



# Global Labour University

## Welcome Kit

Updated November 2019



**GLU Students & Alumni**



**A Global  
Network  
for Global  
Justice**



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## 1. A warm welcome to new students & alumni

The Global Labour University (GLU) offers you a chance to complete an academic degree or a short-term qualification. But on top of that, and very importantly, it creates a platform of individuals from different parts of the world with a similar concern to further social justice and workers' rights.

The GLU students & alumni network is a group of about 740 people from 86 countries across the world. Coming from different countries spread over six continents and different walks of life, we are all in some way or the other related to the global labour movement or to related social movements working towards social justice. This creates a unique pool of knowledge, experiences and contacts.

Being part of this network offers a chance to:

- Learn from each other in research and strategy building for furthering workers' rights and social justice by sharing information, for example on successful trade union strategies and international and domestic trends that affect the global labour movement
- Support each other by spreading information on campaigns and labour struggles in different parts of the world

The idea behind this introductory document is to provide an overview on the activities and structure of the GLU in general, and of the network of GLU students and alumni in particular.

We would like to invite you to discover the different ways in which we can connect and communicate within the network of GLU students and alumni to support each other in research and activism for furthering workers' rights and social justice worldwide.

We would be happy to connect with you and learn about your struggles and experiences!

In solidarity,

Rhea, Tandiwe

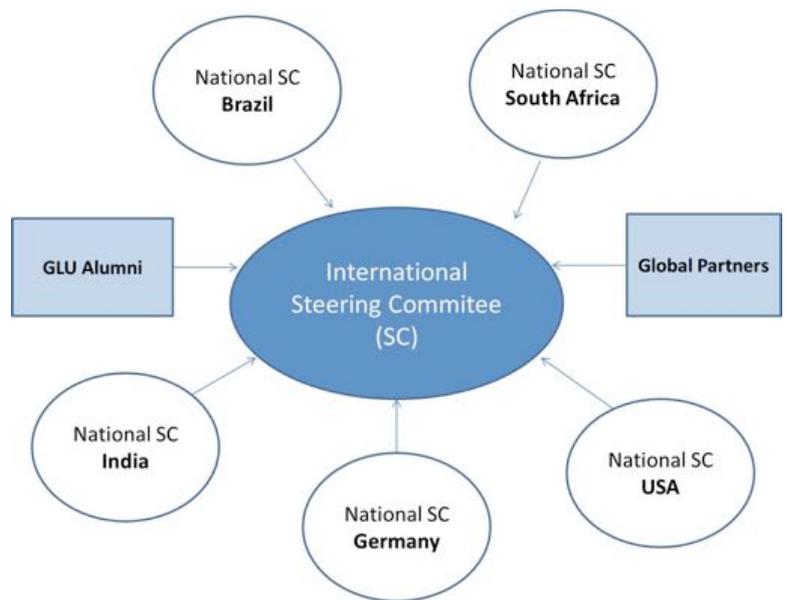
Updated by Harald Kröck on 15.11.2019



## 2. A global network structure

Founded in 2004, the Global Labour University is a network of trade unions, universities, the Friedrich-Ebert-Stiftung and the ILO that offers high-quality academic education and coordinated international research and networking between the global labour movement and its allies.

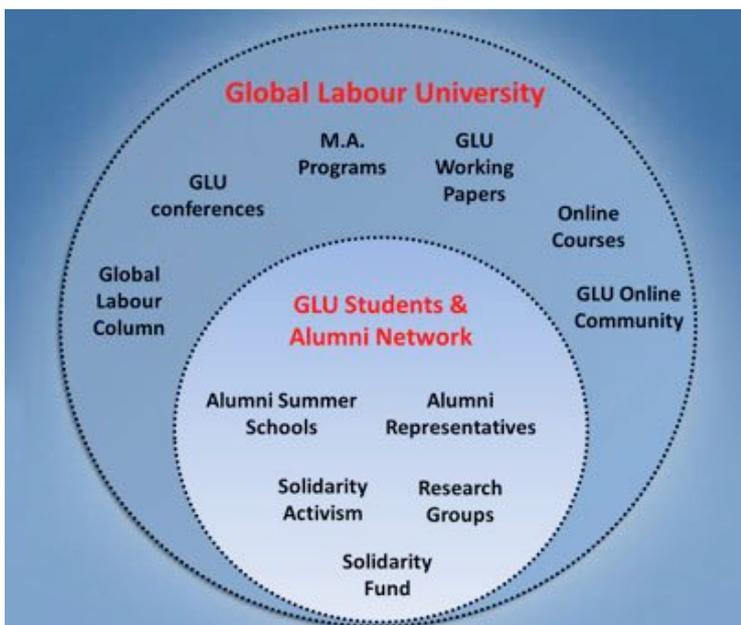
The network is governed by national Steering Committees (SC) in the five member countries and a global Steering Committee which unites representatives from the different campuses, alumni and global partners.



