



PROGRESS REPORT 2008/09

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Summary

Since the beginning of the GLU program over one hundred trade unionists from more than 40 countries have successfully participated in the different Master Programmes. Most of the GLU Alumni are working with trade unions or do labour-oriented research. Trade unions on national and international level are partners of the GLU in offering internships, giving guest lectures, participating in joint workshops and engage in research projects. The ILO is coordinating the network and contributes to teaching, curriculum development and the research cooperation.

In 2008, in addition to the GLU program successfully continuing its education at two universities in Germany and one in South Africa, the State University of Campinas, Brazil began the first term of its new Masters program in “Social Economy and Labour” in February 2008 and in June 2009 a Masters program on “Labour and Globalisation” started at the Tata Institute of Social Sciences, India. A closer cooperation with Ruskin College of Oxford, Great Britain and Rutgers University, United States was agreed.

For the Labour Policies and Globalisation program in Kassel and Berlin, this report refers to two intakes of students. The 4th group of students graduated in September 2008 with the 5th intake beginning their studies at the same time. The course is well established in the two universities. Regarding the curriculum, in 2008 more emphasis was put on research methods, ‘required electives’ were established and a workshop on ‘intercultural awareness’ was introduced. The six-week internship was carried out amongst others with the ITUC/ETUC, the GUFs, the ILO and the DGB. It is planned to offer one internship in South Africa and two with different organizations in Brazil. A workshop on multinational companies and trade unions is regularly organised in cooperation with Global Unions and German trade unions. A new cooperation unit between the DGB and the University of Kassel offers additional opportunities for cooperation with the trade unions. For 2009 a new approach to strengthen direct contacts between individual students and German trade unionists on special topical issues will be developed. In the past language barriers have been a problem in this respect.

In South Africa, 2007 marked the first intake of students to the program and they all graduated in November 2008. In the second funding phase, starting in January 2008, international students from Namibia, Tanzania, Zambia, Zimbabwe and South Africa participated in the course. Two of the South African trade unionists chose the full-time option whilst the others were registered

on a part-time or 2 year program. This will allow them to stay involved in their trade union work, while improving their academic skills. The internships are closely linked to the thesis in the South African program, which proved to be more productive than a stand alone internship.

In Brazil, students from Jamaica, Kenya, Nepal, Tanzania, Uganda, South Africa, Canada and the United States participated in the first intake. In July 2008, the first round of students started their internships. During the first semester, there were some problems of intercultural communication amongst the students. However, the increasing experience of the national coordinator and institutional techniques to solve the problem, helped to prevent such problems to rise once again.

A new Masters program on Labor and Development was launched at the Tata Institute of Social Sciences, India in June 2008. The course is offered to trade unionists and to other students. Therefore in difference to the other courses there is a mixed group of students. The course only started in July and a detailed report will be prepared at the end of the first course.

Important activities by the overall network were the GLU Annual Conference, the GLU Alumni Summer School, the increased exchange of lecturers and students between the different campuses and additional publication activities. The GLU Annual Conference in Campinas in 2008 was attended by more than 200 persons and five GLU research projects were initiated or deepened which will be carried out by GLU Alumni under the supervision of academic staff from the GLU network. In September, the second GLU Alumni Summer School took place in Berlin. 37 alumni from the previous GLU programs in Germany and South Africa and numerous guest lecturers from universities and trade unions participated. The five joint research projects were further developed during the Summer School. Moreover, during 2008, the exchange of lecturers between all campuses was increased and the exchange of students was initiated. In addition the production in early 2008 of a double Special Issue on *Globalization and the Challenges of Labour and Development* was guest edited by Prof. Dr. Devan Pillay, who is head of the Sociology department at the University of the Witwatersrand and a member of the GLU Steering Committee of South Africa. This was done in collaboration with the Global Labour University network. The contributions in this issue originated as papers presented at the GLU conference on *Labour and the Challenges of Development* held at the University of the Witwatersrand in Johannesburg in April 2007.

Overall project coordination is done by ILO ACTRAV. As the project has grown by 2008 to include four partner countries, the international coordination becomes more demanding as the interaction between the different campuses have grown, as well as regional and global activities. To address these concerns in March 2008 a small international secretariat has been established at the University of Kassel for the technical coordination of the international interactions within the GLU-network. The creation of the GLU International Secretariat helped to improve the technical coordination of the network significantly. It is part of a strategy to improve the sustainability of the international network cooperation. The tasks of the International Secretariat comprise fundraising, technical coordination of the GLU research projects, coordination of activities for further curriculum development, assistance to the new partners in Brazil and India, development of additional course elements such as short-term and post-graduate programs, strengthening of the dissemination of the Global Labour University-experience to other academic institutions and advertisement of the Global Labour University-network.

