

TENTH ANNUAL PENN STATE

CENTER FOR GLOBAL WORKERS' RIGHTS SYMPOSIUM

This event is cosponsored by the
AFRICAN STUDIES PROGRAM

“Reflecting on Struggles for Decent Work in Africa: Challenges, Opportunities, and Outcomes”

WEDNESDAY, APRIL 3–THURSDAY, APRIL 4
THE GRADUATE HOTEL, STATE COLLEGE, PENNSYLVANIA

Space is limited. To register for the event please contact luis.mendoza@psu.edu.

Despite structural challenges such as informal employment and population displacement, African workers continue to organize and fight for better working conditions. Unions are actively engaging to strengthen international union solidarity, to reduce carbon emissions, and to protect women workers. This academic-practitioner event will bring together top scholars and worker rights advocates to talk about challenges and opportunities for governance and democratization, union revitalization, and the protection of vulnerable workers.

SPEAKERS:

Paule-France N'dessomin (South Africa)

Regional Secretary of the Sub-Saharan Africa (IndustriALL)

Jacqueline Wamai (Kenya)

Regional Coordinator for Sub-Saharan Africa of the ILAW- Solidarity Center

Jaye Gaskia (Nigeria)

Director, Praxis Academy, Nigeria Co-Convenor, Campaign for Transformative Governance Affiliation

Bash Kamal (Ghana)

Gender, Labour and Safeguarding Specialist. Gender Equality Officer, General Agricultural Workers Union of TUC-Gh

Fredrick Ouma (Kenya)

Secretary General Emeritus of the Kenya Medical Practitioners Pharmacists and Dentists Union

Christine Bischoff (South Africa)

Lecturer in the Department of Sociology at University of the Witwatersrand



PennState
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EMPLOYMENT RELATIONS

Tenth Annual Center for Global Workers' Rights (CGWR) Spring Symposium
Co-Sponsored by the African Studies Program
Reflecting on Struggles for Decent Work in Africa: Challenges, Opportunities and Outcomes
April 3-4, 2024
The Graduate Hotel, 125 S Atherton St, State College, Pennsylvania

Reflecting on Struggles for Decent Work in Africa: Challenges, Opportunities and Outcomes

Africa remains a region afflicted by internal economic and social conflict, leading to the deprivation of basic protections for millions. According to the 2023 ITUC Index, 95% of countries in the region have excluded workers from fundamental rights such as the establishment or joining of trade unions, engaging in collective bargaining, and the right to strike.

Long-term structural challenges such as endemic working poverty, informal employment, and population displacement have remained persistent for decades. For example, the International Labor Organization highlights that, despite progress in reducing informal employment, more than eight in ten employed people were in informal employment and around one third of the employed population in sub-Saharan Africa were living in extreme poverty (less than US\$2.15 per day) in 2023.

Despite these structural challenges, the workers continue to organize and to fight against old and new challenges. Unions are actively engaging to strengthen international union solidarity, to reduce carbon emissions and phase out fossil fuels, and to protect women workers. For example, the Lesotho agreement to eliminate Gender-Based Violence and Harassment helps to protect women workers and could be a good model for the region.

The Center for Global Workers' Rights is hosting its 10th Spring Symposium "Reflecting on Struggles for Decent Work in Africa: Challenges, Opportunities and Outcomes" to address these critical topics. The Symposium is co-Sponsored by the African Studies Program. This academic-practitioner event will bring together top scholars and worker rights advocates from five different African countries and the US to talk about challenges and opportunities for governance and democratization, union revitalization, and the protection of vulnerable workers in a global context guided by the devastating impacts of the pandemic and the growing impact of technology in the world of work.

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Wednesday, April 3

8:15-8:45am Registration of speakers and participants.

8:45-9:00am ***Opening of the Symposium***

- Welcoming remarks by **Mark Anner** (USA) Professor of Labor and Employment Relations and Director of the Center for Global Workers' Rights (CGWR).
- Greetings from **Elaine Farndale** (UK) Director of the School of Labor and Employment Relations and the Center for International Human Resource Studies (CIHRS).

9:00-10:30am ***Roundtable: Union Revitalization: Lessons learned.***

Panel chair: **Sherif Olanrewaju** (Nigeria) LGWR Alumni.

