



GLOBAL LABOUR UNIVERSITY PROGRAMME SOUTH AFRICA

**UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG**

CONTENTS

Message from the Chairperson	4
Message from Prof. Sarah Mosoetsa	6
Message from Prof. Devan Pillay	7
Message from Prof. Edward Webster	8
What is GLU?	10
GLU Postgraduate Programmes and Certificate Courses	11
GLU Governance	13
GLU Structure	14
GLU Team	14
GLU Committee Members	15
GLU Activities	16
Diversity	22
Funding	23
Alumni “Voices”	24
Selection of Alumni Publications	34

Message from the Chairperson, 2011-13, 2015-present



The Global Labour University (GLU) programme at Wits University formed in 2006/7 and celebrated its 10th year in 2016. Since its formation, the programme has developed in exciting and innovative ways. It is quite extraordinary that such a trade union-oriented programme exists in the neoliberal and authoritarian times in which we live. Indeed, it was with great foresight that Frank Hoffer (ILO), Christoph Scherrer (Kassel University) and Hansjoerg Herr (Berlin School of Economics and Law) approached Eddie Webster (Wits University) and the late Guy Mhone (Wits University) about launching a GLU programme at Wits. Eddie immediately put together a team of leading labour scholars at Wits (Devan Pil-

lay, Noor Nieftagodien, Bridget Kenny, Andries Bezuidenhout, Lucien van der Walt, Sakhela Buhlungu and Seeraj Mohamed) to design and implement the programme. It was under Eddie's guidance that GLU became a reality at Wits. Indeed, it was the work and vision of these original initiators that provided GLU with the strong basis on which it flourished over the decade and a half.

With the rise of neoliberal capitalism, we have also seen the rise of authoritarianism (and Left and Right populism and proto-fascism) together with the fragmenting and weakening of labour movements in various parts of the world. Indeed, the context in which labour operates today is much more complicated than it was when the GLU programme began. In South Africa, we've seen a further fragmenting of the labour movement, increasing retrenchments, the rise of informal sectors, leaving labour's position in the democratic era more precarious than ever. Given this context, programmes like GLU are more important today than they were even just ten years ago. Indeed, GLU is the labour-oriented, progressive alternative to the capital-funded MBA programmes that have risen to dominance and proliferated across the world since the mid-twentieth century.

For the GLU-Wits programme, it has been an exciting and challenging journey. On the one

hand, running a programme that caters to trade unionists within the university environment is not easy as trade union education is not the primary mandate of any university. This means that we have had to engage the university to adjust and adapt itself to allow space for such a programme. On the other hand, getting trade unions to support GLU has been even more challenging. Unions are famously over-burdened, under-staffed and lack resources. In addition, many union leaders and officials do not see the direct benefit of university-level education for their unions. As GLU we have tried to overcome both of these challenges by insisting on the importance of such programmes for progressive unions and transformative politics in society. If we want to create more egalitarian, democratic and just societies, critical education is central!

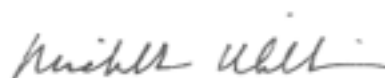
Since we formed GLU, we have graduated over 90 high calibre postgraduate students at both the Masters (MA) and Honours levels and funded nine PhD students (five of whom have finished their PhDs!). We have also run a very successful annual two-month certificate course for unionists and labour activists called ENGAGE South Africa (with 118 graduates as of 2019), and an annual one-month certificate course for South African unionists and labour activists called Social Theory (with 45 graduates as of 2019). Our staff and students have published over 100 articles, many special issue journals and edited volumes directly related to labour issues. Members of the steering committee are leading labour scholars in our society and bring this expertise into the classroom. Our global network translates into labour solidarity across our region, continent and world. One indication of the strength of our programme is that approximately 85% of our graduates remain in their unions or labour-oriented jobs and the vast majority of our alumni are from the African continent. Some have gone on to complete PhDs on labour issues,

contributing to knowledge production from the views of workers. The GLU-Wits alumni footprint is increasingly felt across Africa.

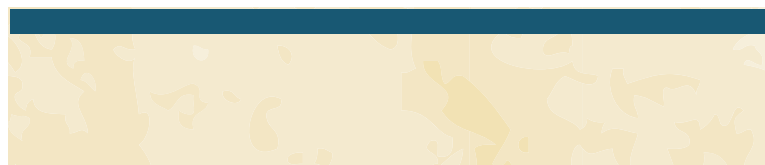
We would also like to give a special thanks to the Friedrich Ebert Stiftung (FES) (Trade Union Competence Centre (TUCC) and South African office), DAAD Germany, ILO (both in Geneva and Pretoria), and the Services Sector Education and Training Authority (SETA) for their financial support of the various GLU programmes. Through their financial support for GLU, approximately 260 trade unionist-students have successfully completed the post-graduate and certificate programmes. Without the financial support from partner organisations, GLU would not have survived! We would also like to thank Wits University for opening the doors of learning to trade union education and creating a dynamic and hospitable environment for trade unionists.

It is with great pleasure and pride that GLU-Wits continues to provide high caliber critical education to labour activists in the complex times in which we live. We are committed to continuing our work and look forward to working with labour in strengthening workers' ability to take on the challenges of the neoliberal times. The GLU network is unique in the world!

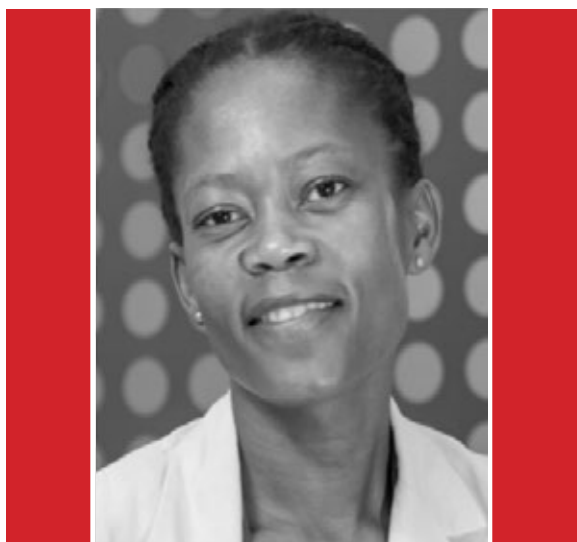
Sincerely,



Professor Michelle Williams
Department of Sociology and
Chairperson GLU
Wits University



Message from Prof. Sarah Mosoetsa, Chairperson 2014



As a labour scholar who has worked extensively on women and the world of work and what happens to them when they are retrenched, I have come to see the importance of programmes like GLU as integral to not just the formal working class, but to the many workers who are unemployed, marginally employed, and precariously employed. Teaching, supervising and participating in GLU has confirmed my view that providing high level, quality education to the working class is crucial for labour struggles, but also for our democracy. South Africa has one of the highest inequality rates in the world, but also one of the strongest labour movements. While labour has been on the retreat in recent years, it is programmes like GLU that help to (re)build labour's power and

ensure it can play a role in ensuring a more equitable and just society.

I have been on the GLU committee since 2011 and have seen it grow from a Masters programme to include an honours programme as well as two short courses and a myriad of other activities. My tenure as chairperson of GLU was shortened due to a secondment to the Directorship of the National Institute of the Humanities and Social Science. However, I have remained on the GLU committee despite my secondment as programmes like GLU are all too rare in academia. It is a great pleasure to support the GLU and to be part of its exciting programmes.

Message from Prof. Devan Pillay, Chairperson 2009-10



I became involved with the GLU programme in 2006, and as a former trade unionist and labour scholar found its international scope stimulating and exceptionally meaningful. Firstly, the GLU has built up an ever-growing community of unionists and labour activists across the world, building international solidarity and awareness about class issues that cut across national lines. Secondly, it has opened up a new terrain for labour research and teaching, which encourages the interaction of multiple perspectives and paradigms, in meaningful dialogue. I became Wits GLU chair during 2009-10 when the programme was establishing itself at Wits, and witnessed an exciting crop of unionists emerge through the programme.

