



## Annual International Steering Committee Meeting 7 October 9.30 - 16.00h, New Delhi, India

### **1. Update on recent development and new challenges at the different campuses**

In addition to the written report (see annex) the following issues were highlighted.

India: JNU can easily accommodate 6-7 students from outside India with all expenses paid through scholarships by the Indian Council for Cultural Relations. This option is currently under-utilized so we should all encourage non-Indian students to study in the Indian GLU programme as they can get a scholarship there. All network members should encourage unionists from other countries to apply to for the GLU programme at JNU.

Germany: Martina Sproll is now the chair of the national steering committee of the GLU programme in Germany, supported by Stefanie Lorenzen and Reingard Zimmer as very engaged members of the German SC.

U.S.: The programme is in its 4<sup>th</sup> year and moved from 3 to 6 and 8 students to currently 5 students. There is scholarship money for up to 9 students. Now that Frank Hoffer has left his role as the international coordinator of the GLU we have to be much more active in spreading the word about the GLU programmes. We all have to keep our commitment to keep promoting the GLU courses especially among the unions in our networks. All campuses should send their programme adverts to the chair and the GLU secretariat. We should then put those together who have similar dates (Germany, U.S, India and Brazil and S.A.) and send them out together.

Brazil: The situation is difficult. The scholarship from Brazilian government has ended last year, the ILO scholarships have ended a few years ago. Not clear whether CUT can continue its scholarships. There is a need to find ways for securing the sustainability of the programme. All campuses should look for funds within their countries and we need to collectively look for funds as the network to assist programmes.

### **2. Structure of the Steering Committee and chair position**

It was agreed that the steering committee elects the chair and deputy chairs in the annual international steering committee meeting. It will be a one year rotating system with a chair, a co-chair from the academic side (deputy chair) who will take over as chair the following year, and a second deputy chair from the trade unions. Michelle Williams will be the chair for 2018 with Christoph Scherrer as co-chair who will then take over in 2019. CUT will be the trade union co-chair for 2018 (either Antonio Lisboa or Clair Ruppert).

Since it is impossible for the chairperson to do all this work on top of their existing work, it was agreed that we should aim at raising money to ensure that we continue to have two “staff members” of the GLU secretariat: a full-time project manager and a part-time

administrative support. We should develop a job description and budget for these two support persons. At the moment, Harald and Tandiwe provide support.

### **3. Fund Raising**

It was agreed that fundraising is the collective responsibility, not just the responsibility of the chair. A fundraising sub-committee has been established which will pursue options for raising funds. Members of the funding committee: Christoph Scherrer (chair), Praveen Jha, Hansjörg Herr, Martina Sproll, Elaine Hui, Tandiwe Gross, Anselmo Santos, and someone from CUT (tbc).

### **4. GLU Conference 2018—Brazil**

The next conference will be from 7-11 August 2018 in Brazil. The Conference will take place from 7-9 August, followed by the SC meeting on 10 August and a seminar on development on 11 August. All SC member should try to stay until 11 August for the seminar. The summer school will be from 11-16 August 2018.

It was agreed to try to organise the opening of the conference in Sao Paulo at CUT headquarters. Participants could stay one night in Sao Paulo, then do the opening (half-day), and then we would have the rest of the conference in Campinas. For the summer school it would be good to get access to a CUT training centre.

It was agreed that the title of the conference should be “The Future of Work: Democracy, Development and xxx (something we want to see happening)”. The call should be called Conference call (not Call for Papers, in order to increase the space for trade unionists). The conference call should have three elements: 1) Discussion on the situation in Brazil, 2) call for academics to present papers 2) call for trade unionists to present experiences and ideas. The Conference Call should go out in mid-November.

A union cooperation sub-team consisting of Mirko Herberg, Jeremy Anderson, Uma Rani and Tandiwe Gross has been established to organize this trade union policy discussion part in the conference together with the Brazilian conference team. The team should work with academics and trade unionists who would prepare a set of policy proposals that would be discussed in the policy part of the conference. The sub-team will engage in discussion with the GUFs fairly soon, and based on these discussions we will provide ideas how to fill the conference themes. It suggested 4 themes to be discussed in the trade union policy discussion part of the conference: a) regulatory issues 2) Trade union strategies and reforms 3) Development 4) Technological transformation and the impact on labour. The team agreed need to make sure to have proper preparation, methodology and moderation to get substantial discussions in this part.

### **5. GLU Summer School 2018**

The GLU/AARS Summer school will take place from 11-16 August 2018 in Brazil. The theme will be determined by the alumni summer school preparation group.

## **6. Regional GLU Summer Schools**

GLU Alumni from Turkey and the Philippines in cooperation with the ICDD hosted regional GLU Summer Schools in 2016 (Philippines) and 2017 (Turkey). South Africa hosted an alumni event in 2016 and is holding an alumni event in October 2017. Alumni from Argentina and Zimbabwe are currently discussing possibilities of regional events in their respective areas. The regional events are a very positive development of the GLU and widens alumni participation. Some of the Turkish alumni are translating some of the GLCs into Turkish, they want to create a labour website which would use a number of translated GLCs. As the structure of the alumni reps has been changed to be at the basis of regions, this will hopefully help to support the regional networking activities. The SC welcomed this initiative and agreed for the GLU logo to be put up on their website.