1.WORK DONE

1.1. Annual Council Meeting

The Annual Council Meeting took place in São Paulo, on the 30th of April, just following the conference. This meeting focused mostly on the organizational growing challenges of expanding to four campuses within a relatively short period of time. Further details are available in the minutes.¹

1.2. GLU research projects

Five GLU research initiatives exist at the moment. The most advanced research project is headed by Prof. Dr. Edward Webster from South Africa and studies trade union strategies to close the representation gap in Micro and Small Enterprises. Further research projects focus on a) international sports events as a strategic opportunity to strengthen trade union representation, b) comparative analysis of the implementation of international framework agreements, c) the economic role of minimum wages d) trade unions advocacy work on multilateral and bilateral trade agreements. In these research projects many current and former GLU-students are involved. In addition a research proposal on labour standards in public procurement has been submitted for donor funding.

At the GLU conference in Brazil in April 2008, Prof. Dr. Webster and Ms Bischoff, the GLU coordinator at the University of Witwatersrand, presented the preliminary results of the data collection in the project on Micro and Small Enterprises. A draft research report was sent to the ILO for comments in July 2008. In August 2008 a final research report was written up and both Prof. Dr. Webster and Ms Bischoff met with the GLU researchers at the Summer School in Berlin in September 2008 to work on the third phase of the project. A GLU working-paper was published containing the intermediary results of the project.

The International Secretariat technically supports the development of the GLU research initiatives by assisting the writing of research proposals, by elaborating budget plans, financially administering a number of these projects. The International Secretariat monitors the submission of

¹ http://www.global-labor-university.org/fileadmin/GLU_developments/Minutes_Annual_Council_1Meeting_30.04.2008.pdf; Appendix III

the interim report and the final report. Moreover, the International Secretariat has been involved in form and content in the elaboration of a GLU-research project on Public Procurement. This research proposal has been submitted to the Hans-Böckler-Foundation.

1.3. GLU Working Papers

Dr. Seeraj Mohammed (Economics department Wits) was the author of the first The GLU Working Paper series started in January 2008 and will regularly publish working papers that will over time establish a joint body of research literature of the GLU. A joint editorial board from the partner universities and the ILO has been established. Five GLU Working Papers from researchers associated with the GLU network and GLU Alumni² have been published in 2008.

1.4. GLU Annual Conference

Unicamp hosted the Fourth Annual GLU Conference. Beginning with the initial call for papers, the planning process began at the end of 2007. The conference itself was held at Unicamp the 28th and 29th of April 2008³ and was a success that contributed to the visibility of the GLU and strengthened the network and the outreach of the GLU activities.

The focus of the conference was on global development, and the challenges this presents for trade union strategies, highlighting changes in international trade and investment regimes, changes in the institutions that regulate capital accumulation and income distribution at national levels, re-definitions of the boundaries between public and private space in the economy, and the growing influence of finance over production and service provision as sources of wealth. More than 200 people attended and participants from close to 20 different countries presented nearly 30 different papers on a variety of themes.

Discussions continue within CESIT at Unicamp, as well as with the GLU partners, concerning the idea of publishing the papers from the conference as part of a journal, or other collection. However, due to other priorities within the program, little movement has taken place on this front.

² An electronic version of the working-papers can be found under <http://www.global-labor-university.org/164.html>

³ <http://www.global-labor-university.org/170.html>; see Appendix I

In 2009, the Global Labour Conference will be hosted by the Tata Institute of Social Sciences, India. The topic for this conference is 'Financialization of Capital - Deterioration of Working Conditions'. The main goal is to discuss the challenges of the actual financial crisis and its impact on labour through this conference. Thus, the conference firstly focuses on the deterioration and adjustments of labour due to this phenomenon and secondly, on thinking about what needs to be changed. For the 2009 conference a multi-fold publication strategy was agreed: 1.) Outstanding papers by 10-12 experts from unions and academia should be published through a GLU yearbook. The focus of the yearbook should be policy orientated and in that sense be of practical relevance for trade unions. 2.) Good conference papers that do not make it in this publication should be published online in the GURN database.

1.5. GLU Alumni Summer School

In September 2008, the second GLU Alumni Summer School took place in Berlin. 37 alumni from the previous GLU programs in Germany and South Africa and numerous guest lecturers from universities and trade unions participated. One major focus of the summer school was the initiation and the further development of the GLU research initiatives. As always, the opportunity to come together and share experiences was immeasurably valuable. Next year, a GLU Alumni Summer School will be held in Berlin again. In South Africa and Brazil discussions have started about regional summer schools as there are more and more alumni from the program. The first regional Decent work workshop of GLU alumni will take place in South Africa in April 2009.

