### Activity Sheet 2.2

# Preparation for a successful mediation – Interest dispute

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.

Based on the case descriptions (separate sheets), the issues for discussion are:

* Analyse the case
  + What is the disagreement / grievance all about?
* Stakeholders
  + Who are the parties to the negotiation?
  + Just the parties at the plant?
* Check the available data
  + What is available?
  + Who is the right person to get it?
* Check the relevant part of the labour law
  + Are there procedural frames
  + Does the matter concern specific rules
* Calculate, analyse interests
  + What will be the costs and the benefits of the agreement
* 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. This is not only the job for the conciliators
* How to present the case and your demands /suggestions for a negotiated solution?

Several other points might come up during the group session

### The groups

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

### The actual Role Play

* A Labour Officer
* One or more trade union representatives
* Worker’s representatives from the shop floor
* Employer’s representatives
* Other advisors?

**The teams will do a Role Play on a case each**

### After the role play

An evaluation and discussion of experiences gained.

### Time:

* 75 minutes preparatory group session
* 60 minutes for each role play–negotiation/mediation session
* 60 minutes feed-back evaluation and summary from each role play exercise