## **7. Cooperation with the ILO Research Department**

There has been a MoU in the past which was rather minimalist comprising an internship of a GLU alum at the Research Department and some exchange. In July 2017 the University of Kassel developed a draft for an extended MoU between the University of Kassel (representing the GLU network) and the ILO Research Department which is currently under discussion at the ILO.

## **8. GLU Online activities**

In total the GLU MOOCs (Massive Open Online Courses) have over 12,000 participants now (since the launch of the first MOOC in 2015) and the new course on Fair Wage Strategies starts on 24 October 2017. A key element is the local partnership programme with around 30 local partners who commit to promoting the online courses in their networks and integrating MOOC material into their trade union/university education and/or organise a local workshop using MOOC material. For next year MOOC team plan to systematically approach unions to offer integration into their education programmes. The MOOCs have stimulated the internal engagement within the network members, strong engagement with technical departments of the ILO in particular on wages, and can be used to outreach beyond labour to academia and other networks.

It was agreed that if the GLU develops another MOOC, the topic should be on sustainable development and labour. If we get funding we would do a workshop with those from the universities who are interested to conceptualise the course and commit to developing it. This fourth MOOC would serve as a component of a potential blended online master hosted at HWR Berlin. All the professors should use their academic networks offering that they can use it for their teaching informing them that the GLU provides these courses as a public good to the academic community in the world. This should be presented at the RC44 (labour people in the International Association of Sociologists).

We should all send the announcement of the new Wages MOOC and the GLU Online Academy to all our networks with a personal recommendation.

## **9. Cooperation with trade unions**

To make the GLU better known among trade unions around the world a new brochure has been developed under the lead of Michelle Williams to provide a short but comprehensive information about GLU expertise and activities for the trade unions. The brochure will be layout in WITS University and will be available soon.

Jeremy Anderson will try to identify contact points in all the GUFs and propose to all the GUFs that as the GLU we want to cooperate more on a) MOOCs b) linking up with regional GUF offices (provide possibilities for internships, participate in workshops hosted at the national GLU campuses, joint research projects) c) trade union policy discussions at GLU conferences and d) scholarships for trade unionists to participate in the GLU MA and Certificate programmes. The union cooperation sub-team will collect ideas along these lines for strengthening the GLU cooperation with unions and share it with the SC to come up with further ideas. The campuses should send the cost structure of their programmes to the chair and co-chairs, so that the deputy trade union chair can also reach out to national unions to enquire about options for providing scholarships.

## **10. Alumni Networking**

The Alumni suggested to try to get to a gender balance of 50% women among the AARS alumni. It was suggested by the alumni that there should be a call to the alumni a few weeks before the SC meeting so that in case they have any issues they would like to raise they can communicate them to the alumni reps before the SC.

## **11. Publications**

### Global Labour Column

The GLC publishes between 30- 35 GLCs per year now, in total the GLC has reached 290 columns since the GLC started. We have a number of anthologies, the last one was published by Pluto Press. The editors are working on a fifth anthology that should be ready by the end of the year. The outreach is estimated at 22,000 readers per column estimated by the number of clicks on the website.

### GLU Working Papers

The process works well, we have contributions from the network as well as master theses. There is a review process, Harald formats it and ILO publishes it. We invite contributions, for example papers presented from the JNU conference and Frank's memorial speech.

### Global Labour Journal

Mark Anner will speak to RC44 and convey the message that if RC44 wishes to change the governance structure and not have two people coming from the GLU on the board, they should let us know.

## **12. Faculty exchange**

Alex Gallas is currently a visiting scholar at Penn State, next year maybe a colleague from JNU would go to the U.S. Praveen Jha was in Kassel for last summer. Archana will come to

Kassel for six weeks in summer. Carlos will come to Kassel also to teach international economics. Devan is currently in Kassel and will teach in the fall. Nicolas Pons-Vignons is also coming to Kassel for two weeks. Nandita Mondal from TISS is also coming to Kassel now. A new centre for advanced studies for Latin America has been set up in Kassel, so there will be guest professors from Latin America coming to Kassel. In SA, Hansjörg comes every year for the ENGAGE programme. The ICDD also has money for short-term South-South exchange (up to six weeks) so if there is an interest among the Southern campuses for that they should let Christoph Scherrer know.

## **12. Research cooperation**

There is currently one research project with case studies carried out by alumni on the topic of “Organising against the Odds” with successful examples of union organising in global value chains. It is coordinated by Edlira Xhafa and will be finalised by the end of the year. There is an existing ICDD research project on decent work on agricultural supply chains. There will be a new research project funded by the German Hans-Böckler-Foundation about global value chains with India, Brazil, U.S., South Africa. There will be case studies on different industries. In the first year the objective is to understand the value chains, and in the second year discuss alternatives from the union perspective. There will be a kick-off workshop in Berlin early next year.