- **Paule France N'dessomin** (South Africa), Regional Secretary of the Sub-Saharan Africa (IndustriALL).
- **Khamati Mugalla** (Kenya), ILO Director Office in charge of Tanzania, Kenya, Uganda, Rwanda, and Burundi. (ONLINE)
- **Akua Britwum** (Ghana), Associate Professor, of the Department of Labour and Human Resource Studies (University of Cape Coast). (ONLINE)
- **Mercy Nabwire** (Kenya) LGWR Student.

10:30-11am *Coffee Break*

11-12:30pm ***Roundtable: Vulnerable Workers: Informality, Migrant Labor, and Unpaid Care Work***

Panel chair: **Manuel Rosaldo** (USA) CGWR.

- **Bashiratu Kamal** (Ghana), Gender, Labour and Safeguarding Specialist. Gender Equality Officer, General Agricultural Workers Union of TUC-Gh.
- **Robinah Kagoye** (Uganda), Chief Executive Officer, Voices for Labor, Uganda. (ONLINE)
- **Mercy Jelimo** (Kenya) Women and Leadership Program-Center for Rights, Education and Awareness.
- **Christine Bischoff** (South Africa) Lecturer in the Department of Sociology at University of the Witwatersrand.

12:30-1:30pm *Lunch*

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1:30-3:00pm **Roundtable: Governance and Democratization: Law, war, conflict, and due diligence**

- Panel chair: **Luis Mendoza** (Peru) CGWR.
- **Jacqueline Wamai** (Kenya), Regional Coordinator for Sub-Saharan Africa of the ILAW-Solidarity Center.
- **Jaye Gaskia** (Nigeria) Director, Praxis Academy, Nigeria Co-Convenor, Campaign for Transformative Governance Affiliation.
- **Fredrick Ouma** (Kenya) Secretary General Emeritus of the Kenya Medical Practitioners Pharmacists and Dentists Union, and Director, Ministry of Health-Coordinating Standards, Regulation and Quality Assurance.
- **Paul Macharia** (Kenya) LGWR Student.

3pm-3:30pm *Coffee Break*

4pm-5:30pm **Roundtable: Gender, Discrimination, Youth, Women's Rights, Elder care**

Panel chair: **Elaine Hui**, (Hong Kong) CGWR.

- **Robinah Kagoye** (Uganda), Chief Executive Officer, Voices for Labor, Uganda (ONLINE).
- **Bashiratu Kamal** (Ghana), Gender, Labour and Safeguarding Specialist. Gender Equality Officer, General Agricultural Workers Union of TUC-Gh.
- **Jaye Gaskia** (Nigeria) Director, Praxis Academy, Nigeria Co-Convenor, Campaign for Transformative Governance Affiliation.
- **Abena Afriyie** (Ghana) LGWR Student.

5:30-6:30pm *Dinner*

7:00-8:30pm CGWR Seminar Challenges and Opportunities for Workers in Africa

Location: Foster Auditorium, Pattee and Paterno Library.

Panel chair: **Manuel Rosaldo** (USA) CGWR.

- **Paule France N'dessomin** (South Africa), Regional Secretary of the Sub-Saharan Africa (IndustriALL).
- **Mercy Nabwire** (Kenya) LGWR Student.
- **Bashiratu Kamal** (Ghana), Gender, Labour and Safeguarding Specialist. Gender Equality Officer, General Agricultural Workers Union of TUC-Gh.

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Thursday, April 4

9:00-10:30am **Roundtable: Future of Work, Technology**

Panel chair: **Arthur Matthews** (USA) Teaching Professor of Labor and Employment Relations

- **Paule France N'dessomin** (South Africa), Regional Secretary of the Sub-Saharan Africa (IdustriALL).
- **Jacqueline Wamai** (Kenya), Regional Coordinator for Sub-Saharan Africa of the ILAW-Solidarity Center.
- **Jaye Gaskia** (Nigeria) Director, Praxis Academy, Nigeria Co-Convenor, Campaign for Transformative Governance Affiliation.

10:30-11am *Coffee Break*

11:00-12:30pm **Roundtable: Employment relations and human resource management in Kenya in comparative perspective**

Panel Chair: **Elaine Farndale** (UK) CIHRS, and **Mark Anner** (USA) CGWR.

