

# **Minutes Annual Council Meeting 30.04.2008 in São Paulo**

## **1. Presentation Progress Report**

During the last year the GLU network cooperation became broader and deeper. There are now 4 GLU programmes, a number of GLU research project, a working paper series has been launched and the GLU conferences as annual event has been consolidated. The progress report can be found on the GLU-website ([www.global-labour-university.org](http://www.global-labour-university.org)). Frank Hoffer recommended the regular update of the GLU-website by all project partners. The website serves as a headquarter for the programme. The use of the password-protected website ILIAS is encouraged. Please contact Harald Kröck if you want to add information to the GLU-website or get access to ILIAS ([harald.kroeck@global-labour-university.org](mailto:harald.kroeck@global-labour-university.org)).

## **2. Important issues raised in the monitoring process of the GLU programme**

The monitoring process proved that the programme is considered a great success by the students and the participating universities, unions, international and national organisations and foundations. However it also brought up some topics which require improvement.

One important point of discussion was the issue of selection and retention. Trade unions sometimes have no clear idea how they want to use GLU graduates when these come back. Unions provide not always a guarantee to return to the job and in some cases students apparently gave up their job when they entered the programme. Though a very high percentage of GLU Alumni are either working for trade unions or are involved in labour research activities. It is also felt, that sometimes skilled persons are needed on the job and unions cannot afford to do without them for one year. Elected officials have difficulties to join, because sometimes a leave of one year endangers re-election. Part-time options as offered in South Africa or a shorter post-graduate programme as currently designed for Germany can partly address this problem.

To ensure a strong commitment of the trade unions the application process should encourage trade unions to think more strategically about the selection and support of applicants. The trade union should be asked to clarify what it is expecting from the student after returning to the union and why it is sending this particular person. Moreover students should be supported if they wish to give a lecture to their union when they return. Such presentations offer the opportunity that unions get a clearer picture of what the GLU is. The GLU should also send a letter to the trade unions to inform them about the skills students have acquired in the programme.

Internships are of importance to the programme as they constitute an important link between academics and unions within the programme. Moreover, they present the opportunity to students to get a fuller impression of their host country. The length of the internships varies significantly from 6 weeks in Germany to 4 weeks in South Africa and up to 6 months in India. In Brazil and South Africa it has been difficult to find unions that take students on for an internship. In South Africa a solution could be that unions take students for a 4-week research project. This would also present the opportunity to improve the linkage between the internship and the topic of the Master thesis prepared by the students. In Brazil continuous efforts are necessary to find internships. Improving the matching process between interns and host organisation is work intensive and might require additional resources as part-time coordinators at the universities might not have sufficient time for a “tailor made” organization of the internships. A more detailed set of comments will be available in Mike Waghorne’s synthesis report after he had finished the Brazil evaluation.

The monitoring was considered as essential and very helpful for the further improvement of the programme. The Friedrich-Ebert-Foundation offered to fund a continued monitoring of the programme and Mike Waghorne accepted to continue with his work. It was proposed that as a next step the alumni are interviewed during the summer school. In accordance with ILO requirements the ILO will commission an external evaluation at the end of the German government funded GLU project.

### **3. Update on Programme implementation in Brazil, Germany, India and South Africa**

#### **A) Brazil**

The Brazilian programme was launched in February 2008. There are currently 9 students from 8 countries. Three are exchange students with the German programme.

One problem is that the University of Campinas requires students to be physically present in Brazil if they want to receive the Master degree. If the student goes back to his/her country to write the Master thesis, then he/she has to come back for the exam. Video conference has not been accepted by Campinas University as a solution to the problem. A solution needs to be found to ensure that funding is available for students to return for the final defence of their thesis.

#### **B) Germany**

The German programme is now in its fourth year. 20 students from 19 countries are participating in the programme this year. The German Master Programme is now in the stage of re-accreditation. Furthermore, the introduction of a short course of 2-3 months which leads to a certificate is envisaged. This certificate shall attract European unionists in particular and focus on issues of economic governance. The development agency Inwent will be approached for the funding of the certificate programme.