## **13. Members International Steering Committee**

The Steering Committee consists of representatives from the Trade unions and the Universities of the GLU partners, a representative of the Global Unions, the ILO and the FES, and an Alumni Representative has Observer Status. Current composition (chairs followed by alphabetic order):

Michelle Williams, WITS University (Chair)

Christoph Scherrer, University of Kassel (Deputy chair/co-chair from academia)

Antonio de Lisboa Amâncio Vale/Clair Ruppert, CUT (Deputy chair/co-chair from trade unions)

Mark Anner, Penn State University

Joachim Beerhorst, DGB/IG Metall

Cathy Feingold, AFL-CIO

Tandiwe Gross, ILO-ACTRAV (interim)

Mirko Herberg, Friedrich Ebert Stiftung

Martina Sproll, Berlin School of Economics and Law

Jenny Holdcroft/ Jeremy Anderson, Global Unions

Anselmo Luis Dos Santos, University of Campinas

Bhabhali Nhlapo, COSATU

Archana Prasad/Praveen Jha, JNU

Carolin Vollmann, DGB

N.N. Indian trade unions (the formation of the trade union representation for the JNU programme is currently undertaken)

Two Alumni Representatives - GLU Alumni Network (observer status)

#### **14. Associate Fellows**

Frank Hoffer was welcomed as an Associate GLU Fellow.

Existing Associate Fellows:

- Elmar Altvater
- Uma Amara
- Patrick Belser
- Akua Britwum
- Neil Coleman
- Steve Davies
- Peter Evans
- Trevor Evans
- Michael Fichter
- Elena Gerasimova
- Susan Hayter
- Hansjörg Herr
- Claudia Hofmann
- Richard Hyman
- Boy Lüthje
- Birgit Mahnkopf
- Seeraj Mohammed
- Phumzile Ncube
- Özlem Onaran
- Nicolas Pons-Vignon
- Peter Rossman
- Engelbert Stockhammer
- Beatriz Vacotto
- Lucien van der Walt
- Andrew Watt
- Eddie Webster

**GLU NETWORK INTERNATIONAL STEERING COMMITTEE  
CAMPUS ANNUAL REPORT  
2017**

**PROGRAMME Brazil**

**GLU Committee Members (please list names):**

**1. Did you make any changes/innovations in the curriculum or delivery of the course? What is the main focus of the course?**

The curriculum has had some modification as well as the content of programs. The former and current structure is shown below:

Former Structure	Current Structure
<b>First Semester</b>	<b>First Semester</b>
Macroeconomics and development	Macroeconomics and development
Microeconomics	Microeconomics
Quantitative methods	Quantitative methods
Thesis seminar	Economic Development and Labour
<b>Second Semester</b>	<b>Second Semester</b>
Economic Development and Labour	Social structures, Inequality and Poverty
Social structures, Inequality and Poverty	Trade Union Strategies in a Global Economy
Trade Union Strategies in a Global Economy	A Social Protection in Capitalism
Law and Social Regulation of Labour	Work in Contemporary Capitalism
Directed reading	Directed reading
Thesis seminar	Thesis seminar
<b>Third Semester</b>	<b>Third Semester</b>
Dissertation	Dissertation

The course is divided into three semesters. In July of the first year the students undertake an internship. The students have to write and defend their thesis during the first semester of the second year.

The main focus of the course is empower trade unionists and other specialists from the labour world on the political, economic and social dimension of globalization. This includes an understanding of the processes of economic development, formulation of macroeconomic policies, job creation mechanisms, strategies adopted by multinational companies, regulatory initiatives and prospects of labour unionism-fundamental aspects for the discussion of the effects of globalization. Also requires the understanding of the causes of social inequality, poverty and social mobility, as well as policies to promote gender equality and social justice, to guarantee workers ' rights and to democratize labour relations.

**2. How did you cooperate with the other GLU campuses? Which forms of cooperation would you like to strengthen further?**

Blended Online Course on Global Workers' Rights discusses what Global Workers's Rights are, its foundations and its relevance in order to reach a more civilized society. The course also aims to discuss nowadays capitalism and its impacts on labor relations and which instruments and strategies can be used to implement rights. Based on readings, video lectures, explanatory animations and interviews labour leaders and scholars from around the world, the course aims to increase knowledge and practical skills for furthering workers' rights worldwide. At Unicamp, the course has provided a two years experience of cross-campus interaction: Instituto de Economia da Unicamp (Brazil) and the Penn State University (USA), under responsibility, from Brazil, of Magda Barros Biavaschi and from Penn State University, of Paul Vincent Whitehead.

