



## Annual Council Meeting Minutes

Berlin, 17 September 2010

### FOLLOW-UP SUMMARY

**All:**

- Forward GL Column to your lists: trade unions, FES, COSATU, RC44 etc. and cc: [hobden@ilo.org](mailto:hobden@ilo.org).
- Send material on South-South cooperation by the end of the month.
- Send website updates and GLU alumni information to Harald who will update information on the web. Particularly, send clear application and student exchange guidelines for your campus.

**Claire:**

- Update GL Column
- Compile material on south-south cooperation

**Devan:**

- Revise Conference proposal based on feedback.

**Michelle:**

- Revise Conference proposal based on feedback.
- Touch base with RC44 for participation in GLU Conference 2011  
Draft a letter for TU to inform about successful course completion by the sponsored student. (done see attached) **Mariano:**
- Send out the draft funding proposal

**Charlotte:**

- Submit proposal for workshop in Canada (DONE – see attached)

**FES:**

- Connect FES website to GURN website with a link
- Provide email address that students should contact for library password
- Reiner to contact FES regional offices for GLU alumni workshop funding.

**Frank:**

- Follow up on ILO library
- Guidelines for proposing Alumni research projects
- Explore possibilities for financial support from GUFs.

### GOOD IDEAS, NO FOLLOW-UP

- Strengthen research methods for GLU students/alumni research groups
- Alumni to discuss how to take over fundraising and payment logistics for research groups
- Edit application form to include first and second choices of GLU Campuses
- Should create an excel spreadsheet every year with all applicant information.
- Look into possibility of online courses with Empire State College, New York.

## 1. GLU Conference & Summer School 2011

WITS will host the 2011 GLU Conference and summer school, to take place from the 29<sup>th</sup> of Sept to 1<sup>st</sup> of October. The Steering Committee meeting would take place on October 2<sup>nd</sup>.

The proposed theme for the GLU Conference is “The Politics of Labour”, drawing on the Wits strength in political and industrial sociology, and somewhat broadening focus beyond economics.

Although willing to host the summer school, there is concern of capacity issues. There is therefore a pending agreement that Kassel, will take charge of most of the logistics related to the summer school. Reiner Rademacher will also explore whether the FES South Africa office can provide support for the conference and/or the summer school.

A proposed programme was distributed (see attached).

### **Incorporation of International Sociological Association**

**Proposal/Decision:** RC-44 – the labour section of the International Sociological Association – is very keen on the GLU and has expressed an interest in attending the GLU conferences as much as possible. They have representatives from regions around the world, and in particular are interested in doing a one-day pre-conference meeting before the next GLU Conference in South Africa.

### **Feedback on proposed programme:**

Given the South African context and the absence of a language barrier, the upcoming conference is a good opportunity to get more trade unionists involved as well, maybe by collecting their testimonies and linking their experiences to the programme. However, such testimonies may oversimplify the trade union experience in South Africa. Moreover, the conference should not be too focused on South Africa, and should stay sensitive to the international composition of the conference.

To attract trade unionists and practitioners, the programme might have to be reframed to be more policy-oriented, and less academic sounding.

Some thought should also be given to make sure there is room for GLU economists, and that international dynamics are taken into consideration (such as G20 and global governance).

The idea of highlighting the ecological question and the Green New Deal was also discussed, with the idea of perhaps inviting a prominent speaker like Nicolas Stern. In particular, it would be interesting to integrate panels or discussions on the following topics:

- Conversion of traditional energy and material, stopping the production of things like cars and weapons, and rethinking what gets produced. This is increasingly not only a problem for trade unions in the North, but is also relevant to the South.
- Maybe we could invite some keynote speakers on what's being done so far and what the challenges are.
- Possibility of inviting South African eco-socialists.

The question of development is also very important as a debate for TUs in third world countries. Some TUs are questioning the Copenhagen move to put pressure on developing countries. Growth seems to be essential for many developing countries, while there are growing environmental limits to growth globally. The living standard and to some extent, lifestyle of the western high income countries has been the aspiration for people around the world. What are the ideas and the potential for a different – environmentally more sustainable – pattern of development? Can we imagine an alternative development path for developing countries. Or is it unlikely that developing countries give priority towards sustainability as long as the rich nations continue to consume and to pollute on a much higher per-capita basis. This is an important emerging power struggle that we should not neglect.

