LABOURGAMES

Artistic Research

as part of the PREPARATION PHASE in NL, GR and DE
Project Activities 6, 7 and 8 (January – June 2017)

Initial Investigation to prepare the Game Jams in
Amsterdam, Athens, Hamburg and Berlin

FINAL INTERNAL REPORT / BERLIN / 16 AUGUST 2017

LABOURGAMES
work and play

DOCUMENTS OVERVIEW

Part A
INTRODUCTION AND OVERVIEW

Whilst the **UN-CONFERENCE** in December 2016 as the PUBLIC OPENING of the project in Berlin with its mix of specialists and influencers from the different sectors of labour, gaming, culture, data activism and public organizations provided a set of questions, immediate feedback and research opportunities, the subsequent **ARTISTIC RESEARCH** phase allowed the partner consortium not only a deepening of the core research questions and the reflection of first assumptions, but also to get familiar with testing of game prototypes and game-design techniques.

The **overall aim** of the **ARTISTIC RESEARCH** phase was to expand the view on each partner's research area and create a common understanding of the projects working fields.

The gathering of information and inspiration was pursued via two central approaches:

- firstly, an open and vast that allows the collection of information and ideas – to mix and to link them, to recombine and to spill over them to the project's key domains, the dichotomy of Labour and Game
- secondly, a sharp, targeted and question-oriented approach – also with the aim to establish exchange with stakeholders and other specialists

Furthermore, the **ARTISTIC RESEARCH** phase was used to strengthen the project's research approaches in relation to the **general project objectives** which are:

- **new perspectives on the current labour system in Europe** in a playful way
- **self-developed games** and an **in-depth investigation on game mechanics** in the world of work

and the **general project aims** which are:

- include **various audience groups** in the co-creation of labour-related games
- encourage artists and cultural players to explore **new product development strategies** and management models to **foster entrepreneurial skills**

The **ARTISTIC RESEARCH** phase was led by the project coordinator urban dialogues. The head of the artistic research phase was Robin Resch (robin.resch@labourgames.eu).

1. CONTEXT

THE FUTURE OF LABOUR

Driven by technical innovation, extensive digital networking, constantly increase of mobility and the rise of complexity and interdependencies on global markets, the working world is undergoing a fundamental structural change. The shift from a successfully industrial society into an increasingly technology-based service and knowledge society seems to be accomplished. The ever more intelligent and efficient networked communication channels are striking here, which more complexly interconnect the working world and its organization systems, while at the same time offering promising simplification and relief potentials.

Further investigation is needed to figure out this transition into a new epoch. However, the changes mentioned make sure that large numbers of the long-established and solid concepts and approaches of the working world are put to the test. This includes the cultural sector in general and particularly its institutions, but also civic organizations and other key players. Against this background, the entire spectrum of the world of work – from the societal to the individual sphere is affected by this circumstance.

Constantly changing learning requirements and a demographic change are also to be considered here. Long-established concepts, structures and strategies need to be adapted, partly rethought, developed and tested. This is a difficult but central challenge, especially for large scale organizations and companies. With innovative formats that look less like standardized solutions but are rather event-like and test-oriented.

Therefore, the results of the **ARTISTIC RESEARC**H phase of as the baseline for the F**OUR LABOURGAME JAMS** can be outlined as follows

- developing **educational and learning tools** through game design (urban dialogues and anschlaege.de, DE)

- creating **access to the labour market for refugees** via games and game mechanics, taking in consideration the new arrivals and global migrations streams (Open State Foundation, NL & H.A.B.I.T. Group University of Athens, GR)

- generating a **critical reflection on the conditions of labour in a broken economy and its ramifications on society** via game design (H.A.B.I.T. Group University of Athens, GR)

2. KEY RESEARCH QUESTIONS

The central questions during the ARTISTIC RESEARCH evolved around two major branches. One was the overall question about methodological innovation through inspiration from game-design, game-development and playfulness for own working culture (MICRO) and the working world in general (MACRO).
It is to state that in general all partners in the consortium were very motivated and open to apply the researched game design techniques for their own sector and showed great interest in experimenting with these agile project development techniques.

The other research branch was rather oriented towards **specific local challenges and issues** such as **game design in the educational context: Can Game-Design influence the way how Cultural Institutions work? Can Game-Design be an appropriate method for education and learning?** The design agency anschlaege.de (DE) has worked closely together with urban dialogues who had focussed their research on similar questions but rather taking a more distant macro perspective on **how games could be applied in the (cultural) working world** and therefore intensely scouted for existing examples and possible spill-over effects into different working domains.

Besides that, a central question that evolved over the course of the research phase in the Netherlands but also in Greece, was the burning issue of **young refugees and their access to the local labour markets: Can games support the access to local labour systems and markets?** H.A.B.I.T. Group University of Athens (GR) and Open State Foundation (NL).

