



Minutes 19th September International Steering Committee

Berlin, 19 September 2009

1. Update on program implementation in Brazil, Germany, India and South Africa

The representatives of the four campuses gave an update on current program implementation. Each university now offers a master program. The number of participants in the courses in Brazil and South Africa needs to grow in the next two years. Priority shall be given to deepen the cooperation between the campuses and strengthen the common knowledge and research base. Annex I provides a more detailed description of the program implementation on the different Campuses.

2. Monitoring and Evaluation of the GLU

A comprehensive monitoring report was provided by Mike Waghorne. (Annex II). The report raises inter alia the following points:

- Promotion of the GLU Program

The promotion of the GLU program does not work well

The challenge to get students from OECD countries and Latin America remains. Many trade unionists in Latin America don't speak English, courses taught in English are less attractive in Brazil than outside the continent. The possibility of offering English classes in the students' home countries was discussed.

The problem is also that the information does not really get to the trade unions. It was suggested to contact the Global Union Federations regional offices to spread the information about the GLU. Frank Hoffer and Claire Hobden will provide a proposal for a better information and promotion strategy including a possible newsletter.

- The application process needs to be coordinated better with the trade unions

There is a need for much, much better dialogue with unions, which are sponsoring (financially or not) GLU students. Specifically, there is a need to get better information from sponsoring unions at the application stage as to what expectations they have of the students once they have finished the course.

- Coordination and coordinators:

Expectations and workload for program coordinators is high and there need to be sufficient resources allocated that the coordinators are not overburdened with work.

- Reintegration

A number of GLU alumni raised the issue of a difficult reintegration process. Re-integration is a complex process. Sometimes expectations of students and trade unions do not match. There can be no insistence that people are taken back into their trade union but it would be good to know what the TU does to facilitate the return of the student into his/her union. On the other hand a trade union could make the sponsorship conditional on a willingness of the student to work afterwards for a certain period of time for the trade union. The suggestion was made that there should be an explicit letter by the trade unions indicating what a re-integration process could look like. However while there are some problems with

reintegration the vast majority of the GLU students remain in the labour movement. From 102 GLU Alumni 81 reported themselves to be active in the labour field (Annex III)

- **Research topics**

There were diverging views about the idea, that research projects should be agreed with trade unions in advance:

Pro: it supports the interest of the trade unions in the programs as well as making it easier for the trade unions to re-integrate the students. To adapt the research projects to the Trade Unions' needs would increase their ownership.

Contra: during the studies new ideas emerge and they shouldn't be pre-formulated by the trade unions. The new ideas should be brought back to the unions by the students. Not only the research but even more the internships are a crucial link to the practical work.

- **Formal qualification**

There are problems for trade unionist in participating in the program due to the lack of a first formal university degree; especially in cases such as South Africa where black people were excluded from education. The new short-term program will provide for more flexibility for recognition of prior learning.

3. Resources:

Additional resources have been mobilised to broaden the activities of the GLU. This includes a new short-term diploma program and the International Center for Development and Decent Work. The Universities and trade unions do make substantial additional contributions in kind. However, there is a need for ongoing efforts to broaden the resource base.

Scholarships

It is very difficult for student from OECD countries to participate in the programs as most donors focus their assistance on participants from developing countries. There are several opportunities to apply for scholarships individually and this should be indicated on the GLU Website. A database is needed on how to get scholarships within the OECD. The ILO will provide a few scholarships for students from the North that want to study in the South in order to strengthen the global character of the programs

Hardship fund

Students are sometimes confronted with unexpected hardship. The program cannot provide regular support to cover for family members etc. However, the GLU Alumni have set up an emergency solidarity fund that could partly support students in such cases.

4. Internships

There should be clear documents about what is to be expected by all parties. Ruskin and TISS have an information sheet for internship and will make it available to other campuses..

5. New course: ENGAGE

The universities of Kassel and Berlin will provide a 3.5-month diploma course, covering most topics of the master program in the LPG. The target group are trade union experts who cannot leave their jobs or families for an entire year. The program has greater flexibility in recognizing prior learning. Participants of the meeting welcomed this initiative and said that they expect a strong interest in the program

The program is starting with students from Brazil, Southern Africa, India (12 students) and Europe (8 students). The German organisation Inwent provides funding from the Ministry for Development Cooperation for the students from the South. Scholarships for students from OECD countries need to be mobilised through other sources or funded by the sending trade unions. For the participants funded by Inwent an additional internship of 2 months is part of the program. Students can also attend the classes part-time and can gain their diploma in two following years.

