

Activity Sheet

Preparation for a successful mediation - Interest dispute

Role Play

Activity

Role Play - Social Dialogue: Preparation of mediation

Objectives

To visualize/personalise what (and how) has to be done in order to prepare and run mediation at township level.

Tasks

1. Prepare for the role play: to exercise in a realistic way what has to be done to generate clear concepts and strategies for obtaining the best possible result.
2. Execute the role play.

Role play

Preparation of the content of the role play in a group session. The issues for discussion. You can use the prepared sheets as a tool:

- Stakeholders
 - Who are the parties to the negotiation?
 - Just the parties at the plant?
- Facts of the case
 - Check the available data - what is available?
 - Who is the right person to get it?
- Labour law - Case law
 - Check the relevant part of the labour law
 - Are there procedural frameworks?
 - Does the matter concern specific rules?
- Best Alternatives
 - Consider alternative solutions - Reflect on Plan A, B and C.
This is not only the job for the conciliators
 - Calculate, analyse interests - what will be the costs and the benefits of the solution
- Put yourself in the opponents position
 - Prepare arguments - what are the pros for your demands and what are the most likely counter arguments?

Several other points might come up during the group session

The groups

1. The workers' side
2. The employers' side
3. The conciliators side



Social Dialogue

The actual Role Play

- Two members of Bipartite Committee
- One or more trade union representatives
- Worker's representatives from the shop floor
- Employer's representatives

After the role play

An evaluation and discussion of experiences gained.