

THE GLOBAL LABOUR UNIVERSITY MASSIVE OPEN ONLINE COURSES:

MEMORANDUM OF UNDERSTANDING

The Global Labour University (GLU) Association with official address at c/o Prenzlauer Allee 186 10405 Berlin, Germany - hereinafter referred to as „GLU Association“, represented herein by Prof. Dr. Hansjörg Herr (Chairperson) and Dr. Edlira Xhafa (Executive Director of the GLU Online Academy;

AND

Midlands Labour Academy Zambia Limited in conjunction with Labour Institute of Zambia with official address at c/o Plot No. 10426, Manda Hill Road, Olympia Park Lusaka, Zambia, represented herein by Mr. Clement Kasonde(Executive Director), hereinafter referred to as “MLAZ and LIZ”.

WITNESSETH that:

WHEREAS, the **MLAZ/LIZ** which is a type of institution/organisation in country associated with Zambia Congress of Trade Unions, Federation of Free Trade Unions of Zambia and other labour market institutions (i.e.) to offer online and face-face lectures in order to enhance the knowledge, practice and understanding of social economy, labour and employment relations as well as the promotion of interaction and networking between individuals and institutions involved in labour and employment relations as well as human rights nationally, regionally and internationally, for purposes of sharing of ideas and information, collaboration and partnerships with a view to promoting skills transfer and training within the field of labour and employment relations as well as the promotion of basic rights and sound relations between labour market partners including workers, employers and the state;

WHEREAS, the Global Labour University Online Academy (GLU-OA) established by the **GLU Association** offers Massive Open Online Courses (MOOCs) on a [range of topics](#) including workers' rights, social justice, environment, global supply chains and global governance. Working in close collaboration with a network of trade unions, universities and the ILO, the GLU-OA is contributing to the analytical and strategic capacities of labour in debating and acting as a voice of workers at national, regional and global level.

WHEREAS, the **MLAZ/LIZ**, and the **GLU Association** desire to pursue their parallel objectives jointly and in coordination with, and in support of, each other.

NOW THEREFORE, for and in consideration of the foregoing premises and the mutual covenants set forth herein, the Parties agree as follows:

1. Coordinating Units

MLAZ AND LIZ Coordinating Unit:

Unit: XXX

Name: Clement Kasonde
Designation: Executive Director
Address: Plot No. 10426, Manda Hill Road, Olympia Park Lusaka, Zambia
Tel: +260 972512888
Fax: XXX
E-mail: midlandsacademyzambia@gmail.com/labourinstituteofzambia2013@gmail.com

The GLU Association Coordinating Unit:

Name: Dr. Edlira Xhafa
Designation: Executive Director, GLU-OA
Address: International Center for Development and Decent Work (ICDD),
Kleine Rosenstraße 1-3, 34109 Kassel, Germany
Tel/Fax: +49 (0) 561 804 7391
E-mail: edlira.xhafa@icdd.uni-kassel.de

2. MLAZ/LIZ and the GLU Association shall cooperate on the activities of the GLU-OA.

a) Description of the activities of the GLU-OA

The [GLU-OA](#) provides decentralized, globally-connected learning spaces for workers, activists and trade unionists on social and environmental justice, workers' rights, political freedom and democracy. The **free online courses** developed by labour academics and activists are combined with webinars and localized workshops, supported by a [Certified Trainers](#) across regions, included in (Africa and SADC region).

Founded in 2014, the GLU-OA remains a pioneer in online labour education reaching a combined number of over 27,000 participants.

Some of the online courses are also available in languages other than English, including Bangla, Bosnian-Croatian-Montenegrin-Serbian (BCMS), French, Hindi, Khmer, Russian, Portuguese, Spanish, Turkish and Vietnamese.

Everyone can enrol and study for free in any of the courses [here](#).

There are two main ways of studying and getting recognition for the online courses:

Study in **self-paced mode (no time constraints)** and get a **Certificate of Participation (CoP)**: Everyone can study at anytime and anywhere. Once completing the course, a CoP can be purchased for a fee (€29). The GLU-OA also offers scholarships for eligible participants. The conditions for eligibility are set in Chapter 1 of each course.

Study in **tutored mode (in specific time period)** and get a **Certificate of Accomplishment (CoA)**. The courses are run in tutored mode when they are launched for the first time. After

this, the GLU-OA may decide to re-run some course in tutored mode depending on the demand from participants. The learning process is supported by an online tutor. Various online activities (webinars and Zoom workshops) provide learners with the possibility to engage with the course experts. The GLU-OA also offers scholarships for eligible participants. The conditions for eligibility are set in Chapter 1 of each course.

b) Description of the activities of the Partner organisation

3. Roles & Responsibilities

The GLU Association shall:

- i. provide the **MLAZ/LIZ** with prior information about the forthcoming courses in tutored mode to give the **MLAZ/LIZ** enough time to make plans for the course;
- ii. provide the **MLAZ/LIZ** prior information about the content of the forthcoming courses of the GLU-OA;
- iii. provide the **MLAZ/LIZ** with free access to use of all materials of available MOOCs, as well as contacts with other GLU-OA partners for its training and educational activities; wherever possible, the GLU-OA will arrange for the course experts to join major events of the **MLAZ/LIZ**;
- iv. provide **MLAZ/LIZ** with relevant information about the participants from the country/region, subject to data protection rules; and
- v. provide **MLAZ/LIZ** with 5 scholarships for Certificate of Participation and 5 scholarships for Certificate of Accomplishment per online course for eligible participants subject to the criteria outlined in Chapter 1 of the respective course.

