



## 1. Inequality research project

Following the discussions at the conference a final set of working papers will be published. Furthermore a book publication with Routledge is envisaged for early 2015. In addition, the team will produce a policy paper that summarizes the policy recommendation based on the further development of the policy matrix (to be debated) briefly presented at the conference. The FES indicated that they are also planning a major publication on inequality and that this work could benefit from the work of the GLU and that an information exchange would be desirable to share themes and avoid duplication.

The findings could also inform the preparation for the 2015 GLU. A Steering Committee and policy workshop at the end of the year, would be good opportunity to discuss the findings and also to discuss how this could feed into the next GLU conference.

## 2. Developments at different campuses

Update on recent development and new challenges at the different campuses. A full report is attached to this minute. Further to the reports the following issues were raised

- Brazil; despite major efforts it is difficult to attract students from Latin America, as the training is only available in English. The GLU programme is facing an additional problem, that students have to defend their thesis in Brazil and therefore they have to stay in the country after finishing their thesis. This prolongs their stay and the costs.
- TISS, the programme is facing a number of transitional challenges due to changes in responsibilities at the Institute. During the next month it will have to be clarified how the programme will be continued. This year there were few trade union applicants and support also from international partners is requested in order to get more applications to the programme by trade students from India and out-side India..
- In Germany they have just finalized the selection of candidates for the 2014/15 programme and admitted 34 students. They expect finally a group of roughly 25 students to attend.
- For South Africa there are a growing number of students. The Engage programme will continue in South Africa with a 2<sup>nd</sup> knowledge transfer phase. Whether there will be funding available for 2015 is currently unclear. The GLU will explore different funding possibilities for this. As in the other campuses funding is a constant issue.
- At the University of the Pennsylvania the programme was finally approved by the respective university structures. They are looking forward to start the programme in August.

### 3. Cooperation with trade unions

The cooperation with the trade union movement is at the center of the GLU concept and makes it different from other purely academic programme. The involvement focusses with different intensity on the following levels:

#### Advertisement

The trade unions and the Alumni network are the two principle channels to advertise the programme to the main target group: trade unionists or other people close to organised labour. However there is substantial room for improvement as the programme is still not well known in many countries.

#### Applications

Applicants need to have a recommendation from a union and the union or another supporting organisation is asked to provide a matching financial contribution of 1500 Euro for a scholarship. The endorsement by a trade union is a key factor for admission. Recommendations and assessments from Global Unions are particular helpful in identifying good applicants.

#### Guest lectures

Trade Unionists from the national unions in the host countries are giving regular guest lectures about the trade union situation in their country. Students are invited to participate in trade union events in the host country. Here cooperation has proven most effective when the lectures were part of the overall curriculum.

#### Workshops

Workshops as integrated part of the course are organised with experts from Global Unions, the ILO or national trade unions in particular in the area of 'trade unions and multinational companies' and 'global workers rights'.

#### Internships

The internships are an integrated part of the curriculum and are mostly done with trade union organisation. This is a great opportunity for participants to learn about international trade union work. It provides the chance to focus their final master thesis also on topics particular relevant for trade unions and sometimes they also help to get important work done.

### 4. Global Workers Rights online course/Measuring workers' rights:

The working group has met at two workshops in 2013 and May 2014. Several modules have already been developed and parts of the course are currently tested by Prof. Stefanie Lorenzen at her course about labour rights at the HWR. The full course will be ready in the fall. It will be taught in parallel in Campinas and PennState and provide the opportunity for cross campus cooperation. The online course would offer the opportunity to cooperate with more universities and develop further networking opportunities. In particular the University of the Philippines and the Higher School of Economics in Moscow expressed interest in such a collaboration. The course would also create the opportunity to offer a more tailor-made stand-alone course on global workers' rights for trade union experts. In a pilot phased this can be offered to GLU Alumni in early 2015.

As part of the course PennState is working on a new database for measuring Global Workers Rights. This will be launched in the fall and provide a unique research tool to assess workers' rights violations in different countries.

### 5. GLU Web-site:

The new GLU Web-site was launched at the beginning of May. The site has a modern design and is also a better tools for information dissemination. The different campuses are requested to provide Harald Kroeck with additional information and information updates on their work.

6. GLU Conference 2015: The GLU conference will be held in October 2015 in Washington. The tentative date for the next GLU Conference is 1-3 October 2015. The conference will focus on policies and strategies to reign in corporate power. The conference will build on some of the discussions and research for the 2014 conference. The colleagues from PennState and the AFL/CIO will circulate a draft call for papers as soon as possible. The discussion will be also very timely as there will be a general tripartite discussion on global supply chains at the ILO in 2016.
7. GLU Summer School: The GLU/AARS Summer School will take place from 30<sup>th</sup> of September – 9<sup>nd</sup> of October. The first part includes the GLU conference in Washington and the second part will take place at PennState University. The GLU Alumni will circulate a programme proposal after this year Summer school and coordinate with the colleagues from PennState.

#### 8. Alumni Networking

The Alumni representatives reported about the different activities undertaken, scheduled and planned. The summer school is a central element for the Alumni work, but as the number of Alumni is growing it is a challenge to maintain contact to all of them and keep them involved. Many Alumni are involved in intensive work back home and do not have much time to engage in the network. The Alumni group has created a newsletter in order to provide information all along the year. Using more new social media to stay in touch and exchange information is another option.