While some went on to PhD study (while retaining active involvement in labour struggles), most went back into their unions with a heightened awareness of the global interlinkages of the class struggle, as well as its intertwined nature of social, economic, political and ecological dimensions. It has been a privilege chairing this unique programme, and I continue to be actively involved in its continued growth, both at Wits and abroad.

Message from Prof. Edward Webster, Chairperson 2006-08



Global restructuring is a force that both undermines and provides new opportunities for labour. These opportunities do not arise spontaneously. They require labour and their partners in Labour Service Organisations (LSOs) and the universities to identify new sources of power, develop new knowledge, new organisations, strategies and forge new alliances.

This was the goal of the Global Labour University (GLU) at its launch in 2004 in Germany. Moreover, this is why Wits academics responded enthusiastically when Frank Hoffer from the International Labour Organisation (ILO) and Christoph Scherrer from the GLU approached us in January 2006 to become part of this new network of universities, international and na-

tional unions and the ILO. The third person in the “GLU Founding Three”, Hansjörg Herr, was to become an active teacher in our Wits certificate courses.

We were attracted to GLU’s aim of building the capacity among trade unionists to develop policy expertise for the challenges of globalisation. We had seen how the neoliberal deregulation of the global order had shifted the burden of restructuring on to workers. In addition, labour had no institutional voice in these new financial institutions such as the World Trade Organisation. Globalisation had developed in an ethical vacuum where the attitude of “winner takes all” had weakened the very fabric of communities and society.

It had become clear to us that the shift to a neoliberal paradigm required new knowledge that could best be provided outside of traditional trade union education programmes. It also required face-to face exchanges in the classrooms and residences. It was clear that progressive academics had become isolated and a new generation of labour-oriented academics needed to be created. This meant new courses had to be developed and new cross-country research projects established.

What have we achieved in these years? We developed a Master’s degree around the theme of labour and development. We accepted our

first students in January 2007. Ninety-three have now graduated with Masters and Honours degrees. In 2012, we introduced an Honours degree and in 2013, a two-month certificated programme for non-degreed students. One hundred and eighteen students have now graduated in this programme, ENGAGE. It has become a truly international course with students from Europe, United States, South America, South and East Asia and throughout sub-Saharan Africa.

Most importantly, the over 250 GLU Wits alumni have built a much needed global and African network. They have either gone back to the labour movement with new knowledge and skills some into leading positions, or are working in LSOs or completing PhDs in labour related fields. In 2015, our first GLU PhD, Crispin Chinguno, graduated with a topic on the challenge of strike violence. Another, Janet Munakamwe, graduated with her PhD on the challenge of cross-border migration for the labour movement.

An exciting output of GLU Wits is the range of new research collaborations that involve comparing the conditions of workers and the challenges facing labour in the countries where our fellow GLU partners are based in South America, South Asia and other parts of Africa. These research findings are shared annually at GLU conferences. Some of this new research can be accessed on the weekly GLU labour column also based at Wits.

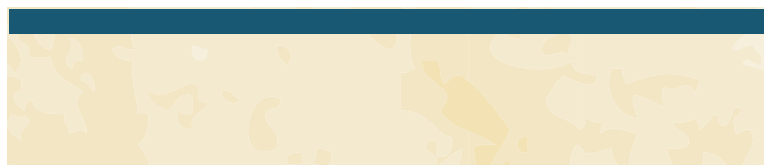
To renew and revitalise the labour movement and challenge the neoliberal form of undemocratic governance requires a two-pronged approach. It requires, firstly, that we contest intellectually neoliberal policies through the creation of a new generation of unionists and academics. Secondly, there is a need to overcome the “representational gap” that has been created through the informalisation of

the labour market. To overcome this gap and give precarious workers an institutional voice requires a bottom up participatory organising strategy.

One of the curricula innovations that have emerged over the past decade is the introduction in ENGAGE of a practical research project conducted in conjunction with unions. The course, called Transfer, is designed to provide participants with a practical skill in building union capacity and recruiting new members. The skill is then transferred to their union when they return to their organisations.

In the past labour and academics tended to approach each other in instrumental ways – labour when it needed research and researchers when they needed access and support for funding proposals. A true partnership rests on reciprocity and a willingness to learn from each other. The test for GLU Wits as we celebrate our continued growth and success is whether our alumni are revitalising the labour movement and our colleagues successfully challenging, through their teaching and research findings, the disruptive impact of the unregulated market.

Edward Webster
Professor Emeritus



WHAT IS GLU?



GLU is a network of universities, unions and support organisations. The GLU network has five university programmes hosted by six universities - Wits in South Africa, University of Campinas in Brazil, Jawaharlal Nehru University in India, Penn State University in USA and University of Kassel and Berlin School of Economics and Law in Germany. These programmes offer dedicated postgraduate degrees in labour studies for trade unionists, labour activists and labour experts. The university programmes partner with national trade unions and union federations, global unions, the Friedrich Ebert Stiftung (FES) and the International Labour Organization (ILO), who together make up the GLU network.

The postgraduate GLU Programme at Wits has a special focus on Labour, Policy and Glo-

balisation and aims to build capacity and competence for trade unions on the continent in order to enable labour's constructive engagement to improve the position of working people and society. GLU is a counter to the MBA programmes that business schools offer to the private sector.

At one level, GLU is about ensuring university access to labour movements, workers and labour activists. At another level, it is about enabling unions and other social movements to engage in the issues of policy, dialogue and debate in order to strengthen their bargaining position. To this end, GLU works closely with unions and worker organisations. For example, from its beginning, COSATU has been on the steering committee representing labour, but GLU has ensured open access and com-

munication with all federations. It hosts regular seminars and special events to which all federations and affiliates are invited, with many regularly attending. GLU has alumni from all federations and a wide range of unions. GLU is not politically aligned, but serves the working class as a whole.

For many years, the ILO and some global unions provided a number of scholarships to students. Between 2007 and 2017, the ILO provided scholarships and funding assistance

to the programme for at least four students a year, while the various unions and SETAs have also provided funding for scholarships in different years. The FES Trade Union Competence Centre (TUCC) and the FES South Africa Office have generously funded the two certificate programmes (ENGAGE and Social Theory). FES in Germany together with the ILO and the International Centre for Decent Work and Development (ICDD) funds the annual conference and GLU alumni summer school.

GLU Postgraduate Programmes and Certificate Courses



The Great Hall and Robert Sobukwe Block, Wits University

The GLU programme is a coursework Honours and Masters in 'Labour, Policy and Globalisation' with a combination of compulsory courses (e.g. Research Methodology, Labour and Development and Economic Sociology) and elective courses (from within the School of

Social Sciences or the School of Economics). The MA students also do a research report, which entails original research and counts for 50% of the degree. In 2007, a cohort of five students pioneered the way and their success laid the basis for the next two decades. One of

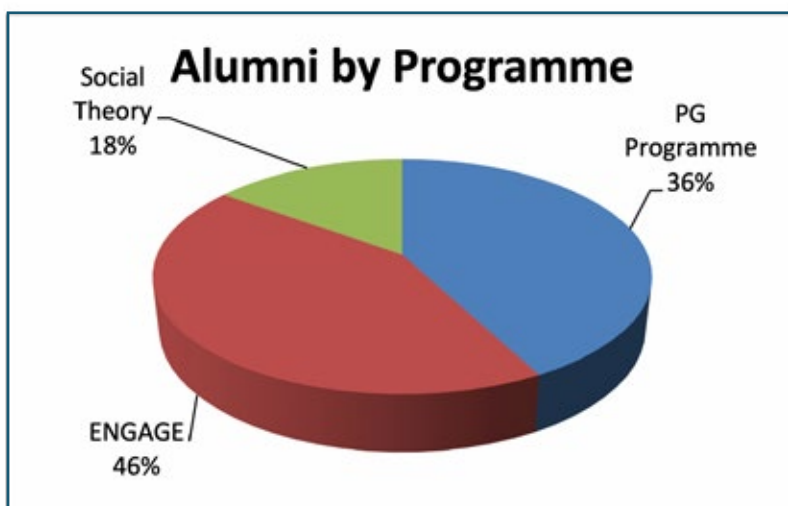
the noteworthy aspects of GLU is its international composition with approximately 50% of the students in many years coming from beyond South African borders, especially from the African continent.