1.6. Development of Additional Course Elements

During 2008, a concept for the establishment of a short-term certificate course of studies based at the University of Kassel and the Fachhochschule für Wirtschaft in Berlin was elaborated. This short-term program aims at making the GLU more attractive for those unionists and union-related activists who cannot leave their country/home-town because of personal motives or cannot leave their work-place for more than three to six months. Altogether, there will be 20 participants, 12 of which come from the South and 8 from Europe and in particular from Germany. The program will start in 2010. Some preliminary activities will be undertaken in 2009 such as a curriculum workshop, advertising and the selection of the first round of participants. The International Secretariat had taken responsibility for drafting the proposal and will assist in facilitating international

participation

1.7. Strengthening the Dissemination of the GLU Experience to other academic institutions

During the 2008 meeting of the GLU Annual Council it was felt that the network has reached a significant size and that a consolidation is the priority at the moment. This is particularly the case as the GLU has not only expanded by including further universities and trade unions, but it has also developed new activities such as the development of joint research projects, the extension of the exchange scheme to include students and the publication of working papers. The development of an “inner” and an “outer” core of the network was seen as the best practical solution: The inner core shall, for the moment, be composed of the participating universities and trade unions. Regarding the outer core, the possibility shall be offered to universities, trade unions and other research institutions as well as to single researchers or trade unionists to integrate themselves in the network. This cooperation could refer to the exchange of lecturers, to the invitation of members of the institution to the annual conference or to joint research projects for example. A proposition for the inclusion of these in the GLU statute will be presented at the next Annual Council meeting. The decision whom to integrate will be taken by the Annual Council meeting. The International Secretariat is responsible for the collection of suggestions.

Ruskin College (Oxford University), which offers a full- and a part-time Master’s degree in ‘International Labour and Trade Union Studies’, has already participated in some GLU events and is interested to cooperate closer with the GLU network. This includes for example, the invitation of students from Ruskin to join in European GLU-events and some guest teaching. The International Secretariat will actively be involved in the strengthening of the contact and exchange with Ruskin College.

First consultations were held with Rutgers University, United States in April 2008.

1.8. Curriculum Development

Over the year 2008 it became clear that the efforts to develop some core elements within the GLU-curriculum have to be intensified. It was agreed that the development of a joint module for all participating universities is important for the increasing integration of the network. Moreover, it was consensus that more exchange between faculty teaching similar topics in different universi-

ties should take place. This discussion should also involve trade union guest lecturers. The annual conference in Mumbai in February 2009 shall be used to make a concerted effort to advance on these subjects. Therefore, a face-to-face-discussion between teachers of the different universities treating similar subject at the different campuses will be organized.

The International Secretariat has been charged with the technical coordination of these face-to-face-discussions. This includes the establishment of a contact between the different participants according to the subject they are teaching and the circulation of their syllabus. It is also involved in the development of a joint module on Decent Work.

1.9. GLU Web-Site

Basic information about the four programs are published on www.global-labour-university.org. Program descriptions, application forms, the GLU statute, progress reports, working papers and high quality master thesis are published here. The website serves as a platform for information sharing and advertising tool for the programme. It is regularly updated and gives a comprehensive overview about GLU activities.

1.10. Cooperation with trade unions

Cooperation with trade unions is a core element of the GLU activities. In each country the universities and the national trade unions meet regularly to discuss further program development. In South Africa and Germany national Steering Committees have been well established. Brazil and India are in the process of forming them. Trade Union leaders are regular guest lecturers at the courses and there are a number of joint workshops. However, in particular outside the four countries that host the different programs, the linkages between the trade unions and the program need to be improved. While many trade unions do support members to apply for GLU courses, they do not have a clear concept how to involve the students in the work of the organization, when they come back. On the international level there is close cooperation with the European and Global trade unions through joint workshops and the internship program. More intense cooperation with the regional trade union structure in the other countries is an objective of further project implementation.

1.11. Networking/Exchange

The exchange of lecturers and students has increased significantly between all campuses in 2008.

In *February 2008*, the coordinator of the Kassel program visited South Africa for six weeks. Apart from guest teaching for the South African GLU course, he had talks with numerous representatives of trade unions, both on national and local levels. In these meetings, further possibilities of recruiting suitable candidates for the GLU as well as the possibility of internships for students of the German program in South Africa were discussed.

In *March 2008*, Ms Barbara Dickhaus from the University of Kassel presented a series of lectures to the GLU students at the University of the Witwatersrand.

Prof. Dr. Devan Pillay from the University of the Witwatersrand in South Africa visited Unicamp in Brazil in *April 2008* to establish an academic exchange with the staff and students of the Brazilian program as well as with the Brazilian trade unionists on South Africa and South-South issues. He also participated in the GLU teaching program at Unicamp and presented a paper at the GLU conference.

In *June 2008*, Varsha Ayyar, lecturer at the Tata Institute of Social Sciences, visited the two German GLU campuses in Kassel and Berlin. In Kassel, she gave a public lecture as well as a seminar for students focussing on the topic of caste and class in India within the framework of labour relations. In Berlin, she chaired a session at a GLU workshop on multinational enterprises and labour. Her lectures as well as her participation in the conference were regarded as very successful and contributed to the intensification of the GLU network.