Moreover, we can't discuss poverty reduction without addressing the issue of growth. So perhaps, we could reframe the conference in terms of "Alternative development trajectories" – which would include the politics of labor and development.

Given our new efforts at fundraising focusing on South-South cooperation, it may also be a good opportunity to create a space for debate or dialogue explicitly on that issue.

**Cautions:**

- The call for papers should be tailored to attract both trade unions and academics. It should also be required that papers include solutions or suggestions of elements of good policy. The outline should be an invitation for an open debate that allows for a variety of possible answers and ideas.
- Though all of these topics seem interesting, we must also recognize that all of these topics can mushroom. We must either limit the scope, or extend the time. The former seems to be unrealistic under cost considerations.

**Logistics/Format:**

Lygia pointed out that it is difficult to bring trade unionists to conferences (time and language) The conference is an opportunity to invite interested trade unionists that have so far not been involved in the GLU. Each campus and the national trade union partners could work together to bring colleagues from the trade union movement who are interested in the conference topic and who could bring the experience back home. We would also think of the role of the trade unionists in the conference. They might not have the time to prepare a paper. It might be interesting to set up also some discussion fora.

Reiner suggested extending an invitation to the regional secretaries of the GUFs as they are important multipliers to reach out to the trade unions

Perhaps this is also an opportunity to rethink the traditional conference format, composed of panels and plenaries. It discourages real dialogue. We should think of a better way to give space to people who are not presenting a paper.

**Summer School / Alumni Research Groups**

There are some new research projects, but we always encourage new involvement, and new leaders. Alumni have come up with a new topic, and more will come up with their own ideas as well. Currently there are the following research groups

- International Framework agreement
- Global Sport events
- Political alternatives beyond capitalism

- Extension of Social Security
- Gender equality in trade unions
- . Minimum wage policies

The alumni who are involved pointed out that we must design guidelines for alumni to submit their own research proposals. There is currently not a very clear process for initiating new research groups.

Another issue is that funding for the research groups can no longer go through Kassel, because it is far too administratively intensive.

**Proposal:** Maybe the GLU Alumni Association can disburse the funds to research collaborators. GLU students could also benefit from a stronger research methodology seminar.

**Decision:** Alumni will hold a session at the summer school to discuss process and logistics for supporting further research. The quality of the alumni network is dependent on the quality of the work they're doing together, so it is agreed that these projects are worth investing in.

A decision on whether to host the Summer School before or after the GLU Conference will be taken based on events happening in SA at the time as well as ensuring maximum participation from GLU alumni in both events.

## 2. Strengthening and broadening the GLU cooperation

### **GL COLUMN**

This year's goal for the GL Column is to build the listserv up to 10,000. To do this, it was decided that everybody will provide Claire with additional e-mails to include in the list. We would add RC 44, and forward to FES, COSATU, and other union lists.

**Alumni** should also get more emails from their unions – this will serve the double purpose of educating their unions about what kind of material the GLU produces.

### **Alumni database**

Harald is doing a very good job maintaining this database, which is useful to strengthen the network, provide a track record of alumni and inform supporters, trade unions as well as funders.. Campuses must provide updated information to Harald. Harald will provide a template for the required information.

**Proposals:** Could be used as a directory of GLU alumni, highlighting their specific areas of expertise, and disseminated (as long as alumni agree).

**Decision:** Ruskin graduates can go on the database as well. Each coordinator should send Harald updated information. Send out completed lists to alumni on an annual basis.

### **Annual Report / South South Cooperation**

In late November there is a Global Forum on South South Cooperation, based at the ILO this year for the first time. The GLU will be presenting there and potential funders will be present. To prepare for this forum, we would like to publish a glossy three-fold on the

GLU. For this, we need examples of South-South cooperation in the GLU. Ideas to highlight: research on social floor, for example, the GL Column, the upcoming conference in 2011. Please provide input in the next 2 weeks – ideas practice, next steps of south-south cooperation. **BY OCT 1<sup>ST</sup>**.