For the future, to expand the Blended Online Course on Global Workers' Rights to others campuses

**3. What has been the feedback from your students to the programme? What are in their view the most positive and the most critical features of the programme? What did they suggest to change?**

The feedback has been very good. In their view one of the most positive features is about the course level in our University (the syllabus and the professors). The critical feature has to do the details about infrastructural problems, for example: accommodations.

**4. How do you communicate with your Alumni?**

Only by e-mail

**5. Do you know what the Alumni currently doing?**

The most of our students are working on Trade Unions, Public departments and Universities in their countries. Three of our students (Li Cheng, Ezgi Bagdadioglu and Nilesh Nivrutti Shinde) are doing PhD at Campinas University in Brazil.

**6. How could you intensify the communication with the Alumni?**

Through social networks

**7. How do you cooperate with national and international trade unions?**

Central Única dos Trabalhadores (CUT) and Fundação Friederich Ebert (FES) cooperate with us promoting seminars, courses and Conferences and are responsible for the organization of internships.

**8. How many applicants did you have, how many students did you accept for the current course and how many applied for the new programme?**



We had fourteen applicants for 2017. We had accepted four students for the current course. There are eight applications until now for 2018 programme.

### **9. What are new activities or initiatives you planning for the future?**

Offer new on line Course (MOOC): Macroeconomics and Development

### **10. What have been the main Challenges, difficulties and problems the program is facing?**

The main challenges are on resources for scholarships, internships, tickets and administrative support and accommodations.

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

## **GLU NETWORK INTERNATIONAL STEERING COMMITTEE CAMPUS ANNUAL REPORT 2017**

**PROGRAMME** Germany

**GLU Committee Members (please list names):**

- Christoph Scherrer
- Martina Sproll

### **1. What were your main activities over the last year?**

**Uni Kassel:**

In February we organized together with Turkish GLU Alumni a workshop on “Syrian Refugees and their Integration in Turkey” in Istanbul.

Reaccreditation of MA LPG was concluded in spring.

**HWR Berlin:**

Preparation for a new programme: Blended Online Master “Sustainability and Labour”: A curriculum using the GLU MOOCs a first phase has been developed; various lobbying activities for funding are taking place.

### **2. Did you host any GLU special events?**

### **3. Did you make any changes/innovations in the curriculum or delivery of the GLU Programme?**

There have been a few changes in the curriculum and examination regulations in the course of the reaccreditation: Credit structure, double degree with Wits, blended online course on Decent Work in Global Value Chains.

We had to change our application/selection/admission procedure upon request from the University of Kassel. The procedure is now standardized like other MA programmes in Kassel. It has become more difficult for the programme coordination to guide applicants through the admission procedure.

### **4. Did you cooperate with the other GLU campuses? Which forms of cooperation would you like to strengthen further?**

Uni Kassel:

Praveen Jha was Ela-Bhatt professor in Kassel for the summer term 2017

Devan Pillay taught ½ of a core course in the LPG programme last winter term, this winter term he will be Ela-Bhatt professor in Kassel and teach 2 courses (one core, one elective)

Akua Britwum was Ela-Bhatt professor last winter term

Nandita Mondal (TISS) will be a visiting lecture in the upcoming term

Nicolas Pons-Vignon (Wits) will come for a short term visit in October.

Alexander Gallas (University of Kassel) is currently a visiting scholar at Penn State and is teaching a core module of the US GLU programme.

### **5. What has been the feedback from your students to the programme? What the most positive and the most critical features of the programme? What did they suggest to change?**

#### **Positive aspects:**

diversified program, guest speakers esp. from trade union movement, interesting electives and extracurricular activities,

#### **Critical features:**

intensive courses and high work load, group work was challenging, organisational issues around moving three times (Kassel, internship, Berlin), conflicts within the group due to different standpoints with regards to gender and LGBT, complaints about lack of time for the master thesis

### **6. How do you communicate with your Alumni?**

Mainly through e-mail database that is maintained by Harald.

### **7. Did you host any Alumni events?**

We did not host any events in Germany, but we have organized a workshop in Istanbul together with our Turkish GLU Alumni and in the framework of the ICDD we organized together with Wits the annual summer school in South Africa.

#### **8. Do you know what the Alumni currently doing?**

Info mainly via database maintained by Harald

#### **9. How could you improve the communication with the Alumni?**

Possibly support networking of Alumni and GLU using social media.

#### **10. How do you cooperate with national and international trade unions?**

- Weekend workshop with DGB Youth
- 6 week internship with GUFs and other international trade union organisations/projects
- Invited guest speakers in the One World Seminar + introductory workshops
- Co-teaching of TU Strategies Part 2 in Kassel by Joachim Beerhorst from the IGMetall + field trip to the IGMetall headquarter in Frankfurt
- Joint activities with local DGB and trade unions in Kassel
- Field trip to Geneva and 2 day workshop at ILO
- LPG-Workshop on Decent Work in Global Supply Chains hosted and financed by IGMetall, with participation of representatives of several GUFs and DGB

#### **11. How many applicants did you have? How many students did you accept for the current course and how many applied for the new programme?**

##### **a) Intake 2016 (LPG 13)**

We had 63 applications of which we selected around 35 in the first round. In the course of the review of the formal qualification and due to the lack of sufficient funding to participate in the programme, we started with 18 students. One student had to interrupt his studies due to health issues, one student has to do additional credits and will join the new group in the upcoming term. One student committed severe plagiarism and was therefore not allowed to finish the MA degree. He received a certificate for the successfully completed classes. 16 students will probably successfully complete the programme by the end of September.