Prof. Dr. Hansjoerg Herr from the Berlin School of Economics arrived in South Africa on the 2nd of September and participated in the GLU teaching program at the University of the Witwatersrand until the 12th of *September*.

As part of the summer school in Berlin in *September 2008*, Prof. Dr. Eugenia Leone and Prof. Dr. Paulo Baltar gave a joint presentation on the employment structure in Brazil during the 1990s and 2000s. Prof. Dr. Mariano Laplane also gave a talk regarding the labour market in Brazil focusing on the Lula years.

In *November 2008*, Prof. Dr. Devan Pillay from the University of the Witwatersrand, Johannesburg, visited the Kassel campus of the German program to teach the second intensive phase of the

required course “Trade Union Strategies in a Global Economy”. Prof. Pillay had taught this course in 2007 and the students rated his teaching performance amongst the highest throughout the whole year. Having guest scholars from our southern partners to teach in this course is an opportunity to include their viewpoint and expertise into our courses.

In *December 2008*, Dr. Alejandro Ortuso from Brazil visited Kassel and participated in the German program. His stay served to intensify the exchange of experiences at the different campuses and to learn about the teaching content and methods in the German program. Dr. Ortuso will be actively involved in the further development of the Brazilian program.

Additionally, for the first time a student exchange was established. Two students of the German program did their second semester at Unicamp in Brazil, successfully completing their courses there. The students left for Brazil in the end of January and returned to Berlin in September for their graduation.

1.12. Advertising

All campuses and the International Secretariat have been very active in advertising the program.

In Germany, different ways and strategies of advertising the GLU program have been discussed in various committees throughout the year. The German program still faces some of the difficulties that have been accompanying it from the start, i.e. the small number applications from Germany and Western Europe. There have been some successes in 2008, namely having for the first time students from Denmark and the United Kingdom. This representation of Western European students, however, is not yet satisfactory and some measures have been taken to address the problem. First of all, the LPG promotion flyer has been translated into various languages, such as Spanish and French in order to help overcome initial language barriers. Another important step undertaken to promote the LPG program, especially for German trade unionists, was the final establishing of a non-profit organization under German law. This enables the program to receive donations and give out scholarships to students. Efforts have been made to advertise the Global Labor University e.V., e.g. a brochure was printed and distributed explaining the GLU concept and the different possibilities of contributing to the program. Thus, public awareness concerning the program should be increased, especially for our German target group.

In South Africa, in 2008, as was the case in 2007, a significant number of applications for the GLU Masters program did not meet the academic and/or relevant labour activist criteria. This is related to a much broader phenomenon specific to South Africa in particular, Africa and general. This problem has been attacked by a twofold strategy: First of all, COSATU, in co-operation with the WITS School of Public and Development Management (aka WITS Business School) has been successful in setting up a “bridging program”, with the exit level being the equivalent of an honours degree, which has been delivered on a block release basis. This program has become a successful feeder program for the GLU MA degree. The “Professional Certificate in Public Management” (Faculty of Commerce, Law and Management) will be run via the Graduate School of Public and Development Management at Wits Business School in 2009. Secondly, advertisement via e-mail, telephone and the participation in conferences has been increased.

In Brazil throughout 2007, efforts were increased to advertise the launch of Unicamp officially joining the ranks of WITS, the University of Kassel, and the Berlin School of Economics, as an additional campus with a full Masters program available for trade unionists. Through alumni, the national partner organizations, the GLU network itself, as well as the ILO, efforts were made to publicize our inaugural year. Mailings were done to trade unions and institutions with ties to the above mentioned groups, while the internet was the primary means of advertising the program beyond word of mouth. Emails were sent to all lists, databases, and listservers we had access to. Additionally, the GLU program itself provided substantial advertising for Brazil by virtue of the reputation and reach it had built in the prior years of operation.

In India during 2007 and 2008 the launch of the program was prepared. The course infrastructure (lecture room, office and a special workroom for the students etc.) was set up during this time and advertising was increased.

The International Secretariat supported the advertising activities of the different campuses by facilitating the exchange of experiences between the national coordinators during international meetings and by increased advertisement via e-mail.

1.13. Evaluation

In 2008 an overall evaluation of the Global Labour university network took place. This evaluation was conducted by Mike Waghorne.⁴ He interviewed administrative and teaching staff as well as current students, alumni and representatives from the universities governing bodies and trade unions. His findings regarding course structure, internships, alumni experiences etc., led to some changes, e.g. the introduction of an intercultural training as requirement during the first weeks of the course in the German program. Overall, there was a very high rate of satisfaction with the program.