### **Website Update**

Much of the information on the website is quite old now. Harald needs information from campuses to update website. Not just for coordinators, university reps should participate in this as well.

### **ILO and FES Library**

FES has a library where they are subscribed to 200 or so online journals. It is a wonderful resource. To sign up, each person has to send an email to the contact person who will then send them a password.

Moreover, the ILO library is prepared to provide open source resource guides. But we will pick this up again in October when we have a new person on staff at the ILO.

### **Student Applications and Exchanges**

**Challenge:** there are problems in processing applications that are submitted to more than one campus. It highlights certain coordination issues at the international level that also apply to student exchanges.

#### **Key Points:**

Each campus has different rules and the academic years often don't match up. This makes exchanges and application process complicated. It is true that most applications still go to Kassel. In South Africa, most applicants come from Africa. And Brazil and India do not receive many applicants.

Since there is uneven distribution of applications across the campuses, we could consider redistributing them. However, there was some agreement that we cannot place applicants wherever there is a need for more applicants. A system should be devised so that applicants only apply once, without having to reconstitute the entire application if they are not taken the first time.

On the exchanges, timing is a problem, as each campus has a different semester. Sometimes, students arrive having missed 3 weeks. Not all professors are ok with this. Also there's a problem with weighting the units, which is the primary reason why students at UNICAMP cannot do a semester abroad.

#### **Decision:**

##### ***Applications***

- Generally, we should not encourage the North-South divide that is having an effect on the distribution of applications to the different campuses.
- On the application form, boxes will be placed so that students can select their first and second choice campuses. The coordinators will send the revised application forms to Harald in order to post them on the web-site.
- Applications are scanned and uploaded to an Ilias folder that is password protected, to respect the privacy of the application. Each coordinator has the password to this folder.

- Should create an excel spreadsheet every year with the overall information (name of applicant, deadlines, program start dates, first choice, second choice, etc.)
- An idea was also considered that if applicants to Germany who have applied elsewhere as well should be referred to the second choice.
- If a student is not accepted somewhere, the reasons for not being accepted should be made clear, so that other campuses can make an informed decision about their application.

#### **Exchanges**

- Guidelines must be drafted and the website updated so that the policies of each campus are clear to students.
- In Germany, German students will be encouraged to go abroad, whereas international students will stay on campus for the year.

### **3. Resources**

**FES** – The final decision of resource allocation is still pending but the FES is confident that they will be able to continue their support at the similar level than in the previous years.

**IBSA update-** To balance power, would be good to decentralize resource mobilization. Only network where ¾ is based in the South. Should be useful to mobilize resources.

In Kassel in April, Mariano and Kjeld agreed to draft a proposal to apply for funds from the Brazil government or IBSA initiative. They shared a first draft with Christoph and Claire in Campinas in July. Discussions were held with some government representatives. The former Minister of Foreign Affairs (Pinheiro) Pinheiro suggested that the partners in South Africa and India follow the same procedure with their ministries, to initiate similar projects. This could be mutually supportive. If received, this funding would strengthen the South portion of GLU, support for scholarships and exchanges, as well as for students and faculty to participate in conferences and summer school.

**Decision:** Mariano will share the proposal. Frank will look in to the possibility of getting high level support from the ILO for such an proposal.-.

#### **Possibility of EU Funding**

*Erasmus Mundus* is one example of an EU fund, with monies going to scholarships *and* overhead costs – but you need to have a European presence. If we were to go that way, we'd increase teaching capacity and receive substantial money, but we would have significantly more European presence.

One drawback is that, although the funds can cover overhead costs, these are not enough to cover the huge administrative input that is required to manage such a grant. It is also very difficult to enter this funding pool. However, there are other smaller projects that we can apply to directly with a focus on South partners. Moreover, it seems as though we would rather develop the South than the North, to maintain balance. Reiner also reminded us that we had decided not to look for additional partners to initiate programmes at new campuses for now.

