THE HUMAN GAME
rules
with instructions for game moderator

Things to prepare before the game:
Cards with roles (name tags)
CV/Info cards
"Suspension" (mute) cards (2)
Blank paper sheets and pens for participants
Voting papers

Roles (12 persons in the game):
Honest employers - 3
Abusive employers - 3
Ordinary employees - 4
Police official - 1
Recruiter - 1
Moderator of the game

Remark: If the number of players is larger or smaller, the number of roles needs to be adjusted so that the number of the bad and the good roles is the same or similar. Recommended set of players depending on number of players in one game:

7
2 honest employers
1 abusive employer
3 ordinary employees
1 police official

8
2 honest employers
2 abusive employer
3 ordinary employees
1 police official

9
2 honest employers
2 abusive employer
3 ordinary employees
1 police official
1 recruiter

10
3 honest employers
2 abusive employer
3 ordinary employees
1 police official
1 recruiter

11
3 honest employers
2 abusive employer
4 ordinary employees
1 police official
1 recruiter

12
3 honest employers
3 abusive employer
4 ordinary employees
1 police official
1 recruiter

THE HUMAN GAME

course of the game in stages

DAY 1

Participants of the game receive randomly role cards from moderator, which have been prepared in advance, containing the role and information (CV) card of the participant. Players learn their roles.

The moderator instructs the players that they are not allowed to show their role card to anyone and cannot reveal their secret roles.

The moderator explains the idea and rules of the game to everybody.

A player's infocard needs to be completed about their imaginative profile - employee/ employer, name/ company name, country, age/ how long the company has existed, desired positions, professions sought or offered. After filling in the player's infocard, each player writes name on the role card, folds it and places it in front of him / her so other players can see the name.

Remark:
Prior completion moderator can suggest players to think of some real life persons / stories / cases to be used as prototype for their role to ease the task. Players are given 3-5 minutes to complete the cards. Upon completion moderator writes down names and seats of the players. Remark: Time limit 5-8 minutes, including questions from the participants.

The players are randomly divided into two main groups:	The employers are divided into two categories:	The employees include:
"**Employers**" (ERs) "**Employees**" (EEs)	"**the bad**" (human traffickers - recruiters and exploiters of people) "**the good**" (honest employers)	**Ordinary employees** (potential "victims" of human trafficking) **Police officials** (working under cover and pretending to be ordinary employees) **The "bad" employee** (recruiter)

The aim of the game:
Honest ERs: to employ as many employees as possible but avoid employing the recruiter.

Abusive ERs: to recruit as many EEs as possible (with an aim to exploit them) pretending to be the honest employers and to avoid recruiting police officials.

Ordinary EEs: to get employed by the honest employers and to avoid the recruiters and exploiters.

Police: pretending to be the ordinary EEs, to get employed by an abusive ER, to try to identify recruiters in order to prevent people falling into a trap of traffickers.

Recruiter among employees: pretending to be an ordinary EE, discredit and influence the choices of the other EEs for the benefit of the exploiters. This needs to be done carefully not to raise suspicion.

Remark:
At this stage, the moderator explains to the participants that those having the secret roles cannot disclose their roles because doing so will cause them to lose all advantages and the purpose of the game will be lost. Then the moderator gives the participants stickers which state which participant is an employee, and which is an employer.

The active part of the game – the introduction phase when each participant introduces themselves or their company using the information they have written down on their CV cards earlier but never revealing their secret roles.

Remark:
Maximum 2 minutes for each player.

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course of the game in stages

NIGHT 1

The moderator announces the first "night", explaining that everyone should close their eyes and keep them closed until the moderator allows opening them. Only those participants announced by moderator are now allowed to open their eyes.

Remark:
The moderator tells that at night the police and the traffickers make their choices which player shall be silenced (muted) during the next stage of the game (i.e. during the day) based on who they assume might be an opponent.

At night, the first to open their eyes are the police who should discretely, making no sound, using gestures or head nods only, point to employer which shall be investigated (showing the moderator which player they choose to mute). This choice means that the next day the **employer under investigation cannot speak up until the next "night".**

After the police have made their choice, the moderator makes them close their eyes and announces that now the "bad guys" (recruiter and exploitative employers/human traffickers) open their eyes. Just like the police, they need to decide which of the participants (EE) they are going to mute based on who they suspect to be a secret policeman. This must also be done as quietly as possible not to reveal their role in the game, showing the moderator which EE is chosen to be muted.