Additionally, the Brazilian program undertook a survey similar to the ones used in Germany and South Africa when the program was started there. In this survey the students were asked to identify which areas were successful, and which needed more attention during the orientation period in Brazil before the start of the course. Some of the most important feedback received addressed the following issues:

- ✓ Documentation for visas, the federal police registration, and consulate coordination should have been made clearer and done with more notice (including unforeseen costs)
- ✓ Limited housing options resulted in a less than ideal housing arrangement for the majority of students (see below).
- ✓ Complications in the registration process at Unicamp should not be repeated in future years. The university is not accustomed to registering English speaking students, and this presented a variety of challenges, demanding the coordination assistants to be present during all the procedures.
- ✓ In general, there was praise and gratefulness expressed in the surveys, and an overwhelming recognition of the work done by the coordination assistants and the responsible coordinator.

⁴ Please find the report attached.

2. Implementation of the program in the different campuses

2.1. Implementation of the program in Germany

The fourth intake of the German program spent their second and final semester at the FHW Berlin, except for Mary-Rose Hamilton and Steven Toff who spent their second semester at our partner university in Campinas, Brazil. Apart from the weekly courses at the FHW Berlin, various workshops and excursions were offered to the students, e.g. visiting the headquarters of ver.di, and DGB, or a workshop on labour markets and minimum wage. Additionally, a workshop on multinational corporations and labour was held in June at ver.di headquarters with support of the ILO. With many guest speakers from trade unions and academia, as well as presentations by GLU and other students, this workshop can be regarded as a successful part of the program and will be continued next year. 17 of the 19 students of the fourth LPG intake graduated in September 2008. The two students who did not graduate were given the opportunity to complete their degrees later.

As with every new group, the first semester began with an introductory workshop on September 8th 2008. After having presented the course content and having dealt with various administrative procedures (registration, health insurance, etc.) the students started their mandatory 3-week intensive English language course. As mentioned above, another important feature of the first weeks of the course is the intercultural training for the new students. In two half-day sessions they dealt with topics like cultural differences, communication patterns, etc. The students rated this experience as very positive and important for the group building process. On October 13th, the regular courses started. Apart from the regular weekly courses, different block seminars are being offered to the students. The required course “Trade Union Strategies in a Global Economy” was taught by guest two lecturers: Dr. Thomas Greven from the Free University of Berlin, John F Kennedy Institute, and Prof. Dr. Devan Pillay from the University of the Witwatersrand in Johannesburg, South Africa. In the One World Seminar, various representatives of trade unions, NGOs and research institutes gave guest lectures.

The six-week internship for the 2007/08 group of students was carried out amongst others with the ITUC/ETUC, the GUFs, the ILO and the DGB. One of the students did an internship with Streetnet in Durban, South Africa, and the two students spending their second semester in Brazil did their internships with CUT and the Observatorio Social in Sao Paulo.

For the 2008/09 group the internships are being organised at the moment. Apart from national and international trade union organizations in Europe, it is planned to offer again the opportunity of internships in South Africa and Brazil.

2.2. Implementation of the program in South Africa

The students arrived on the 20th of January 2008. An induction program was held from the 21st January – 29th January and included: English language courses for non-native speakers, group meetings/workshops for all students, international office orientation, sorting out administrative and logistical issues, overview of the year and introduction to living in South Africa, expectations for the 2008 course, a Labour history tour of Johannesburg and SOWETO and registration.

The first semester began on the 4th of February. Students participated in the first compulsory course, Labour and Development, as taught by Prof. Dr. Edward Webster, as well as in a series of seminars in Research Methodology and all of the students undertook their elective courses. English classes continued to be held for three hours twice a week until April.

In conjunction with their participation in the non-accredited but compulsory, series of seminars in research methods, the students also began to develop their research proposals in the first semester, identify the organization they would link up to for their internship and each student had a supervisor allocated whom will support the students in the development of their proposals and ultimately their Research Reports. Supervisors were allocated to each student by the Sociology postgraduate coordinator according to their area of expertise and they have assisted the student with their research panning and time lines. The first presentation of students' research proposals took place on the 6th of June before members of the GLU Steering Committee and the department of Sociology's higher degrees committee. At this meeting, the student's proposals were assessed and some changes were requested to be made before the submission of the final proposals, which were due on the 30th of June.

The second semester began on the 7th of July and ended on the 15th of October with exams ending on the 7th of November. Students participated in the second compulsory course Economic Policy, Globalization and Labor as taught by Dr Seeraj Mohamed of the School of Economics and Business, University of the Witwatersrand. The second semester was very busy as the students have continued with their field research/interviews, undertaking their internships and have started the

process of writing up their research reports, which are due to be handed in at the end on the 15th of December 2008. Thereafter the students left for their home countries.

The students completed their internships (fieldwork) in the second semester: most notably, Boniface Phiri in the South African Democratic Teachers Union (SADTU) and Crispin Chinguno with the National Union of Mineworkers, Ntwala Mwilima with the Job Creation Trust.