Alongside the postgraduate degrees, the GLU also hosts two short courses: Engage and Social Theory for South African Unionists. Engage, started in 2013, is a two-month intensive course that combines classroom teaching (five weeks plus a week orientation) with a practical research component (two weeks). The course includes modules in Global Governance, Global Finance and Wage Policy, Labour and Development, Society and Development and Trade Union Capacity Building. After six weeks in the classroom every day, participants are trained in research methods and are given a concrete research project to conduct in groups. The outcomes of the research projects are presented at the graduation on the last day of the programme.

Engage admits 20 to 25 participants per year from around the world, especially Africa. While it focuses on the Global South, it has also had participants from the Global North. Participants from 29 countries from Africa, South and North America, South Asia, Southeast Asia, Middle East and Europe have enriched

the Engage programme and have deepened the breadth of the network. By 2019, Engage had successfully graduated 118 participants. It is a certificate course, equivalent to NQF level 5 within the South African system.

In 2017, due to the high demand for places in Engage, GLU initiated a short course specifically designed for South African unionists: Social Theory for South African Trade Unionists. Social Theory runs for four weeks with modules on Development and the State, Global Capitalism, Systemic Alternatives and the Sociology of Worker Organisations and Contemporary Challenges Facing Labour. Intensive classroom teaching combines theoretical ideas with concrete experiences of the participants to enrich the learning environment. Presentations, role-plays and field visits are used as ways to integrate abstract learning with lived experiences. With approximately 20 participants per year, representing unions from all federations, Social Theory is one contribution to worker education and assisting in overcoming the fractured and divided labour movement. In three years, Social Theory has graduated 45 participants from 15 unions and four federations. The programme is a certificate programme, equivalent to NQF level 5 within the South African system.



With nearly 260 alumni, GLU has contributed to worker education in South Africa, Africa and beyond. We are very proud that 229 of our alumni are from Africa and 105 from South Africa, showing that we service workers in our country and continent. We are also proud that our alumni include 95 women, which translates into 37% of our alumni and we hope to increase the number of women further. We are also proud of the fact that over 80% remain in the labour movement, in either their union or another support organisation.

The GLU programme also houses the International Cooperation on Decent Work and Development (ICDD) programme, which is a DAAD-funded initiative that supports three

to four PhD students at Wits for up to four years. This programme started in 2009 and two ICDD-funded PhD students graduated in 2016, two more are graduating in 2018 and one in 2019. In 2015, we awarded three new scholarships to three students and now have four associate PhD fellows. In 2018-2019 the ICDD also provided a year-long postdoctoral fellowship to Dr. Somjita Laha from India. In addition, there are research clusters on Social Security (led by Dr. Ben Scully), Happiness Index (led by Professor Devan Pillay) and Decent Work and Precarity (led by Professor Eddie Webster). Through the ICDD, we host PhD workshops, colloquium, and research seminars throughout the year.

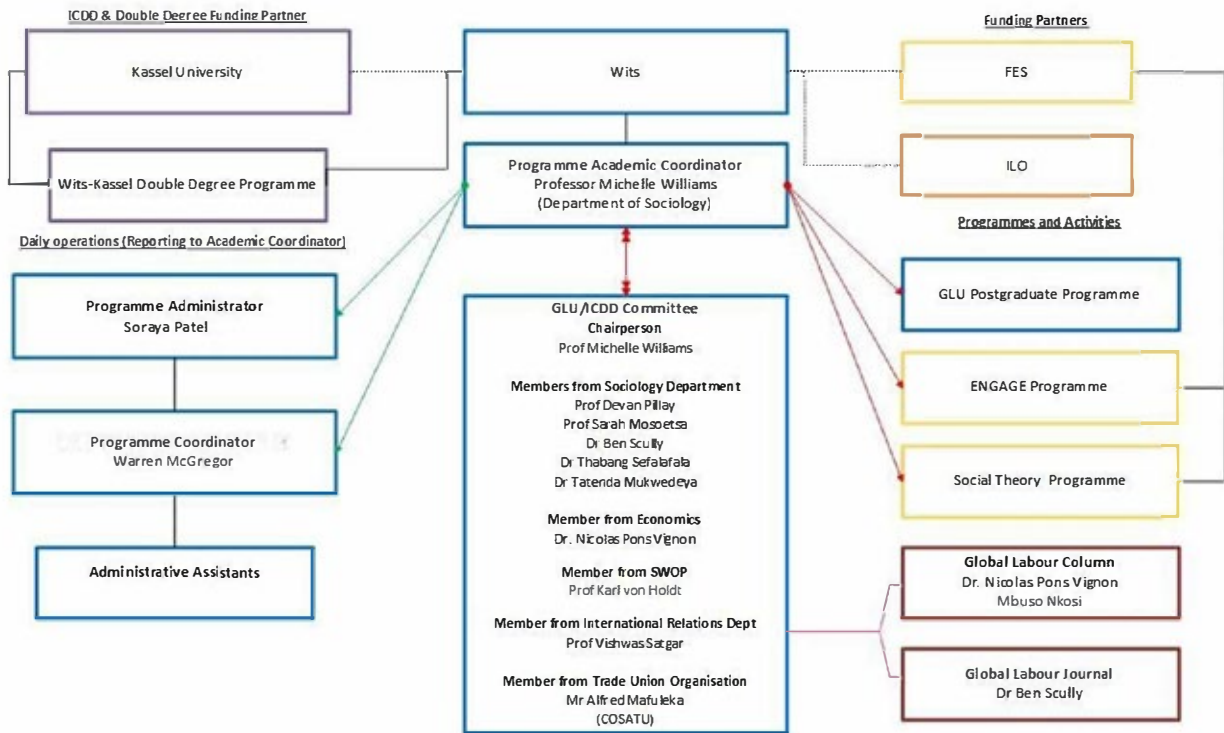
GLU Governance

GLU is governed by a Steering Committee comprised of scholars from Sociology (Professors Devan Pillay, Sarah Mosoetsa and Michelle Williams, Dr. Ben Scully, Dr. Thabang Sefalafala, and Dr. Tatenda Mukwedeya), International Relations (Professor Vishwas Satgar), Economics (Dr. Nicolas Pons-Vignon), SWOP (Professor Karl von Holdt), and one representative from the labour movement (the COSATU National Education Officer, currently, Alfred Mafuleka). One of the strengths of GLU is the coherence and consistency of the steering committee. Devan and Michelle have been on the committee since the beginning, Sarah for eight years, Karl seven years, Ben and Nicolas for six years, Vishwas for two years, Thabang since 2019, and Alfred for seven years (and former committee member Professor Noor Nieftagodien was on it for ten years). Professor

emeritus Eddie Webster also continues to be active in GLU. The steering committee oversees the strategic issues of the programme as well as collectively adjudicates on all admissions, scholarships and applications.

The day-to-day running of the programme is overseen by the Chairperson (Professor Michelle Williams) and largely done by the Administrative Coordinator (Soraya Patel) and the Programme Coordinator (Warren McGregor). Warren also plays an important role in the classroom, interacting with students and coordinating our two short courses.