Some problems have come up in Germany with regard to intercultural communication and the gender-insensitive behaviour of some students. An intercultural training has been established and university staff specialized in gender-issues has been involved to solve these problems. In order to discuss such problems and possible solutions more in-depth it has been proposed that the GLU Ground Coordinators meet at the alumni summer school in Germany in 2008.

Also the Brazilian programme has been facing some challenges and the colleagues were interested in learning from the German experience

### C) India

The Indian programme will start in June 2008. There have been many applications (700) to the programme but not so many by trade unionists. This is partly due to the fact that many people might not have understood that the GLU-programme is specifically targeted to trade unions and membership based organisations and very different from other management orientated programmes offered by the TISS.

The Indian programme will start with 20 students of which 10 are trade unionists and 10 come from outside the unions. All participating trade unionists are from India, so diversification is envisaged for the future. The women quota amongst the trade unionists is almost 40%. These women can expect to get promoted within their trade unions when they return to their unions.

### D) South Africa

In South Africa the programme is now entering its second year. Here, the programme is actually composed of 12 participants. It is planned to raise the number of participants to 20 by next year. All present applications for the programme are from Africa. Future diversification is aspired. South Africa is envisaging the development of an alumni summer school of its own in cooperation with the ILO for 2009.

### **Advertisement**

The advertisement for the GLU-programme has to be increased to attract in particular more trade unionists from Western Europe, and Latin America. The following ideas were developed during the discussion:

- More promotional material has to be developed in different languages (on paper, in the web).
- GLU-alumni should be equipped with information material and used as ambassadors of the programme.
- Unions should be requested to advertise the programme on their websites
- Further distribution through different e-mail lists
- More active involvement of regional offices of the FES and the ILO

## **Resource Mobilisation**

To sustain the GLU network a diversification of funding is necessary. As there is a global network in place there should also be possibilities to approach a broader range of potential donor. The German programme is building up a pool of labour friendly foundations and trade union organisations to provide scholarships. This also broadens the ownership of the programme in the labour community. COSATU has successfully mobilised scholarships for South African trade unionists to participate in the GLU programme at Wits. Various ideas to tap new resources of funding have been discussed:

- The Brazilian colleagues will further explore possibilities with state-owned enterprises like Petrobrás or the Brazilian Development Bank. Later in the year a regional GLU workshop could be organized. This event could also be used to mobilise additional funding. The increasing Indian-Brazilian-South African international cooperation process might also offer opportunities to mobilise resources for joint capacity building programmes for labour like the GLU. The Brazilian partners will also explore whether the Ford Foundation might be interested in support the further GLU development.
- The German colleagues will explore possibilities with Inwent about support for a shorter certificate programme. Dieter Eich will approach Mr. Schleich from Inwent to explore funding possibilities.
- Rainer Rademacher will contact his colleagues to get some money for the Latin American region

## **Election of the International Steering Committee**

- Anthony Dietrich/COSATU and Eddie Webster/University of the Witwatersrand (South Africa)
- Christoph Scherrer/Universiät Kassel and Dieter Eich/DGB (Germany)
- Mariano Laplane/Universidade Estadual de Campinas and José Celestino Lourenço/CUT (Brazil)
- Rainer Rademacher (FES) (replaces Rudolf Traub-Merz)
- Bob Harris (Global Unions) (tbc by Global Unions)
- Frank Hoffer (ILO)

- Sharit Bhowmik/Tata Institute for Social Sciences (India)

### **Affiliation of new partners**

A new course will be launched at the Tata Institute for Social Sciences in Mumbai, India. The Indian partners will establish a National Steering Committee which will involve the Tata Institute, the FES and Indian trade unions interested in the GLU. The National Steering Committee will decide on the trade union representation on the International Steering Committee.