Moreover, Open State Foundation (NL) explored the possibilities **how open labour market data could be used to design games** via events like hackathons and Un-Conferences. H.A.B.I.T. Group University of Athens (GR) has mainly focussed their research on the question **whether games could serve as a critical medium regarding labour conditions and in how far game design & labour could be applied to the wider topic of a broken economy.**

3. RESULTS AND CONCLUSIONS

anschlaege.de (DE) worked closely on the question of connecting the analogue sphere of a theatre with digital tools and technologies and using game design as a method to start thinking about the impact of the Digital Revolution on the future of cultural institutions. There seems to be a great space for combining creative, conceptual thinking with Design Thinking methods and a potential for institutions to work in interdisciplinary teams (of different institutions) to create new ways of storytelling and allowing a more user-oriented content production but also dissemination.

The educational system plays a key when preparing people for the changes in the world of labour. The question of the »Future of Labour« implies the question of the «Future of Education». Bringing together performing artist with game developers incorporates unused potentials that can be exploited from different ends – games can be the link (theatre, artists, game developers).

Open State Foundation (NL) managed to bring together real open data sets from labour market and tie them into a playful research approach, inspired by social labs and social design. Furthermore, the ARTISTIC RESEARCH phase was used to experiment with agile techniques, combining field research with (big) data analytics with the aim to create games which can help new arrivals in the agglomeration of Amsterdam to enter the labour market. During this phase a strong need for connecting existing data sets to real issues like youth employment and integration of refugees in the labour system were revealed.

However, mere data sets from labour market partners are not enough, own data collection via physical interviews with refugees and young unemployed need to be combined. This lead to a new working approach for the project partner themselves!

H.A.B.I.T. (GR) established connections between game designers, social entrepreneurs, activists, artists and academics. There is a lot of space for critical games with a focus on society and current labour conditions. Games at the workplace have a great potential to highlight political and psychological implications in order to understand the situation of colleagues, leaders and other stakeholders. Empathy and empowerment were some of the possible positive outcomes that emerged in the ARTISTIC RESEARCH phase.

Game Design can be used in a fruitful way to deal with social issues and personal issues, but it is important to take into consideration ethical implications and tackle with sensitivity and deep understanding current issues with actual impact.

urban dialogues (DE) has opened doors at institutions and other stakeholders to experiment with agile development principles which are great tools to boost efficiency and creativity of cultural producers, cultural institutions but also civil organizations, small and midsize companies which all can benefit from the power of games and game principles in projecting and dealing with the challenges of the tomorrow.

There is a strong interest in **project development games** for application processes but also for projecting future challenges and possible dangers. Testing game prototypes with institutional partners and stakeholders can literally change the game and allow unknown, direct and horizontal ways of viewing the issues. This is key for a mutual understanding and helps both sides to understand the other side.

4. TOOLS OF COLLABORATION

LABOURGAMES used 3 main tools to collaborate and communicate during this phase.

google Drive – collective Documents
Google Drive is a file storage and synchronization service that we used to store data and write online based text documents that are visible for all participating project partners.

Slack – Instant Messaging and Calls
A communication tool for messaging and conference calls that we used to share interesting content, links and discuss our ideas and processes via messaging and regular calls.

Pinterest – Link Mapping
A tool to pin links of interesting content found on the internet, it adds a visual component to all those links we find and is great fun to use!

There are five different topics:

Automation and the Digital Revolution

Future of Labour

History of Labour

The political aspect of labour in the 21st century

Critical Games

5. PROJECT'S MATRIX

BUSINESS MODELS

- a board or card game clearly related to labour market data, planned to be produced and marketed within the project

- game design as part of an interdisciplinary research approach: Game Jams as vivid laboratories for eCulture and technological research (usability)

- connecting the technical surroundings of location based services to the expertise of theatres as potential location experts of digital content

- organisational development service - particularly for cultural institutions - provided by game designers (games as tools for hands-on experience)

KNOWLEDGE TRANSFER

- Games can be part of an Application Process for Project Funding

- Hackathons can be an approach or a tool for organisational development (e.g. for cultural institutions)

- Transfer of agile development Methods (sprints, rapid prototyping etc.) into the social realm

- game design as a method of learning in schools (extra-curricular) as well as potential in informal or non-formal learning settings

AUDIENCE DEVELOPEMENT

- inclusive and participatory approach - new target groups (refugees, entrepreneurs, learners, teachers, scientists, administrators, funders)
- the public / the wider audience can be involved in settings that are designed by games or play
- recruiting participants for the Game Jams at offline preparatory meetings (e.g. inviting stakeholders and potential partners in playful and inspiring pre-events) as well as online by blogging and social media management tools
- game jams can also be used as acquisition tools to involve younger generations in the activities and the programme of cultural institutions

CRITICAL REFLECTION

- Gamification in business companies is a critical point
- lack of good governance and strategic policy regarding labour market data
- only little data is shared or reused outside organisation silos, no big data is shared
- ramifications and repercussions of a broken economy can be visualised by game mechanics

PART B
ARTISTIC RESEARCH IN GERMANY, NETHERLANDS & GREECE

The following section is a summary of the research activities of each partner within the consortium involved in the artistic research phase in DE, NL and GR reflecting each of their initial research questions, milestones and central activities, methodical approach, general key findings and game-related findings.

These questions, observations and key findings are the foundation for the subsequent **LABOURGAME JAMS**.

anschlaege.de (DE)

INITIAL RESEARCH QUESTIONS

- The Question *»What if a theatre stage is one level in a (digital) game?«* came up at the **Un-Conference as the central research question** of the German part of the project

- How can Game-Design influence the way Cultural Institutions are working?