- **Zipporah Metto** (Kenya) Moi University. (ONLINE)
- **Stanley K. Kipsang** (Kenya) Senior Lecturer at Moi University. (ONLINE)
- **Christine Bischoff** (South Africa) Lecturer in the Department of Sociology at University of the Witwatersrand.
- **Mercy Nabwire** (Kenya) LGWR Student.

12:30-1:30pm *Lunch*

1:30-3:00pm **Roundtable: Labor Education, MOOC, University programs, research, and Centers**

Panel chair: **Kate Ragon** (USA) Assistant Clinical Professor of Labor and Employment Relations

- **Mary Bellman** (USA) Associate Clinical Professor of Labor and Employment Relations and Director of Labor Education.
- **Mark Anner** (USA) Professor of Labor and Employment Relations and Director of the Center for Global Workers' Rights (CGWR).
- **Javier Salinas** (Mexico) Academic Secretary of the Autonomous University of Querétaro (UAQ) and Director of the UAQ Labor Center.
- **Dorcas Owusua** (Ghana) LGWR Student.

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3pm-3:30pm *Coffee Break*

3:30-3:45pm ***Greeting and presentation***

- **Clemente Abrokwa**. Director of Undergraduate Studies Associate Teaching Professor of African Studies

3:45pm-5:00pm **Break out groups:** Conclusions and next steps (Mark and Luis coordinate).

5-5:30pm **Final reflections and thank you** (Mark and Luis coordinate).

7pm Goodbye dinner (Speakers only).

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Mark Anner msa10@psu.edu

Mark Anner is a professor of labor and employment relations and political science. He is also the founding director of the Center for Global Workers' Rights and a former director of the Master Program in Labor and Global Workers' Rights. He holds a Ph.D. in Government from Cornell University and a master's degree in Latin American Studies from Stanford University. Dr. Anner's current research examines how pricing and other sourcing dynamics in global supply chains affect working conditions and workers' rights. He has researched and written on international labor solidarity, labor law reform in Latin America, strikes in Vietnam, and corporate social responsibility in the global apparel industry. His field research has taken him to El Salvador, Honduras, Brazil, Vietnam, Bangladesh, India, and Guatemala. Before beginning his academic career, he lived in Latin America for eleven years, working with labor unions and a labor research center.



Elaine Farndale euf3@psu.edu

Elaine is the Director of the School of Labor and Employment Relations and a founding Director of the Center for International Human Resource Studies. She is also a professor of Human Resource Management. Elaine's research and teaching encompass the broad fields of international human resource management (HRM), strategic HRM, and HRM and performance. She has published widely from her international collaborations in leading journals such as Journal of International Business Studies, Journal of World Business, Human Resource Management, and Human Resource Management Journal, as well as publishing four books. She has also served as Co-Editor-in-Chief for Human Resource Management Journal, Co-Editor for Routledge's Global HRM Series, Associate Editor for Human Resource Management and International Journal of Human Resource Management, as well as serving on several other editorial boards. She completed her Ph.D. at Cranfield School of Management (UK) and worked previously as an HR specialist for several years.



Sherif Olanrewaju sao85@psu.edu

Sherif holds a MPS in Labor and Global Workers' Rights from Penn State University. He is a PhD Nursing Candidate at Penn State University, a registered Mental Health Nurse, Trade Union Leader, Labor, and Global Workers' Rights Activist. Sherif is a nursing Workforce Researcher. On a mission to build more leaders.

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Paule France Ndessomin pndessomin@industriall-union.org

Paule France Ndessomin is a feminist and a gender advocate passionate about women's rights within the labour movement and more generally in Sub-Sahara Africa's social and political landscapes. She is currently the Regional Secretary of IndustriAll Global Union in charge of Sub-Sahara Africa based in Johannesburg, South Africa.

She has worked for the labor movement in various capacities managing projects and programs at national, regional, and global levels for over two decades. Her work with the IndustriALL Global Union affiliates also incorporates research and developing skills for organizing in an intricate and volatile operating environment, strengthening collective bargaining skills and structures, and responding to emerging labour union needs to address their daily challenges. Her educational background is in corporate management with a bachelor's degree in business management.



Khamati Mugalla ckmugalla@gmail.com

Khamati is the Director for the East African region at the International Labour Organization, commencing her role on January 1, 2024. A Kenyan citizen born in 1981, Ms Mugalla holds a Master's in Business Administration with a focus on Human Resource Management from Kenya Methodist University and a Bachelor of Science in Biology Major and Chemistry Minor from the University of Eastern Africa Baraton.