The network offers Master Programs in Germany, India, South Africa, Brazil and the United States and two short term academic qualification programs in South Africa (ENGAGE and Social Theory). Online courses that can be implemented in full or in part in the different campuses or in the context of trade union education are also offered.

GLU conferences, a Working Paper Series, a regular Global Labour Column and online interaction strengthen international research and cooperation within the network and its allies.

The GLU Alumni from all campuses and programs have developed a number of activities such as research groups, a solidarity fund, representation of alumni interests within the GLU and collective work in the Alumni Summer Schools.





## 2.1 Activities of the Global Labour University

The Global Labour University covers a broad range of activities including Master programs, online courses, working papers and a regular column on global labour issues, conferences and interaction in the GLU online community.

### Master Programs

The GLU offers M.A. programs for trade unionists and social activists in five countries:

- **Labour Policies and Globalisation in Germany**

University of Kassel/Berlin School of Economics and Law, in cooperation with the German Trade Union Confederation (DGB) and national trade unions

- **Development and Labour Studies in India**

Jawaharlal Nehru University (JNU) in New Delhi, in cooperation with the trade union federations Hind Mazdoor Sabha (HMS), All India Trade Union Congress (AITUC), Indian National Trade Union Congress (INTUC) and Self Employed Women's Association (SEWA)

- **Labour and Development, Economic Policy, Globalisation and Labour in South Africa**

University of Witwatersrand, in cooperation with the Congress of South African Trade Unions (COSATU)

- **Social Economy and Labour in Brazil**

State University of Campinas, in cooperation with the Brazilian Trade Union Confederation CUT

- **M.P.S Labour and Global Workers' Rights in the United States**

PennState University, in cooperation with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and national trade unions



## GLU Conferences

Almost every year, the GLU organizes a Conference on a topic of common interest in the network that is decided in the network's global Steering Committee. The conferences take place at each GLU campus on a rotating basis.

The GLU conferences are an opportunity for students, alumni, researchers and activists involved in the GLU network to present their research, debate new ideas and strengthen networking and communication. It is also a tool to reach out to the broader trade union and progressive research community and broaden the network and contacts to other individuals and institutions.

Topics of the different conferences include:

- 2009 (India): Financialization of Capital - Deterioration of Working Conditions
- 2010 (Germany) Labour and the global crisis: sharing the burden (!) shaping the future (?)
- 2011 (South Africa): The politics of Labour and Development
- 2012 (Brazil): Sustainable Growth, Development and Decent Work
- 2014 (Germany): Combating Inequality
- 2015 (U.S.): Sharing the Gains – Containing Corporate Power
- 2016 (South Africa): The Just Transition and the Role of Labour: Our Ecological, Social, and Economic Future
- 2017 (India): Reincarnation or Death of Neoliberalism? The rise of market authoritarianism and its challenges for labour
- 2018 (Brazil): The Future of Work: Democracy, Development and the Role of Labour
- 2019 (Germany): Reflecting 100 years of ILO – Shaping the rules for a new century of labour?

Info and discussion papers of the GLU conferences can be accessed via the GLU website:

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



## GLU Working Papers

The GLU Working Papers are a series of working papers started in 2008 with the objective of providing a platform for members and associates of the GLU network as well as GLU alumni to publish stimulating research on issues around globalisation and labour. They are based on individual or collective research of academics within the network, as well as on the work of GLU students and alumni, building for example on Master theses within the GLU programs or on alumni research groups (see description of research groups below). You can access the GLU Working Papers here:

<https://www.global-labour-university.org/index.php?id=244>

The Working Papers are published through the ILO and are overseen by an international editorial board with members from the different campuses and the ILO. Past Working Papers have been on topics such as:

