

Time: 20 - 30 minutes

Teams: 10 - 20 players

Location: Any indoor or outdoor space with sufficient capacity

Educational Objective

The purpose of this task is to allow participants to experience employment inequalities in a physical way.

The activity helps them recognise the barriers job seekers face - such as competition, discrimination, unequal access, and privilege - and reflect on how structural factors shape who gets opportunities.

Moderator

Break Into the Job Market

Step-by-Step Instructions

1. Introduction & Framing

Explain that the circle represents the job market, the person inside is a 'good job', and the person outside represents a job hunter trying to enter. Emphasise that job access is not equal for everyone and that the goal is to understand barriers, not to compete.

2. Organisation

Choose an adequate indoor or outdoor space.

Set clear norms: safe physical contact only, cooperation within the circle, and respect for all players.

Moderator's role: *If blindfolds are used as an optional challenge, ensure participants feel comfortable and understand the symbolism before starting.*

3. Create the Job Market (2 minutes)

Ask participants to form a tight circle.

Choose one participant to be the job (inside) and one to be the job hunter (outside).

Ensure the circle works together as gatekeepers to keep the job hunter out.

4. Break In (10 minutes)

The job hunter attempts to enter the circle using strategy and movement. The circle cooperates to block entry. When the job hunter reaches the job, switch roles and begin a new round.

Optionally, introduce obstacles to represent real employment barriers: restricted movement, blindfolding to symbolise discrimination, a stronger circle for economic crisis, or a looser circle for favourable market conditions.

Add only one challenge at a time to ensure safety.

Moderator's role: *Monitor safety, discourage forceful blocking, and observe patterns for discussion.*

5. Reflection & Discussion (5 minutes)

Guide the reflection using questions such as:

- How did it feel to be the job hunter?
- What made entering difficult?
- What barriers in real job markets does this represent?
- How can societies or employers reduce these barriers?

6. Summary & Consolidation

Highlight that job access is shaped by systemic factors - not just individual effort. Reinforce the importance of fair hiring, support systems, and inclusive workplaces.

Mission Equipment

Blindfolds (optional)



Role of the Moderator

The moderator acts as a facilitator, not a judge. Your role is to:

- Ensure physical and emotional safety.
- Keep time and structure the activity.
- Maintain fairness and respectful behaviour.
- Help participants connect the simulation to real-life employment inequalities.