She began her journey in 2005 at Kenya's Central Organisation of Trade Unions, evolving through various roles, including gender and training, social dialogue, and good governance. Notably, from 2013 to her recent appointment, she served as the Executive Director of the East Africa Trade Union Confederation (EATUC), making history as the first female to lead a sub-regional trade union organization in Africa. Ms Mugalla is recognized globally, having been featured in the Netherlands in the FNV Magazine 2020 as a top Woman Trade Unionist Leader worldwide and acknowledged for her leadership by various prestigious awards such as the 2015 CFC Bank Rising Star Awards.

She is a member of the World Economic Forum Joint Trade and Labour Steering Group and serves as an Evaluator for the Prince Talal International Prize by the Arab Gulf Program for Development.

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Akua Opokua Britwum aobritwum@ucc.edu.gh

Akua Opokua Britwum is an Associate Professor at the Department of Labour and Human Resource Studies, University of Cape Coast, Ghana. She previously served as the Director of the Centre for Gender Research, Advocacy and Documentation. She holds a Doctorate from Maastricht University in the Netherlands. She obtained her first and second degrees from the University of Ghana, Legon, and a postgraduate certificate in education from the University of Cape Coast. She has been associated with the University of Kassel in

Germany, where she held the Ela Bhatt-Guest Professor position with the Faculty of Social Sciences and the University of Johannesburg, South Africa, as Senior Research Associate.

She was also the Convenor for the Network for Women's Rights in Ghana (NETRIGHT) and remains an associate fellow of the Global Labour University. In 2016, she served as a member of the Expert Group Meeting for the sixty-first session of the Commission on the Status of Women (CSW61). Other positions she has held include serving as a member of the International Advisory Committee of the National Institute for Humanities and Social Sciences, South Africa, Coordinator of the Gender and Trade Union Cluster of Global Labour University Alumni Applied Research School and a reference Group Member of the WIEGO as well as the African Regional Focal Person of the International Research Network for Domestic Workers.



Mercy Nabwire anai26582@gmail.com

Mercy Nabwire is a committed labor rights and health rights activist and practitioner who holds significant positions within the labor movement in Africa. Currently she serves as the National Treasurer of the Kenya Medical Practitioners Pharmacists and Dentists' Union (KMPDU) and as Secretary of the East Africa Health Sector Unions Network (EAHSUN). With a diverse educational background, Mercy is pursuing ongoing studies at the University of Turin in Italy and a Masters of Professional Studies degree in Labor and Global Workers' Rights at Penn State University.

Mercy is a distinguished alumna of the Solidarity Center's Global Labor Leadership Initiative (GLLI) and the GLU ENGAGE Program at the University of Witwatersrand in South Africa. Throughout her career, Mercy has contributed to research and consultancy projects, focusing on issues such as; strengthening of health systems in resource-poor settings, labor and employment, climate change and just transition, organizing informal workers in Kenya's health sector and operational research in healthcare settings, focused on addressing social determinants of health for underserved populations.

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Manuel Rosaldo mxr1225@psu.edu

Manuel Rosaldo's research focuses on labor rights organizing and policy among precarious informal workers, who have historically been excluded from both labor rights legislation and labor unions. His current book project analyzes waste pickers' struggles for workers' rights and environmental justice in Brazil and Colombia. This project was the product of 22 months of ethnographic research, which was funded by ten major research grants. Manuel's broader research and teaching interests include labor, development, environmental justice, social movements, state-society relations, and Latin American politics. Manuel also has direct experience in the labor movement, having served as a Head Steward in United Autoworkers Local 2865, and worked as an organizer and researcher for the UNITE HERE! And SEIU labor unions.



Bashiratu Kamal bashiratukamal@gmail.com

Bash is a feminist organizer, journalist, unionist, Development consultant, Gender, labor, and safeguarding specialist with the General Agricultural Workers Union of TUC-Ghana. She leads several Union campaigns on the provision of Childcare facilities, Maternity protection, child labour, trafficking, forced labour, and eliminating violence and sexual harassment in the Workplace. Her research focuses on women and the labour market, GBVH, Decent Work, women in governance and politics, and leadership. She has experience working with International Trade Unions on developing responsive mechanisms towards furthering women's protection against all forms of abuses and promoting inclusion and equality. She holds a master's in Labor and Global Workers Rights with a Graduate minor in Adult Education from Penn State University, a Bachelor's in Human Resource Management, Diploma in Development Leadership, and an Advanced Diploma in Journalism. She is a Cohort of the Ghanaian Women's Social Leadership Program at the Robert F. Wagner Institute of NYU.