- Is Game-Design an appropriate method for cultural mediation?

- Is Game-Design an appropriate method for education and learning?

- Which digital behaviours and cultural techniques – transferred into analogue space – produce an added value / growth of knowledge?

MILESTONES

- researching, testing and **applying existing games** like *What´s your Superpower* to own working structure (February – March 2017)

- **creating a prototype** of a board game that serves as a **project development tool** to understand the process of game design **testing the prototype** of the board game with key stakeholders (March – April 2017)

- meet several institutions to talk about games, e.g. *Kulturprojekte GmbH, Berlin Senate, Kampnagel Theater* (Mai – Juni 2017)

- **workshop** on game-design as an educational tool with 12 teachers in Hamburg (Mai 2017)

METHODICAL APPROACH

- Researching in a handy, down-to-earth way. »researching means listening«

- Desktop research

- Taking part in the **Un-Conference**

- Participation in the **Hackathon** in Leuwaarden (hosted by Open State Foundation)

- Developing a **project development game** for application processes for cultural institutions (collaboration with urban dialogues)

- Developing a **game concept for the City Planning Department of Berlin**

- Proposal for the **Kulturstiftung des Bundes** about the interface between the analogue space of Cultural Institutions and digital content.

KEY FINDINGS IN GENERAL

1. The Digital Revolution will change the way how cultural institutions need to work and act. Game-Design is a good method to start thinking about the impact of the Digital Revolution because Game-Design combines creative, conceptual thinking (as cultural institutions still do) with aspects of »the New Labour«, e.g. Design Thinking methods, working in interdisciplinary teams (of different institutions), storytelling, user-oriented content, etc.

    This means: Working with Game-Design strengthens the understanding and the skills of Cultural Institutions for handling the Digital Revolution

2. The educational system is a key level in order to prepare the younger generation for the changes in the world of labour.

3. The understanding of the disruption process of the labour market is still underestimated.

4. There is a lot of creative potential in connecting performing artist with game developers - they are often operating in similar mind-sets.

5. Theatres are insecure when dealing with challenges of the digital disruption. The technical surrounding of location based services could possibly be connected to the expertise of theatres as location experts of digital content.

    Theatres could be the interface between digital content and analogue space - Games could be the link between both spaces. There is a huge potential for business models as *museumshack. com* or *sofarsounds.com*.

6. The question of the *»Future of Labour«* implies the question of the *»Future of Education«*.

KEY FINDINGS ON GAMES, GAME DESIGN & GAMIFICATION

1. The term »GAMES« is primarily linked to VIDEOGAMES, other kind of GAMES like board games, LARPs etc. are often not automatically linked with »GAMES«.

2.   Games do hardly play a role in daily business of cultural institutions.

3.   Germany suffers a negative public opinion about *»GAMES«* or *»Computer-Games«*. The debate about Games is predominantly about brutality in shooters or the addiction of male youth to Online-Games.

4.   GAMES could be used as acquisition tools to involve younger generations in cultural institutions.

5.   It is important to differentiate between GAME DESIGN and GAMIFICATION.

6.   Game-Design (not Gamification!) is a good method to discuss complex issues.

7.   Even an abstract data base is an inspiring input to create games, like an excel sheet with 30.000 anonymised CVs.

8.   The most important thing in a game design process is prototyping. And prototyping. And prototyping.

9.   Analogue prototyping is much more easy (and faster) than digital prototyping.

10.   Even simple game mechanics are helpful for people to deal with complex subjects.

11.   Games - even games without images - are more successful in visualizing facts than a visualization without a game context.

12.   Games without interaction are quite weak to deal with labour aspects.

13.   Players should have the possibility to play a game in a way they want - the less rules the better.

14.   Organisational Development could be an interesting field (or even a business model) for game designers.

Open State Foundation (NL)

INITIAL RESEARCH QUESTIONS

- Can provided open data in form of labour data sets result in games?
- What can we learn from events like hackathons and Un-Conferences on game design in relation to labour market?
- Can we predict the developments on the labour market? Are changes more frequent than a few decades ago?

MILESTONES

- **Un-Conference** – extended knowledge on game design, gamification and how to connect to labour topics in playful ways. (December 2016)

- **Desk research** – discussed notes and experiences from the Un-Conference and discussed with stakeholders and experts. Based on these discussions, developed an extended career data model (including birth, retirement and death) based on a timeline and combined it with possible sources of data and data formats. Moreover, examined a way to talk more easy about labour and the labour market, and found that the Game of Life is a good paradigm to talk about labour from an individual perspective. Furthermore, provided data sets for the Hackathon. (January – March 2017)

- **Hackathon** – a 2 day event with 50 computer science and design students from the *NHL Hogeschool Leeuwarden*. Participants were exposed the findings from the Un-Conference and challenged to test if labour data (30.000 anonymised CV's of young people looking for a job provided by *USG People*) could result in games. Basis of the assignments were famous games like: Memory, Quartet, The Game of Life, Monopoly and the TV game 'Jeopardy'. (February 2017)

- **Wrap-up** – a detailed conclusion with key facts, assumptions, findings and clearly defined next steps for PHASE III game jam. (March 2017)

METHODICAL APPROACH

- **Brought in expert partners** like USG People and Stefan Mol from the University of Amsterdam's *Faculty Economics and Business department Leadership & Management*.

