

ra aris sakiTxis arsi?

rogor axorcieleben usafrTxoebis aqtorebi SeiaraRebul ZalebSi eTnikuri mravalferovnebis marTvas?

principebi, romlebic SeiaraRebul ZalebSi eTnikuri jgufebis marTvaSi gvexmareba?

meTodebi, romlebic uzrunvelyofs eTnikuri jgufebis dabalansebul warmomadgenlobas SeiaraRebul ZalebSi?

post-konflikturi mowyobis procesSi mravaleTnikuri armiebis roli?

ZiriTadi struqturuli midgomebi SeiaraRebul ZalebSi mravaleTnikurobasTan dakavSirebiT

Sesabamisi sakiTxebi

sxva informacia

DCAF-is samaxsovrebis seria sTavazobs praqtikosebs usafrTxoebis sqtoris mmarTvisa da reformis sxvadasxva sferoSi saintereso informacias

mravaleTnikuri SeiaraRebuli Zalebi

ra aris sakiTxis arsi?

mravali qveyinis samxedro struqturebSi erovnuli da eTnikuri mravalferovnebis marTva qveyinis winaSe arsebul ZiriTad gamowvevas warmoadgens. mravaleTnikur qveyanaSi SeiaraRebuli Zalebi adeqvaturad unda asaxavdes sazogadoebis Semadgenlobas, imisaTvis, rom mosaxleobas hqondes SeiaraRebuli Zalebis ndoba da SeiaraRebul Zalebs Seswevdes Tavisi misiebis Sesrulebis unari. imavdroulad SeiaraRebul Zalebs sWirdeba saerTo xedva, rac unda aerTianebs misi wevrebis gansxvavebul indentobebs Tavianti funqciis efeqturad da erToblivad ganxorcielebis mizniT. samxedro sferoSi mravaleTnikurobis menejmenti sazogadoebaSi arsebuli mravalferovnebis marTvis nawilia, rac politikuri stabilurobisa da zrdis ganmsazRvrelia, gansakuTrebiT, im sazogadoebebSi, romlebic mudmivad mniSvnelovani cvlilebebis procesSi imyofebian.

aRniSnuli dokumenti evro-atlantikur sivrceSi SeiaraRebuli Zalebis SemadgenlobaSi mravaleTnikurobis sakiTxs exeba. terminebi eTnikuroba, eTnikuri jgufi ganixileba religiuri, rasobrivi da lingvistur umciresobebis sinonimad, Tumca mocemul dokumentSi am sakiTxze ar visaubrebT. aRniSnuli samaxsovro ar exeba erovnuli umciresobebis warmomadgenlobiTobas usafrTxoebis seqtoris romelime ganStoebaSi. es sakiTxi mniSvnelovania dazvervis, samoqalaqo menejmentisa da zedamxedvelobiTi organoebis muSaobaSi.

rogor axorcieleben usafrTxoebis aqtorebi SeiaraRebul ZalebSi eTnikuri mravalferovnebis marTvas?

parlamenti/sakanonmdeblo organoebi

- *weren kanonproetbsa da SeimuSaveben principebs*

- qmnia mraValTnikurobis sakiTxTan dakavSirebul komitetebs da SeimuSavenen specialur kiTxvarebs an garkveuli faqtebis gamokvlevas axdenen
- qmnia samxedro ombudsmenis an generaluri inspektoris sagangebo makontrolbel struqturēbs
- gamoyofen specialur saxsrebs mraValTnikurobis sakiTxTan dakavSirebiT

Tavdacvis saminstroebi

- SeimuSaveben departamentis procedurul proeqtebs/aRmasrulebel brZanebebs
- SesaZloa gaaCndes Sesabamisi uflamosileba miiRos struqturuli gadawyvetileba samuSao jgufebis, ombudsmenis da sxva strukturis Sesaxeb
- SeuZlia mxari dauWiros specialur programebs, romlebic eTnikur jgufēbs Soris urTierTobebis gaumjobesebas emsaxureba

individualuri samxedro samsaxurebi

- SeuZliaT ganaviTaron struqturēbi da programebi eTnikur jgufēbs Soris mSvidobiani urTierTobebis erovnul CarCoSi sruli dacvis mizniT
- samxedro samarTalze dayrdnobiT gamoiyenon samarTaldamcavi struqturēbi

sasamarTlo xelisufleba

- kanonis gamoyenebiT uzrunvelyofs individebisa da isntitutebis angariSvaldebulebas

principebi, romlebic SeiaraRebul ZalebSi eTnikuri jgufēbis marTvaSi gvexmareba?