It was agreed that a feasibility study be conducted as to the viability of sourcing funds from the EU incorporating considerations about the amount of funding available and the administrative burden of managing these funds.

#### **GUFs**

They will be approached whether they can commit a contribution or sponsor a participant like it is done currently by PSI and UNI. However they will clearly not be in a position to provide any financial support beyond scholarships.

**Decision** – not much enthusiasm to think about more campuses. Maybe we can look around for other EU possibilities for SS cooperation. Then map those out, apply, get feedback on whether it's worth doing it. Working on other sources of funding is a more promising way of going about this. People should also think about fundraising in their own contexts, otherwise we will hit a wall in 2012.

### **4. Associate GLU membership**

#### **Individuals**

**Proposal** to bring in:

- a. Oezlem Onaran
- b. Englebert Stockhammer – From Vienna, now in London
- c. Andrew Watt – European Trade Union Institute

All three have written a column, presented at conferences and participated in the pre-conference workshop on wage-led recovery. They therefore fit the criteria that they must be involved in GLU activities, and membership expires if you do not stay involved.

**Decision** to invite them to join as associate members. Also, a reminder to keep an eye on gender balance among our associate members.

#### **Institutions**

During the GLU Conference, some GLU SC members met with representatives of three institutions in the USA, and one in Canada:

- Chris Tilly – economist from UCLA
- David Bensman – Rutgers - doing sabbatical in Kassel now
- Jason Russel– Empire State College (SUNY labor outreach)
- Charlotte Yates – McMaster, Canada

#### **Report back (Mariano):**

Each institution made a brief presentation on their involvement with labor studies. All seem to be somewhat close to what we try to do here in GLU. Since there is a campus freeze, we are seeking other ways to build cooperation. For example: Buffalo does mostly online education. Online teaching doesn't replace the GLU experience, but it could help in the language area by providing labor terminology courses on an online module. It could also ease new students into certain topics for preparation for a Master's programme. Could also test an ENGAGE module on the web to see if it works and then offer something like a BA. That way we can see how our material would translate to an online course.

North American network partners would need to come up with their own funding to engage with the GLU, but we could help strengthen their case with funders.

**Canada GLU Workshop proposal:**

**Proposal:** Charlotte Yates from McMaster University has proposed to host a GLU workshop in Canada. The workshop could be an opportunity of collaboration with a Canadian university and link some scholars and trade unionists from North America with the GLU. An idea for the theme could deal with labour, gender and migration, including research around women and unions, citizenship exclusion, labour solidarity etc.

**Feedback:**

GLU has a history of communication with Canada. The CLC participated in the first planning workshop of the GLU and colleagues from York and McMaster participated in several GLU events. There has been also several joint meetings between Canadian trade unions, the mentioned universities and the ILO to explore a stronger involvement in the GLU. The workshop will be an attempt to build on this earlier discussions and explore possible avenues of cooperation. If the workshop were to be held at McMaster, CLC would collaborate and invitations could be extended to trade unions and academic scholars in the US.

Some saw gender and migration as key topics, well developed in the region, and a good way to address the gender balance problem in the GLU. Others felt that gender was too broad and perhaps not covering key and immediate issues confronting the North American unions, unlike wage distribution and restructuring.

For the GUFs, it's hard not to think of global employers and companies without including North America. We must find a way to reach out to that constituency. The initiative should be done in close cooperation with the trade unions from the start. The GUFs can help there.

If the workshop is successful, it could also provide a model for new collaborations without opening a whole new campus.

**Decision:** Charlotte will come with a concrete proposal.

**5. GLU Alumni Work**

The FES will explore whether some of their national offices can provide funding for an alumni meeting on each campus every 2 or 3 years. Such a meeting could be a good opportunity not only strengthen links with alumni, but also strengthen the links with national trade unions and current students. Reiner will undertake the necessary consultation. A proposal should be jointly be developed by the Alumni, the respective university and the trade unions.

The GLU alumni are attempting to create a sub-Saharan network.