##### **b) New Intake 2017 (LPG 14)**

We had 46 new applications and about 10 admitted students from 2016 who had deferred for the following year. In the course of the review of the formal qualifications and due to the lack of sufficient funding to participate in the

programme, we will probably start with 20 students. Like every year getting the visas in time is a challenge – but we hope that everyone will make it in time.

**c) What are new activities or initiatives you planning for the future?**

Alumni workshops in Argentina 2018 and Zimbabwe 2019 if we get DAAD grant  
JNU exchange partnership if we get DAAD grant  
Erasmus+ application for exchange with TISS and Unicamp  
Development of a new Blended Master “Sustainability and Labour” (BLOM SL) at the BSEL. Concept is already advanced, integration with existing MOOCs is planned, financing not clarified yet

**d) What have been the main Challenges, difficulties and problems the program is facing?**

The admission process via uni-assist has always been difficult. With the new procedure it has become more difficult to guide the students and make sure they submit everything in time.

Obtaining visas is a recurring issue.

With the reaccreditation and the renewal of the programme regulations some discrepancies between the University of Kassel and the Berlin School of Economics have become apparent that have to be resolved.

Significant plagiarism by some students.

Financial gap for LPG in Berlin – problem still remains unsolved.

**e) Have you raised funding in support of GLU activities? Do you have funding for 2018?**

**For MA LPG 2017/18:**

Programme funding and 7 scholarships from FES  
Programme funding and 3 scholarships from ILO  
Scholarships from DAAD, UNI Global Union, ILO research department  
UniKS support for field trip to ILO

DAAD funding for Double Degree

Erasmus+ funding for exchange with UCC Ghana

DAAD funding for alumni activities: Turkey and Delhi

**f) Do you want to suggest anything in particular for the GLU network to consider for 2018?**

For the planning of the next conference it might be helpful to have an organizing committee with members of different GLU campuses. It should be clarified early on who is participating from the GLU campuses and how the participation is funded.

It seems to remain uncertain how long the interim period without a successor to Frank as co-ordinator may last. It may therefore be useful to reflect on communication structures and “contact points” for various GLU topics.

**g) Is there other information you would like to share with the international steering committee?**

**GLU NETWORK INTERNATIONAL STEERING COMMITTEE  
CAMPUS ANNUAL REPORT  
2017**

**PROGRAMME** India, Jawaharlal Nehru University

**GLU Committee Members (please list names):**

- Archana Prasad
- Praveen Jha

**1. What were your main activities over the last year?**

The last year has been spent in organising the GLU Conference. For this we have made an outreach with many organisations and unions working on labour issues.

**2. Did you host any GLU special events?**

We held a meeting and a brainstorming session with the trade unionists to finalise the concept note of GLU in November 2016. Many of those unions are attending the Conference. Apart from that the All India Bank Officers Association and the State Bank of India Officers Association is providing support to the programme and has a special lecture series at the Centre.

**3. Did you make any changes/innovations in the curriculum or delivery of the GLU Programme?**

We have introduced a global supply chains course on the lines of the online course. It is a seminar course being offered by Praveen Jha. We also have a special lecture series sponsored by the All India State Bank Officers Association that feeds into regular course work.

**4. Did you cooperate with the other GLU campuses? Which forms of cooperation would you like to strengthen further?**

Professor Praveen Jha visited Kassel and we have been hosting casual students on recommendation of GLU campuses.

**5. What has been the feedback from your students to the programme? What the most positive and the most critical features of the programme? What did they suggest to change?**

We have got two new students in the programme in this year: one from Ghana and the other from Nepal. Both are funded from ILO. Last year we had a student from ITF Turkey who is also funded by ILO. So now we have three funded students in the programme.

**6. How do you communicate with your Alumni?**

The alumni are in touch with us through mail and also keep visiting the centre for various programmes. We also keep in touch with them through the website.

**7. Did you host any Alumni events?**

We are holding summer school this year.

**8. Do you know what the Alumni currently doing?**

The first batch of the Masters programme graduated in July 2017. Many of the students from this batch have got admission in different universities and they are also working with many organisations focusing on worker's rights. Because of the difficulties of the admission procedures at JNU we are unable to get students from the Indian Labour Movement directly. All students have to do entrance exams. However we can take 6 students at a time from foreign trade unions as they do not require entrance exam under the 'in absentia' category. This year we had five application who we offered admission, two took admission.

**9. How could you improve the communication with the Alumni?**

We can involve the alumni in on line courses and also involve them in various activities of the GLU, including in accessing interface with trade unions. Some efforts have started in this regard.