zogadi midgoma unda gamomdinareobdes SeiaraRebuli Zalebis eTnikuri tolerantobis instrumentad gadaqcevis saWiroebidan da SesaZleblobidan. samxedro sferoSi yvelas unda mieces Tanabari SesaZlebloba, ar unda iqnas daSvebuli diskriminacia da aucilebelia Sevsebisa da waxalisebis procesSi gamWvirveloba da angariSvaldebulebis uzrunvelyofa. SeiaraRebul ZalebSi umciresobebis uflēbebi irveva, rodesac umciresobebis asimilirebis politika xorcieldeba. es yovelive konflikts iwvevs ara marto SeiaraRebul AZalebSi, aramed mTels mosaxleobaSi. erovnuli umciresobebis kulturuli mgrZnobiaroba da Rirebulebebis dacva unda uzrunvelyos samxedro struqturēbma.

meTodebi, romlebic uzrunvelyofs eTnikuri jgufēbis dabalansebul warmomadgenlobas SeiaraRebul ZalebSi?

instituciuri/normatiuli meqanizmebi

mraValferovani samxedro struqturēbi umciresobebis dabalansebuli warmomadgenlobis uzrunvelsayofad. kulturulad gansxvavebuli danayofebis Seqmna gamiznulia samxedro monawileobis gasaumjobeseblad. magaliTad, SveicariaSi arsebobs mraValferovani samxedro struqturēbi, samxedro danayofēbi organizebulia kantonebisa da lingvisturi gansxvavebebis mixedviT; arsebobs specializebuli jarebi, romlebic qmnia multilingvistur danayofēbs; amgvari midgoma savaldebuloa Tavdacvis saminstros SemadgenlobisaTvis da oficerTa korpusisaTvis. belgiasa da kanadaSia ormagi samxedro struqturēbia: belgiaSi flamandriul da frangulenovani, aseve kanadaSi frankofonuri, romelsac Semdegi efeqti aqvs:

frankofoni oficrebi amgvar danayofēbSi meti upiratesobiT sargebloben, enobrivi unar-Cvevebidan gamomdinare

frangulenovani oficrebi frangulenovani danayofēbSi ukeT icnoben frankofoni jariskacebis kulturul maxasiaTeblebs da ufro warmatebuli liderebi arian. maTi dawinaureba iseve xdeba, rogor inglisurenovani oficrebisa Sesabamis danayofēbSi.

SeiraRebul ZalebSi frangulenovani danayofebis Seqmnam gamoiwvia franguli enis savaldebulo codnis danergva.

normebi SeiraRebul ZalebSi Tanabari SesaZleblobebis implementaciisaTvis. 1948 wels aSS-Si uzrunvelyofil iqna Tanasworoba samxedro ZalebSi rasis, kanis feris, religiuri mrwamsisa da erovnuli warmomavlobis miuxedavad aRmarulebeli brZanebis safuZvelze # 9981. 1971 wels Seiqmna Tavdacvis rasebs Soris urTierTobebis instituti, romelic warmoadgenda samrCevlo organos da atarebda treningebs. instituts mogvianebiT saxeli Seecvala da gaxda Tavdacvis Tanswori SesaZleblobebis marTvis instituti.

2000 wels gaerTianebul samefoSi miRebul iqna oficialuri dokumenti `Tanaswori warmomadgenlobisaTvis~, romlis mizanic iyo gaeumjobesebina viTareba erovnuli umciresobebis SeiraRebul ZalebSi warmomadgenlobis TvalsazrisiT. (armiisaTvis Tanabari SesaZleblobebis direqtiva).

kvota umciresobebis monawileobaze xsnis, magaliTad, umciresobebis monawileobis sasurvel dones garkveul rangebsa da samxedro struturebSi, da ayalibes politikas am kvotebTan mimarTebaSi.

kanadis SeiraRebul Zalebsa da oficerTa korpusSi 60-ian wlebSi franguli umciresoba, romelic qveynis 1/3 Seadgenda naklebad iyo warmodgenili. programuli kvotebis, specialuri treningebisa da enis kursebis meSveobiT SesaZlebeli gaxda frankofoni umciresobis ricxvis zrda SeiraRebul ZalebSi. Cans, frangulenovani ganayofebis Seqmnam pozitiuri gavlena moaxdina frangulenovani oficrebis raodenobis mzard tendencieze.