In addition to the research projects other joint initiatives (like solidarity activities or discussion for a) are currently discussed to offer Alumni additional opportunities to engage and work together. The GLU alumni will use the Summer School to develop a plan for the further Alumni work that will be shared with the Steering Committee.

#### 9. Publications:

In preparation of the GLU conference a series of working papers have been published and a number of additional papers are expected until the end of the year. Key contributions will be published in a book with Routledge. Students who wrote an excellent master thesis will be offered the opportunity to submit them as GLU working papers. Network partners are invited to contribute to the Global Labour Column.

#### 10. Double Degree

The University of Kassel/the Berlin Economics and Law and the University of the Witwatersrand have successfully concluded negotiations for a Double Degree. So students can now study in Germany and South Africa and get a degree from both universities. This might also allow to approach additional funding for student mobility.

#### 11. International Steering Committee

The Steering Committee consists of representatives from the trade unions and the universities for the GLU partners, a representative of the Global Unions, the ILO and the FES, an Alumni Representative has observer status.

Members:

- Bhalchandra Kango, AITUC
- Cathy Feingold, AFL-CIO
- Christoph Scherrer, University of Kassel
- Eugenia Leone, University of Campinas
- Frank Hoffer, ILO
- Jenny Holdcroft, Global Unions/IndustriAll
- José Celestino Lourenço; CUT
- Mark Anner, PennState University
- Mirko Herberg, FES
- Sarah Mosoetsa, University of the Witwatersrand
- Sharit Bhowmik, TISS
- N.N-COSATU
- N.N. DGB
- N.N. two Alumni reps

## 12. Associate Membership

The Steering welcomed Richard Hyman (LSE) and Boy Lütje (University of Frankfurt) as associate member of the GLU.

A number of universities expressed an interest in cooperating with the GLU. All these universities do cooperate already at national level with trade unions. The Steering committee discussed possible cooperation on Sunday 18 May with representatives of the following universities:

- Ruben Cortina Labor World Institute Universidad Nacional de Tres de Febrero
- Hermes Costa University of Coimbra, Portugal
- Steve Davies University of Cardiff, UK
- Elena Gerassimova Higer School of Economics, Russia
- Melissa Serano, University of the Philipines
- Philipe Taylor, University of Strathclyde, UK

In addition the School of African Studies (SOAS), University of London (Jens Lerche) and the Centre for Informal Sector and Labour Studies of Jawaharlal Nehru University (Praveen Jha) expressed their interest in associate membership, but could not be present at the meeting.

The colleagues from the different universities presented their interests and a number of forms of engagement with the GLU where discussed including

- Exchange of information about the different labour programmes at universities;
- Contributions to the Global Labour Column as a network tool to discuss global labour issues;
- Exploring the EU Erasmus and Erasmus plus programmes for students and faculty exchange;
- Guest teaching at different campuses;
- Participation in the next GLU conference in Washington in 2015;
- Support for labour campaigns;
- Joint cooperation on blended online courses or MOOCs;
- Students exchange, joint workshops;
- GLU working papers

- Participation of GLU network members at activities/conferences/workshops organised by associated members

There was agreement to develop further contacts to create associate memberships. The form of interaction within the range of the above mentioned possibilities will differ from university to university. As a next step the universities will send a letter to the GLU, laying out their range of interests and the nature of their possible engagement. Cooperation between an associate member and one of the GLU partner universities can be organised through specific bilateral agreements. Such MoUs can be agreed between individual institutions and do not have to be mediated through or sanctioned by the GLU although, of course, they are happening under the GLU umbrella and should be acknowledged accordingly.

## List of Participants

Mark	Anner	PennState
Babatunde	Aiyelabola	Alumnus
Paulo	Baltar	UniCamp
Joachim	Beerhorst	IG Metall
Simone	Buckel	Kassel
Neil	Coelman	COSATU
Trever	Evans	HWR
Cathy	Feingold	AFL-CIO
Birgit	Felmeden	ICDD Kassel
Anne	Gasparini	ILO
Tandiwe	Gross	ILO
Mirko	Herberg	FES
Hansjörg	Herr	HWR
Frank	Hoffer	ILO
Jenny	Holdcroft	Global Unions
Pierre	Laliberte	ILO
Shankar	Lamichhane	Alumnus
Eugenia	Leone	UniCamp
Birgit	Mahnkopf	HWR
Ian	Manborde	Ruskin
Mpho	Maruping	Alumnus
Ana Paula	Melli	CUT
Seeraj	Mohammed	Wits
Sarah	Monsera	Wits
Debdulal	Saha	TISS
Carlos	Salas	UniCamp
Christoph	Scherrer	UniKassel
Wezi Galera	Shaba	Alumnus
D.K.	Srivastava	Tiss
Steffi	Wahl	Alumna
Paul	Whitehead	PennState
Additional participants 18 May		
Ruben	Cortina	Labor World Institute Universidad Nacional de Tres de Febrero
Hermes	Costa	University of Coimbra, Portugal
Steve	Davies	University of Cardiff, UK
Elena	Gerassimova	Higer School of Economics, Russia
Melissa	Serano	University of the Philipines
Philipe	Taylor	University of Strathclyde, UK



## Update Global Labour University (GLU)

[www.global-labour-university.org](http://www.global-labour-university.org)