- Request **labour market data from partners** to be used in games and game jams.

- **Grow knowledge on game design** develop a approach for labour and games to work on in the further project.

- Desk Research – **reflect Un-Conference** and discuss with stakeholders and experts.

- Applied the **Game of Life** as a good paradigm to talk about labour from an individual perspective. This approach provides an **integrated perspective**, and is a clear way to organize data (formats) relevant to the labour market!

- Make use of the project to experiment with **agile techniques**, combining field research with (big) data analytics.

KEY FINDINGS IN GENERAL

1. Very few (open) data projects exist around the quickly changing labour market.

2. More organisations could (and some do) provide labour market data: tax, social, welfare, unemployment agencies, employers and temp agencies. Sometimes statistics offices republish these data in aggregated form.

3. Very little high resolution data is available; LinkedIn is a huge public resource, but not usable as data source. Privacy and business interest are main reasons for keeping data closed.

4. A model with a shared language to more easily talk about labour market data across borders, without diving into typical local details is needed.

5. Agile Project Development techniques are great motivators for young students and imply an unexplored potential for education (universities, schools).

KEY FINDINGS ON GAMES, GAME DESIGN & GAMIFICATION

1. In games changing one parameter can provide a totally different experience. In combining different games (e.g. memory and quartet (then called re-memory)) there is an inspiring possibility to create new game experiences.

2. A limited starting set (data & 6 games) is a good building ground. Modifying simple well known physical table-top games (memory, quartet, game of life...) is very useful as starting point for beginners in game design.

3. Game design can be learned by doing, iteratively with play-testing, adapting, presenting to speed up the process.

4. Three perspectives on game design to start creating a game: 1) type of game/game mechanics, 2) data, 3) storytelling/design.

5. The labour data shines through in all games, and sets the perspective of the game. This also should work for other data (spill-over effect).

6. Games as an immersive experience to learn principles of the labour market and society, e.g. the reactions to the »unemployment card« in a quartet.

7. A game played several times allows players to formulate a strategy and take into account specific complex details, such as how the labour market works. This way more complex systems (game mechanics) can be learned.

8. Game design is a wider field than gamification, which is simply applying isolated elements from games (badges, points, power-ups…) for marketing/motivational purpose.

9. The outcome of game designed processes can be games, but also something else. Like a serious application, but also an aesthetic product, or a cultural experience such as in a park or exhibition in a museum.

10. A professional career could be seen as a game, with possible moves, game states, a beginning and an end.

CRITICAL ASPECTS – WHAT WAS MISSING, BURNING ISSUES

1. New perspectives on the current labour system in Europe were missing in the games prototyped in the Hackathon. Why? Too complex perhaps, for this little amount of time.

2. Real data provided to work with is data from past/present, possible futures of labour can be modelled in games by producing new/fictional data and collecting scenario data (such as future jobs to be automated). This can be asked for in the briefing and by encouraging participants to inventing games that represent future scenarios.

3. The need within the project to connect the data to real existing issues. This lead to an adjusted project design in which we – in preparation of the Game Jam in November – make space for physical interviews in combination with data collection.

4. It seems government policies don't take an integrated perspective on the labour market and little data is shared or reused outside organisation silos.

H.A.B.I.T. (GR)

INITIAL RESEARCH QUESTIONS

- Tensions between games and labour: can games be a critical medium regarding labour conditions? (e.g. What are the labour conditions / labour market / job hunting quests, free labour, play as labour, gamification and subsumption etc.).
- Is there space for games/play in the working space?
- Game Designers and Game Developers as case studies – game design & labour in a broken economy.
- Games in the working place? Games, playfulness and gamification, possible differences and tensions in the workplace.

MILESTONES

- **Meetup** with the participation of Konstantin Mitgutsch of *MIT Game Lab* with
    - indie game designers and game developers in Athens
    - entrepreneurs and social startup accelerator in Athens
    - Athens Plaython, urban games community in Athens

- **Two workshops** on the topic of play, games and labour and documented the questions, process and results.
- Curation of a **Pinterest list** on critical games with a targeted interest in labour.
- **Discussions** with local game designers and asked them to send us feedback on the relationship between labour and games.
- **Establishing a networ**k to subsumption group of artists, academics, architects and activists.
- **Interview with** Maria Juliana Byck, an artist, documentary filmmaker, and social practitioner working in engagement through video and site-specific collaborations. Founding member of *The Athens Subsumption*.

METHODICAL APPROACH

Organizing playful situations, playing games and asking people to share with us labour experiences and/or design games in mini interviews. And organizing discussions between professionals in order to identify the situation, the possible tensions and revisit the idea of games in their labour experience.

Gathering and curating

· text

· game ideas

· images

· pinterests

KEY FINDINGS IN GENERAL

1. The current difficult labour situation in Athens creates opportunities for dialogue, new models of cooperation and need for new tools.

2. Games are considered already as a possible tool but stakeholders feel that this might not be a good timing to use them as training tools because of the high cost and the general difficult situation.