eTikis kodeqsis miReba SeiraRebuli ZalebisaTvis eTnikuri tolerantobis kuTxiT. 90-iani wlebis dasawyosSi samxreT afrikis Tavdacvis ZalebSi miRebul iqna iqna amgvარი kodeqsi.

zedamxedvelobis meqanizmebi

samxedro ombusmeni an generaluri isneqtori iReben yvela saCivars SeiraRebul ZalebSi uflebebis darRvevis Sesaxeb maT Soris eTnikur darRvevebTan dakavSirebiT (ix. DCAF – samaxsovro: samxedro ombudsmeni)

makontrolbeli komitetebi da samuSao jgufebi akvirdebian eTnikur jgufebis Soris urTierTobebis SeiraReb ZalebSi da regularulad awvdian informacias samxedro da samoqalaqo xelisuflebis warmomadgenlebs.

treningebi

specialuri satreningo kursebi eTnikuri sakiTxebis gasacnobad. magaliTad, 90-iani wlebis Sua xanebSi samxreT afrikis axladSeqmnili erovnuli Tavdacvis Zalebis (masSi gaerTianda 7 sxvadasxva jgufi rasobrivi da eTnikuri gansxvavebebis safuZvelze) wevrebma gaires tolerantobis treningi.

aseve, specialuri samxedro treningebi umciresobebis enebze, sadac saWiroa. piradi Semadgenlobis treningebi.

Sevsebis procesis gamWvirvaloba gulisxmobs eTnikuri jgufebis samarTliani da Tanaswori SesaZleblobebis micemas.

Tanabari uflebebi winapiroba dawinaurebis procesSi.

samxedro skolebSi umciresobebis miRebis proceduris gaadvileba. amgvari politika SeimuSaves bulgareTSi 2003 wels, nato-s sainformacio centrisa da bulgareTSi evrokavSiris delegaciis daxmarebiT.

ramdenime mosazreba post-konfliqtur zonebSi multieTnikuri armiebis rolis Sesaxeb?

pirveli, da umTavresi prioriteti stabiluri da dabalansebuli eTnikuri TanamSromlobis uzrunvelyofa post-konfliqtur viTarebaSi da gaerTianebuli SeiaraRebuli Zalebis drouli Seqmna. es piroba gansakuTrebul gamowvevas warmoadgens, radganac moiTxovs yofili mtrebis reintegriras. post-konfliqtur viTarebaSi SesaZloa arsebodes gancalkevebuli struqturabis Seqmnis saWiroeba, samxedro liderebs Soris dialogis gamarTvis uzrunvelyofa aucilebeli pirobaa, erovnuli samxedro xelmZRvanelobis struqturis swrafad ganviTarebisaTvis. meore, konfliqtis Semdgom periodSi samxedro sferos winaSe mravali amocana iqmneba, romelTa mizania Serigebis procesis dizaini da romelsac Tavis mxriv, esaWiroeba eTnikur jgufebis Soris frTxili menejmenti.

- specilauri programebis ganviTareba eTnikur umciresobebisaTvis, romlebic tradiciulad Tavs arideben SeiaraRebul ZalebSi monawileobas.
- sagangebo nabijebi SeiaraRebuli Zalebis SesaZleblobebis aRdgenis mizniT, romelic tradiciulad eTnikur umciresobebis Soris kargi urTierTobebis berketia.
- mravaleTnikurobis koncepcia sxvadasxva programebze SeiZleba dafuZndes: magaliTad, programebi, romlebic emsaxureba samoqalaqo pirebisa da jariskacebis denadobis Semcirebas SeiaraRebuli Zalebidan, da aseve ganiaraRebisa da reintegraciis programebi.

mesame, post-konfliqtur periodSi SeiaraRebuli Zalebis unari moaxdinos samxedro sferoSi urTierTobebis aRdgena da formireba SesaZloa SeizRudos usafRxoebis uzrunvelyofis mizniT saerTaSoriso samSvidobo Zalebis mniSvnelovani roliT. es SesaZloa niSnavdes, rom normaluri samxedro xelmZRvanelobis jaWvi Sida ZalebSi daiRveva an garkveuli kompromisis safuZvelze SenarCundeba.