GLU Structure



GLU Team



Soraya Patel

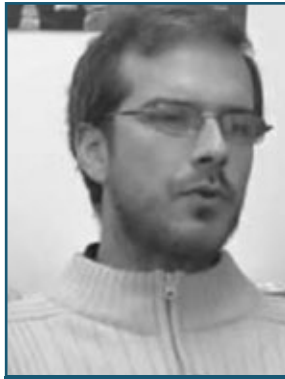


Warren McGregor

GLU Committee Members



Prof. Michelle Williams



Dr Nicolas Pons-Vignon



Dr Thabang Sefalafala



Prof. Vishwas Satgar



Prof. Sarah Mosoetsa



Prof. Karl von Holdt



Prof. Devan Pillay



Dr Ben Scully



Mr Alfred Mafuleka



Dr Tatenda Mukwedeya

GLU Activities

Since its beginning, the GLU programme has grown substantially. The GLU-related activities at Wits include the following: postgraduate programmes and short courses; seminars and conferences; research and publications; and international networks.

Postgraduate Programmes and Certificate Courses

- **Honours and MA Coursework:** The primary activity of GLU is the Honours and MA coursework programme. See detailed description above.
- **Double Degree Programme:** In 2017, GLU-Wits began a double degree programme with Kassel University. With DAAD funding, up to three Wits GLU students can study in Kassel for one semester.
- **Engage:** In 2013, GLU-Wits began an eight-week Certificate of Completion short course and Transfer Project for labour activists and trade unionists. The course has become enormously popular with large numbers of participants from South Africa and beyond applying to the programme. See detailed description above.



The Engage 2018 participants at the Food Sovereignty Centre at Wits University

- **Engage Transfer:** After the Engage course, a selected number of graduates participate in a Transfer Project in which they conduct research with their unions under the guidance of Wits staff members and the Engage Coordinator. The Coordinator conducts a workshop with the host union in their country and oversees the actual research project via email. The Transfer Project culminates in a workshop presenting the research findings hosted at Wits.



Kenya Engage Transfer Project participants, in Nairobi, representing four Kenyan trade unions and Programme Coordinator, Warren McGregor, one of four such projects run in 2018/19

- **Social Theory for South African Unionists:** In 2017, GLU-Wits started a four-week Certificate of Completion short course for South African unionists. The programme has received very positive reviews and growing worker interests. See detailed description above.
- **International Cooperation on Decent Work and Development (ICDD):** A DAAD-funded programme providing PhD scholarships and research funds to academics working on decent work and development. See detailed description above.



Past and present ICDD students, Committee members and ICDD Workshop 2018 participants

Research and Publications

- Publications: GLU steering committee members and a number of GLU graduates have been active publishers with over 150 publications. After the 2007 and 2011 conferences hosted by GLU, members of the steering committee (Professors Michelle Williams, Devan Pillay and Sarah Mosoetsa) published two special issue journals and one edited volume. After 2016 conference, presenters have published a number of articles. In addition, there have been edited volumes published of the Global Labour Column (under the leadership of steering committee member Dr Nicolas Pons-Vignon). Professor Michelle Williams edited a special issue of the Global Labour Journal and Professor Eddie Webster edited two volumes, one published by Routledge and the other by Jacana. All of these publications were direct outcomes of GLU-related research projects. GLU also hosted two book launches of steering committee members: *Struggle in the Time of Crisis* (2015) and *Labour in the Global South* (2012). In addition, GLU committee members publish widely in labour related areas and are public intellectuals.
- Global Labour Journal: The Journal officially associated with GLU in 2014, and one of the Wits steering committee members (Dr. Ben Scully) is on the four-person editorial board.
- Global Labour Column: The Column aims at publishing online short analyses by scholars, activists and unionists on current issues. It has been enormously successful enjoying a readership of over 18000 and having released two edited volumes.

Seminars and Conferences

- Seminar Series: The GLU programme hosts approximately eight guest seminars a year by leading labour scholars and trade unionists. Some of the recent speakers include:
 1. Birgit Mahnkopf, "The '4th industrial revolution': a Promise Blind to Social Consequences, Power and Ecological Impact"
 2. Malehoko Tshoaedi, "The Politics of Sexual Harassment in COSATU: Is the Personal Becoming the Political?"
 3. Acklyn Cock, "The Food Crisis in Contemporary South Africa" and "Addressing Environmental Inequality and Injustice in South Africa"
 4. Andries Bezuidenhout, "Labour After the Alliance: Insights from the 2014 'Taking Democracy Seriously' Survey of COSATU Members"
 5. Zingiswa Losi, "Gender from a Trade Union Perspective"
 6. Jane Barrett, "The Trade Union 'Scope' Debate"
 7. Matteo Rizzo, "Taken for a Ride: Grounding Neoliberalism, Precarious Labour and Public Transport in an African Metropolis"
 8. Carin Runciman, "Organising Against Precarious Work: the Law, Labour and Power"
 9. Somjita Laha, "Holding it all together: Trust and Governance in Informal E-waste Handling in India" (to be presented in 2019)
 10. Thomas Englert, "Precarious Workers and their Power: a Case Study of the Struggle of Heineken Workers" (to be presented in 2019)
 11. Inviolata Chinyangarara, "The ILO's Work Globally"
 12. Sue Ledwith and Janet Munakamwe, "Gender regimes and inequalities in labour markets, pay and union leaderships, Brazil and South Africa"

13. Alf Gunvald Nilsen, “Making Our Own History: Marxism and Social Movements in the Twilight of Neoliberalism”, Edward Webster, “Precarious Work and the Future of Labour”
14. Debby Bonnin, “Race and Gender in the Making and Remaking of the Labour Market for South African Textile Designers”
15. Khwezi Mabasa, “Workers and the Food Crisis in Post-Apartheid South Africa”
16. Lotta Takala-Greenish, “The Wage-Employment Relationship Reviewed”

- South-South Lectures: In 2015, the programme co-hosted a South-South lecture series with colleagues in Brazil. Speakers included:

1. Walter Belik, “Food Security Policies and Combating Rural Poverty”,
2. Ana Rosa Ribeiro & Mendonça Sarti, “BRIC’s Bank: a New Proposal to Finance Development?”
3. Hugo Dias, “Brazilian Trade Unionism at the Crossroads? Strengthening Corporate Action vs Broader Social and Political Role”
4. Devan Pillay “Working Class Politics in South Africa: What Does the Future Hold?”
5. Karl von Holdt, “Patronage and Protest Politics in South Africa”
6. Eddie Webster, “Searching for the Elusive

Lula Moment: Lessons from South Africa”

- Film Screenings: The GLU runs bi-monthly film screenings of labour-related documentaries. This initiative has had the secondary advantage of a social space for students to give feedback about the programme and form comradeship among the group. Some of the films shown include:

7. “Black Gold” (2006) directed by Marc Francis and Nick Francis,
8. “Hlanganani Basebenzi - A Brief History of COSATU” (2005),
9. “Miners Shot Down” (2014) directed by Rehad Desai,
10. “The Take” (2004) directed by Naomi Klein and Avi Lewis,
11. “An Anarchist’s Story: The Life of Ethel MacDonald” by Mark Littlewood,
12. “Capitalism is the Crisis” (2011) directed by Michael Truscello,
13. “Workers Republic” (2011), by Andrew Friend,
14. “Insimbi Ayigobi – A History of NUMSA” (1994), by Nyana Molete,
15. “Commanding Heights: World Economy – New Rules” (2002), by Greg Barker, and
16. “Inside Job” (2010), by Charles Ferguson.