3. Game Designers and Developers are a good case study of the current labour situation. Passionate, willing to cooperate and test new models, but on a difficult situation due to lack of financial support and the absence of gaming companies in Athens.

4. Discussions about games included computer games, mobile games, locative games, LARPs, playfulness, gamified systems, tabletop games and urban games.

KEY FINDINGS ON GAMES, GAME DESIGN & GAMIFICATION

1. Importance of playfulness as a tool of resilience in a broken economy! Stakeholders and participants seemed to believe that playfulness as an open model of interactions and experimentation, can offer new models of understanding and interaction in the working environment.

2. Game design about personal issues & work experience, social issues. Games are viewed as a critical medium to offer under standing of specific issues and conditions.

3. Games in the workplace – political and psychological implications. Gamification was discussed as a not labour-friendly but more a capital-friendly medium and playfulness as a positive tool that could create new models of communication, understanding, coexistence and creativity. Video Games were used as a learning-model that teaches resilience.

4.   The difficulties of game design/development in a broken economy & the passion of creators. Game savvy people seem eager to try, fail, learn and succeed: *»Athens labour market right now is an extremely difficult level, you need to be resilient and you must have the means to fail many times in order to win the big boss«*.

5.   Free labour, start-up ecosystems and creativity as a gift, free labour of artists, designers and academics. As they mentioned, they often hear comments such as »you don't really work, you love what you are doing, you play, right?«. This would be an issue that they would like to examine further.

6.   The political implications and ethos of gamification were also questioned. It was mentioned that people should feel gratification from their work and from their salary and benefits, not from quantitative game elements in their working space.

CRITICAL ASPECTS – WHAT WAS MISSING, BURNING ISSUES

1.   One of the main issues that came up, was that usually educational/training games are not close to current labour situations due to poor game design or lack of localisation. It was also mentioned that even if the games are being commissioned by the actual organisation/factory they are usually gamified e-learning platforms.

2.   Critical games seemed to be more successful examples than training games, however since current labour situation in Athens was described as »complicated« abstract games and/or social might be more interesting, revealing and successful.

3.   Games should be designed after discussions or with the assistance of stakeholders and players otherwise it would be »meaningless«.

4.   Game designers, game developers, artists and designers seem to face common issues with the main difference that game creators do not have support networks or market channels.

urban dialogues (DE)

INITIAL RESEARCH QUESTIONS

How can games be applied in the (cultural) working world? Which examples exist in different domains and can we find spill-over effects? Can games be used for agile project development and organisational development (in the cultural industries)?

MILESTONES

1. Developed a **project development game** for application proces ses for cultural institutions (collaboration anschlaege.de)

2. participated in **seminar** *»spill-over effects«* creative and artistic interventions in companies

3. tested **game prototypes** together with different stakeholders

4. planned a **digital factory** (unfortunately cancelled) together with *Kunsthochschule Berlin-Weißensee*

5. Received **Berlin´s Best Award** for cultural initiatives for the LABOURGAMES project

6. extended interview about LABOURGAMES with *Creative City Berlin*

METHODICAL APPROACH

- Desktop & Field Research on Games in different sectors (digital and analogue)
- Observe and map out the dichotomy between labour & game
- regular discussions and meetings with partners and project participants testing and playing games
- Social Media (Pinterest Board and Facebook Posts)

KEY FINDINGS IN GENERAL

1. Institutions and Stakeholders from the cultural sector are open for experiments!

2. Agile development principles are great tools for cultural producers.

3. The creativity of artists within existing economic structures can bring up new and fresh perspectives on existing or unseen challenges.

4. Cultural Institutions, civil organizations, small and midsize companies can benefit from games and game principles in getting ready for tomorrow's challenges.

KEY FINDINGS ON GAMES, GAME DESIGN & GAMIFICATION

1. Games have an underestimated potential for project- and team development processes.

2. Playing games with stakeholders creates a horizontal interaction and allows a natural break out of the pre-set positions, hierarchies and perspectives.

3. Game testing is a time intensive action.

CRITICAL ASPECTS - WHAT WAS MISSING, BURNING ISSUES

It´s key for the coordination of the overall project to relate and combine the various results and outcome of each project partner and keep focus on a European perspective.

Part C
PROSPECT FOR THE LABOURGAME JAMS

anschlaege.de (DE)

TARGET GROUPS

- learners (14 - 18)
- teachers
- game designers

SETTING

- Deepening the key findings
- Opening-up institutions
- Combining artistic strategies (Kampnagel) with Game-Design (PLAY Festival) and to create together with 50 learners, games for a better cultural mediation

COLLABORATORS & LOCAL PARTNERS

- Kampnagel Theatre Hamburg
- Hamburger Kulturbehörde (Department of Culture Hamburg)
- Hamburger Schulbehörde (Department of Schools and Education Hamburg)
- Play Festival

Open State Foundation (NL)

TARGET GROUPS

- young people
- migrants and newcomers entering the labour market
- designer and developers
- employers and experts of Dutch labour market

SETTING

- 10 Field interviews to collect real challenges in the labor market with target groups: immigrants and lower educated youth, potential employers and role models

- what are the different target groups' biggest obstacles when entering the labour market?