### **Potential new partners**

The general feeling was that the GLU programme has expanded quickly. There is considerable interest by other academic institutions to cooperate with the GLU. That the GLU conferences are an important instrument also to link up with academics and trade unionists from other institutions however further expansion and development of additional master programmes was not seen as a priority for the moment. Interest in the programme has been articulated by Ruskin College (Oxford, UK), Rutgers University (Newark, US) and McMaster University (Canada). Representatives of Ruskin College are planning to participate in the GLU alumni summer school, Christoph Scherrer will do some guest teaching at Ruskin. The problem with Rutgers is that secondary education is very expensive in the United States. The university will possibly send some students that participate in the GLU-programme over the next years. McMaster is thinking about an integration into the programme but progress has been slow and it is not clear how decisive senior faculty members are making the project a real priority. Chinese universities have signalled their interest in the programme.

### **GLU Conference 2009**

Next year's conference will be hosted by the Tata Institute of Social Sciences (India) during 21.-25.02.2009 (including a one-day GLU curriculum workshop and a one-day-meeting by the GLU Annual Council). Central topics will be the new challenges arising for the union movement from financialization and informalisation. Edward Webster suggested that a session should be put aside for a general discussion on the relationship between the trade union movement and universities in each country. This should include some sort of a history of this relationship as this relationship can

be quite contradictory at times, with the university wanting to maintain its standards and commitment to knowledge production and the union movement responding to the needs of its organisation to deal with day-to-day collective bargaining issues in the workplace.

The conference will host two plenary sessions with each having one flagship-presentation by a well-known unionist/academic and 2-3 comments in a round-table discussion. Union representatives and academics could be invited to give such a comment and thereby be integrated into GLU. These core events will be accompanied by smaller sessions – based on contributions responding to the Call for Papers - which will be drafted by the Indian colleagues in May 2008. The heads and participants of the sessions should be gathered at the beginning of each conference day and the rules (time limit!) should be made clear.

Mike Waghorne proposed to think about an invitation to Peter Rossman for the flagship presentation on financialization (his paper can be found on <http://www.iufdocuments.org/buyoutwatch/Financialization-e.pdf>; for further information visit: <http://www.iuf.org/buyoutwatch>).

Edward Webster is on the editorial board of a new on-line journal, Global Labour, to be launched in January 2009 by the Sociology of Work Unit in South Africa and the Institute for Globalisation and the Human Condition at McMaster University in Canada. He said he was sure the board would be interested in a special edition of selected papers from the 2008 conference. It could be edited by someone from CESIT in partnership with GLU, rather like the edition edited by Devan Pillay for Labour Capital and Society based on the 2007 conference papers in South Africa. If the conference organizers are interested they should send a proposal to him which he will pass to the board.

### **Attachment 1 – List of Participants**

Davi Antunes - Universidade Estadual de Campinas

Joachim Beerhorst - IG Metall

Sharit Bhomwik – Tata Institute of Social Sciences

Christine Bischoff - University of the Witwatersrand

Jose Dari Krein - Universidade Estadual de Campinas

Anthony Diedrich - COSATU / Naledi

Martha Domingues – CUT Brazil  
Anselmo Luis dos Santos – Universidade Estadual de Campinas  
Thomas Duermeier – Universität Kassel  
Dieter Eich - DGB Bildungswerk  
João Antônio Felício – CUT Brazil  
Mike Fichter – Freie Universität Berlin  
Camilla Gripp - Universidade Estadual de Campinas  
Miriam Heigl – University of Kassel  
Marion Hellmann - Building and Wood Workers' International  
Hansjörg Herr - FHW Berlin  
Frank Hoffer - International Labour Organisation  
Kjeld Jakobsen  
Mariano Laplane - Universidade Estadual de Campinas  
José Celestino Lourenço (Tino) - CUT Brazil  
Claudia Meyer – German Foreign Office, Brazil  
Janet Munaka - GLU Alumni South Africa  
Devan Pillay – University of the Witwatersrand  
Rainer Rademacher – Friedrich-Ebert-Foundation  
Clair Ruppert - CUT Brazil  
Lygia Sabbag Ferres - Universidade Estadual de Campinas  
Christoph Scherrer - Universität Kassel  
Pravin Sinha – Friedrich-Ebert-Foundation India  
Jochen Steinhilber – Friedrich-Ebert-Foundation Brazil  
Mike Waghorne – GLU Monitoring  
Edward Webster - University of the Witwatersrand