Film and documentary screenings are also vital components of the modules offered by facilitators in the Engage and Social Theory



Professor Hansjörg Herr, in a typical ENGAGE class scene, presenting on Global Wage Policy and Finance

short courses. Some of these include:

1. “The Economics of Happiness” (2011) by Helena Norberg-Hodge, Steven Gorelick, and John Page, and produced by Local Futures (formerly the International Society for Ecology and Culture)
2. “North Country” (2005) a drama film directed by Niki Caro
3. “Pride” (2014) a British LGBT-related historical comedy-drama directed by Matthew Warchus
4. “The War on Democracy” (2007) a documentary directed by Christopher Martin and John Pilger
5. “Seeds of Freedom” (2012) directed by Jess Phillimore.

- Conferences, Colloquia, and Workshops:

1. In 2011, GLU-Wits hosted the annual GLU conference on “The Politics of Labour and Development” bringing together 150 labour scholars, activists, unionists and practitioners from over 50 countries.
2. In 2016 it hosted the conference on “The Just Transition and the Role of Labour” with over 200 labour scholars, activists, unionists, and practitioners from 38 countries. At least forty GLU alumni also attend the conferences. Out of the conferences are a myriad of publications by scholars, alumni, and unionists. In addition, GLU hosted workshops on Decent Work and Development, the Gross Domestic Happiness Index, Social Protection and Labour as a Democratising Force.

3. The GLU programme has also hosted the GLU Alumni Summer School in 2011 and 2016 and the ICDD PhD workshops every year. In 2016, it hosted a 10th anniversary celebration and from 2016-2019, GLU hosted alumni colloquia, bringing together approximately 20 GLU alumni each year to Wits to present on specific labour themes such as revitalizing trade unions, addressing the decline and attempts at organising outside of trade unions and innovative organizing (these events are funded by FES TUCC).
4. In 2018, GLU-ICDD hosted an alumni colloquium showcasing the four PhD Alumni’s work:
 - Dr. Asanda Benya, “The Deconstruction and Construction of the Underground Self”,
 - Dr. Themba Masondo, “Power Relations in the Global Commodity Chain for Industrial Bread in South Africa”,
 - Dr. Crispin Chinguno, “The Making and Unmaking of Union Order: Workers’ Struggles for Power on the Platinum Belt”, and
 - Katherine Joynt, “Power Relations in the Global Commodity Chain for Industrial Bread in South Africa”



Alumni Colloquium 2017

- Union-Federation Liaison Meetings: Since 2017, GLU-Wits has held regular meetings with representatives of South African trade unions and federations and labour service organisations. The aim of these meetings is to deepen GLU's links with our local worker organisations; to use these meetings as a platform to engage unions/federations; and to provide workers' organisations information about programmes offered and to encourage participation in our programmes. GLU-Wits has held five such meetings, with direct interaction between organisation representatives and GLU Committee members. Each meeting also has a keynote speaker addressing a topic of interest to meeting participants. The presenters and their topics are listed here:
 - Prof. Eddie Webster, "A Historical Timeline of Worker Education in South Africa",
 - Prof. Devan Pillay, "Marxism, Ecology and Labour",
 - Prof. Simon Roberts, "The Role of Competition Policy in Addressing Inequality in South Africa",
 - Dr Gilad Isaacs, "A National Minimum Wage for South Africa" and
 - Prof. Birgit Mahnkopf, "The '4th industrial revolution': a Promise Blind to Social Consequences, Power and Ecological Impact".

International Networks

- Visiting Scholars: GLU has hosted dozens of international scholars from Europe, India, East Asia, Latin America and the United States
- Academic Exchange Visits: Wits academics have travelled to Germany, the United States, India, Pakistan, Mexico and Brazil for GLU/ICDD conferences, workshops and guest lectures. Michelle Williams (2014), Devan Pillay (2017), Nicolas Pons-Vignon (2019) and Vishwas Satgar (2019) were the Ela Bhatt Visiting Professors at Kassel University.



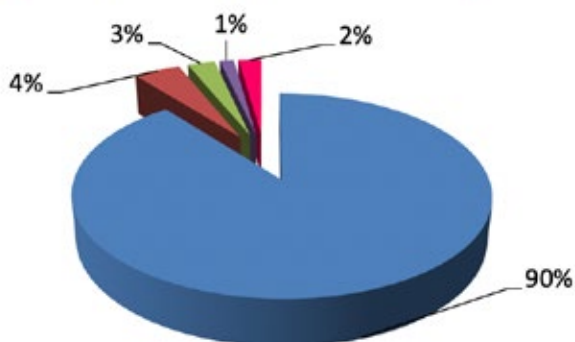
Prof. Edward Webster addressing a Union-Federation Liaison meeting

Diversity

The programme has maintained and developed an international flavour since its inception and, in particular, the last six years. The tables below show the geographical spread of students who have participated in the postgraduate programme:

Alumni According to Region

■ Africa ■ Asia ■ Europe ■ North America ■ South America



Alumni According to Country (2007-19)

AFRICA	229	REST OF THE WORLD	27
South Africa	108	India	5
Zimbabwe	26	Brazil	3
Botswana	17	Argentina	2
Kenya	14	USA	2
Ghana	13	Bangladesh	2
Zambia	10	Germany	2
Nigeria	10	Palestine	2
Namibia	8	Turkey	1
Malawi	7	Italy	1
Swaziland	5	Poland	1
Lesotho	3	Barbados	1
Tanzania	3	Cambodia	1
Togo	2	Philippines	1
Uganda	2	Belgium	1
Liberia	1	Vietnam	1
Mozambique	1	Pakistan	1
Cameroon	1		

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The programme has received funding from the following sources:

- International Labour Organisation (Geneva)
- International Labour Organisation Decent Work Team (Southern Africa)
- Friedrich Ebert Stiftung (Germany)
- Friedrich Ebert Stiftung (FES–TUCC and South Africa office)
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- Services SETA
- CATHSSETA
- DAAD
- Kassel University (Germany)
- Wits University

On average, 80% to 90% of the budget received from donors goes toward scholarships and funding of the postgraduate and certificate programmes with the remaining funds utilized for operational costs. The short courses are entirely donor-funded by the FES.

Alumni “Voices”

“I had few concerns coming into the Global Labour University Programme at Wits: I had applied to the German stream of the programme but was advised to try out the South African programme, mainly because the former was oversubscribed. This had very little to do with my concerns, though. I guess there was this anxiety that stemmed more from the fact that I had a teaching and research background in the field of labour studies already, and needed to be convinced that this was going to be a value-adding experience. What with the usually complicated process of getting an employer’s permission to be away from the job for fully one year. Once in Johannesburg, one was immediately confronted with the challenge of making necessary adjustments with respect to campus life, school work and other logistical and social issues that international students and guests everywhere would normally be faced with - and the survival instinct had to be fully activated. Here, I must commend the excellent effort of the GLU Secretariat in making the adjustment process fairly seamless, particularly by way of excellent logistical arrangement prior to my arrival and sustained advisory services throughout the programme.

The class of 2009 was not so diverse, being largely drawn from the African continent, but we still had to learn to deal with individual idiosyncrasies and leverage our strengths. We supported each other most of the time. This was especially helpful in dealing with academic rigours, which were initially a nightmare for quite a number of classmates who had been out of a school situation for a while. We had this regular joke about who among us would be the first to crack up under the sheer weight

of academic work. Though we had a few disagreements and arguments around our individual views and preferences - which was not something to be unexpected given our activist backgrounds - it was definitely a pleasant group. I also sensed some level of competition among us arising from colleagues attempting to outdo each other in the form of attaining academic milestones, which was quite healthy. Over all, there was this high level of group solidarity. It would not be possible to go through the GLU-Wits programme and not observe the quality of the faculty. Apart from being knowledgeable in and engaged with labour issues, most faculty members seemed to have links with the broader labour movement. This scholar-practitioner orientation is usually helpful when it comes to relating theory to practice and pointing to concrete examples in society.