- 5 video clips

- 10 interview recaps provide the basis for the 5 challenges / case descriptions which will be addressed during a 2 day game jam

- Product: 5 case descriptions to be used during the Game Jam

- During Game Jam the five cases are presented to a diverse group of approximately 100 participants, combined in teams and connected to challenges, 5 resulted prototypes

- 2 prototypes will receive 5000 euro to make their prototype into a usable product (one must be a board game)

- The two winners will be given 6 months to go from prototype to final product

- A scrum session will kick off the production phase in 2018

- After this a phase of recurrent testing sessions will be started

- During this phase a pricing and sales plan will also be developed

- Finalised with a anchor event where the final products are presented to target groups and potential buyers

- The final product will be brought onto the market by the participating teams, supported by Open State Foundation

COLLABORATORS & LOCAL PARTNERS

- multi-national job advising agency **USG**

- **Stefan Mol** from the University of Amsterdam's **Faculty Economics en Business department Leadership & Management)**

- **Job Knowledge Center:** provides target group and crucial data about job opportunities and challenges entering the labour market

- **Refugee Company:** connects refugees in the Netherlands to Dutch companies and supports them setting up their own business. Let's speed up integration.

- **Lody van der Kamp:** building bridges for young people with distance to labour market

Game Jam design partners

· *Hogeschool van Amsterdam*

(Potential) Sponsors

· Stoof/ ABU: branch organisation of flex-workers. Interested in the bottle necks of our target groups entering the labour market

· Start Foundation

· Municipality of Amsterdam

H.A.B.I.T. (GR)

TARGET GROUPS

· social entrepreneurs and professionals

· unemployed

· gamers

· game designers

· refugees

· activists

· artists

· academics

SETTING

· Focus on **Role Play Game Jam** (participants need to send a CV during an initial selection process and then will be informed if they can participate, Game Jam process will inform participants about the scope of the process)

· all teams/participants will vote for the best game along with experts and LABOURGAMES partners

· 1-2 teams will receive the award

COLLABORATORS & LOCAL PARTNERS

· Collaboration with *Municipality of Athens/Resilient Athens Office*

· Collaboration with *Impact Hub Athens*

· Collaboration with subsumption group and *Goethe-Institut Athens* in the design of the process

ADDITIONAL OBSERVATIONS

- Many Game Jams during the autumn of 2017 in Athens - use this as part of the project (game jam=fan labour=free labour)
- The difficulties of game design/development in a broken economy & the passion of creators must be part of the process

urban dialogues (DE)

TARGET GROUPS

- learners (14 - 18)
- teachers

SETTING

- urban dialogues in collaboration with anschlaege will work in two Berlin secondary schools based on the question »What is the 'Future of Labour' for the younger generation?«
- A first inaugural gathering of game designers and media pedagogues will be held in both schools in late autumn 2017.
- Two game jams will be held in winter 2017 based on the findings and experience from the game: each game jam will be held in one of the schools.
- Finally: the presentation of results will be in February 2018 during the next partner meeting in Berlin.

COLLABORATORS & LOCAL PARTNERS

- additional financial support by *Berliner Projektfonds Kulturelle Bildung*
- collaboration with *Anna-Seghers-Schule Oberschule Berlin-Köpenick*
- collaboration with *Max-von-Laue Europaschule Berlin*

OVERALL AIMS RESULTING FROM THE ARTISTIC RE-SEARCH FOR THE PARTICIPATING ORGANIZATIONS, BUSINESSES, INSTITUTIONS

anschlaege.de (DE)

- **implement game design** into the work-flow of the company
- implement technical tools into the workflow of our partners as Kampnagel as well
- Our partner Kampnagel Hamburg is interested in **agile development** and will use LABOURGAMES as a prototype.
- Cultural institutions are in a transformation process: It is important for them to create new narratives for the Digital Natives. LABOURGAMES will create those narratives.
- anschlaege.de is also a consulting agency. Games, gamification and game-design are **powerful tools for change management processes**. We want to pursue more of the knowledge of the project into our way of thinking.
- Co-operations between cultural institutions, science and companies are rare. Often such co-operations are limited to sponsoring. LABOURGAMES **offers access** to partners as IG Metall (Union), Fraunhofer-Institut (Science) or the Senate of Berlin (government) to research and to cooperate.
- widen our network of partners as mentioned above

Open State Foundation (NL)

- work closer with **stakeholders** who have an interest to adopt and further explore the possibilities of **open labour data and game design as an exploration tool**
- Corporate adoption of insights out of the hackathon and game jam to **develop tools for job seekers and intermediaries**
- Government and education improving awareness around the labour market and **improve finding of relevant jobs**, and making appropriate career and study choices
- Using games and playfulness as instruments to **increase awareness of the importance of open data in social issues**
- create **innovative approaches to put data to use**, at the same time highly benefit from the availability of new data. Sustainability can be achieved as long there are new innovations to be explored and data still to be opened-up

- pursue more **spill-overs** into Open State Foundation so that our project findings and tools can be (re)used for other projects related to **Politics to Education, Culture, Sustainability and Healthcare**

