

MAKING OF

an article if you don't know what you are looking for

First, there was only a hunch from personal experience that something is done differently in municipalities with different ethnic composition and it is not explained purely by cultural differences. This research started with no clear aim, the first half of the study (until the focus group interview) deals with determining the aim.



- ③ Thank you, Ammar Maleki (ECPR Summer School 2013)!
- ④ Thank you Ingo Röhlfing (ECPR Summer School 2013)!
- ⑩ PhD seminar at Tallinn University of Technology: representative bureaucracy?
- ⑪ Presentation at NISPAcee annual conference 2014: no comments or suggestions. Is it bad or good? Confused and disappointed.
- ⑬ MAKING OF this poster: kitchen, piece of lamb, boyfriend.

- ① Ethnic composition and representative bureaucracy in municipalities
- ② Visiting Daugavpils and Šalčininkai (similar regions in Latvia and Lithuania): didn't happen yet. Maybe later.
- ⑤ How to detect people's ethnicity? Since no method is perfect I chose the most realistic one in my opinion — determining the ethnicity by the name.
- ⑥ 1st interviewee: big difference. Blames soviet past. 2nd interviewee: we are not different at all, but...
- ⑦ Years of close networking: found perfect time and place for interview (years of networking). Everybody came (years of networking).
- ⑧ Night before focus group: baking meat pies.
- ⑨ Surprising findings: After some consideration they managed to give some examples what could make some tasks more challenging in Russian-concentrated municipalities. Although no questions were asked about language all these examples ended up with reasoning the challenges by the language issue.
- ⑫ Comments from supervisor: "good start, but..."
- ⑭ ECPR Summer School 2014

THE ARTICLE

- Impact of ethnic composition on organisational culture of local government
- How does belonging to ethnic majority or minority impact on organisational culture of a local government?
- Background
 - Organisational theories
 - Cultural theories
 - Research object
- Methodology
 - Preparatory interviews
 - Focus group interview
 - Expert interviews
- Results and discussion
- Conclusions

Aet Kiisla,
University of Tartu,
Tallinn University of Technology,
aet.kiisla@ut.ee