The programme has been of tremendous benefit to my work. There is no doubt that my knowledge base on labour issues was enhanced by the programme. I remain particularly grateful to the programme for honing my analytical skills. The training in economic policy continues to serve intellectual and practical purposes, especially when it comes to interrogating policy choices of labour organisations and national authorities. It should interest readers to learn that a good number of my published papers and conference presentations were developed from course assignments undertaken and resources acquired during my time at Wits. Currently, I am finalizing my doctoral studies, for which considerable motivation and momentum has come from my involvement in the GLU-Wits programme. A fitting way to capture my engagement with Wits would be

to characterise it as a ‘defining experience’.”

Edwin Anisha – GLU 2009 (Nigeria)

“Before enrolling for GLU programme, I had shallow knowledge of trade unions and the role of unionists. I have always had an interest in Labour Rights Activism but didn’t have the expertise. I did not know that, when well-equipped with the skills and knowledge of the ever-evolving world, trade unions are a potent weapon to combat the growing ills in labour markets.

The GLU Programme, through its brilliant range of courses, has broadened my understanding and comprehension of trade unionism and its role in the agile global labour market. Although I haven’t yet landed any job opportunity, the GLU experience will be an opening for me to pursue my long held dream of working with and for a labour movement. The experience will not only contribute to my personal development, but also indirectly and directly to the development of my native country, Botswana and by extension to the African continent. The significance of trade unionism in Botswana seems to be less when compared to that of other countries, such as South Africa. Hence there is a need to attract scholars of Industrial Relations in the labour market in order to develop the quality and significance of trade unionism in Botswana. The knowledge obtained from the GLU Programme will go a long way in bringing about needed change in the Botswana labour movement.” **Mpho Patience Mwatcha – GLU 2014 (Botswana)**

“The GLU Programme offered me the best and rare opportunity to transform from an extreme patriarchal perception to a progressive gender-sensitive individual. I feel proud and privileged to be counted among the graduates of the GLU Programme at Wits University, South Africa. I was admitted into the Programme in 2012 for BA Honours and 2013 for MA. I en-

tered Wits University with extreme patriarchal tendencies and perceptions, and came out as a completely transformed gender-sensitive graduate, and adjudged with outstanding performance award in feminist theory from the Department of Sociology. For the first year, it was challenging and exciting for me to study at Wits as I battled with profound internalised patriarchal perceptions and experiences... and the progressive gender and academic environment of Wits. It was very challenging for me to depart from chauvinistic perceptions, much as I tried. For the second year however, I succumbed to counselling and signed up for a feminist theory course and excelled with an outstanding performance award, whilst perusing research in “Gender Transformation at the Workplace and the Role of Trade Unions”, with particular focus on women. Most importantly, my research work was supervised by a female scholar, Dr Sarah Mosoetsa.

I must confess that I was influenced by her academic energy and resilience which served as the main source of my complete transformation and changed in attitude as far as gender perception is concerned. I have realised that women are, rather, the most effective source of transformation and as such, I have been transformed into a logically balanced graduate, and an advocate of women in societal transformation...to the extent that I have influenced equal representation of women (four women) in the eight-member Regional Executive Committee of the trade union in which I serve currently in Ghana. My profound gratitude goes to GLU Programmes at Wits in South Africa for the life-changing role...” **Libanus Quanson – GLU 2013 (Ghana)**



Members of the Ghana ENGAGE Transfer Project 2018/19, in Accra

“The Engage program is one of the prestigious fellowships for Trade Unions. I chose the engage program at Wits University because of the valuable scholarly resources and well-known reputation of the highly qualified knowledge and skills of the engage program. Through the Engage Program was able to learn a lot about the trade union movement on a global scale and I had the opportunity to truly expand my knowledge and get out of my comfort zone. I was also able to build networks with other trade unionists from interesting backgrounds. Through interaction with other labor activists and trade unions from across the globe I will be able to develop a network of other leaders in the industry and had an exchange of ideas and strategies to further the interests of workers in Zambia. I was able to apply the knowledge and research skills I acquired from the program to organize the Mobile money agents on Zambia.” ***Etambuyu Ziwa – ENGAGE 2017 (Zambia)***

“I was first admitted into GLU MA program in 2012, but due to health reasons, I withdrew by May 2012. I am grateful that after 2 years I was able to get my place back and the scholarship funds were also reversed back to my account

in 2014. This is when I was able to complete my studies and graduated on 9th December 2015. As a student, I was exposed to not just African experience of labour issues but globally. Technically I got the same learning methodology that any other university student was given without discrimination and compromise to education standards. Apart from labour studies, I was also exposed to political economy, research methods as well as Cambridge English which were well-fitted to my studies. I also had access to all the campus benefits like library, Wellness and Health Care centres, the Counselling, Careers and Development Unit, as well as WCCOO. I had access to housing at the WCV and Medical Insurance too.

The staff were supportive as well as the Coordinator. Much appreciation goes to my Supervisor Prof. Devan Pillay who, despite my initial little knowledge on climate change – my research area – he helped to expose me to a lot of people and institutions. These became very important in my research work. After qualification, I am able to advance workers’ interest and this is seen in my Government Gazette appointments to the Tripartite Labour Advisory Council (TLAC) and Industrial Relations Court

Panel. These are over and above many forums my federation (Malawi Congress of Trade Unions) and affiliate union (CIAWU) requests me to represent them on. At my workplace I received a promotion to the position of Bank Manager. All these are in recognition of my qualification.” **Ruth Ziona Manjawira – GLU Alumnus 2015 (Malawi)**

“Before I got the opportunity of undertaking a Master’s Degree in Labour Policies and Globalisation (Wits LPG 1), I thought I was knowledgeable enough until when I enrolled with Wits University through the Sociology of Work Programme (SWOP) for their first intake of the Global Labour Programme (GLU). Until then, I realised that I was a “tabula rasa” (empty – headed) especially when it comes to research Skills. Today, I boast of the research skills that I have acquired, mentally, economically, socially, psychologically, etc. from the GLU initiative. I have gained very useful and in-depth-understanding of academic/applied research including analytical thinking skills that I can apply to trade unions, civil society and to the broader society. The course not only equipped me mentally but has also groomed me to become a global citizen. I had the opportunity to meet with other students coming from all parts of the world and have been integrated into a very strong global academic family.

While I did not go back to my country after completion of my degree programme, as a labour activist and researcher I have had the privilege to work with the National Labour and Economic Development Institute (NALEDI) which is a research institute of the Congress of South African Trade Unions (COSATU), where I had the opportunity to further develop and apply my research skills in the field of labour (trade unions). Again, I had the opportunity to work with progressive unions here in South Africa and possess almost ten years’ experience working as a researcher in South Africa par-

ticularly on studies that are labour-related but not limited to social and economic enquiries. Since 2011 till to date, I have been conducting gender –related research for the COSATU Gender Desk including providing technical advice to other trade unions in the country. **Janet Munakamwe – GLU 2007 (Zimbabwe)**

“I completed my MA in 2015 and just recently submitted two articles awaiting feedback from the Southern African Labour Journal. On a personal level, I have registered with James Park College of Education and Labour studies with the Zambian government. The school is scheduled to start offering lessons, initially, on distance learning basis and hopefully full-time by 2019. The idea behind this project is to support trade unions through capacity building, training and consultancy. While I do not have finances at the moment, this project will definitely come to pass. But how did this come about? It started with the question ‘what the hell is wrong with GLU?’ As soon as I got registered in the GLU programme at Wits University, I realised that there was a lot I needed to learn. I thought that the lecturers were just being unfair in the way in which they critiqued my writing, referencing and my arguments in the assignments they gave us. For white lecturers I thought it was racism, yet for my fellow African lecturers I was sure they didn’t like me.