Robinah Kagoye ikiyayir@gmail.com

Kagoye Robinah is the founder and Executive Director of Voices for Labour, a Ugandan Civil Society Organisation that promotes accessible justice to workers through legal aid and representation, Strategic litigation, research, advocacy and training. She is a lawyer with expertise in Labour and Employment Law for over 10 years. She is a knowledgeable and experienced Labour lawyer who has been at the forefront of some of the landmark cases that have shaped labour law in Uganda through her role as a former member of the Industrial Court of Uganda. She has previously served as a legal advisor for National Organization of Trade Unions (NOTU), Uganda Nurses and Midwives Union and an intern with Industriall Global Union in Geneva, Switzerland in addition to being a legal associate in Musangala Advocates & Solicitors and Tuhimbise & Co Advocates.

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Robinah holds a Master of Arts degree in Labour Policies and Globalisation from University of Kassel and Berlin School of Economics and Law, a Bachelor of Laws (Hons) from Makerere University, Kampala and a Post Graduate Diploma in Legal Practice from Law Development Centre, Uganda. She is currently pursuing her LLM in Human rights, Governance and Development at Cavendish University.



Mercy Jelimo mercy.jelimo@creawkenya.org

Mercy is a governance and a gender specialist. She has expertise in policy advocacy, coalition building, gender mainstreaming, community led and collective actions in advancing gender equality. She has extensive experience working with local communities, civil society, governments, and development agencies at national, regional, and global levels. She is passionate about gender reforms and political rights particularly women and young women political leadership and participation. She currently serves as the focal point for the

Deliver for Good Kenya, Campaign and leads the Women and leadership program with the Centre for Rights, Education and Awareness (CREAW). She is a Chevening and Programme for Africa Leadership (PFAL) alumnae. She holds a Master of Science in International Development and Humanitarian Emergencies from the London School of Economics and Political Science and a Bachelor of Arts degree in Political Science and Public Administration from the University of Nairobi.



Christine Bischoff christine.bischoff@wits.ac.za

Christine Bischoff is a Lecturer in the Department of Sociology at the University of the Witwatersrand, Johannesburg. She holds a PhD in Sociology from the University of Pretoria. She is part of a group of labour scholars who conduct research on labour and the labour movement in post-apartheid South Africa, a longitudinal study known as the Taking Democracy Seriously (TDS) project. In her continuing scholarship and research on labour, she is focused on understanding

the representation of diverse interests within the labour movement, such as women, the LGBTQ community, the disabled, migrant workers, the precariat, and the youth. She has published her work in journals such as the International *Labour Review* and *Work and Occupations*.



Luis Mendoza luis.mendoza@psu.edu

A Peruvian labor law lawyer and Professor of International Trade and Labor Rights at the Pontifical Catholic University of Peru. He holds a MPS in Labor and Global Workers' Rights from Penn State University, and an LL.M. in International and Comparative Law with concentration in Human Rights from the George Washington University. His research areas are international labor standards and the right to social security in Latin America. Luis is an Administrative Assistant of the Center for Global Workers' Rights and Adjunct Lecturer at the MPS in

Labor and Global Workers' Rights.

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Jacqueline Wambui Wamai wamaijay@gmail.com

Jacqueline Wamai is a dedicated advocate for workers' rights and an experienced labor lawyer with over nine years of expertise. She serves as the Regional Coordinator for Sub-Saharan Africa at the International Lawyers Assisting Workers (ILAW) Network, actively championing the cause of workers in the region. With a Master's degree in Labour Policies and Globalisation, a Bachelor's Degree in Law, and a Post-Graduate Diploma in Law, Wamai possesses a comprehensive understanding of labor-related issues. Her research interests cover supply chains, violence and harassment, the informal economy, and the platform economy. Through her work, Wamai aims to bring about positive change and empower workers to achieve fair and just working conditions.