### Summary

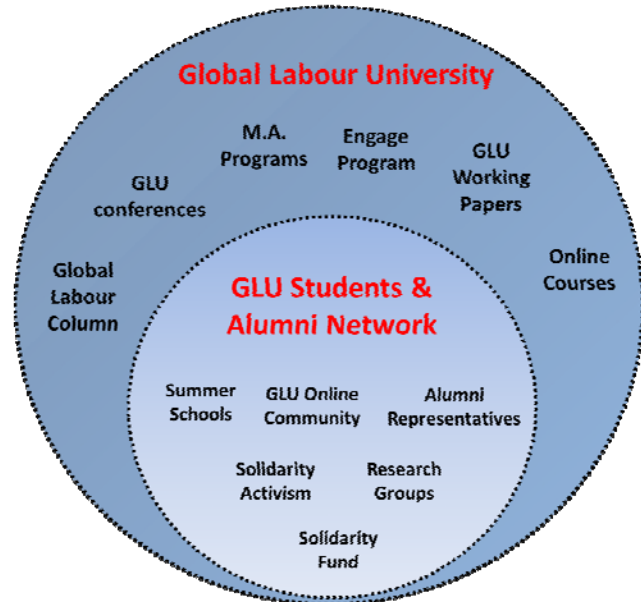
The Global Labour University was launched in 2004 after an intensive consultation process and two international workshops with national trade unions, Global Unions, universities, ACTRAV and supportive foundations. As a global network the GLU provides a one world study, research and discussion network. It is the only institutionalized cooperation between the trade union movement, universities and the ILO on a global scale. In the last ten years the GLU qualified several hundred trade union experts, published many books, working papers, articles and columns, created an alumni expert network

spanning over more than 50 countries, initiated several cross-country comparative research projects and became a global forum for knowledge sharing, research and debate. A recent project evaluation confirmed that the vast majority of the programme participants are working today on labour issues within trade unions, labour NGOs, universities and international organisations.

In addition to maintaining the network new GLU initiatives focus on extending the network through the development of online university programmes on international labour standards, working conditions in multinational companies and global supply chains. The support of the Alumni network is given further priority as the international networking capacity has become an important element of the Global Labour University.

### Concept

The objective of the Global Labour University is to make academic capacities and knowledge accessible for labour and to support pro-labour academic work and teaching at universities. Offering master programmes on labour and globalisation for trade unionists is at the core of the GLU activities. The cooperation between the network partners is conceptualised as a one world learning and study environment that benefits also strongly from the ideas and movements of the Global South. The majority of partners of the GLU are in the Global South and participants in the different courses come from developing and from industrialized countries. Teaching staff exchanges between the campuses and modern technologies allow for exchange and networking. National Steering Committees establish a continuous cooperation between universities and trade unions. Internships



with trade unions, joint workshops, guest lecturers etc. provide a cooperation structure between the universities and the national trade union centres. At the global level an international steering committee includes the universities, the national trade union centres, the Global Unions, ILO ACTRAV and the FES. It facilitates the exchange and collaboration among the partners, decides on global network events, new initiatives and new membership.

### **Partners**

The academic partner institutions are:

*Brazil:* University of Campinas

*Germany:* Berlin School of Economics and Law & University of Kassel

*India:* Tata Institute of Social Sciences

*South Africa:* University of the Witwatersrand

*USA:* PennState University

The institutional trade union partners are the most representative trade union organization in the partner countries:

*Brazil:* CUT

*Germany:* DGB

*India:* AITUC, INTUC, HMS, SEWA

*South Africa:* COSATU

*USA:* AFL-CIO

### *International Partners*

Global Unions

ILO ACTRAV

FES

### **GLU work and results**

- Since 2004 more than 400 trade unionists have successfully participated in the GLU master and Engage programmes. The cooperation with universities ensures high quality programme delivery. Students have to meet university standard in order to achieve their Master degree, this serves as an important quality control mechanism.
- Approximately 2/3 is active in the labour movement or doing labour research according to the GLU alumni files and an extensive evaluation.
- Since 2005 an annual GLU conference is organized on a rotating basis between the campuses and offers an opportunity for a broader engagement between trade unionists, GLU Alumni & students, academic scholar to present research, global campaigns and new solidarity initiatives. Since 2010 the findings of the conference are published in a special journal edition or ILO/GLU books;
- Since 2007 an annual GLU Alumni Summer School is conducted to bring Alumni together and develop collaborative research projects in self-organized Alumni research groups and provide networking opportunities;



- Since 2007 a GLU working paper series provides the possibility to publish on-going research work of the Alumni research groups, outstanding master thesis or work of scholars related to the GLU;
- In 2009 the University of Kassel launched the International Centre for Decent Work and Development (ICDD) that is a global PhD post graduate school largely based on the GLU network;
- Since 2010 the GLU is publishing a weekly Global Labour Column with short articles by trade unionists and researchers on labour responses to the challenges of globalization. This is coordinated by the University of the Witwatersrand. It has several thousand subscribers and over 15 000 visits on its website. Since 2012 it is published in Russian and since 2013 in Spanish and Portuguese;
- Supported by the Hans Böckler Foundation the GLU organised a comparative research project on policies to combat inequality. The results were discussed at the GLU conference 2014 that was organised in conjunction with the ITUC congress;
- The programs are always oversubscribed, and there is a continuous interest in particular from the global south in the GLU programmes

### **New Initiatives**

In addition to the on-going activities there are the following new initiatives:

- A new GLU Master programme will be launched at PennState University. This is supported by the AFL-CIO and a number of industrial unions (UAW, United Steelworkers, Teachers Union, and SEIU). The University is fully funding the program and funds eight full scholarships. The willingness of a leading US American University to make this major investment in order to join the GLU is an example for the growing reputation of the GLU.
- As part of the South- South and triangular cooperation the GLU is developing in cooperation with the five campuses and the ILO a blended online course on Global Workers' Rights. This course will be jointly taught at the different campuses and in a second phase will also be offered as a certified stand-alone course for trade unionists. The course will be launched in 2014. This is the first step for generating comprehensive online courses for trade union experts.
- In 2015 the development of a second course "Trade Unions, multinational companies, supply chains and strategic corporate research will be started";
- A number of additional universities from the Philippines, Argentinian, Portugal, UK, Russia and India expressed their interest in associate membership. All these universities have relations with trade unions on national level. The GLU will explore in particular cooperation through new on-line modules.