**10. How do you cooperate with national and international trade unions?**

We have workshops and we also got National trade unions to sponsor some internship opportunities in the programme. Some students have also done studies for trade unions as a part of the programme. Of particular importance is the study done for the All India Bank Officers Confederation by 7 students of the centre who did fieldwork in the summer and studied informalisation of labour relations in the banking sector.

**11. How many applicants did you have? How many students did you accept for the current course and how many applied for the new programme?**

We had five foreign applicants of which we took two. Many people with connections to labour oriented organisations applied in the Masters programme and some even got admission.

**12. What are new activities or initiatives you planning for the future?**

We want to promote online courses amongst the trade unions, some of whom are attending the workshop of 4 October 2017. We also want to have short term courses for trade unions and promote more internship opportunities for students.

**13. What have been the main Challenges, difficulties and problems the program is facing?**

The admission rules of JNU do not allow for participation by Indian trade unionists. This bottleneck has not been resolved because of the tense and conflict ridden situation in the campus.

**14. Have you raised funding in support of GLU activities? Do you have funding for 2018?**

ILO is funding 3 students. AIBOC (a trade union) is funding some internship opportunities and also giving a small grant. Funding for exchange programmes need to be worked out.

**15. Do you want to suggest anything in particular for the GLU network to consider for 2018?**

The dilemmas faced by the labour movement are an important concern; especially with the strengthening of a right wing state which is not bothered about labour organisations per se. How do you build broad support for labour rights which increasing inequalities between working class and others and within the working class as a whole? The live linkages with unions may be reviewed in this context

**16. Is there other information you would like to share with the international steering committee?**

## CAMPUS ANNUAL REPORT 2017

**PROGRAMME:** South Africa

### **GLU Committee Members:**

- Prof Michelle Williams (Chair)
- Prof Karl von Holdt
- Prof Devan Pillay (sabbatical in 2017)
- Prof Sarah Mosoetsa
- Dr Ben Scully
- Dr Nicolas Pons Vignon
- Dr Zaheera Jinnah
- Mr Alfred Mafuleka (COSATU)
- Prof Eddie Webster (ex-officio)
- Ms Pulane Dithlake (ex-officio)

### **1. What were your main activities over the last year?**

We hosted the GLU Conference, Summer School, and the GLU-Wits 10<sup>th</sup> Anniversary Celebration event in 2016. In 2017, in addition to our normal Postgraduate programme, we hosted two certificate courses (Engage and Social Theory for South African Unionists). In addition, we held the 2016 and 2017 Transfer projects as part of the Engage programme's transferring skills to unions. The countries that were part of the transfer projects were Kenya, Uganda, Zimbabwe, Zambia, Namibia, Botswana, South Africa, and Mozambique.

We have hosted two events in which all unions and all federations were invited. The attendance was good. At the first event, Professor Edward Webster gave a lecture on the history of Trade Union Education in South Africa; at the second event, Professor Devan Pillay spoke on Ecology and Labour. We also used the events to publicize the GLU programmes and get feedback from the unions about what GLU.

### **2. Did you host any GLU special events?**

In 2017, we hosted guests from Botswana trade union BOPEU on a benchmark exercise. The President and her deputies are looking at creating a college for their members and a meeting, information sharing and a campus tour was held in support of this initiative.

We also hosted the ILO Southern Offices in March where presentations and information sessions were held. We also have deepened our relations with ILO-Pretoria through participating in each other's events and ensuring we keep them informed of our activities. Professor Edward Webster represented GLU-SA at the ILO regional workshop in June.



On 25 October, we are hosting the GLU-Wits Alumni Workshop. We had over 30 abstracts submitted and we were able to accept 12. FES is funding the event.

### **3. Did you make any changes/innovations in the curriculum or delivery of the GLU Programme?**

The Programme introduced a new short course in 2017 called Social Theory for Trade Unionists and this short course is aimed at local trade unionists.

Economic Sociology was entered onto the university system as the official replacement for Seeraj Mohamad's economics course.

### **4. Did you cooperate with the other GLU campuses? Which forms of cooperation would you like to strengthen further?**

In our double degree Programme, we hosted an international student from Germany who performed well in her courses and completed the Programme. We are keen to strengthen this Programme and have more student exchanges between the two campuses.

We are also in discussions with JNU regarding doing a similar exchange programme. This may be more formalised in 2018 and we will report on it then.

Professor Devan Pillay taught on the GLU programme in Germany in September and Dr. Nicolas Pons-Vignon is going on a Faculty Exchange to Germany in November.

Lastly, our chairperson, Prof Michelle Williams has been appointed as Chair of the International Steering committee and this has required interaction with all other campuses for the interim period until further plans can be developed.

### **5. What has been the feedback from your students to the programme? What the most positive and the most critical features of the programme? What did they suggest to change?**

Students have expressed general satisfaction with the courses offered and initiatives undertaken by the Programme to support their studies and make their stay in Johannesburg more pleasant. The current cohort is extremely appreciative and a mature group of students. The students also meet Pulane and Warren regularly and provide ongoing feedback.