But anyway I followed their corrections and by the time I went into exams for my honours, apart from improving on writing, referencing and avoiding plagiarism, my way of thinking and view of life had completely changed for the better. I could now think like a sociologist and more confident about my arguments. When I was the only one who managed to go through to the Master’s program from a class of four students, I then realised that in fact, ‘nothing was wrong with GLU’ but everything was wrong with me. I must confess that I had never thought of doing a PhD, opening a train-

ing institution or anything like that. Today I am confident of writing a comprehensive book of trade unions in Zambia, doing a PhD, opening a university or doing the unimaginable. On top of that I am connected to a number of friends across the globe and feel that I am now part of the global village. When I made a presentation on 'Trade Union Responses to Informalisation of Work' at one of the workshops of trade union leaders, the reactions from the participants to my presentation made me realise why GLU has been a very important part of my life. Overall, I would like to thank the GLU team and teaching staff for the good job that you are doing. Though not yet employed I feel more confident about the world than I ever felt, thanks to GLU. Today a union President can pick a call for consultation and this is really humbling. Finally I would like to suggest that a course on labour laws be included in the program because trade unionism operates in a legal environment on a daily basis. Thank you (All is well with GLU)." **James Musonda – GLU Alumnus 2015 (Zambia)**

"Attending the GLU-ENGAGE programme 2015 at Wits University was a wonderful experience for me. It was a good experience sharing amongst unionists from 14 countries worldwide. Being capacitated by...Professors like Eddie and Michelle was an incredible chance for my unionist career and my university scholar one. Once back home, I've been immediately operating in the youth and women capacity building programs through which I shared my experience acquired at Wits –GLU Engage program. Focusing on the importance of collective bargaining and use of ICT devices for mobilizing; Youth and women have been aware about new challenges faced other unions around the continent and beyond. They have, then, been deeply engaged in union activities. So, we are facing an emerging of new youth and women leadership at umbrella unions. Since, there have been inside and outside revolution at unions' level in Mali. I pay tribute to our Golden coordinator, Mr Warren McGregor, for his kind assistance during our stay at Wits!" **Drissa Tangara – ENGAGE 2015 (Mali)**



Alumni at the GLU 10th Year Anniversary

“Being a student under the GLU program was both a challenging and exciting phase for me as it not only broadened my knowledge but also gave me an opportunity to meet and interact with other students from different countries, many of whom have become valuable networks. I especially benefited greatly from the workshops and seminars organized for post graduate students, the well-stocked libraries and above all the hands-on dedicated guidance from the lecturers and support staff with GLU who were always at hand to assist both academically and personally. As a foreign student this kind of committed assistance towards my studies and general well-being was invaluable. Post-GLU, I have become a go-to person in the area of my research (domestic service) which has seen me contribute towards various studies for local students and organizations in Zambia & regionally, including the Research Network for Domestic Workers, the International Domestic Workers Network as well as the development of the first ever training guide for domestic workers in Zambia for the ILO. The research skills honed during my GLU days have inadvertently turned out to be my passion and source of income given the growing challenge of unemployment my country is facing.” **Silvia Chimpampwe Mwansa – GLU 2012 (Zambia)**

“The interest to pursue a higher research degree emerged from my engagement with the trade unions in Zimbabwe where I was in the national executive of the Railway Association of Enginemen (RAE) affiliated to the Zimbabwe Congress of Trade Unions (ZCTU). In my experience as a union executive and negotiator there was a glaring gap in capacity in the representation and articulation of the position and experience(s) of organised labour. This posed broader socio-economic and political questions which stretched beyond my capacity at the time. This partly influenced my decision to apply for the Global Labour Univer-

sity Master’s programme at the University of the Witwatersrand in 2008. The experience in the programme kindled and further enhanced my critical thinking and sharpened and broadened my interpretation of the socio-economic and political world in which organised labour exist. This offered me critical lenses to analyse the complex socio-economic and political context and to challenge dominant societal discourses, and deconstruct ‘taken for granted’ knowledge.

This exposure provoked me to study further and sharpen my analytical skills. Overarching this motivation has been the compulsion to articulate the position of labour in the broader socio-economic and political context. In pursuit of this goal I enrolled for a PhD programme at the University of the Witwatersrand, focused on understanding workers’ struggles in the neo-liberal dispensation. I graduated with a PhD in December 2015 and am currently working as a post-doctoral researcher at SWOP and Lecturer (social science) in the school of Mechanical, Industrial and Aeronautical Engineering at the University of the Witwatersrand. One of my current and sustained interests is to close the gap between the university as a space of knowledge production and trade unions as drivers of social change. In pursuit of this goal, I joined hands with fellow Global Labour University alumni in Zimbabwe in the setting up of the Zimbabwe Institute of Socio-Economic and Labour Research www.ziselar.co.zw/about-ziselar/ which is centred on trade union and social movement capacity building and collaboration with universities. The thrust is to enable these organisations to effectively deal with change.” **Dr Crispen Chinguno – GLU 2008 (Zimbabwe)**

“If Capitalists devote themselves in studying on how they will cut down the cost on the labor force that will result in oppressed lives of the working class society, Us the working class

must do an paradoxical job, that is to curb this affectless doing of the capitalists people. We may not see the fruits of our work during our lifetime but your plight today will surely have a huge effect in the future generations of the working class. As the great Mandela said: “Education is the most powerful weapon which you can use to change the world”. **Amanda!**
Carlo Tabia – ENGAGE 2015 (Philippines)

“Being at Wits University for the first time as a Global Labour University (GLU) student changed the way I view trade unionism and the world of work. The perception from the country I come from (Zimbabwe) was that trade unionism is for those that failed to make it to college or university hence the degree should be in management positions serving the interests of capital not workers; but now my mind-set has shifted. It was also my first time to mix with other trade union scholars from other countries and this cross-pollination of experiences added flavour to the experiences I had from my own country. Studying and graduating from GLU-WITS was a life-changing experience for a simple trade unionist like me and it was also an achievement for all my comrades in the trade union movement back home in Zimbabwe. It was a rare opportunity which I could not have achieved on my own.

I would say the GLU programme was a game-changer in terms of my capacity as a worker representative. It gave me the opportunity to graduate from being an activist to being a scholar-activist and this was helpful in terms of my capacity to appreciate policy at company, industry as well as national level the sum being capacity to represent my constituency with confidence. Before then, my appreciation of global trends was deficient and only limited to my industry and country. Going into the GLU Masters programme helped me widen my scope of thinking as I now understood the need for the working class to come together

as global labour federations and social movements is to counter capitalism at a global scale as capital has also gone global. As a scholar-activist the GLU-WITS programme has connected me with other activists throughout the world to share experiences and this has helped me at my union and beyond. I am now able to carry out research and package messages in a way that helps in spreading the working class message of countering capitalism. As GLU alumni from Zimbabwe, we have gone a step further to form the Zimbabwe Institute for Socio Economic and Labour Research (ZISE-LaR) as a way of thanking the GLU for changing our lives.” **Taurai Mereki – GLU Alumnus 2009 (Zimbabwe)**