MLAZ/LIZ shall:

- i. actively assist the GLU-OA in reaching out to potential participants in the **MLAZ/LIZ** and in its network in the country and region. This involves following the GLU-OA communication channels (Annex 1), actively sharing the GLU-OA's social media posts and e-mail communication about new courses; and when necessary, sending joint invitation letters with GLU to target participants;
- ii. support the participants, when necessary, with the steps to the enrolment procedure detailed [here](#);
- iii. seek to incorporate the content of online courses (video lectures, reading materials) in the educational programmes of **MLAZ/LIZ**;
- iv. organise at least two local activity (workshop, conference, meeting) per year with trade unions and other relevant organisations on any of the topics of the GLU MOOCs. A certificate of attendance can be issued by the said institution and the GLU-OA for such local activities, if needed. These activities are included in the yearly report by the **MLAZ/LIZ**;
- v. assign a person to be the MOOC focal point and contact person for the GLU-OA. The focal point's name shall be communicated to the GLU-OA. The focal point will be responsible for reporting on the responsibilities listed above (i-iv) as well as providing information about the profile and progress of applicants for either a CoP or a CoA (Annex 2). Based on the list of the GLU alumni in the

country provided by the GLU-OA, the focal point will seek to involve these alumni in the local activities.

4. The use of **MLAZ/LIZ** and the GLU Association logos shall be only for the purpose of indicating **MLAZ/LIZ** participation in the project and, except as otherwise explicitly provided herein, this Agreement shall not be construed in any way as to authorize that **MLAZ/LIZ** or **GLU Association** is represented or bound in any agreement with third parties or negotiations therefore.
5. **MLAZ/LIZ** and the **GLU Association** agree that, in the event of collaboration leading to patent rights, copyrights or other intellectual property rights, a further agreement must be negotiated in each case in accordance with the policies of the two parties on intellectual property. Both partners shall seek an equitable and fair understanding as to the ownership and other property interests that may arise.
6. This Memorandum of Understanding (MoU) shall be valid from the date of signing of both parties, and shall be initially valid for three (3) years. The validity of the MoU may be extended for an additional two (2) years, upon the submission of a progress report/program evaluation prepared by **MLAZ/LIZ**. In case of postponement or cancellation of any or all of the project activities covered by this Agreement, **MLAZ/LIZ** shall inform the GLU Association in writing about the causes of such incidents, and vice-versa. This Agreement may be renewed, amended, and/or modified after being reviewed and renegotiated by both parties, through a written agreement signed by the representatives of both parties. This agreement may, at any time during its period of validity, be terminated by the parties, upon prior notice to the other party in writing, at least six (6) months before the termination date, without prejudice to the completion of any ongoing project.
7. Should any disagreement arise out of the application, interpretation or implementation of this Agreement, the parties shall endeavour to exercise their best efforts to negotiate the differences.
8. This Agreement is written in duplicate, each in English, and both parties retain one (1) copy of the authentic text.

IN WITNESS WHEREOF, the Parties have hereunto affixed their signatures on the date and place above-indicated.

Midlands Labour Academy Zambia/Labour Institute of Zambia

By:

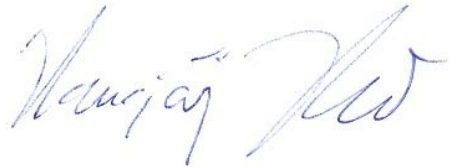


Clement Kasonde
Executive Director

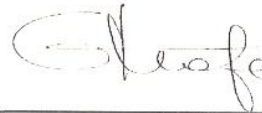
Advocate Jonathan Ngonga
JNgonga
Legal Advisor for MLAZ/LIZ

Date: 16.08.23

By:



Prof. Dr. Hansjörg Herr
Chairperson of the GLU Association



Dr Edlira Xhafa
Executive Director GLU Online Academy

Date: 01.09.2023

ANNEX 1: GLU Online Academy communication channels

- Email: subscribe to the e-mail list here (bottom of the page): <https://global-labour-university.org/>
- Facebook page: <https://www.facebook.com/groups/GLUOnlineEducation/>
- LinkedIn page: <https://www.linkedin.com/in/global-labour-university-online-academy-16a47123>
- Twitter: https://twitter.com/GLU_Network
- Instagram: https://www.instagram.com/glu_network/
- YouTube: https://www.youtube.com/channel/UCJ4sNJDVT5E_zNqUKzPzuvg

ANNEX 2: The profile and progress of applicants for a CoP or a CoA

- The candidates for scholarships shall be any of the following: trade unionist, labour activist, labour researchers, students in the field of labour, and **MLAZ/LIZ** staff.

The requirements for scholarships for each type of certificate are detailed in Chapter 1 of each course and they vary depending on the length of the course. Thus, the progress should be checked against the requirement for the said course following the respective templates for each certificate:

- The **MLAZ/LIZ** is responsible to ensure that the applicant has met all the requirements for the type of certificate (listed in Table 1), before issuing the scholarship voucher code received by the GLU-OA. The **Acronym** provides the **Communication and Course Manager of the GLU-OA** (matija.barisic@global-labour-university.org) with documentation for each type of Certificate (completed Table 1 & 2) for each applicant (Table 1).

Table 1: Certificate of Participation (CoP) requirements: name of the course, country/region					
Name of the applicant					
Email					
Organization					
Age					
Gender					
Course Progress					
No of exercise questions					
Completed survey	Y/N	Y/N	Y/N	Y/N	Y/N
Scholarship voucher					

Table 2: Certificate of Accomplishment (CoA) requirements: name of the course, country/region					
Name of the applicant					
Email					
Organization					
Age					
Gender					
Course Progress					
No of exercise questions					
No. of workshops attended					
Completed survey	Y/N	Y/N	Y/N	Y/N	Y/N
Scholarship voucher assigned					