### **6. How do you communicate with your Alumni?**

The Programme has a database of our alumni and we keep in touch with our alumni through regular invitations to our events such as seminars. We also recruit for the postgraduate programme and short courses through the alumni. This has been one of the most successful ways to recruit new students. Our alumni contact the

programme directly as well to update us of their activities. Hosting alumni events in two consecutive years has also assisted in keeping in touch with our alumni.

### **7. Did you host any Alumni events?**

We are hosting an alumni workshop for regional alumni this year with the support and assistance of the FES. The workshop this year intends to interrogate the questions of how to organise workers outside traditional areas of trade union organizing as well as looking at the decline of trade unions. After many years of wanting to host these kinds of initiatives with our alumni, we are pleased that this is a second alumni workshop we are hosting and we find these interactions beneficial for our students as well as for the Programme. The date of this workshop is Wednesday, 25<sup>th</sup> October and it is to be held on Wits campus in Johannesburg, South Africa.

### **8. Do you know what the Alumni currently doing?**

Yes, the majority of our students have returned to their unions, some have changed positions but have remained in the labour movement. Our most successful showcase is still the alumni from Zimbabwe who have set up a research institute and are working directly for the poor in their country through research initiatives and projects. The other encouraging showcase is our Botswana alumni and their initiative to set up a labour college.

### **9. How could you improve the communication with the Alumni?**

This is an area where we previously struggled, but we have since improved since hosting alumni workshops. In addition to the workshops, our Transfer Project through the ENGAGE Programme is assisting with the strengthening of our relationships with our alumni.

### **10. How do you cooperate with national and international trade unions?**

We reached out to all federations in the country and hosted a meet-and-greet lunch on the 1<sup>st</sup> of August. This event was very successful and as a result, the trade unions in attendance requested a second meeting (and future regular meetings). We hosted the second meeting on 19<sup>th</sup> September 2017.

All federations and affiliates were invited and one affiliate sent six office bearers. For us, this means we are speaking to unionists directly and that increases chances that our programmes will be known and as a result, more students across the network.

Lastly, we have deepened our relationship with COSATU and were invited to address NEDCOM and this has resulted in a closer relationship with the federation and the affiliates.

### **11. How many applicants did you have? How many students did you accept for the current course and how many applied for the new programme?**

On the postgraduate programme, the closing date for applications for both local and international students was 31<sup>st</sup> August 2017 and there are 46 applications to review from the following countries:

- Botswana
- Lesotho
- Ghana
- Malawi
- Nigeria
- Swaziland
- South Africa
- Zimbabwe

Of the 46 applications, 15 are from female applicants. For the South African Programme, this is a record number of applications in the last 11 years.

For ENGAGE 2017, we received 59 applications and 47 were accepted and funding was offered to 23. The class had 20 students in total, coming from Botswana, Ghana, India, Kenya, Liberia, Mozambique, Namibia, Nigeria, Zambia, Zimbabwe and seven of these were women.

The Social Theory course had 15 students; all from different provinces within the country and of the 15 students 12 were women.

Applications for the ENGAGE 2018 Programme opened on the 1<sup>st</sup> September 2017 and will close at the end of October. The Programme will run in March and April 2018. Programmes supported by ILO Geneva, ILO Southern Africa and FES' TUCC Programme.

### **12. What are new activities or initiatives you planning for the future? We are sending a couple of students to Kassel at the end of 2017, but essentially our plan would be to strengthen the programme that is already in existence.**

We are also producing a new GLU booklet for the network that we are planning to share at the 2017 GLU Conference.

### **13. What have been the main Challenges, difficulties and problems the program is facing?**

Local trade unions not releasing students to attend classes remains a struggle for us. This has resulted in students pulling out of offers at the last minute or not arriving for the postgraduate and short course programmes.

Funding is another challenge the Programme faces. This is now applicable to local and international students.

**14. Have you raised funding in support of GLU activities? Do you have funding for 2018?**

We are working closely with the Fundraising Office of the University to produce a proposal for scholarships for 2018.

We are also working closely with FES and ILO to secure funding for our various programmes (e.g. Engage, Social Theory, and PG scholarships). We have very good relations with FES in South Africa and the Pretoria ILO office.

**15. Do you want to suggest anything in particular for the GLU network to consider for 2018?**

**16. Is there other information you would like to share with the international steering committee?**

**GLU NETWORK INTERNATIONAL STEERING COMMITTEE  
MPS Program in Labor and Global Workers' Rights  
2017**

**PROGRAMME (please list country):** Penn State University USA

**GLU Committee Members (please list names):**

**Program Focus**

The main focus of the Penn State program continues to be on globalization and workers' rights. This includes our focus on labour standards, gender and race at work, strategic corporate research and trade union campaigns, comparative employment relations (with a strong focus on Latin America and China), and global supply chains and workers' rights.

