### Activity Sheet 1.2

# Roles, rights and duties in conciliation

## Group Discussion

Activity  
Group discussion - experiences and recommendations

### Objectives

To focus on what each party must be aware of when preparing and entering a conciliation and on the roles and the rights and duties of each party.

### Tasks

In regard to the workers and their representatives and employer:

* Discuss the roles of the parties in a conciliation. What is the best way to prepare and submit your arguments
* How to behave during the conciliation

In regard to the conciliator:

* What is his or her role in the process?
* How to prepare for the actual conciliation?
* How to behave during the conciliation?

### Questions

Who takes responsibility for reaching a result?

Who takes responsibility for securing the rights and duties of the participating parties in the conciliation?

In regard to the social parties

* What is the best way for the parties to prepare and submit arguments in conciliation?
* How would you expect the parties to behave in the TCB?

In regard to the conciliator:

* How should the conciliator prepare the conciliation?
* What must the conciliator be aware of when actually executing the conciliation?

### Time:

* 45 minutes group session
* 30 minutes plenary discussion