- *Auto production in South Africa and components manufacturing in Gauteng Province*, by Alex M Mashilo, September 2019
- *Curbing precarious informal Employment and bonded Labour in the Agriculture Sector of Nepal: GEFONT's Initiative to liberate Kamaiyas*, by Bishnu Rimal, August 2019
- *Anatomy of a refugee workshop: Syrian labourers in Istanbul*, by Gaye Yilmaz and Diyar Erdogan, June 2019
- *Organising against all odds: Precarious workers as 'actors and authors of their own drama'*, by Edlira Xhafa, May 2019
- *Decent Work for Homeworkers in Global Supply Chains: Existing and Potential Mechanisms for Worker-Centred Governance*, by Marlese von Broembsen and Jenna Harvey, March 2019
- *The Role of Small and Medium-sized Enterprises in Development: What Can be Learned from the German Experience?*, by Hansjörg Herr and Zeynep M. Nettekoven, July 2018
- *The PALEA Struggle Against Outsourcing and Contractualization in the Airline Industry in the Philippines*, by Ramon A. Certeza, July 2018
- *Trade union revitalisation in South Africa: Green shoots or false dawns?*, by Devan Pillay, November 2017

GLU students and alumni are encouraged to use the GLU Working Paper Series as an avenue to publish their research produced within the Master programs or the alumni research work. Please contact the editorial board on [glu.workingpapers@global-labour-university.org](mailto:glu.workingpapers@global-labour-university.org) if you are interested in publishing within this Working Paper Series.



# Global Labour Column

edited by

**CSiD**  
CORPORATE STRATEGY AND  
INDUSTRIAL DEVELOPMENT



## Global Labour Column (GLC)

The Global Labour Column (<http://column.global-labour-university.org/>) is a platform that regularly publishes short articles of two pages from researchers, trade unionists and other labour activists on a broad variety of topics around the challenges of globalisation for labour. The articles are mostly published in English (some also in Spanish, Portuguese, Russian or French) and are edited out of the University of the Witwatersrand in South Africa. In case you want to publish your own article, please send an email to the GLC editor Claire Ceruti at [claire.ceruti@global-labour-university.org](mailto:claire.ceruti@global-labour-university.org).

A selection of articles is compiled in edited anthologies that are published in English, French and Spanish, see <http://column.global-labour-university.org/p/global-labour-column-edited-anthologies.html>

As a student or alumni of the GLU, you should normally receive the announcements of the Global Labour Column. In case you do not receive it yet and would like to subscribe, please send an empty email to [List-GLCcolumn-subscribe@global-labour-university.org](mailto:List-GLCcolumn-subscribe@global-labour-university.org)

## GLU Online Academy

The GLU is also a pioneer in cross-country online education for trade union and social activists with over 10,000 participants and offers online courses to the following topics:

- Fair Wage Strategies in a Global Economy
- Decent Work in Global Supply Chains
- Towards Decent Work in Global Supply Chains (Compressed and Updated)
- International Labour Standards: how to use them (also in French and Spanish)

All related info about the courses and the Online Academy you can find here:

<https://www.global-labour-university.org/index.php?id=392>



## The GLU Online Community

The goal of the GLU is to strengthen active networking and interaction between the GLU students and alumni. There are various online platforms on which the GLU students and alumni are connected:

- **The section *Alumni* on the GLU website**

<https://www.global-labour-university.org/index.php?id=351>

Here you will find a pool of information, including: information about the alumni research projects, alumni summer schools, the alumni solidarity fund, the current alumni representatives, the alumni & students mailing list, the links to the facebook and twitter platforms and the link to the alumni & students Blog.

- **The GLU Alumni Blog**

<https://glualumni.wordpress.com/>

This is a tool to share information amongst GLU alumni (& students) in regards what happened on our several GLU alumni summer schools, conferences and workshops. Please find the short reports of volunteering participants here.

**Don't miss any information and follow this Blog (see "Follow" button, bottom right on the blog)!**

- **Facebook and Twitter**

GLU page on Facebook (accessible for everybody):

<https://www.facebook.com/pages/Global-Labour-University/304702452601>

Closed GLU alumni & students group on Facebook (only accessible for GLU Alumni & students):

<https://www.facebook.com/groups/141407747421/>

**Please join this group and communicate with other GLU alumni & students!!**

Twitter:

[https://twitter.com/GLU\\_Network](https://twitter.com/GLU_Network)

**Don't miss any TWEET from the GLU\_network, register and become a Follower!!**



## 2.2 Activities and structure of the Students & Alumni network

This part shows how you can get in touch with fellow students & alumni all around the world, and provides an overview on the Alumni Summer Schools, the research groups, the Solidarity Fund and the representation structure of the GLU Alumni.