- game designers or playful designers, programmers, representatives of our target groups interested in Labour Market data to develop at least one real tangible board or card game which will be **produced and marketed within the project** with a specific target group

H.A.B.I.T. (GR)

- widen our network of collaborators and stakeholders

- work closer with stakeholders who have an interest to adopt and further explore the possibilities of game design as a critical and exploratory medium

- allow stakeholders and the wider public to explore the possibilities of serious games and playfulness in the labour sector

- use games and playfulness as tools to increase social awareness regarding current labour issues

- create and test an approach of playful collaboration between designers, researchers and stakeholders

- assist game designers or playful designers, developers and labour stakeholders to develop at least 1 critical game (digital, board, urban or in any form) during the game jam, which will be produced and marketed within the project

urban dialogues (DE)

- apply and share our knowledge of project based (cultural) work to other working domains (civic organizations, companies, organizations, institutions)

- create and test prototypes of playful project development games & tools with stakeholders but also participants, partner organizations and institutions

- expand our own cultural working context by experimenting with self-sustaining models like cultural products (games, workshops, event formats like Un-Conference, Game Jam, Hackathons)

- make sure that the results of the project are properly and widely distributed and can be applied to different audience groups (safeguarding the aims that have been defined in the project proposal)

Part D
GAMES APPENDIX

1. LIST OF GAME IDEAS

1. **StillPlaying**
   https://www.facebook.com/stillplayingg
   Outcome of the Global Game Jam in Athens, January 2017

2. **»Quartett/Happy Families«** A card game variant where players try to collect sets of CVs/jobs in different sectors. Game is framed as a backroom showdown in which bosses of job agencies divide up the market.
   Outcome of the Hackathon in Leeuwarden, February 2017

3. **»Memory«** variant where players form integrated »career paths« of four cards instead of identifying pairs of 2.
   Outcome of the Hackathon in Leeuwarden, February 2017

4. **»Guess who?«** variant where players ask facebook friends to find the perfect job for them (and vice versa)
   Outcome of the Hackathon in Leeuwarden, February 2017

5. **»On the clock«** A playful activity where participants walk in circle clockwise around in a brainstorming session mentioning the first words/phrases that come up to their minds about their work. Equally positive and negative associations are documented on post-it notes. This activity resumes in a discussion about emotional experience during work, the sense of purpose or lack thereof while working and the distinction between the notions of »work« and »labour«.
   Outcome of the Un-Conference at Goethe-Institut in Athens, March 2017

6. **»The Conversation Game«**: based on a card set of images, graphs and quotations on the future of labour in Europe plus a set of year cards 2025, 2050, 2100 each player gets 5 random cards. Each player plays one card at a time and explains what will / has happened. The others can add cards and stories to the game. These serve as the base of a vivid conversation about the Future of Labour. It´s an unfinished idea, not clear yet on whether one can actually win or if the game ends when all cards are played out collectively.
   Outcome of the ARTISTIC RESEARCH PHASE in Berlin, March 2017

7. **»Yes, and... «, »Yes but...«**: focuses on the role of teamwork. Participants witness the difference between building on team effort and positive attitude as opposing to reluctance and dispute through a playful activity. This role-playing activity underlines the difference of results when players discuss about organising a hypothetical birthday party.

a.   Round I: Each player has to speak after the other beginning their sentence with »yes and…« completing their phrase as they wished for the first round. This round resulted in successfully planning an event as expected, with players feeling excited to contribute their inputs for the party to be supposedly planned.

b.   Round II: For the second round of the same game, each player had to start their phrase with the words » Yes, but…«. This round resulted in failure to organise the party as expected with players sabotaging all previous efforts for the team to reach their goal. This activity resulted in discussion on how positive or negative attitude affects teamwork, especially in setting new projects, new goals and outcomes.

Outcome of the Un-Conference at Goethe-Institut Athens, March 2017

8. **»The Blame Game«**: a spontaneous hack of the game **»Yes, and… «, »Yes but…«** in relation to labour. The first player starts by stating an excuse for not sending a hypothetical e-mail and tossed a ball to the player they considered responsible. The next player passes the ball again by blaming another player beginning their sentence with »Yes, but he/she…«. This activity triggers discussion about roles, hierarchies, routines and communication channels in the workplace when it ended. Role-playing in this session was mentioned to have facilitated empathy among work-team members. The workshop concluded in a dialogue concerning participants experience and thoughts throughout the session. Considering what kind of play would they associate with labour, participants mentioned self-esteem, relaxation and creativity nurturing as priorities. Focus was drawn on inclusive games for all people regardless of age, experience, and skills. Participants discussed the notion of work being meaningful and how could games contribute to restore their sense of purpose in the work environment. Games that could help explore their potential in labour and their abilities, as well as in career-orientation or change of career were discussed. This activity triggers discussion about roles, hierarchies, routines and communication channels at the working place when it ended. Role-playing in this session was mentioned to have facilitated empathy among work-team members.
Outcome of the Un-Conference at Goethe-Institut in Athens, March 2017

9. **»MietHi«**: anschlaege.de presented LABOURGAMES to some officials of the Berlin Senate. This resulted in an interesting discussion about the possibilities of data research via gaming we researched some games. The game »Sea Hero Quest« collects data from gamers playing this game to improve the scientific research of dementia. The following document is a concept to support the Berlin government - especially the city planning department - to collect anonymised data by developing a digital game.