### **Documentation of GLU activities:**

GLU Statute: [http://www.global-labour-university.org/fileadmin/GLU\\_developments/Global\\_Labour\\_University\\_Statute.pdf](http://www.global-labour-university.org/fileadmin/GLU_developments/Global_Labour_University_Statute.pdf)

Conferences and workshops: <http://www.global-labour-university.org/180.html>

Global Labour Column: <http://column.global-labour-university.org>

Other GLU Publications: <http://www.global-labour-university.org/164.html>

Evaluating the Professional Destination of Global Labour University Graduates (GLU) (2005–2012)

[http://www.global-labour-university.org/fileadmin/GLU\\_developments/GLU\\_Evaluation\\_report.pdf](http://www.global-labour-university.org/fileadmin/GLU_developments/GLU_Evaluation_report.pdf)

## **Campinas Progress Report – 2013/2014**

### **1. Changes in curriculum and delivery of the course**

There were no changes in the course structure. Nevertheless, Program contents are revised and bibliography updated each semester.

The current course structure is as follows:

#### **First Semester**

Macroeconomics and development

Microeconomics

Quantitative methods applied to socioeconomics

Thesis seminar

#### **Second Semester**

Economic Development and Labour

Social structures, Inequality and Poverty

Trade Union Strategies in a global Economy

Law and Social Regulation of Labour

Directed reading

Thesis seminar: presentation of at least one chapter of the final dissertation

#### **Third Semester**

Dissertation

### **2. Number of trade union students in the current course**

7 (2 from Turkey, 1 from Ghana, 1 from Italy, 1 from Indonesia, 1 from South Africa and 1 from Barbados)

### **3. How many students have successful finished the programme, are they back to a trade union or what are they doing?**

<b>Students</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>Total</b>
Admitted Students	4	6	4	7	6	7	8	27
Students have successful finished the program	4	6	4	5	3*	2**		24

\*Three students have successful finished the program. Two other students are with the dissertation scheduled.

\*\* Two students have successfully finished the program. Two other students are with the dissertation scheduled.

From 42 students enrolled, 41 were foreigners. The vast majority comes from Africa and Asia, although recently the number of European students has been growing.

## **5. Interaction with Trade Unions**

**Describe the cooperation with the trade unions. What is done in the moment, what is planned for the future, what are the problems?**

The Trade Unions collaborate with us in the selection process as well as by teaching in some classes. The Trade Unionists invite the students to participate in international seminars with simultaneous translation into English, as well as to public acts promoted by Brazilian Labour Movements including celebrations as the 1<sup>st</sup> of May. Besides this, the Trade Union helps us to find internship for the students. FES participate together TU in these activities.

## **6. How many applicants do you have for the next course?**

So far, 8 (1 from Germany, 1 from Ukraine, 1 from Pakistan, 2 from Zambia, 1 from El Salvador, 1 from Nepal, 1 from Bangladesh). The deadline is October 01.

## **7. International cooperation and exchange**

- Nuno Felipe Mendes dos Santos, from Kassel University frequented GLU Program in the second semester of 2010
- Sebastian Wiedemann, from Kassel University frequented GLU Program in the second semester of 2010
- Paul Hecker is doing his PhD (Kassel University) dissertation on Informality in Brazil, and discuss his work together with members of Cesit .
- Stephan Lammerich, from Berlin School for Economics frequented one Glu course in the second semester of 2011

## **8. New activities or initiatives planned**

Cooperation with ILO in the *Blended on line course on Global Worker's Right*

## **9. Main Challenges, difficulties and problems the program is facing**

**Housing:** The University doesn't have either student accommodation facilities nor a system to find accommodation for the students and rents are very expensive. This year, on arrival in Brazil, the temporary solution found for this problem was to accommodate the new students during a few days in houses usually shared by Brazilian students.

**Students from Brazil and Latin America:** the program would like to receive students from Brazil and Latin America but we do not have scholarships for Brazilians and the diffusion of the existence of our GLU program is not widespread among Latin American Unions.

## **10. Funding prospects**

Since 2013, we had granted 6 scholarships for each year from the National Council for Scientific and Technological Development (CNPq). These scholarships are not however granted permanently then it is necessary to bargain the new scholarships every year. In 2014 we also got 2 scholarships from ILO.

#### **11. Other relevant information**

Since 2011 we have been improved the internship opportunities. The partnership with the Brazilian Agency for Cooperation (ABC) allowed to cover 2011 and 2012 internship expenses for students from the global south doing internship in Brazil. For 2013 we didn't get funding from ABC.

## **GLU Progress Report – Germany 2014**

### **1. Changes in curriculum and delivery of the course**

We are halfway through the LPG year. Currently the students are at the HWR in Berlin. The winter semester in Kassel was very busy as always but the changes we have made for this year have shown to be very good.