### Alumni Summer Schools

The GLU regularly organizes Alumni Summer Schools in one of the GLU campuses on a rotating basis. The objectives of the Summer Schools are to:

- Build a platform for discussing new and stimulating ideas to advance the global labour movement, both within the network and with external speakers
- Establish and extend international network activities and solidarity between alumni from different countries
- Enhance practical skills that help the alumni in their local work to advance workers' rights worldwide (i.e. research and campaigning skills).
- Develop an output that can be fed into the GLU network (i.e. strategies for the global movement, fact sheets about particular corporations etc.)

The Summer Schools are usually held with around 30-40 GLU Alumni for around 7-10 days, if possible in conjunction with the GLU conference to enable participation in the conference. The Summer Schools include workshops on global labour issues with speakers from the alumni group or external experts, skill-building workshops (i.e. on case-study writing or campaigning skills), work in alumni research groups or solidarity work (see more details below) and alumni sessions to elect the alumni representatives (see more details below) and strengthen the global networking. As part of the program, usually excursions to interesting organizations/trade unions in the city of the respective Summer School are organized.

A few months ahead of each Summer School, GLU Alumni are invited to apply and are selected by the organizing committee of the Summer School according to the criteria of regional and gender equity and activity/engagement of the individual applicant in the GLU program and in the network. Travel and accommodation costs are fully covered by the GLU, but there is a voluntary contribution of 30 Euro per participant to the GLU Solidarity Fund (see details on the Solidarity Fund below) and a financial contribution of 200 Euro (which can be lowered or exempted depending on the individual situation of applicants).



## Research groups

Research groups at the Global Labour University Alumni Network provide alumni with a platform to engage on various aspects of the labour movement. They promote the exchange of knowledge and experience in order to create a knowledge bank that may assist alumni globally in their work as labour activists. These research groups are dynamic, evolving and building upon previous research work.

Examples of research groups include:

**Gender and Trade Union Research Group:** The group was set up in September 2009 with a view for alumni researchers to engage union gender democracy. The group focuses on three inter-related projects: women and trade union leadership, trade union structures and policies for gender equality and union Bargaining Agenda for Gender (BAG). In 2011, the group resolved to publish a commentary on the data collected every five years. The group is also currently engaged in sharing the stories of male and female union activists who challenge gender norms within the union movement.

**Workers' Education for Political Consciousness:** The group was set up during the Alumni Summer School in South Africa in 2011 with the aim of contributing towards the strategies for political education during the time of neoliberal attacks on the labour movement. The group produced a work of comparative research with nine case studies from seven countries. Currently, the group is looking to create a forum for alumni to share case studies and education materials, in order to aid political education across labour movements worldwide.

**Precarious Workers:** Formed in 2013 during the Alumni Summer School in India, the research group aims to provide a resource pool on precarious workers and their collective campaigns for dignified working and living conditions. At present the research is focussed on a multi-country case study to examine the heterogeneities and similarities of informal/precariously protected worker struggles, in various countries, to attain more dignified working conditions, specifically focusing on concrete change that either allows them to make a concerted transition towards attaining formal employment, or pressuring to at least progress towards such a status, by way of attaining basic social welfare and/or social security coverage.



## **Solidarity Fund**

At the Alumni Summer School in India in 2013, the group of alumni researchers took a collective decision to increase the scope of the Alumni network to include providing support to workers' struggles globally. The Alumni Solidarity Fund, which had hitherto supported alumni in need of sudden financial assistance, was broadened in its purview to include providing financial support to campaigns across the world in need of urgent financial help. For any campaign to be eligible for the solidarity fund, an alumnus from the Global Labour University must be involved with the campaign. The following rules were approved at the Summer School 2013 in Mumbai to govern the procedures related to the Solidarity Fund:

### **Rules approved at the Alumni Applied Research School (AARS) in Mumbai 2013**

#### **A) Fundraising for the solidarity fund**

- There is a voluntary contribution of 30 € (or more depending on the financial capacity) to the Solidarity Fund from each alumni who attends the summer school.

#### **B) Use of the solidarity fund money:**

- The solidarity fund money can be used (1) to support personal emergency cases of alumni and (2) to support labour-related actions and campaigns in which at least one alumni is involved.

#### **C) Criteria for using solidarity fund money for campaigns**

- The money can only be used for labour-related actions in which an alumnus or alumna is an active part; the alumni should be the link between the campaign and the alumni network).
- The application must include a proposal with the following elements:
  - a. What is the target of the campaign
  - b. What is the action proposed and how much money is wanted for that
  - c. How does the action promote the target of the campaign
- The reps are responsible for the application process by regularly sending out a call for applications. Applications can be sent to the reps throughout the year.