Jaye Gaskia gaskiajaye08@gmail.com

Jaye Gaskia is a professional with more than two decades of experience working with National and International Development agencies at the highest levels. He is a member of the Board of Trustees [BOTs], or chairs Bots of several civil society organizations in Nigeria and Chair of several Civil Society Networks/coalitions, including Partnership against Violent Extremism in Nigeria [PAVE Network], Campaign for Transformative Governance in Nigeria – a coalition involving trade unions, informal sector unions, and civil society organizations. He is also a member of the PCVE Policy Framework and National Action Plan, National Implementation Steering Committee, leading civil society representation. He was the first Global Conflict Advisor with Action Aid International, working in the International Emergencies and Conflict Team, technically supporting 45 Country Programs. He recently participated in the Global Labour Leadership Initiative [GLLI] Program of the Solidarity Center and Workers Studies Institute of Cornell University, US.



Fredrick Ouma fredrickoluga@gmail.com

Dr.Ouma, is a trusted professional voice and physician executive with 15 years of experience, deep knowledge, and networks within Africa Healthcare Systems. He is mostly acknowledged and credited for the role of Secretary General and CEO of the Kenya Medical Practitioners Pharmacists and Dentists Union (KMPDU) between 2014 and 2020. He was the inaugural Co-Chair of the *Health Workers for All Coalition* (HW4A). In this role, he successfully coordinated the 3rd round of review for the World Health Organization's code of practice for international recruitment of health workers. He holds a master's in medicine degree (MMed) in Internal Medicine and a Fellowship in Monitoring and Evaluation of Health Projects both from the University of Nairobi, and a Bachelor of Medicine and Bachelor of Surgery Degree (MBChB) from Moi University, Kenya. He was conferred with the 'Order of the Grand Warrior (OGW)' by Kenya's 4th President for the consistent public and rights-based transformation of healthcare systems design and development.

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Paul Macharia pwm5364@psu.edu

Paul Macharia is a trade unionist and an Advocate of the High Court of Kenya based in Nairobi. He has worked as an Industrial Relations Officer at the Kenya Union of Commercial, Food, and Allied Workers (KUCFAW), a trade union representing workers in various sectors, including statutory bodies, food processing, retail stores, bottling companies, and the informal sector. He has also worked as a Human Rights Monitor for the Kenya National Commission on

Human Rights.

Paul is a member of the Law Society of Kenya (LSK) and the International Lawyers Assisting Workers Network (ILAW) specializing in Employment and Labour Law, Constitutional Law, and Human Rights Law. He is pursuing a master's in labor and Global Worker's Rights at Pennsylvania State University. In addition, he is presently researching fixed-term contract employment and triangular employment relations (Labor Outsourcing).



Elaine Hui suh275@psu.edu

Elaine is the director of the Master's Program in Labor and Global Workers' Rights, which is a part of the Global Labour University network. Elaine's research examines the role of the state and laws in labor relations, worker collective actions and their impact on institutional arrangements (e.g., collective bargaining and trade unions), labor-related civil society actors, and the social welfare system, with a focus on China. She has also researched labor relations in Vietnam, including the pension system and strikes, and labor organizations. Recently, she has started to study labor relations in Chinese multinational corporations operating in the US.

She has published in peer-reviewed journals such as Theory and Society, Human Relations, British Journal of Industrial Relations, China Quarterly, Journal of Industrial Relations, and Journal of Contemporary Asia. She recently published the book, Hegemonic Transformation: The State, Laws, and Labour Relations in Post-Socialist China (http://bit.ly/Hegemonic_transformation).

Elaine is affiliated with the Center for Global Workers' Rights at Penn State. She is also an editorial board member of Labor History and Global Labour Column, and a council member of the Marxist Sociology Section of American Sociological Association (2020-2022).



Abena Afriyie aja7217@psu.edu

Abena is a trade union Organizer, a member of the International Trade Union Confederation Global (ITUC-Global) Organizers Academy and a Youth Advisor of the Trades Union Congress Ghana. As an active trade union organizer, she aspires to work with an organization where she can contribute both her expertise and classroom experience to effect the necessary change intended to make the lives of workers better while contributing to society.

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She has been actively involved in trade union campaigns in the Export Processing Companies, Oil and Gas Industries and Hospitality Industries for about 10 years. Before becoming an Organizer and Youth Advisor, she interned with the Labour Research and Policy Institute of the Trades Union Congress Ghana for a year.