In a joint workshop with Professors and GLU Alumni the Alumni made a number of additional suggestions fro involvement. (Annex II)

**6. GLU Publications**

**GLU Working Papers** – published now as GLU/ILO publication , starting from no. 10. Techically the paper can now be published and distributed as an ILO inhouse publication. Otherwise it all stays the same. Hansjoerg is heading the editorial board and Harald is responsible for the text processing and lay out requirements.

**GLU Conference publication –**

The 2009 process in Mumbai was derailed, but Nisha is ready now to complete the work.

**2010 – 1)** Selected conference papers will be part of a special edition of IJLR for next year. Formed an editorial board, which Pierre is leading. The opening speeches of



Michael Sommer, Robert Wade and Hamid Baduri will form introductory piece. Drafts should be finished by 1<sup>st</sup> of December, early next year we'd have the final version, and it would be printed in the spring. **2)** Union-focused questions to be published in a book edited by Michael Fichter, Edlira Xhafa and Melisa Serrano **3)** The remaining good papers can be published as working papers, now upgraded. So all good papers will be published.

**GL Column and Yearbook:** Please contribute a Column. The next yearbook will be published in June 2011.

**Global Labour Journal** (Robert O'Brien, Charlotte and Eddie Webster editors) recently launched this new online journal.

## 7. ENGAGE

We had a group of 12 students for this first year, and the programme had a late start, due to German politics. But we now have 3 years to run this program. The 12 students were at the conference. Now we want to advertise it in Europe where people could pay for themselves. In general, there is agreement that it is an excellent concept, and it seems that most graduates are going back with ideas and strategies about global governance that they are going to implement in their home unions.

There is an issue however that scholarships are more generous for Engage than for the Master's programme.

In the ENGAGE programme, those receiving a scholarship study for 6 full months, including the internship. For others, it can be just 3 months. Now we will try to experiment with Europeans to come do 6 weeks and then do another 6 weeks at another time. But that's only possible for those who don't have to pay high travel costs.

A key element of the programme is that participants are asked to prepare a transfer project – to think about what they want to do when they return home to their union. A few are now thinking of a Master's degree. Others are going back and staying active as trade unionists.

### On Scholarships

The trouble with the scholarships is that we receive uneven funding for scholarships from various funders. Some are governed by the rules and guidelines of the Donor organization. It is difficult to communicate these differences to the students. But it should be communicated why some of these differences occur. Also some scholarships are not covering the full costs, but additional resource mobilization is implied.

**Proposals:** One possibility is to ask students receiving higher scholarships to contribute voluntarily to other scholarships, like a solidarity fund. There's high moral pressure though. We should provide a comprehensive information about the situation and offer this avenue, and see how they would see this point. Birgit pointed out that ICDD students agreed to pool and evenly distribute their scholarships. Alternatively, we raise other resources, like IBSA funding, to even out scholarships.

**Decision:** Focus on raising other sources of funding so that we have more independence in determining the amount and even distribution of funding.

## **8. Recent Developments and new challenges**

### **South Africa**

1. Support from trade unions and COSATU in particular must be strengthened and partly reestablished in South Africa. In the last round of applications, COSATU didn't put anyone forward. There is a need also to talk to the affiliate unions directly.
2. In South Africa, a Master's typically comes a year after receiving an Honor's degree. Could the GLU be harmonized with this structure? What status would the GLU Honors program have within the GLU? Would students be considered for scholarships if they're just doing the honors program?
3. There are not enough students finishing their research reports, which are quite demanding in South Africa relative to other campuses.

### ***Feedback:***

1. Kassel does occasionally receive applications that might be more appropriate for an honor's than a master's, and the regulations there have gotten stricter over the years, which make the idea appealing.
2. It is a desirable alternative to the Master's, however it might be difficult to raise funds for it. If there is a strong demand for this in South Africa, SETA funding will probably cover the scholarships.
3. The DAAD representative at Wits could help here to fund students from other countries to attend this programme at Wits. However the scholarships may not be adequate.