Big Data und Serious Games / Gamification in the berlin urban planning department
Outcome of the ARTISTIC RESEARCH PHASE in Berlin January-ongoing 2017

2. LIST OF INSPIRING GAMES

WHAT'S YOUR SUPERPOWER?

Super Power Card Game created by SYPartner is a tool to help you and your team learn about your individual superpowers, and how to use them to be at your best. During our research phase, we found out that SYPartners is a consulting agency. The game is about to find out your personal superpower. 21 superpowers are described very detailed.
We played the game several times with partners and employees to learn how a game could be used to change work scenarios. We changed the game play to improve the game.
https://superpowers.sypartners.com/

Most-wanted Iraqi playing cards
https://en.wikipedia.org/wiki/Most-wanted_Iraqi_playing_cards

List of Citizen-Science Projects
http://www.skyandtelescope.com/online-resources/list-citizen-science-projects/

The Virtual Watchers - Joana Moll (Citizen border guards)
http://www.virtualwatchers.de/

Principles of Good Game Design
http://www.redkeybluekey.com/2011/09/8-principles-of-good-game-design.html

Online Classroom Games for Teaching Economic
https://economics-games.com/

Demonx I. Projection mapped game for children
http://www.initi.org/workss/demonz-i-installation-for-kids-prague-handball-cup-2016/

81 Creativity Card Decks
https://methodkit.com/research-method-cards/

Aristede Antonas - Open Air Office
http://www.aristideantonas.com/tag/urban-protocols/project/open-air-office
http://antonas.blogspot.de/

Chicago Teens creating Video Games that address white privilege and racial profiling
www.blavity.com/these-chicago-teens-are-creating-fun-socially-conscious-video-games

Papers, Please
http://papersplea.se/

Foldit

https://fold.it/portal/

Foldit is a revolutionary crowdsourcing computer game enabling you to contribute to important scientific research. This page describes the science behind Foldit and how your playing can help.

World Without Oil

http://writerguy.com/wwo/metahome.htm

WORLD WITHOUT OIL is a serious game for the public good. WWO invited people from all walks of life to contribute »collective imagination« to confront a real-world issue: the risk our unbridled thirst for oil poses to our economy, climate and quality of life. It's a milestone in the quest to use games as democratic, collaborative platforms for exploring possible futures and sparking future-changing action. WWO set the model for using a hot net-native storytelling method ('alternate reality') to meet civic and educational goals. Best of all, it was compellingly fun.

Superstruct

http://archive.superstructgame.net/

Superstruct was a massively multiplayer forecasting game, created by the Institute for the Future, and played by more than 8000 citizen future-forecasters from September - November 2008.

Artists at Work

http://www.socialsensibility.org/

Artist residence project within a french factory in Beijing, China.

3. FURTHER INSPIRATION

- not a game but lot's of ethical questions
  https://www.myloneworkers.com/content/features

- Agency - this video turns a photo session into a video - great visual effect
  and possibly to be applied to LABOURGAMES
  http://mamapapacola.com/de/kreation/ideen-maschine

- Dr Laurent Bontoux, Policy Analyst, JRC – Joint Research Centre, European
  Commission, Belgium
  Invented the 2050 board game on a sustainable European economy
  http://cfsd.org.uk/site-pdfs/si13/speakers/Speaker%20Biog-Photo%20Dr%20
  Laurent%20Bontoux.pdf

- showing the current percent of automation potential on jobs
  https://job-futuromat.ard.de/

IDEAS ABOUT LABOURGAMES TO EXPLORE:

- **The Blame Game** (as described above)

- **What-do-you-do-game**: a game that you describe aspects of your work and
  other players try to guess (charade-like)

- **A.I. in labour**: when robots take charge. A scenario of how AI changes the
  workplace

- **Job-title role playing**. Is a job title enough to know what you are actually
  doing? (Themis story)

- **Games during work**: what is the framework and etiquette for playing at
  work

- How do we »trick« ourselves to work

- **Gamification and money**- is this badge a bonus?

- **Social-media gaming** and/as job-hunting. Networks

- **»Hard Decisions«** is based on the greek legal system and the actual proce-
  dure of a trial - with info from a… real lawyer! Although it's not an edu-
  cational game, after finishing the first game you already know the basics of
  our law system!

- **»KSI (Kitchen Scene Investigation)«** puts you in the role of a forensic
  agent, searching for clues to solve a murder case. Goal of this game is to
  transform players into investigators and let them create and solve a
  case using only their imagination. If during the same game players create
  mystery, fantasy, drama and theatre

- **»Radio Waves Battles«**, players operate a radio station. They are radio producers, trying to satisfy listeners and sponsors with radio shows, music choices and commercials. What we try to accomplish with our games is to entertain people through freedom of creativity, challenge of narration and use of imagination!

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INITIATIVE
Creative Gaming

European Partners

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kommunikation · design · phorschung

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Supporters

LABOURGAMES was initiated by urban dialogues e.V. and anschlaege.de

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and the initiative Creative Gaming e.V.