2.3. Implementation of the program in Brazil

The students arrived in Brazil during the first two weeks of February 2008. Classes did not begin until March, so the first few weeks were an orientation period. This time was spent sorting out visa issues, housing, registration at Unicamp, learning the basics of living in Brazil, and preparing students for their expectations of the course. As none of the students for this term required English courses, they began Portuguese classes 3 times a week (these classes, while not mandatory, continued through the year, but reduced to once a week).

The first semester began on the 1st of March. In addition to the mandatory courses listed below, students continued with their Portuguese classes, as stated earlier, once a week. Furthermore, various guest lecturers were organized by CESIT, CUT, the Social Observatory, and FES to give short seminars on specific subjects. These were usually held at Unicamp as well, but on occasion, took place as a part of field trips in São Paulo. In summary, this first semester of coursework was designed to help lay a foundation for the students in both economic theories as well as how these factors affect trade unions in the age of globalization. The *Macroeconomics* course intended to afford students with, at times, very little prior-exposure to economic theory, the capacity to understand and discuss the problems affecting unions in a whole new light. In *Strategies of Multinational Corporations and Labor*, the majority of the class was taught by professors from the Social Observatory, which specializes in researching multinational corporation behavior. Here the students explored the relationship between nation-states and the growing power of multinational corporations, as well as themes of global governance, and the diminishing influence of unions. From the first weeks of classes, students began to think about and develop their ideas for their theses proposals. Specifically, in the *Thesis Project Elaboration* course, students were required from early on to put forward a formal thesis proposal. While they were not required to write their theses on the topics they chose for their proposals, the exercise was designed to help the students

get a comprehensive understanding of the intensity of the thesis writing process, and the academic standards and rigor that would be required of them. Simultaneously, students were learning valuable research skills in the *Quantitative Methods* course. These two courses taken together were designed to help the students have clearer ideas for their theses by the time the first semester was over and they began their Internships. One of the biggest challenges during the first semester did not take place in the classroom, but in the context of social interaction between the students. The majority of the students lived together in a house with 4 bedrooms. This meant that 2 of the bedrooms were shared by 2 students each, which is common among students in Brazil. Unfortunately, this dynamic was not the most conducive for a positive learning environment among the GLU students, considering both their ages (usually older) and diverse national backgrounds and cultures. In future years, we recommend students having private rooms, as they need, at minimum, some private space both for studying as well as adjusting to the cultural differences from their home countries.

The internship period which ran roughly for the month of July, presented a variety of challenges for the students, the staff, as well as our partner institutions here in Brazil. While the program organized internship opportunities for all of the students, some chose to self-organize their internship based on the research they were doing for their thesis. With the exception of one student (who also paid her own travel expenses), all internships were done in Brazil. In future years, the opportunity to have interns work with other Latin American unions, let alone travel to Europe or South Africa, etc., may require rethinking some of the funding regarding travel costs.

The second semester began on the 7th of August. Following the internship period, students had approximately one week to resettle in Campinas before the classes began. Again, Portuguese classes were offered once a week in addition to the mandatory classes, and Special Seminars were offered (and are still being offered) throughout the semester. In summary, the second semester of coursework is slightly lighter, as the students require more time to focus on their theses projects. The classes continue to look at the global picture for trade unions, but with further emphases on their strategies, specifically in Latin America. Carlos Salas, a visiting professor from Tlaxcala, Mexico, taught the majority of the Economic Development courses, providing a ‘larger than Brazil’ Latin American perspective. Additionally, Prof. Dr. Mike Fichter came from Berlin to help teach segments of the Trade Union Strategies Course. He focused more on the German and European trade unions’ experiences, providing some balance to the overall coursework. The

last class helped place these struggles in the context of growing global inequality, the economic policies driving this, and both the historic as well as modern positions of unions in this picture.

2.4. Implementation of the program in India

In India, a successful start of the program took place: In the first batch of students, 5 unionists and 20 regular students participate. For those participants that are weak in English, additional language training is offered. The one trade union student in the pre-pilot course (2007) has started his internship with the TUC in Leicester. The internship is of major importance to both students and organisers as it lasts six months.

3. Assessment of Progress towards objectives

Over all, the project has been running successfully from its initialization in 2004.

In Germany, the Masters Program is being re-accredited in December 2008, showing its quality and sustainability. The program has been run successfully and the students have performed well with a graduation quota of over 90 percent.

In South Africa, the program is currently accredited. The program has been run successfully here and the students have performed well.

In Brazil, the overall verdict has been of success despite the challenges during the program's first year. For the first time in the history of the Brazilian trade union movement, overcoming academic, university, and government hurdles, an international Masters Program in "Social Economy and Labor" is completing its first year. The program has run successfully, and the trade union participants, from Canada, Jamaica, Kenya, Nepal, South Africa, Tanzania, Uganda, and the United States, have all outperformed the expectations. Without this program, such an opportunity would never have been afforded to so many of these trade unionists, nor would the Brazilian labour movement have benefited from the rich global and international perspective it has now become a part of.