The classes of ENGAGE should have a strong practical aspect. It should meet the expectations of students and the sending organisations. A meeting between the lecturers and the trade unions will take place in the beginning of 2010 to strengthen the trade union ownership of the program and to build a strong focus on practical issues of organisational and policy development. From 2011 on, the course could be also have a stronger focus on specific industries or sectors to address the practical needs of trade union policy development.

6. Strengthening and broadening the common GLU identity

Faculty exchange

Short-term faculty exchange has been quite intensive and very useful. Long term visits are considered to be more challenging with regard to integrating the researcher/teaching staff into the faculty. It was suggested that more use should be made of the visiting lecturers in trade union meetings and workshops in the host country.

Students exchange (recognition of credits)

The recognition in Kassel as well at TISS doesn't pose any major problems, whereas at WITS and UNICAMP bigger obstacles exist.. At Unicamp only 2 subjects of 4 credits are transferable, in WITS the very limited numbers of courses offered make the transfer of credits difficult. To increase possible mobility all campuses are requested to provide information about possibilities of recognition of credits from partner universities and possibilities for student exchange.

Joint curriculum development

It was discussed, how far the curriculum development should be harmonized. The workshop in Mumbai in February 2009 on union strategy and development will be continued – with all campuses. The discussion on a common trade union course will take place in Berlin 9 -10 October 2009..The curriculum development discussions in Mumbai were judged as very helpful for developing a better mutual understanding and establishing a common discourse about the GLU curricula. Following the positive experience from Mumbai, small topical working groups could meet before the GLU conference in Berlin in September 2009..

GLU column

The GLU column would be a brief weekly article on "Global Labour Issues". The first column is supposed to be published on the website in October. A first list of contributors has been established. Everyone is encouraged to put potential columnists in touch with Seeraj Mohamed at Wits.

Systematic internal information sharing – newsletter?

At the GLU Summer school the idea of an internal newsletter was discussed and Dan Hawkin presented a proposal in this respect. The Alumni will together with Dan follow up on this idea. In the discussion, it remained open whether there is enough staff capacity to establish also a professional external GLU newsletter for a broader audience.

7. GLU conference 2010

The GLU conference will take place in Berlin in September 2010. It will be combined with the GLU Alumni summer school, a curriculum workshop and the annual council meeting of the GLU.

The Call for papers, presented by Hansjörg Herr, was discussed. It focused on the financial and economic crisis. It was suggested to broaden the agenda of the conference, so other crises, such as food, ecological issues, migration and household crises are discussed. Additionally it was critically noted that in the CfP the trade union response to the crisis is not discussed. It was agreed that the employment crisis should be at the centre of the conference and that the necessary changes of economic and financial policies should be addressed from an employment perspective. The conference should look at short- medium- and long-term responses. The debate should not be limited to immediate reactions, but also include a discussion about a more visionary perspective of change. The question of what is the function of the economy for society and how society can control the economy should be in the centre of that debate. Hansjörg Herr will circulate the revised call for papers.

9. GLU research initiatives

In the framework of the GLU summer school, a number of research projects have been finalized, some are ongoing and some just started:

a) Finalized research projects

“Trade unions and national trade policies”: the report will be written by the end of this year and published as a GLU working paper.

“Closing the representational gap”: the report will be written by the end of this year and published as a GLU working paper

b) Ongoing research projects

- Labour and Global Sport events (Team leader Steve Davies)

- Minimum wages (Team leader Hansjörg Herr)

- Implementation of International Framework agreements (Team leader Mike Fichter)

c) New research projects

- Gender issues in trade unions. The group presented their first structure. (Team leader Sue from Ruskin College and Patricia Chong, GLU alumna).

- Rights and working conditions of migrant domestic workers. (Team leader Helen Schwenken) .

10. Associate GLU Membership (proposals for membership?)

Robert Lambert from the University of Western Australia (UWA) is heading a group of labour scholars and they are interested in developing a closer relationship with the GLU. Participation in the GLU conference in Berlin could be a good start to discuss possible ways of cooperation

Ruskin College reports, that it would be interesting for students from Ruskin to develop a more dense relationship with the GLU alumni. Ruskin has also an interest in participating in other activities such as the curriculum workshops. Basically, there is no problem (except funding) in including the colleagues from Ruskin in the GLU Alumni summer school.

Academics from Leicester University (Glynne Williams) and from the University of Northumbria (Dough Miller) who have been working with the GLU in the past are interested in further cooperation.