“Receiving the offer to read an M.A. Labour and Development, Economic Policy and Globalisation, at the Global Labour University (GLU)-University of the Witwatersrand, Johannesburg, was one of the historic moments in my career in the labour movement. The academic life at GLU-Wits ranged from formally structured coursework on Labour & Development, Advance Research Methods, Economic Policy & Globalisation, the Research Report and other informal avenues of sharing experiences such as the monthly SWOP seminars, seminars with labour activists from local unions in South Africa and COSATU Education programmes. All these made the GLU-Wits experience all-encompassing in me appreciating the relationship between theory and practice in industrial relations in South Africa and beyond. The obvious euphoria of going to the other GLU campuses especially those in the first world has made several students dodge studying in the South. Alas! For us, it was never a regret, but a nourishing experience that traversed various phases of labour vis-à-vis capital’s contradiction which in academic circle is defined as a ‘labour regime’. We understood how labour and trade union movement grappled with the Fordist regime of accumu-

lation, the post-Fordist regime and its flexible labour market under the guise of neoliberalism. Most importantly, is the extent to which labour responded to the various waves of crisis unleashed by capitalism and its destructive competition to use Schumpeter's' neologism. Through GLU-WITS, we appreciate how labour could be both a mobilising and counter-hegemonic force to the global onslaught of capitalism, both nationally and internationally. Some of the labour strategies involved transnational solidarities through inter-movement linkages, developmental states and the way they were shape by labour through Peter Evans notion of Counter-Hegemonic Globalisation, as well as building counter-movement through labour organising in the work places and alliance building with civil societies. What scholars such as Webster & Adler, von Holdt, and Seidman later referred to as Social Movement Unionism (SMU). **Muttaqa Yshua'u Abdularuf – GLU 2012 (Nigeria)**

“As every aspect of life is changing every day, labour is unexceptional. To deal with change needs special expertise. Labour is also economically, politically, environmentally, technologically and socially affected; therefore labour also needs to move with time and that means to move from traditional ways of doing things to modern ways in order to deal with current situations. With the view above, Global Labour University in collaboration with other developing partners offer advanced capacity building academic programmes for labour activists, trade unions and other labour specialists, in order to deal with change in labour. Being one of the beneficiaries, I have benefited in different ways, not only academically, professionally but also socially. Academically, I have improved my understanding of academic issues; professionally, it has raised my status. For instance, I have been appointed as one of Malawi's Industrial Relations Court Employee Panellists. My union (T&GWU) has also entrusted

me with different union responsibilities, for example, negotiating with employers on workers' issue, handling disciplinary and grievance issues, while socially, the qualification enables me to make critical judgments/decisions in different social issues. The BA (Hons) degree has opened many opportunities for me, as I am writing to you, UNICAF University awarded me a scholarship for a two-year programme to pursue Masters in Business Administration, with the GLU programme degree other unions respect me so much such that they invite me to facilitate in their trainings and workshops. Our union federation also consider me as one of its assets especially in labour policies for example it has again nominated my name to Ministry of Labour to continue as one of the industrial relations court employee panelists for another three years. In a nutshell, Global Labour University qualification has enhanced my knowledge, confidence and status academically, professionally and socially more than ever before. **Sophie Chitenje – Engage 2013, GLU 2015 (Malawi)**

“Coming from a developed country (Italy), the GLU programme was an eye opening experience to challenges and opportunities of the labour movement in developing countries particularly in Africa. Also, participating in the GLU masters allowed me to make contacts into the South African trade union movement and I met some of the best comrades and friends. Years after graduation I still think of myself as a GLU alumna!” - **Miriam di Paola – GLU 2011 (Italy)**

“Being a GLU alumnus has helped in broadening my understanding of the dynamics within trade union movements and media. Studying at GLU made me appreciate that in addition to trade union internal media tools, the mainstream media is important for trade unions. This is critical during collective bargaining and other related trade union activities. How this is reported in the media is of paramount impor-

tance to trade unions as it affects communications with members on the outcomes of negotiations and other processes. In addition, it is important space to contest the dominant ideas and hegemony in the society. Being awarded the chance to study this phenomenon was an opportunity for me to unearth the assumptions of each side in an objective manner. Media reportage on issues of trade unions and ideological contestations with other social players can be perceived as a threat to democracy and should be subjected to scholarly investigation.” **Sandra Hlungwani – GLU 2016 (South Africa)**

“The GLU programme has helped me to critically look at socio-economic issues with different perspective. It has shaped my understanding of political economy and the implication of globalisation and neoliberal policies on the labour market, and the role that trade unions can play to regulate the system. The course has offered me with a valuable knowledge to understand why the poor are not necessarily responsible for the conditions they find themselves and the uneven development of the west versus the global south.” **Shane Chosane – GLU 2017 (South Africa)**

“I am a former Masters student with the highly esteemed Global Labour University at the University of the Witwatersrand (2016 class). The GLU program was instrumental in shaping my career path as an upcoming scholar

with interests in precarious labour and migrating for work. Currently, I am registered in the School of Architecture and Planning Wits University and have taken my labour background and the skills I acquired through the GLU program to Architecture and Planning. In my current study, I am arguing that as people migrate for work, they carry with them their religious beliefs and practices and these religious identities to a large extent help them to overcome the complexities of life in the city as they attempt to exercise their rights to the city. For a group with less representation and exposed to various forms of insecurities, the use of religious identities to overcome these become a better option. To date, I have written and published a policy document for South Africa’s National Minimum Wage entitled: Monitoring and enforcement: strategies to ensure an effective national minimum wage in South Africa. (National Minimum Wage Research Initiative Working Paper Series No. 5, available at www.nationalminimumwage.co.za). I am still in the labour movement but my participation is being slowed down by my current PhD demands. I remain hopeful that I will be able to join the International Labour Organisation and contribute meaningfully to labour issues either through direct activism or publications. Despite being registered in the School of Architecture and Planning, my labour background and sociological skills have helped me fit in very well in this new space.” **Brian Mrahwa – GLU 2016 (Zimbabwe)**



Engage and Social Theory Graduation in 2017

“I learnt a lot about globalisation, production-chains, economical exploitation, financial circular flows, hegemony, power-relations, dependencies, workers’ movements and fights, brave women and men, history of capitalism, the impact of humans on nature, the power of grassroots movements, and much more. It was a wonderful experience to meet so many comrades from around the world and hear about their experiences. It was also interesting to get to know Germany (Kassel) through their eyes. This was topped by my amazing experiences during my stay at Wits, Johannesburg, and my internship in Malawi. Thanks to the marvelous people, I met that allowed me to take part in their lives; I got a good insight in the societies of those two African countries. Back at home, I consciously appreciate the social system in Germany, even though far from just, and that I can walk around freely at day and night. The studies were very hard. I would say that I never worked that much in my whole life. I learnt to keep my nerves, to focus and to lower my expectations towards myself - always motivation me by telling myself that I can do it :-). My view on the world has become much broader and I feel connected to many more countries and their citizens now.” **Susanne Düring – GLU 2016 (Germany)**

“After attending the engage program 2018 my working life and social life has never been the same. I was stuck for a long time in the traditional way of doing trade union business but the programme was my salvation and a beginning of a new life and way of doing my work and understanding it, since then I always approach my work with strategies informed by research.” **Jokoniah Mawopa – ENGAGE 2018 (Zimbabwe)**

“Greater awareness, network of like-minded comrades and friends, opportunity to package and present my strong feelings and advocacy on youth unemployment, skills, education, inequality, class contradictions, gender and the dynamic labour market!” **Petunia Mpoza – GLU 2018 (South Africa)**

“[M]y experience...was both transformative and inspirational. I was challenged and at the same time introduced to new concepts that made me look at issues from very different perspectives. Overall, I grew both as an individual and as a leader. I appreciate all the lecturers who took time away from their busy schedules to teach us and help us learn very new concepts, but also very important in the struggle to emancipate workers from the en-

slaving claws of capitalism. There were moments I felt like my mind would explode from all the knowledge that we were being introduced to, but thankfully, the professors were always present, guiding us patiently without tiring. The ENGAGE programme is very beneficial to any trade unionist that has workers' interest at heart. It has set me off on a path of discovering new knowledge and reaffirmed my

commitment to the labour movement knowing clearly that I am on the right path. I am looking forward to sharing everything I have learned with fellow comrades and I feel confident that the knowledge gained from the programme will really improve our union and increase our in-depth participation in national, regional and global working class emancipatory projects.”
Mercy Nabwire – ENGAGE 2019 (Kenya)

Selection of Alumni and Wits Academic Publications

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