- The new Modul on International Labour Standards was very well received by the students and is still continuing in Berlin
- The integration of the TU Strategies and Development Modul into the TU Strategies Course in Kassel has also been very successful. We will do so again next year.
- The Academic Standards course which is offered to the students in Kassel is well received but also very necessary. Despite this course we had to exclude one of our students from the programme due to severe plagiarism.
- For the next intake we will test an online tool for the training of academic standards which has been developed here in the ICDD.

### **2. Number of trade union students in the current course**

In our current course (LPG 10) we have 17 students and most of them have a trade union background. The only exception is one student from the labour ministry in Brazil.

At the beginning of April we had the selection meeting for the next intake in October (LPG 11). We have selected 34 very qualified applicants, all of them with a trade union background. Experience shows that after the formal admission process through uni-assist the number will probably be reduced because some of the applicants do not meet all the formal requirements.

### **3. How many students have successfully finished the programme, are they back to a trade union or what are they doing?**

From LPG 9 all students have graduated.

### **4. Interaction with Trade Unions: Describe the cooperation with the trade unions. What is done in the moment, what is planned for the future, what are the problems?**

In the context of the LPG programme the students have several opportunities to meet trade unionists:

- Introductory Workshop on International Trade Unionism with Philipp Bowyer (UNI) and Frank Zach (DGB).
- Working Group on Internationalism of the DGB Youth department invites the LPG students for a weekend seminar every year. This is usually a big success and also leads to further meetings throughout the year.

- field trip to VW plant in Kassel + meeting with works council
- field trip to IGMetall Headquarter in Frankfurt with a one day workshop on various issues
- In the One World Seminar during the winter term in Kassel several guest lecturers from trade unions and/or labour movements are invited. Additionally or as part of the OWS we are planning a workshop day on codetermination and economic democracy.
- In Berlin the programme also entertains a tandem project which is designed to bring the students together with local trade unionists. This project is being carried out by a former LPG student.
- And not to forget the 6 weeks internship all participants do in between the two semesters of studying with an international trade union organisation mostly in Geneva or Brussels.

### **5. How many applicants do you have for the next course**

At the beginning of April we had the selection meeting for the next intake in October (LPG 11). We have selected 34 very qualified applicants, all of them with a trade union background. Experience shows that after the formal admission process through uni-assist the number will probably be reduced because some of the applicants do not meet all the formal requirements.

### **6. International cooperation and exchange**

The Trade Union Strategies course has been and will be taught by Devan Pillay from Wits, additionally we usually have 2-3 guest lecturers from our partner universities teaching elective seminars in the winter term.

2 students from TISS study at Kassel this summer term and two more in the winter term.

### **7. New activities or initiatives planned**

Cooperation with the other campuses on the blended online course on Global Workers' Rights.

Double Degree with Wits/South Africa: is in the process

### **8. Main Challenges, difficulties and problems the program is facing**

From the organisational side a big challenge is the outsourcing of bureaucratic functions to private institutions, namely the admission process (uni-assist) and visa application process (online platforms and intermediary organisations). Both complicate procedures because the communication and applicable reasoning is often more difficult, the process is more time consuming and more expensive. Additionally it produces some challenges with our student administration because we want to handle the selection and admission process differently from other study programmes.

Additionally the organisation of the daily living infrastructure is sometimes challenging, especially because most of the information provided by institutions in Germany (even of the university) is in German.

Plagiarism is a problem we have to deal with every year. This year again we had one case in which we actually had to expel the student from the course.

The level of English that is required for the admission to the programme sometimes appears to be too low because some students have a tough time following the courses and doing the course work, especially in the beginning. However, to raise the bar would curtail the pool of qualified applicants too much. Furthermore we have students from countries where English is an official language and therefore they do not have to submit an English language test. However, sometimes their command of English is not sufficient to follow and participate in the programme.

### **9. Funding prospects**

The main challenge we face is to find sufficient funding for administrative and structural costs. Luckily for LPG 10 the Frank/ILO was able to fill a big part of this gap and the FES has renewed their funding until the end of 2014.

For scholarships we usually have funding for 10 to 12 students from the global south and up to 5 for German and European students from the Böckler foundation.

## **TATA INSTITUTE OF SOCIAL SCIENCES, MUMBAI**

### **GLOBALISATION AND LABOUR PROGRAMME**

#### **1. Are there any changes/innovations in curriculum and delivery of the course**

Two new courses have been added in First year Curriculum from batch 20141-15:

**Development Information – Analysing Labour Data:** A 30 hours audit course introduces participants to the database management system DevInfo which is a platform to manage, monitor and analyse development information pertaining to the achievement of millennium development goals. This also includes Key Indicators of the Labour Market (KILM) database provided by International Labour Organisation (ILO).

**4 credit field-work component for application of qualitative research methodology:** Students would engage directly with the marginalized communities or institutions working toward empowering voices of those on the margins. This opportunity would facilitate students to learn about communities, their socio-cultural milieu, vulnerabilities, etc. and would enable to learn and engage with the communities/institutions they wish to research with.