11. GLU Alumni work

Summer schools/regional meetings:

The next summer school will be in Berlin. The funding will be provided in cooperation with the ICDD and the ILO. In the classes of TISS are also some non-trade union students; the question was raised as to whether also non-trade union alumni from the TISS program could attend the summer school. It was agreed that persons actively involved in labour issues should have this opportunity. Funding needs to be secured.

Starting from 2011, the alumni school will be rotating among the GLU partners. People outside of the four GLU Campuses can participate at the summer school; however they have to organise their own funding.

A regional alumni Decent Work workshop was organised in South Africa. In December a regional alumni workshop will be organized for Latin American and Unicamp GLU alumni. The FES is interested in continuing work with alumni.

Report of the Alumni meeting of this year's summer school:

The Alumni representatives gave some feed back on their discussions during the GLU summer school.

- The topics in the classes should be addressed from different political-economical lenses.
- Trade unions should be more involved in the classes.
- A program-wide class should be developed (e.g.. The history of the labour movement in 4 GLU campuses)
- The exchange of guest lecturers on all campuses should be intensified

Coordinating/administrative issues:

- Funding for internship travels was difficult to get (South Africa)
- Some reports on delayed scholarship payments
- The class descriptions did not always match with the content of class.

Research Projects:

- The summaries of the research projects should be published in multiple languages.
- Transparent selection criteria for Summer School participants should be developed as the growing number of Alumni makes it impossible to give everybody the opportunity to participate.

12. GLU Publications

GLU Working Papers

Concerning the GLU Working Papers, everybody is invited to publish – the working paper can also be an outlet for a master, PhD or for the research groups. Ideally, it should be around 25 pages long and have a labour focus related to the GLU network and topics.

Well-marked master theses should be published. The professor should send his/her suggestion to the editor (Hansjörg Herr) for the review process. Other texts, such as discussion papers, such as case studies of the research groups, can be published for the GLU community on ILIAS (see below).

GLU conference publication

Several publications around the Mumbai conference in February 2009 will be published in book format before the next GLU conference.

Information sharing via ILIAS

The internet platform of the GLU – ILIAS – is much used in Germany, but less on other Campuses. The appeal was made to all other Campuses to make use of the platform in order to develop a global communication platform and share course materials and syllabi.

13. International Center for Development and Decent Work

The centre starts its work on October 1st and will be located in Kassel. The GLU Campuses TISS, Witwatersrand and UniCamp are the central partner universities. The ICDD provides possibilities to build a graduate school, to strengthen faculty and students exchange and to initiate comparative research projects. More information on <http://cms.uni-kassel.de/unicms/index.php?id=25200>

14. Miscellaneous

Next steering Committee Meeting:

It was agreed that the next Steering Committee meeting will be in April in Kassel (preliminary date 14th of April). Concerns were raised that only a few decisions were taken at the current meeting and too many issues were left vaguely decided. Therefore it was felt that a Steering Committee meeting would be necessary before the GLU conference in September. Preparation of the Steering Committee should be more decision-orientated.

15. List of Participants

Name	First Name	Institution
Shah	Manali	SEWA
Bhowmik	Sharit	TISS
Gartenberg	Indira	TISS
Parasuraman	S.	TISS
South Africa		
Dicks	Crystal	Cosatu
Webster	Eddy	WITS
Bischof	Christine	WITS
Pillay	Devan	WITS
Brazil		
Laplane	Mariano	Unicamp
Sabbag	Lygia	Alumni
Coble	Adam	Unicamp
Germany		
Beerhorst	Joachim	IG Metall
Eich	Dieter	DGB Bildungswerk
Herr	Hansjörg	HWR
Stubbe	Lars	Uni Kassel
Klessen	Mirjam	HWR
Mahnkopf	Birgit	HWR
Scherrer	Christoph	Uni Kassel
International		
Bowyer	Philip	Gloabl Unions
Hoffer	Frank	ILO
Rademacher	Reiner	FES
Others		
Banse	Frauke	Uni Kassel
Chinguno	Crispen	Alumni
Chong	Patricia	Alumni
Felmeden	Birgit	ICDD/Uni Kassel
Hobden	Claire	ILO
Hoffmann	Berthold	Inwent
Kröck	Harald	GLU Berlin
Ledwith	Sue	Ruskin College
Manborde	Ian	Ruskin College
Molinari	Elizabeth	Alumni
Waghorne	Mike	GLU Monitoring