Remark:
The moderator must instruct the participants to make as few movements as possible because movement could let those with their eyes closed know that the person next to them has their eyes open, which would reveal their role! To let the participants know which participants cannot speak, a special sign will be placed in front of them.

Time limit: maximum 8 minutes for everything.

DAY 2

After both sides have made their choices, the moderator announces the "day". During this time discussions continue, and the muted players stay silent, but both muted players are given chance to speak for 30-60 seconds ("defence speech") arguing why they should not be silenced. At this stage the aim of the participants is to make a provisional choice of their employment relationship partner.

Remark:
Length of discussion no more than 10 minutes.

At the end of the day the moderator announces an open vote during which all the players need to write on a piece of paper **(without showing it to anyone!)** whom they believe to be human trafficker (recruiter and/or exploitative employer) The moderator collects all these papers and summarizes the results of the vote.

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Remark:
The moderator after summarizing the results of the vote writes the names of all participants mentioned in the vote and puts down the number of votes they have received so that the secret police can read this information and make their choice.

Time limit: the voting process together with the choices of silencing players should not exceed 6 minutes.

DAY 3

The moderator announces the arrival of the final day. Two muted players again are given chance to speak for 30-60 seconds ("defence speech"), stating why their silencing was a mistake. The moderator announces individual speed interviews after which the employers and the employees agree on concluding contracts.

Remark:
The employment contract – a signed note on the Player's info card (bottom) stating name of the company (or name(s) of employee(s)) with whom the contract is signed.

The interviews do not have an order or a particular format, the participants can communicate as they wish, ask different questions, make offers. This is active phase involving physical activity – moderator asks players to leave their seat and walk around to talk to other players. This is an interactive moment based on the activity and communication skills of the players. The muted players stay silent but they can approach other players to offer contract, conclude employment contracts by nodding their head and signing employment contracts. The moderator summarizes all the contracts by writing them on flipchart paper or a board and announces the night.

At this stage the moderator should remind the rules of the game, the aims of the player roles in order to promote the activity of the players and to remind of the possible secret aims of other participants.

The total duration of this stage is up to 15–17 minutes.

NB! THERE ARE NO RULES ON HOW MANY EMPLOYEES AN EMPLOYER CAN HAVE – THEY CAN HAVE SEVERAL OR NONE.

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course of the game in stages

NIGHT 3

The final night, i.e. "the final opportunity". Each party can cancel one contract or can choose not to use this opportunity if they are sure that everything is alright.

The moderator announces the "night", makes the police open their eyes and make their choice – cancel a contract or not. Then, after the moderator has made the police to close their eyes, the human traffickers do the same.

Remark:
At first the moderator tells the participants that at night the police and the recruiters will have an opportunity to choose or cancel an employment contract if they suspect that a contract can be bad for one or the other party. When both sides one after the other have opened their eyes, the moderator using gestures points to the contracts, written in a visible place, one by one, allowing the respective participants to point to the contract to be cancelled.

Time limit: total duration of this stage up to 6 minutes.

DAY 4

The end of the game – the moderator announces the "day" and the end of the game.

Remark:
The moderator invites all honest employers to stand on one side and abusive employers – on another. After that moderator asks all the job seekers (EEs), except police official, to get up and stand next to their employers (ERs). This way it becomes obvious who ended up with a recruiter and who ended up with a real employer. As a final step, moderator asks the police official to take away (put on the handcuffs) the employer with whom his/her contract was concluded. This employer is eliminated from the game result. When all players revealed their roles and the result is obvious discuss the choices made during the game, observations, the final result and conclusions.

The moderator thanks all the participants of the game.

Nordic Council
of Ministers

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BALTIC SEA STATES

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THE HUMAN GAME
player's infocard

name _____ age _____

field(s) of activity _____
years of experience _____
last activity (job) _____
specialization(s) _____
goal / target _____
_____
_____

additional info (values, previous activities, experience, professional achievments, criminal records, future plans etc.)
_____
_____
_____
_____
_____
_____

contract with _____
_____

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THE HUMAN GAME
— employer —

ABUSIVE EMPLOYER

THE HUMAN GAME
— employer —

HONEST EMPLOYER

THE HUMAN GAME
employee

ORDINARY EMPLOYEE