### Activity Sheet 2

## Role Play “Bedalia Hotel” or “PharmaLAB”

# Preparation for a successful mediation

Activity  
Role Play – OHS Social Dialogue: establishing action plan for OHS

### Objectives

To visualize the common interest in OHS problems in the enterprise and illustrate the role social dialogue can play in solving them

### Tasks

1. Produce a joint prioritized list of OSH problems in the enterprise
2. Propose an action plan for solving the three most urgent problems

### Preparation of the content of the role play in a group session.

The role play is based on the “Hotel Bedalia” or “PharmaLAB” cases. If there are enough participants, the cases can be split between the groups.

The issues for discussion are:

* Choose a case
* Analyse the case
  + Look at the issues mentioned in the case, and list common OHS issues, from the sector you are coming from yourself
* Stakeholders
  + Who are the parties to the negotiation in your own sector?
  + What are the most important issue to have solved for each stakeholder?
* Check the relevant part of the OHS law
  + Is the company in violation of the rules?
* Calculate, analyse interests
  + Looking at the list of OHS problems you have identified, discuss the benefits vs costs for the company in solving each
* Prepare arguments
  + What are the pros for your demands
  + What are the most likely counter arguments?
* Consider alternative solutions
  + The groups should reflect on Plan A, B and C.
* How to present the case and your demands /suggestions for a negotiated solution?

Several other points might come up during the group session

### Execute the role play

### The groups

1. The workers' side
2. The employers’ side

### The actual Role Play

* One or more trade union representatives
* Employer’s representatives

**The teams will do a Role Play each.**

### After the role play

An evaluation and discussion of experiences gained.

### Time:

* 60 minutes preparatory group session
* 60 minutes for each role play - session
* 15 minutes feed back from each roleplay
* 30 minutes summary from the role play exercise