### **Tata Institute**

1. Some of the TU students who are employed in their enterprises, especially in banks, find that their seniority and pension benefits are affected. The bank union employees say that they are not given leave for this purpose, hence these 16 months may become a break in service. To address this, they are negotiating with the Department of Public Enterprises to treat this programme on par with other career development programmes. If this happens, the union members will get full pay for attending the course.
2. On a positive note, there are some interesting examples of non trade union students who become trade unionists after receiving their Master's. They also find that GLU alumni get better positions in their unions after completing the course.
3. They have also been successful in convincing the institute to bring students from abroad and charge them home fees. Maybe other campuses can follow this example.

### **Unicamp**

1. There have been some logistical problems regarding translation of the Master's thesis into Portuguese. The university requires it to be translated within one month of completion. At its cheapest, each translation costs 2000 reals. This is national law. Moreover, the thesis defense must happen in person – Skype is not acceptable. The combination of these factors make it difficult and/or costly for students who have finished the programme to have to wait until these final steps of the process are completed. They usually return home while waiting to defend, but this is expensive.

2. Language is still a problem. Most remaining problems are in fact language related. Trade unionists from Latin America don't speak English well enough.

**Feedback:**

1. Alumni report that receiving their diplomas also takes a long time. This is problematic because TUs demand to see the diploma before allowing any raise for example. The diplomas also need time for translation. Basically, the students should be warned from the start, so as not to create false expectations.
2. The FES is trying to find ways to help with language training.
3. Diplomas will have to be translated by the host university.
4. The programme is currently run in English because offering it in Spanish would reproduce the problem where Latin Americans just discuss among themselves.

**Germany**

1. International Cooperation: Maria Alejandra will give a talk on finance in Brazil, and Simone and Ana Rosa will be giving a full course. Devan will be teaching a trade union course in Kassel
2. With Birgit's help, they also secured additional funds to help with the language problem, as not all the administrative staff speaks English.
3. There is now software available at the Free University that has been adapted so that students can get all the info online on questions concerning their studies. And there is a timeline that will help them get their visa at the embassy or submit their thesis, etc. This will be launched in the next weeks and we will report back next year. It's in English and then you can decide how to integrate it into your system.
4. They also received funding to address three challenges regarding students. 1) language 2) interdisciplinary (social sciences and economics) 3) academic standards vary around the world, plagiarism dealt with differently, and this needs to be addressed. So they have developed a diagnostic tool to discover these differences and develop answers. There will be a report on progress next year.

**Feedback:**

1. The Berlin School of Economics connected with Ver.di to do a union summer school basically, and they are interested in doing this again next year. There is still some skepticism around the academic side of the programme, but colleagues support the idea.
2. There is also the idea of combining the summer school with a major event. The DAAD has a program to do a summer school one week before a large union congress for example. Perhaps we could adopt a similar approach in South Africa.

**10. Miscellaneous**

- As more and more alumni applications come in for the GLU conference and summer school, there needs to be a clearer and more transparent selection process.

**List of Participants**

Name	First Name	Institution
Bhowmik	Sharit	TISS
Shah	Debdulal	ICDD
	Kango	INTUC

<b>South Africa</b>		
Webster	Edward	WITS
Pillay	Devan	WITS
Mohammed	Seeraj	WITS
Forbes	Dale	COSATU
Williams	Michelle	WITS
<b>Brazil</b>		
Laplane	Mariano	Unicamp
Sabbag	Lygia	GLU alumna/coordinator
Aguiar Bauer	Gabriela	CUT
	Eugenia	Unicamp
Salas	Carlos	Unicamp
<b>Germany</b>		
Stubbe	Lars	Uni Kassel
Scherrer	Christoph	Uni Kassel
Klessen	Mirjam	Berlin School of Economics and Law
Mankopf	Birgit	
	Wolfgang	DGB
Feiring	Birgit	ICDD
<b>International</b>		
Hoffer	Frank	ILO
Rademacher	Reiner	FES
Ehnes	Ulrike	FES
Bowyer	Philip	UNI
<b>Others</b>		
Hobden	Claire	ILO
Sauviat	Luciole	Summer School Coordinator
Kröck	Harald	GLU alumni / coordinator
		Ruskin College
Ledwith	Sue	Ruskin College
Yates	Charlotte	McMaster
Chong	Patricia	Alumni representative
Odigie	Joel	Alumni representative