#### **2. Number of trade union students in the current course:**

Total = 8. See below:

Four in senior batch: three Indian trade union students and one Nigerian trade unionist (II year batch)

Four in junior batch: three Indian trade union students and one Nepali trade unionist (I year batch)

#### **3. Do you maintain contacts to the alumni from your programme, do you know what they are currently doing and are any alumni involved in the GLU programme**

Yes. We are in frequent communication with our alumni. The MA GL course conducted at TISS is different from other campuses of GLU because we admit trade union students as well as general students who are interested in labour studies. As far as the alumni are concerned, we find that every year a section of general students are engaged in trade unions or labour research. One such non-trade union student has initiated his own trade union in the informal sector (Vikrant Lokhande), while others such as SMF Pasha, Artika Ashdhir, Rhea Chatterjee, Pravin Khotkar have joined global unions such as the IndustriAll and IUF. Another non-trade union student, Amar Kharate is partially handling GLU administration at TISS in addition to being a grassroots activist organising wastepickers through LEARN Mahila Kamgar Sanghatana (LMKS) in Mumbai.

The trade unionists from Nepal have all assumed positions of importance in their unions which are affiliated to UNI. In Africa, the trade unionists, especially the ones from Nigeria have shown similar



results, the latest being Eugene Manji who was asked to contest as the chairman of his union after completion of the course, and subsequently won the election unopposed.

Another one of our alumni, Anjali Bedekar, who is now with UNI and was earlier with the State Bank of India Employees Union (the largest public sector bank in India) was the first woman to be elected in the executive of the bank's western region and later won the elections as president of the Western region chapter. After retiring from the bank, Anjali is now working with UNI Liaison office of India. **[Alumni Profile may be seen as annexure to this note]**

#### **4. Do you have a feedback from the students how they assess the course and what they would suggest to change**

Here are two quotes from one of the recent GLU alumni: Eugene Manji, State Chairman, Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees (AUPCTRE) Nigeria

*"I just want to greet and inform you that my union has found me worthy and has called me to re-contest as the state chairman. The election comes up on Tuesday 9th July, 2013. The MA GL has greatly impacted in me with lot of respect and expectations all over. Thank you very much and I will inform you of the outcome. Regards, Eugene"* (04 July 2013)

After the elections, he wrote us this email:

*"We conducted our election today and I was returned unopposed as the state chairman. The occasion was so colourful and fabulous. Thanks for all your prayers and best wishes... Of course GL not only had a role to my success but a major role. It is a long story, but it could be better imagine than to describe."* (10 July 2013)

#### **5. Interaction with Trade Unions**

**Who is represented in the National Steering Committee and how often do they meet. Are there joint workshops with trade unions or guest lecturers from trade unionists. How are the trade unions involved in the internship program. What are the main challenges and the highlights in the cooperation with the trade unions.**

Yes, we have regular interactions with the major TUs in the country and the regional chapters of the GUFs. TU leaders are also engaged as visiting faculty every week for an entire semester. Our students also go to these trade unions as interns. The MA-GL and trade union bond has only strengthened over the past years.

#### **6. How many applicants do you have for the next course**

Two- one from India (Coal union) and one from Zambia (Communication union)

## **7. International cooperation and exchange**

Two of our trade union students (Nazam Shadab and Shruti Rane) went to Kassel for a period of three months under the DAAD's program 'A New passage to India'. Further, arrangements were made for allocation of special funds for another trade union student Sunil Yadav (a conservancy worker and trade unionist with the Mumbai Municipal Workers Union) to do his MA field research in Johannesburg, South Africa

## **8. What new activities or initiatives are you planning for the near future**

☑ Workshops on thematic areas

☑ Collaborative Research

☑ Working paper series on Globalisation and Labour

☑ Monthly seminar of Research Scholars and students

☑ Ph.D. and M.Phil. in Labour Studies

☑ Training for Trade Unions on Migration in association with ILO India Office and International Centre of ILO, Turin. We plan to introduce a course in our Masters' Programme based on the outcome of these programmes.

## **9. Main Challenges, difficulties and problems the program is facing**

We have received a weak response from Indian trade unions towards the program in general and the last two years in particular. Further, we also find either before or after we admit trade union students that some of the Indian students are not genuinely trade unionists. They get letters of recommendation from any union in order to get admission into TISS. Hence it is difficult to discern who is a genuine trade unionist and who is not. However, our experience with the international trade union students has been very different; as all students are genuinely involved in trade unions.

## **10. Funding prospects**

**TISS Emerge Campaign:** TISS plans to expand its capacity in 4 campuses - Mumbai, Tuljapur, Hyderabad and Guwahati and emerge into a networked university over the next 5 years. The TISS-Emerge campaign aims to raise 500 crore by 2015 to be able to power this growth and sustain it. TISS is ideally placed to have a huge positive impact on the nation. [<http://www.tiss.edu/emerge/>]

## **11. Other relevant information**

### **Activities during 2013 - 14**

The Centre for Labour Studies organised the Tata Institute of Social Sciences - International Centre for Development and Decent Work Annual Thematic Conference 2013 on 'Roles of Food, Work and Cash in Overcoming Poverty' in September 2013. Dr. Mirai Chatterjee, Coordinator, Social Security, at Self-Employed Women's Association (SEWA) delivered the keynote address. Invited special lectures were delivered by Dr. Jomo Sundaram (Assistant Director General, Food and Agriculture

Organization), Mr. Olivier de Schutter (United Nations Rapporteur for Human Right to Food), Ms. Sharon Burrow (General Secretary, International Trade Union Confederation) and Mr. Michael Cichon (Director, Social Protection Department, International Labour Organization). The Annual Thematic Conference was a resounding success as 140 delegates from 39 countries participated in it. The Global Labour University (GLU) Alumni Summer School/ Applied Research School was held between September 25 and October 5, 2013 organised by TISS, Kassel University and Berlin School of Economics and Law was held between September 25 and October 5, 2014. Around 41 GLU Alumni participated in the summer school which helped in strengthening network links and identifying future research collaborations in a variety of areas of pertaining to the development of trade union movements across the world.

