### Activity Sheet 4.2

# Preparation for a successful mediation

## Role Play 4.1-4.2

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 regional 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. Select two negotiators to participate in the meeting
3. 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?
* Check the available data
  + What is available?
* 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?

### 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?

**During the roleplay each of the parties (Workers/Employers) can take a time-out to discuss for 5 minutes**

**The mediators has the power to force both of the parties (Workers/Employers) to use their time-out time**

**Before closing of the meeting ensure a minute is developed and signed**

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

### After the role play

An evaluation and discussion of experiences gained.

### Time:

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