The program has made a significant contribution to the development of Trade Union Leaders and provided a dynamic and collective learning environment for the participants. Cooperation between the partner campuses all over the world has been successful and consistent and a number of initiatives have arisen from this cooperation. The master theses of the GLU students, the GLU working-papers and the presentations by academics, trade unionists and alumni involved in the network will make important contributions to the pool of knowledge in the Trade Union Movement. The establishment of the International Secretariat has proved useful for the further integration and consolidation of the GLU-network.

4. Problems/Constraints

4.1. Applications/Student Selections

The application process is a challenge in each campus offering the GLU program: The difficulties range from administrative obstacles to the need to raise the number of applications from persons with an adequate qualification.

The German program had approx. 80 applications for the academic year 2008/2009, out of which 17 students were finally selected. One of the problems in this process is the lack of recognition of prior learning with in German university system. Many applicants had to be rejected due to their missing formal qualifications, even though they would have been interesting regarding their experience in trade union issues. In the past, such applicants were granted certificates of participation instead of master degrees. Exploring ways of recognizing prior learning remains a challenge.

In South Africa in 2008 there were 12 registered students. As was the case in 2007, in 2008 a significant number of applications for the GLU Masters program did not meet the academic and/or relevant labour activist criteria. This is related to a much broader phenomenon specific to South Africa in particular, and Africa in general and continues to be a problem for the 2009 applications. As a solution COSATU and the WITS School of Public and Development Management have set the “bridging program” mentioned before.

In Brazil, the number of applications received for the first year was only 5 (plus 11 referred from Germany). For the second year, this number increased to 22. Also, it is not a very diverse group, as the majority of the applicants are from Eastern African nations that border each other. This limits the perspective available for classroom discussion as well as the diversity of experiences and cultures shaping the overall feel for the course. One major problem in Brazil seems to be the language. It is a big challenge to run a masters program in English in Portuguese speaking Brazil, in Spanish speaking Latin America. To tackle this problem, the Friedrich-Ebert-Foundation has offered to identify key trade unionists to this program and to support them with an English course that would make them qualified for the program.

The other barrier is similar to one described above for the South African and the German program: Because the program is a master’s degree, one of the most basic pre-requisites for Uni-camp is that the candidate holds bachelors. This immediately shrinks our pool of potential applicants (not to mention the shrinking number of union members!). In Latin America, as in much of

the global south, trade unionists with bachelor degrees are hard to find. UNICAMP is now curious about the progress of the South African bridging program, and interested in exploring the possibility of duplicating it in Brazil. A different kind of *Barrier to Higher Education* exists specifically for Brazilian candidates. As the program is offered through a state university, there are different requirements for Brazilian citizens to be accepted to Unicamp than foreign candidates. For example, they must take a test (administered in Portuguese) as part of a national contest for limited positions. Furthermore, the University cannot discriminate based on ones' trade union affiliation, or lack thereof, in accepting candidates. The university is trying to find a solution to the problem. In the moment it is easier for Brazilian student to enroll in one of the foreign programs and undertake a guest semester in Brazil than enrolling directly at Unicamp.

In India, the number of applicants with a trade union background has to be increased. The advertisement has to target more specifically this group. Moreover, the national background of participants has to be diversified.

4.2. Resource Mobilization

Currently financial support is provided by the ILO, the Germany Ministry for Development Cooperation, the Friedrich-Ebert-Foundation and the Hans-Böckler-Foundation for the development of the GLU programs in the Southern Hemisphere and for global networking. In all partner countries the universities contribute to the program implementation by providing office space, IT services and teaching staff.

Moreover, specific financial resources have been mobilized in the partner countries. In Germany, a non-profit organization, the GLU e.V. has been established. This organization has published a brochure to attract donations from German trade unions and increase the awareness level towards the program in general.

In the course of 2007/8, the members of the South African GLU steering committee were successful in mobilizing resources for additional scholarships as well as the position of the coordinator for 2009 - this post will be funded by the Faculty of Humanities at Wits. However, some additional financial problems have come up: The University's continued restructuring and in particular, this year the restructuring of fees for International students from outside of SADC, poses a major threat to the continuation of the program. The university has increased fees for

these students from R 22 500 per year to R 61 000 per year. This needs to be understood within the context of the increasing liberalization of the South African economy. Another problem is the number of scholarships. It is currently not clear whether those students who have been accepted but who did not get a scholarship will have the means to participate next year. The South African and the International Steering Committee are working towards solutions.

In Brazil CUT and the Social Observatory have paid for hotel rooms for students, travel costs, translation for events, transport for lectures to come from São Paulo to Campinas. GLU Brazil envisages for the future to reach out to unions in the region to ‘sponsor’ a member. This would have the double effect of alleviating cost dependence on the ILO as well as growing our base by including more trade unions in the project. This should especially be a target for North American unions that clearly have the resources to support their members.