**Masters' Program Update**

We have now successfully graduated three cohorts of GLU students through our Masters' Program in Labor and Global Workers' Rights. To date, 17 students have passed through our program. The majority of our students have been women (59%) and the majority have been from the global south (73%). Our 2016-2017 group of eight students was our largest group to date. The current group for academic year 2017-2018 has five students, which is fewer than we were anticipating. Part of the reason for this decline is related to the changing political climate in the United States.

Two outstanding unionists accepted into our program were denied visas by the Trump administration, and one promising student informed us that he decided to apply to a different GLU program due to the situation in the United States. We are hopeful that we can reverse this trend and grow the program again next year. On a positive note, as the Center for Global Workers' Rights increases its external grant support, it is able to provide more funding to potential students. This will allow us to go beyond our previous cap of nine assistantships per year. The challenge is recruiting enough good students to fill these spots. Ideally, we would like to grow the program to 12 students per year.

### **Penn State GLU Program: Past and Current Student Demographics**

To date, the student feedback on the program has been positive. Students seem to appreciate the course content, our interactive teaching style, and participation in Center events. One issue we are now examining is student time management. A couple of students became behind early on in the program this past year, and they had a hard time catching up afterwards. Students also mentioned on several occasions that the stipend we are providing does not fully cover all their expenses. Students also suggested the development of a student manual that would help them with a variety of issues related to adjusting to life in Pennsylvania and navigating the Penn State bureaucracy. And some students have asked that we provide job market skills to help them find employment after finishing the program. In response to this feedback, we are working on a student manual. We are not able to increase our general stipend levels for all students due to budgetary restrictions, but we have found some outside sources for students in extreme need. We are working to better prepare students for time management issues and adjusting some of our policies accordingly.

### **Alumni Communication and Updates**

We are in touch with our alumni by email. And we put them on our listserv and send them our newsletter after they graduate. We are currently surveying our alumni to see what they are doing now. We will publish the results of this survey in our next newsletter. Preliminary findings indicate that most alumni continue to work with trade unions.

### **Cooperation with Trade Unions**

The Penn State program continues to work closely with the AFL-CIO, particularly through its international department. We worked closely with Cathy Feingold of the AFL-CIO in designing a symposium in the spring of 2017 on worker health in global supply chains, in which the AFL-CIO participated. We are also exploring research collaborations with the AFL-CIO associated Solidarity Center on workers' rights in agricultural supply chains. For the past two years, Penn State GLU students did their summer internship with the Solidarity Center in Washington, DC. We've maintained good relations with several national unions largely through our summer internship program. These relationships include teachers, metalworkers, and public sector unions.

## **Cross Campus Collaboration**

### **Brazil**

Our main form of cooperation with Brazil has been through our blended course on labour standards taught by Professor Paul Whitehead, who held joint sessions with the GLU program in Brazil. Plans have been made to continue these joint sessions in the fall semester of 2017.

### **South Africa**

Through the Penn State course, “Work and Labour in the Global Economy” (taught by Professor Mark Anner) we have done joint sessions with the South Africa program and video conferencing sessions with Wits professor, Devan Pillay, which went very well. We would like to continue and deepen this exchange in the future.

### **India**

The Penn State program, through its Center for Labor and Global Workers’ Rights, has finalized with the JNU a Memorandum of Understanding (MoU) that will involve faculty and other forms of exchanges. We look forward to working through this MoU in the coming year.

### **Germany**

As part of a GLU faculty exchange, this fall semester we are hosting GLU Kassel instructor, Dr. Alex Gallas. Dr. Gallas is teaching our GLU course on research and writing, and he is mentoring our GLU students and preparing them to begin work on their capstone projects.

## **Other GLU Activity Collaborations**

### **MOOCs**

Penn State professors continue to collaborate on developing and implementing all three GLU MOOCs. Penn State Professor Paul Whitehead led a session of the MOOC course on International Labour Standards. In the Spring 2016 semester, Penn State Professor Mark Anner helped to lead the Decent Work in Global Supply Chains MOOC. This Fall, Penn State Professor Mary Bellman will participate the Fair Wage Strategies in a Global Economy MOOC. We look forward to continuing our collaboration in all future MOOC courses.

### **GLU Publications**

The Penn State GLU program continues to support GLU publications. Notably, Penn State Professor Elaine Hui has joined the editorial team of the Global Labour

Column (GLC), and Penn State professors continue to review draft columns when called upon to do so. Penn State also is contributing to the funding of the Global Labour Journal.

### **Penn State–GLU Labour Rights Indicators project**

Penn State, through its Center for Global Workers' Rights, continues to work with the GLU and the ILO in developing the Labour Rights Indicators project. Over the past year, we finished coding workers' rights violations around the globe for 2015, and we have uploaded that data to the website. The website now has publicly available data for 2012 and 2015 (see: <http://labour-rights-indicators.la.psu.edu/>). We are currently in the process of coding violations for 2016.