



A Fair Chance



Main topic & European value

- ◆ **Core topics:** The European Pillar of Social Rights (fair working conditions, equal opportunities, social protection, shared social responsibility)
- ◆ **European values:** Human rights, equality and solidarity



Educational objectives

- ✓ Explain the principles of equal opportunities and fair treatment.
- ✓ Identify situations where discrimination or unequal treatment may occur.
- ✓ Evaluate how citizens, employers and service workers share responsibility for creating fair and equal environments.
- ✓ Apply principles of inclusion and fairness in everyday decisions.
- ✓ Compare the consequences of individual choices on fellow citizens, colleagues, businesses and society.



Scenario overview

The player takes on the role of a “community employment coordinator” appointed by a municipality to a small fictional European town to deal with a major crisis. A large technology company has opened a new department in the small community, creating many new jobs and service opportunities. Despite this, tensions quickly emerge and need handling before dangerously impacting many people's daily lives:

- ✦ Some applicants struggle to access interviews because of disabilities.
- ✦ Young workers receive unpaid overtime requests.
- ✦ Older employees are overlooked for training or progress.
- ✦ Parents aren't given accommodations to balance work and family life.
- ✦ Refugees and migrants face prejudice despite relevant qualifications.

Although laws exist to protect workers, everyday decisions made by citizens, employers, employees and service workers determine whether human rights are respected and equal opportunities are applied.

Throughout the game, the player meets people from different social backgrounds, each facing unique challenges. The player's task is not simply to solve problems but to encourage cooperation between businesses, workers, local organisations and residents. Every decision influences public trust, workplace satisfaction, productivity and social inclusion.

Players must organise mediations and provide recommendations to balance limited resources and competing interests while ensuring that everyone has a fair opportunity to participate in working life. By the end of the game, the company becomes a reflection of the player's choices: a community where fairness either flourishes or gradually disappears through everyday inaction.



Core mechanics & tasks

- ◆ **Investigation and evidence gathering:** The player investigates workplace complaints, candidate feedback and customer surveys to identify key issues in everyday actions and workplace rules that affect human rights, fairness and accessibility.
- ◆ **Branching dialogue choices:** The player interacts with characters from different backgrounds (including employers, employees, rejected candidates and regular customers) and chooses among multiple responses to address situations of conflict, unfairness and inequality.
- ◆ **Resource management:** The player must organise meetings between employers and workers within dedicated timeframes (based on workers' needs and work-life balance), allocate a limited budget to specific teams and services (including HR, accessible accommodations, training resources) and balance community needs and corporate expectations (quality, efficiency, revenue vs costs).

- ◆ **Decision-making tree:** The player must make key decisions that address unfair policies and behaviours, respond to everyday social dilemmas and balance how each decision could increase or decrease the community's trust and the company's reputation.
- ◆ **Reflection quiz:** The player completes their final coordination report and evaluates the overall social impact of their decisions by analysing recent feedback from the characters they interacted with and identifying appropriate behaviours and decisions that promote human rights, fairness, solidarity, equality, and social responsibility.



Player role

The player is a newly appointed community employment coordinator working for the local municipality. Their role is to help employers, workers and community organisations cooperate to create efficient policies and equal opportunities. They cannot force decisions but can investigate situations, recommend solutions to those in charge, organise mediation and encourage responsible behaviour. They do so by choosing dialogue responses, prioritising certain cases, distributing resources, supporting specific services and influencing how different people respond to certain situations. Their goal is to build a community where everyone has a fair chance of succeeding.



NPC profiles

Name	Role in the story & function in the gameplay	Personality traits
Sofia	Mentor from the municipal social services who explains European social rights and provides guidance	Experienced, supportive, patient
Mr Pond	Local employer resistant to changing old practices	Traditional, skeptical, confident
Ms Novak	Trade union representative helping workers understand their rights	Direct, organised, efficient

Emma	Young employee (newly graduated) experiencing unpaid overtime	Motivated, hesitant to speak up, lacking confidence
Lukash	Wheelchair user facing accessibility barriers	Independent, confident
Amina	Qualified migrant struggling to access employment due to prejudice	Determined, optimistic, bright



Dialogue options, choices & consequences

Dialogue or dilemma	Available options (2-3)	Short-term & long-term consequences
An employer asks applicants about family plans during interviews.	○ Explain why this creates unequal opportunities ○ Respect the employer's hiring autonomy ○ Recommend inclusive recruitment training	Respectful recruitment improves diversity and trust; ignoring the issue leads to discrimination complaints.
Employees report frequent unpaid overtime.	○ Encourage dialogue ○ Advise formal reporting ○ Tell workers to accept it	Fair solutions improve morale; ignoring it reduces trust and increases staff turnover.
Budget allows either accessibility improvements or a training programme.	○ Invest in accessibility ○ Invest in training ○ Split funding	Each decision benefits different groups, showing trade-offs and the need for long-term planning.
Citizens and old employees complain that newcomers receive "special treatment."	○ Organise a public discussion about inclusion ○ Share accurate information ○ Defend and justify special treatments	Constructive communication reduces prejudice, while misinformation increases social division.



Summary, debriefing & reflection questions

- ◆ How did your choices affect equality and safety within the community?
- ◆ Were all people involved equally responsible for creating fair conditions?
- ◆ Why are equal opportunities beneficial for society as a whole?
- ◆ Can fairness require "special treatment" or different forms of support?
- ◆ How can ordinary citizens promote fairness and equality in everyday life?
- ◆ What would you do differently if you played again?
- ◆ How do fair working conditions contribute to stronger communities?



References & additional resources

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