Professor Philip Taylor, University of Strathclyde spoke to students on 'The Globalisation of Call Centres and BPO - New International Divisions of Labour' in December 2013.

Professor Michael Fichter of Global Labour University, Berlin gave a series of lectures in January 2014 on the linkages between multinational corporations and labour.

Professor Boaventura de Sousa Santos of University of Coimbra, Portugal gave a public lecture in February 2014 on 'Epistemologies of the South: South-South dialogues and Intercultural translations

## **GLOBAL LABOUR UNIVERSITY (GLU)**

### **UNIVERSITY of the WITWATERSRAND, SOUTH AFRICA**

#### **2014 REPORT**

##### **1. Are there any changes/innovations in curriculum and delivery of the course**

From our external examination review last year, it emerged that our students could benefit from having their reports edited by a qualified editor. This was implemented this year with one student's research report being edited. The programme will need to consider long-term cost implications of this initiative.

In addition, the Programme introduced the position of Assistant Coordinator dedicated to assisting students with their academic challenges. This has enhanced the coherence of the programme. Feedback from the students has also been positive, as they have appreciated and benefitted from group and individual consultations with the Assistant Coordinator. Formal evaluation will be conducted at the end of the year.

##### **2. Number of trade union students in the current course**

The programme has grown from last year with ten new students and fourteen in total this year. Of the fourteen students, ten are from the trade union movement in South Africa and other parts of the Africa, Brazil and USA (union officials, seconded to the programme). There are four COSATU affiliate officials in the programme and one student from COSATU's research organisation (Naledi).

##### **3. Do you maintain contacts to the alumni from your programme, do you know what they are currently doing and are any alumni involved in the GLU program**

We have struggled in the past to keep our alumni active in our programme activities, mainly due to the cost implications as majority are outside the country. But, we are in touch with them and they are active participants in the GLU Summer School, some write for the Global Labour Column but the majority have remained in the labour movement in general which is encouraging.

We have also invited our local alumni to our bi-monthly GLU seminars. To date the response has been low, with on average one alumnus attending the seminar.

##### **4. Do you have a feedback from the students how they assess the course and what they would suggest to change**

The Programme has benefitted from general positive feedback from students. In 2013, informal evaluations were conducted students expressed great satisfactions with the programme (courses offered). No formal programme evaluation has been done this year. The 2014 Programme evaluation is planned for the end of the year (December). Individual course evaluations are done in class at the end of the semester (end May).

Through on-going feedback, through monthly meetings with Chair of the programme, students have expressed the following positive response:

Students enjoy events where they interact with colleagues from other campuses locally and internationally (such as the online seminar in March)

They appreciate the dedicated Coordinator, who assists them navigate to the University bureaucracy, but also the challenges of life on campus

Students also enjoy the benefits of a dedicated Tutor who assists them with their academic challenges.

Some areas of improvement include:

An increase in scholarships to include a living allowance

Assistance with temporary jobs to supplement their living allowances

## **5. Interaction with Trade Unions**

Our relations with Cosatu have remained positive even with the vacant position of Head of Education. We have steering committee meetings every second month. Cosatu has been represented by Alfred Mafukela at all programme steering committee meetings.

Despite the current challenges facing the South African movement, the programme has had general support from especially COSATU. Mr Mafukela, steering committee member, has played an important role in facilitating this support. This has also been a difficult year because of the national elections and thus most of planned activities with for COSATU had to be put on hold. For example, we have postponed our seminars with COSATU and affiliates to later on in the year. 3

## **6. How many applicants do you have for the next course**

The application period has just commenced and we are still in the process of recruitment. Our recruitment process will start in August 2014 for February 2015 intake.

## **7. International cooperation and exchange.**

We have been active in ICDD and GLU structures, with at least one member of our committee attending all meetings and conferences. In May a number of steering committee members will attend the meetings and workshop in Berlin (Michelle, Sarah, Devan, Seeraj and Ben). The committee is also pleased that Michelle is the recipient of the prestigious Ela Bhatt Guest Professorship at the ICDD in 2014. It is envisaged that through such international links, the profile of the SA-GLU programme will continue to grow and the programme will attract good students and funding.

## **8. What new activities or initiatives are you planning for the near future**

We have invited Inviolata Chinyangarara from ILO Pretoria to give a seminar. As mentioned, we have also invited COSATU's senior leadership to give a seminar and interact with the students and the programme.

Further, we have invited the Director of the Marikana documentary to show and speak to our students about the documentary.

## **9. Main Challenges, difficulties and problems the program is facing**

Our main challenge for GLU is still funding and attracting quality students from within South Africa and abroad. The University would like to see external funding matching its contribution to the programme. Therefore, GLU is under enormous pressure from the university to raise funds that match the University funding. The South African government, through its skills fund has allocated more scholarship in 2014. The committee will engage further with government to allocate more scholarships in future.

On operational costs of GLU the Committee and the University have raised concern on the year to year decline of funding from the ILO. If the current trend continues, there will be major problems in 2015. The University has expressed that no additional administrative funds and resources will be allocated for GLU in 2015.

## **10. Funding prospects**

As stated earlier, the committee will engage further with the South African government to secure more scholarships.

## **11. Other relevant information**

The committee structure of GLU in South Africa has been the programme's key strength. All committee members (associates) are contributing immensely to the success of the programme. The programme Coordinator and the Assistant Coordinator are working together with the Chair to manage a growing programme.

