergartens. The three kindergartens are located in three different neighborhoods:

- ❖ Mickey Mouse kindergarten, situated in the northern part of the town;
- ❖ Happy Duck kindergarten situated in the town center and
- ❖ Bambi kindergarten situated in the southern part of the town.

The northern neighborhood population is mostly Hungarian and Mickey Mouse kindergarten has Hungarian speaking teachers and special programs in Hungarian language for the children of this community.

The Mickey Mouse kindergarten, located in the northern part of the town is functioning in an old house, rehabilitated one year ago with the help of an International Foundation, a common project of the local government and Ministry of Education.

The Happy Duck kindergarten, situated in the town center, on the main street, is well equipped and offers to children supplementary English language programs. The house is well maintained, but lacks outside spaces where children could play and the traffic going nearby is noisy.

The Bambi kindergarten, situated in the southern part of the town is located in a big old house, not so well maintained and well equipped but with a big garden where children can play all day long.

Due to the economic recession, the decline of the town financial resources and the decline of the number of children, the Town Council took the following decisions in its last meeting:

- (a) **Mickey Mouse kindergarten in the northern part of the town would be closed.** Children from the Mickey Mouse kindergarten will be replaced in the other two kindergartens Happy Duck and Bambi.
- (b) **Parents will pay a higher fee** for using the kindergartens so that only 70% (as compared to 90%) of the costs would be paid by the public budget.
- (c) **The space of Mickey Mouse Kindergarten will be sold to a local investor, SC. Romffice SRL,** that will transform it into office building.

The decisions were voted by the majority of the councilors, only two Hungarian councilors voted against them. The decisions made everybody angry.

Parents and teachers showed their dissatisfaction and anger in different ways, they wrote letters to the mayor, local public institutions and minority rights international organizations complaining about the decisions, they wrote to different newspapers who put on their front page this situation, they came personally to the mayor or other councilors to complain.

Mayor and Councilors decided to discuss and develop an approach to this situation in the next Council meeting.

INSTRUCTIONS FOR THE COUNCILORS (EXCEPT THE HUNGARIANS) AND MAYOR

As elections are coming up next year, you would like to have a solution for the kindergarten issue that will make the parents and teachers pleased with the outcome. You cannot afford to have everyone dissatisfied with the decision.

Unfortunately, the economic crisis affected seriously the town, so many local companies are no longer active or reduced their activity. This means less money to the local budget, thus you need to find an alternative to the decisions adopted by the Local Council in the last meeting and reduce the budget allocated to kindergartens.

INSTRUCTIONS FOR THE HUNGARIAN COUNCILORS

You represent the interests of the local Hungarian community in the Local Council. As elections are coming up next year, you would like to have a solution for the kindergarten issue that will make the Hungarian parents and teachers pleased with the outcome.

You would support a decision of the Local Council to close any of the other two kindergartens, but not to close Mickey Mouse kindergarten. For your community mother tongue is important to be learned in a formal environment, not only in family. It took many years for your community to gain the right to education in mother tongue.

INSTRUCTIONS FOR THE TEACHERS OF CHILDREN FROM HAPPY DUCK AND BAMBI KINDERGARTEN

Teachers from the two remaining kindergartens are dissatisfied with the decision because they will have to take care of more children for the same small salary. You have been requesting the Local Council to increase your salary for over a year, but the economic crisis made the local councilors to postpone such decision.

INSTRUCTIONS FOR THE TEACHERS OF CHILDREN FROM MICKEY MOUSE KINDERGARTEN

Teachers from Mickey Mouse are angry because they lost their jobs. As they were teaching in Hungarian, they will not find a job easily at any of the other two remaining kindergartens. At the same time, teachers of Mickey Mouse considered the decision to close the kindergarten renovated only one year ago as very ineffective.

INSTRUCTIONS FOR THE PARENTS FROM HAPPY DUCK AND BAMBI KINDERGARTEN

Parents of children from Happy Duck and Bambi kindergartens are dissatisfied with the decision not only because they will have to pay more, but for more money they will have worse services: the number of children will increase in each group, teachers will have to divide their attention among more children, meals and accommodation of children will have a lower quality.

INSTRUCTIONS FOR THE PARENTS FROM MICKEY MOUSE KINDERGARTEN

Parents from the northern neighborhood are dissatisfied with the decision because not only they will have to pay more but also their life will be more difficult due to the increased travel time in the mornings and in the evenings. From the northern part of the town there is only one bus line going through the center to the southern part, which circulates every 20 minutes, and it takes more than 30 minutes to get from the northern part to the southern part of the town. At the same time the parents were very concerned about traveling in overcrowded buses with small children

Their main concern is the language of teaching. Most of them speak Hungarian in families, their children know little Romanian, so they will have a hard time in a new environment with the majority of children speaking a different language. Their children will not have anymore programs in Hungarian language and this is the most important loss they could not replace at the new kindergartens.

INSTRUCTIONS FOR THE SC ROMFFICE SRL

You are a local investor that manages to survive the competition on the market because you buy small buildings that you renovate in order to rent for offices. With the economic crisis, the companies reduced their activities and they became more and more interested in renting not so central smaller spaces for offices. The big offices in the center are not so attractive anymore, because the rent is high.

The Mickey Mouse kindergarten is perfect because you need not to invest too much in the building, since it was recently renovated. It is well placed, the price is good and the size is perfect for your renting purposes.