saerTaSoriso samSvidobo mxardaWeram am problemebis daZveva Semdeganirad unda uzrunvelyos:

aCvenos lideroba da TanamSromloba sxvadasxva qveynebis Zalebs Soris da Seqmnas SesaZleblobebi eTnikuri SerigebisaTvis, romelic sakmaod grZelvadiani perspeqtivaa qveynisaTvis. magaliTad, avRaneTis xelmZRvaneloba gaaoca kanadis frangul da inglisurenovani batalionebis warmateba, romlebic erTmaneTs enacvlebodnen kabulSi (aRar vsaubrobt britanul samxedro dayofebze, maT Soris gurqasze, romelTac saerTo naklebad moepovebodaT, Tumca Zalian efeqturad muSaobdnen.) imavdroulad, avRaneTis SeiaraRebuli ZalebisaTvis nato-s eqspertebis rCevebi Znelad gasaTvaliswinebeli iyo, romlebic avRanuri Zalebis srul integriras urCevdnen.

meoTxe, SeiaraRebuli Zalebis SesaZlebloba imsaxuros samSvidobo misiebSi konfliqtis Semdgomi urTierToebs aRdgenis procesis mxardaWeras warmoadgens. regionul maravalerovan zalebSi monawileoba aseve pozitiuri efeqtiT xasiaTdeba.

ZiriTadi struqturuli midgomebi SeiaraRebul ZalebSi mravaleTnikurobasTan dakavSirebiT

qveynebi, romelTac aqvT eTnikuri umciresobebisaTvis specialuri programebian	qveynebi, romelTac aqvs paraleluri samxedro struqturebi ori an meti	qveynebi, romelTac ara aqvT specialuri programebi umciresobebisaTvis
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hyavT umciresobebi SeiaraRebul ZalebSi	Tanaswori statusis mqone umciresobisaTvis	
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ZiriTadi maxasiaTeblebi

am jgufSi Sedis is qveynebi, romelTac yavs bevri emigranti, magalitat aSS, avstralia, axali zelandia da sadac umciresobebi sazogadoebis dabali fenebis did umravlesobas warmoadgens	am jgufSi Sedis is qveynebi, romelTac ori an ramdenime damfuZnebeli erovneba an amomrCevoli hyavs, mag, kanada, belgia, gaerTianebuli samefo, an ramdenime lingvisturi jgufia wamyvani, Sveicaria	am jgufSi Sedis qveynebi: safrangeTi, germania, rumineTi, da sxva evro-atlantikuri sivrcis qveynebi, sadac istoriulad dominirebs erTi eri da imavdroulad arsebobs mniSvnelovani raodenobis umciresobebi, romelTac aRiareben an Sesazloa ara, rogorc umciresobebs
danayofebi Sereulia, identurobas ar efuZneba	danayofebi eTnikuri identurobis mixedviT iqmneba, Tumca es exeba mxolod im erebs, romelbic iTvleba ZiriTad amomrCevlad	
am midgoma emyareba mravalferovnebis marTvas da SeiaraRebuli Zalebis maintegriribel instrumentad gamoyenebas.	am jgufis midgoma emyareba amomrCevlTa jgufebisaTvis specialuri programebis SemuSavebas, romelbic aRiarebulia umciresobad	am jgufis midgoma dominantis interesebis emyareba. yvela moqalaqe iqedan gamomdinare, rom mocemul teritoriaze ibadeba am sazogadoebis nawilia.
umciresobebis dabalansebuli warmomadgenlobisaTvis garkveuli zomebis miReba	zomebi miiReba amomrCevlTa warmomadgenlobis uzrunvelsayofad	am jgufSi, ar arsebobs oficialuri zomebi, romelic gaiTvaliswinebs umciresobebis warmomadgenlobis waxalisebas SeiaraRebul zalebSi. xorcieldeba asimilacia
am qveynebis umravlesobam warmatebiT SeZlo umciresobebis integririba dabal rangebsi. Tumca oficerTa klasSi umciresobebi naklebad arian warmodgenili.	amomrCevoli umciresobis mTlianad arian warmodgenili oficerTa korpusSi, Tumca ara Ziritadi umciresobebi isev naklebad arian warmodgenili SeiaraRebul ZalebSi	umciresobebi mniSvnelovnad arin warmodgenili SeiaraRebul ZalebSi, Tumca oficerTa korpusSi iTiqmis ar arian warmodgenili.