#### **D) Decision-making process for supporting labour-related struggles**

##### **aa) Decision-making process for regular cases**

- For regular cases, the reps send out a call for applications for the solidarity fund money. Applicants use the application procedure as described above. Reps make an oral summary of all the applications and present that summary at the summer school. At the summer school, the alumni vote about the projects to be given funding to (majority vote).



# Stand Speak Show UP

## **bb) Decision-making process for emergency cases**

- In an emergency case, the reps are contacted by the respective alumni with a short form of the project proposal; the reps take a first decision on whether this case is eligible for receiving money. If yes, the reps send an email to all the alumni with a description of the case, and ask for objections within 1 week. If the reps receive objections from more than 10 % of the alumni to that project, then the project proposal is declined.
- Objections have to include a substantial reasoning on why the proposal should be rejected.

## **E) Amount of funding for regular and emergency cases**

### Regular cases:

- 1000 € per year can be allocated for regular cases. Per year, a maximum of 2 regular cases can be funded with 500 € each. A case can be funded several times by the regular procedure if it has been voted for by the summer school.

### Emergency cases

- 500 € per year can be spent on emergency cases. Within one year, one project can be funded one time by the regular procedure plus one time by the emergency procedure. Cases cannot be funded more than one time via the emergency procedure.

## **F) Transparency and reports about funded projects**

- Emergency cases: The reps have to inform the alumni when an emergency project has been funded.
- The applicants who received money (both from the emergency and regular process) have to make a brief report on how it was used and on the progress of the action. The reps make a summary of that and give an oral report at the next summer school on the projects funded last year.



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## Representative body

### Mode of election

Election of alumni representatives (reps) takes place on the annual alumni summer school. It was decided to choose the possible candidates among the Summer School participants each year. Alumni who are not present at the summer school can stand for the election as well, but have to send an application (short info about themselves) to the organising committee of the summer school in advance. The home regions of the alumni will be represented as follows: Africa: 2 reps, Asia, Australia & Oceania: 2 reps; Europe (incl. Russia, Turkey & Middle East): 1 rep; Latin America: 1 rep; North America & Caribbean: 1 rep.

### Duration

The representatives are elected from one Summer School to the next. A representative can be re-elected once. After the second term he/she has to be substituted by a new representative.

### Rep-Tasks

Representation:

- Representation of alumni interests at International Steering Committee Meeting (takes usually place between annual GLU conference and connected alumni summer school).
- 

Solidarity Fund:

- Decision on emergency cases
- Solidarity Projects: The reps are responsible for the application process by regularly sending out a call for applications. Applications can be sent to the reps throughout the year.
- Only to be used for labour-related actions in which an alumnus or alumna is an active part; the alumni should be the link between the campaign and the alumni network.
- The application must include a proposal with the following elements:
  - What is the target of the campaign
  - What is the action proposed and how much money is wanted for that
  - How does the action promote the target of the campaign
- For regular cases, the reps send out a call for applications for the solidarity fund money. Applicants use the application procedure as described above. Reps make an oral summary of all the applications and present that summary at the summer school. At the summer school, the alumni vote about the projects to be given funding to (majority vote).



# Stand Speak Show UP

## 3. Ways to get involved

We hope we could give you an overview of what the Global Labour University and the GLU students & alumni network is all about and what kind of opportunities it offers for you. Here are a few suggestions on how you can get involved and use the GLU network for your local work:

- **Use the GLU alumni mailing list** [List-GLUAlumni@global-labour-university.org](mailto:List-GLUAlumni@global-labour-university.org) to share information that could be interesting for the alumni network
- **Check regularly the GLU website – especially the sub-website on GLU Alumni** - for research projects and activities that could be of interest to you
- **Apply for an Alumni summer school** for connecting with alumni from other regions and/or studying at different GLU partner universities
- **Contact the editor of the GLU Working Papers or the Global Labour Column** to publish your research or a short article (about 1.500 Words)
- **Become a Follower of the GLU Alumni Blog** <https://glualumni.wordpress.com/>
- **Become a Member of the closed Facebook group “Global Labour University (GLU) Alumni & Students Network”** <https://www.facebook.com/groups/141407747421/?ref=bookmarks>
- **Visit the GLU Facebook site** <https://www.facebook.com/GlobalLabourUniversity> and don't miss any GLU related info there
- **Become a Follower of the GLU Network in Twitter** at [https://twitter.com/GLU\\_Network](https://twitter.com/GLU_Network)

## **Impressum**

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