**Penn State**

**May 12, 2014**

**GLU Report**

### **Overview**

After several rounds of revision and review by the Penn State Graduate School, the US GLU Masters program on “Labor and Global Workers’ Rights” and its five new courses received tentative approval in the spring of 2014. This allowed the program to begin informally advertising for applicants for the 2014-2015 academic year. By April 15, 2014, we received 28 applications from 20 countries. Now the challenging is formally registering these students and ensuring their costs are covered. Total annual tuition for Penn State is USD 38,000 (USD 28,000 for the regular academic year + USD 10,000 for the summer session). The program has received tuition support/assistantships for 5 students from the College of the Liberal Arts and for 3 students from the School of Labor and Employment Relations. This allowed us to accept 8 students with tuition waivers. A ninth student has complete funding. We also have funds to provide partial living expense stipends to eight students of about USD 8,000 per year. In the case of 2 to 3 students, we may be able to provide full stipends. We will be contacting US unions to see if they will provide additional support.

On May 10, 2014, the Board of Trustees of Penn State University met and voted to approve the MPS program. The next and final step in this long process of establishing the new GLU Master’s program at Penn State is for the Graduate School to register the new program into the Penn State system so that students can formally apply to the program. This will allow us to formally accept them into the program and begin processing their visas. Assuming all goes well, on August 25, 2014 the first group of GLU students will begin their studies at Penn State University.

### **1. Changes to the Curriculum**

The entire curriculum is new. The curriculum is attached.



## 2. Trade Unionists in the Course (tentative)

	Country	Gender	Years of Practitioner Experience	Organization	Trade Union Experience
1	Argentina	female	3 years	Argentine Federation of Commerce and Private Services Workers; UNI	Yes
2	China, Hong Kong	female	14 years	Hong Kong Confederation of Trade Unions	Yes
3	China, People's Republic	male	1 year	International Center for Joint Labor Research, Sun Yat Sen University	No
4	Ghana	female	7 years	Labour Research and Policy Institute of TUC	Yes
5	Ghana	male	14 years	Teachers' Union	
6	Indonesia	male	7 years	Trade Union Rights Centre (supported by Metalworkers Union)	Yes
7	Jamaica	female	10+	Leader, Jamaica Domestic Workers Federation	Yes
8	Turkey	female	7 years	Turkish Garment Workers and ETUC	Yes
9	United States	female	5 years	labor research; social justice work	No

## 3. Alumni Relations

Since our program has yet to begin, we do not have alumni.

## 4. Student Relations

Since our program has yet to begin, we have not had student feedback to report.

## 5. Interactions with Trade Unions

We have strong relations with the AFL-CIO. We also have had contact with the Autoworkers (UAW), Steelworkers (USW), Service Workers (SEIU), Teachers (AFT), and Teamsters. We have not yet formed a national steering committee for the United States GLU, and that is a priority for us in the coming months. We are planning to organize a workshop for trade unionists on strategic corporate campaigns in March 2015. Our first group of students will do internships in the summer of 2015, and we plan to engage the above-mentioned unions plus others to organize those internships.

## 6. Upcoming Plans and Priorities

Our major plans for the coming year include:

1. Start the new program in August.
2. Host the hybrid (online/in residence) GLUGlobal Workers' Rights course in the fall 2014.
3. Design and register additional new courses, notably our research and writing course.
4. Establish the national steering committee.

5. Organize our first workshop for trade unionists in March 2015.
6. Organize the September 2015 GLU Conference and Alumni School.

## **7. Challenges and Funding Prospects**

Increasingly potential student interest in our program should not be a problem. The challenge for us is ensuring more and more tuition waivers and additional funds for living stipends. This will probably be the greatest limitation on our ability to grow more quickly. Getting the right mix of US trade unionists on the steering committee will also be a challenge, but one we believe we will meet. We believe the College of Liberal Arts will provide us with one or two more tuition waivers per year in the coming year. We also believe we can get US unions to cover some of the living expenses of students, especially if we are able to match these students up with US unions according to the sectors the students come from. Finally, we will also need to increase the administrative support Penn State provides for the running of this program.

### **GLU Penn State Curriculum**

Fall Semester (August 15 – Dec. 19, 2014)

#### Required

HRER500. International and Comparative Employment Relations (looks at employment relations practices and labor struggles in countries such as Brazil, South Africa, Germany, China, and Mexico).

LGWR510. Global Workers' Rights (hybrid/online course examines the ILO system, and social clauses in free trade agreements, concerns with corporate social responsibility programs).

LGWR5XX. Research and Writing for Labor Practitioners (prepares students to conduct research and write action-oriented research reports).

#### Electives (partial list)

HIST 556. Social Movements in the Twentieth-Century US

HRER523. Work-Life Practices and Policies

LER435. Labor Relations in the Public Sector

LER458W. History of American Organized Labor Since 1877

Spring Semester (January 19 – May 8, 2015)

## Required

LSE 475H. Labor and the Global Economy (examines the transformations in the global economy affecting labor, including IMF, WTO, and Global Supply Chain dynamics; and efforts by labor to address these changes/challenges).

LGWR5XX. Strategic Corporate Research and Campaigns (teaches skills to research MNCs and their supply chains in order to organize more effective campaigns)

## Electives (partial list)

HRER502. Organization of the Workplace

HRER504. Seminar in Employment Relations

HRER536. Labor Diversity in the Workplace

## Summer Semester

LGWR895. Internship (May – June)

LGWR894. Capstone Project (July – August)