ZiriTadi upiratesobebi

eTnikuri mravalferovnebis efeqturi marTvavlindeba specialur programebSi, romelbic iTvaliswinebs samxedro sferoSi Tanaswori Sesazleblobebis gamoyenebis uzrunvelyofas	paraleluri samxedro struqturebis Sedegad Tanaswori SesazleblobebiT sargebloben Ziritadi umciresobebi, da naklebad sxva danarCeni jgufebi. paraleluri samxedro struqturebi Sida krizisis dros uzrunvelyofen adgilobrivi	am jgufis qveynebis SeiaraRebuli ZalebSi meti kavSiria, Tu arsebobs erovnuli TviTmyofadobis gancda yvela eTnikur jgufSi
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	<p>mosaxleobis gamoyvasa, rac mogvarebis nawilia. saerTaSoriso operaciebis dros ki, erovnuli samxedro Zalisxmebis nawili xdebian</p>	
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ZiriTadi naklovanebebi

<p>samxedro kariera sazogadoebis dabali fenebidan gamosuli umciresobebisaTvis yvelaze mimzidveli xdeba, rac umciresobebis samxedro struqturebSi moZRvavebas iwvevs.</p>	<p>paralelur samxedro struqturebs damatebiTi xarjebi sWirdeba administriribaze da treningebze</p>	<p>umciresobebis uflebebi SeiaraRebul ZalebSi ar ganixileba da Sesabamisad `ar irRveva~. rac arRvevs erTsulovnebas da socialuri dapirispirebis mizezad SeiZleba iqces.</p>
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Sesabamisi sakiTxebi

- erovnuli umciresobebi da maTi warmomadgenloba usafrTxoebis seqtoris sxva sferoebSi
- Sevsebisa da gawvevis politika
- mravalferovnebis marTva
- SeiaraRebul ZalebSi adamianis uflebebi, umciresobebisa da qalis uflebebi
- samxedro ombudsmeni
- samxedro samarTali
- samxedro kultura
- mravalerovani samxedro danayofebi

sxva informacia

“Integration of Ethnic Minorities in the Armed forces”, Callaghan Jean and Franz Kernic (eds.) Armed Forces and Internationa Security. Global Trends and Issues: LitVerlag. 2003, pp 231-40
 Managing Diversity in the Military. Stewart, Dansby and Webb (eds) New Brunswick; London: Translation Publishers, 2001.

The Defense Equal Opportunity Management Intitute (DEOMI):

<http://www.partick.af.mil/deomi/deomi.htm>

Ministry of Defense of the UK, equal opportunities in the UK Armed Forces:

www.mod.uk/issues/equal_opportunities/

“Diversity in the Armed forces,” in caforio Gioserppe (ed). Handbook of the socieology in the Military. New York: Kluwer Academic/Plenum Publishers, 2003, pp. 299-310.

DCAF-is samaxsovroebis seria momzadebulia usafrTxoebis seqtoris reformis samuSao jgufis mier organizaciis mkvlevarebisa da mowveuli eqspertebis mier. oksana miSlovskam moamzada kvleva samaxsovrosiTvis da aseve redaqtirebis procesSi didi wvlili miuZRvis. david lom gaakeTa naSromis redaqtireba. sxva samaxsovroebi ixileT DCAF-is veb-gverdze www.dcaf.ch/publications/backgrounders

Jenevis SeiaraRebul Zalebze kontrolis centri muSaobs mTavrobebTan da samoqalaqo sazogadoebasTan. organizaciis mizania xeli Seuwyos da gaaZlieros usafrTxoebis seqtoris organizaciebis policiis, dazvervis samsaxurebi, sazRvris usafrTxoebis samsaxurebis, gasamxedroebuli Zalebisa da SeiaraRebuli Zalebis demokratiuli da samoqalaqo kontroli.

centri awarmoebs kvlevas usafrTxoebis seqtorze demokratiuli kontrolis ganxorcielebis gamowvevebis gamosavlenad, agrovebs saukeTeso praqtikas. organizacias aqvs sakonsultacio programebi da yvela dainteresebuli mxaris praqtikuli daxmareba. mxareebi umetes wilad aris: parlamenti, mTavroba, samxedro xelisufleba, da saerTaSoriso organizaciebi.
ixileT veb-gverdi www.dcaf.ch