However, for medium- and longterm sustainability it is important to broaden sources. The possibility for funding also through government funds for South-South cooperation therefore has to be explored. India committed itself to see if there are resources for cooperation between India, South Africa and Brazil. Furthermore, the Tata Institute of Social Sciences will explore if there is any possibility to get a funding from the Ford Foundation. For the 2009 annual conference in Mumbai, concrete proposals on how to mobilize resources shall be elaborated. The International Secretariat will then assist with the draft of a proposal.

4.3. Use of electronic platforms

The German GLU program provides in cooperation with the Berlin School of Economics an electronic platform to share information and create a common depository for curriculum outlines, reading materials and discussion groups. This platform is used quite extensively by students from the German program. Most of the southern campuses have however only uploaded very basic information about their courses in ILIAS for 2007 and 2008. At the end of 2008, some key readings from the two core courses, namely Labor and Development and Economic Policy, Globalization and Labor, were made available for download by Wits. Better use of ILIAS by the staff and students will be encouraged for the 2009 course.

5. Follow-up and Lessons Learned – The Project in Perspective

The partner universities have developed close linkages. The successful academic exchange has linked lecturers across the programs, the GLU conference and the publication of the papers presented gave the program international visibility. The Summer School has allowed to further develop an important component of the program, the GLU research projects.

Priorities for the coming years are the further dissemination of knowledge which has been generated by the network, the intensification of the student exchange scheme as an additional globalization dimension, and the further development of the network.

ANNEX 1. Table of the project objectives and indicators (as stated in the LOGFRAME of the project document) versus the achievements.

Outcome indicator	Achievements
At least 200 copies of the textbooks are sold in the first two years	During the course of the year the publication concept of the GLU has changed. Now there are two pre-phases before textbooks are published. The first phase consists in the publication of working papers. The GLU Working Papers have been initialized in 2008 and up to now five papers have successfully been published. In a second phase reading material and own texts will be put in the electronic platform ILIAS. This offers the opportunity to discuss the texts in-depth. Afterwards, the publication of textbooks is envisaged.
The number of applications for the Masters program is growing by 10% per year	As there have been more campuses in 2008 the total number of applicants has increased, even though the number of applications in the different campuses has stagnated. The quality of the applications has improved.
The number of externally funded students is increasing by at least 1 student per course and year.	The number of externally funded students has increased by at least one in the different campuses. In Germany, additional scholarship were offered by the International Institute for Labor Studies, the Otto Brenner Foundation and Public Service International. In Brazil CESIT funded a scholarship for an US-student who was not eligible for an ILO-scholarship, in South Africa COSATU has successfully supported the efforts for external scholarships to be provided. Thus additional scholarships for South African students have been secured.
Trade unions have benefited from high-level research undertaken by the course participants. The quality of trade union contributions to national debates on industrial relations, labour market policies and broader development issues has improved.	There is an alumni database to track these people. The database shows that 80% of the participants are back in the trade union movement and either they have been promoted or they bring additional expertise back in their organization. Their knowledge and the dissemination of knowledge by the network via publications and public lectures benefit the trade union movement.
Trade unions from the 'South' play a more active role in the global debate on development and social justice	The publication of the working papers contributes to the global debate on labor related topics. The impact of trade unions from the South within the program can be seen in the fact that 4 out of 5 published working papers

	have a focus on Southern/developmental issues.
A high participation rate of women and gender mainstreaming of the program is reflected in fully gender mainstreamed research analysis and policy proposals	In the German and Brazilian programs there is a high participation level of women. In South Africa however, it is a challenge to get sufficient women in the program. Gender mainstreaming is reflected in the curriculum.
The number of researchers responding to the call for papers of the annual GLU conferences is growing by 20% per year	Johannesburg 49 proposals Campinas 71 proposals Mumbai 80 proposals
Trade unionists and academics involved with the GLU are invited to present the conceptual ideas and research activities undertaken at major trade union and academic conferences	Representatives of the GLU have been invited to several trade union and academic conferences to present conceptual ideas and research initiatives undertaken by the network. Invitations have been received by Rutgers University, Cornell University, The Academy of Labour, Moscow, Ruskin College, COSATU, IOS, CUT, amongst others
At least two additional universities are interested in associating themselves with the GLU and meet the quality standards in developing postgraduate programs on fair globalization or integrate modules on fair globalization into their work	The Tata Institute for Social Studies in Mumbai started a program in 2008 and the Ruskin College (Oxford) expressed strong interest. First consultations have been held with Rutgers University in April 2008
Research presented and produced within the GLU is disseminated and recommended by other networks and institutions	The research of the GLU conference has been published in a special edition of Labor, Capital and Society. Articles about the GLU were published in different journals: Just Society, Labor Education, RC44 as well as in a number of journals and newsletters of national and international trade union organizations.