Abena has organized Trade Union Sensitization workshops for over 1,000 students and National Service Personnel to get them acquainted with trade unions before they graduate into the world of work. She has also organized many trades union capacity-building programs for the youth of her affiliate organizations, to sustain their interest in the movement. This work has included how to incorporate social media into trade union activities, the history of trade unions, productivity, and work ethics, and more. She is currently enrolled in the Master of Professional Studies in Labor and Global Workers Rights. She also has a Master of Arts in Human Resource Development and a bachelor's in mathematics.



Arthur Theotis Matthews akm6981@psu.edu

Arthur T. Matthews J.D started his teaching career in 1987 first at the Medgar Evers College/City University of New York and the Van Arsdale School of Labor Studies. In addition, since 1989 he has served on the faculty at NYU and Cornell University School of Industrial and Labor Relations. Moreover, in 1997 he started serving as a Visiting Lecturer at the University of Arkansas. At the aforementioned institutions, he has taught seminar, certificate, boot camp, undergraduate, MPA and MBA courses in areas such as diversity and inclusion, labor-management cooperation, leadership, public speaking, ethics, negotiation, mediation, arbitration and organizational change. For a decade starting in the late 90's he lectured at the National Labor College/George Meany Center for Labor Studies. Lastly, in 2016 and 2017 he lectured at the Clinton School of Public Service and Harvard University School of Law respectively.

He is the COO, partner and Chief Playmaker of conscioustrainers.com (Matthews & Matthews Consulting) which is a boutique firm specializing in customized and divergent aspects of human resources, labor and the workforce. His areas of expertise include, but are not limited to, diversity, inclusion and equity, labor-relations, cultural humility, leadership, conflict resolution and organizational change. His clients are primarily corporations, government agencies, unions and 501 C 3 organizations. Some of his clients include but are not limited to Johns Hopkins University, Con Edison, 1199SEIU, the Centers for Disease Control and Prevention, the EEOC, the Laborers International Union of North America, Dare2DreamLeaders Inc. and New York City Health + Hospitals. He has served as a mediator and arbitrator and was recently appointed a Senior Fellow for Human Capital at the Conference Board.

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Zipporah Metto zipporahmetto@gmail.com

Zipporah Metto is a certified human resource professional (CHRP) and currently serving as chair for the Institute of Human Resource Management (IHRM) in Kenya's North Rift Region. She is involved in the coordination of community outreaches related to IHRM and contributed to several local HR forums. She has participated in one PhD round table development sponsored by the HRIC. She was also involved as a contact person in Kenya in an HRM Systems study that included the United States, Lebanon, and Kenya, and I am currently involved in a continuing study called Careers and Sustainability in the African Context. Zipporah is currently pursuing a doctorate in strategic management while also working part-time in Moi University's Department of Management Sciences.



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Stanley Kipsang is a Senior Lecturer at Moi University, Kenya in the Department of Management Science and Entrepreneurship, School of Business and Economics, and is also the current HR Programme leader in the department. He also served as the Head of the department at, the Department of Development Studies, School of Business and Economics. He holds a Ph.D. and Master's degree in Human Resource Management and professional certification/skills in SPSS, People Analytics, and Google Data Analytics specializing in areas of Spreadsheets, R programming, Big Query and Tableau. He has participated in research works dubbed "*Learning from Indigenous Communities' Peace Pact in Sub-Saharan Africa: An Analysis of the Keiyo and Tugen (KETU) of Kenya*" funded by The United States Institute of Peace (USIP) and "*Enrolment Standards and Protocols for Entrepreneurship/Business Studies Diploma Programs in the Eastern African Region*" funded By African Universities Network for Higher Education in Emergencies.



Kate Ragon kzr5520@psu.edu

Professor Ragon is a Labor Education Coordinator and Assistant Clinical Professor at Penn State's School of Labor and Employment Relations. Their areas of research and teaching expertise include social movements, organization studies, labor, and qualitative research methods. Prior to coming to Penn State, Professor Ragon earned a PhD in Sociology at the University of Connecticut and then served as a Visiting Assistant Professor at Oberlin and Augustana Colleges. While working toward their PhD, Kate got their start in the labor movement by working as a field organizer to help fellow graduate students form their union and was elected to the first Executive Board of UAW Local 6950. At Penn State you can find them developing and facilitating workshops and trainings with their colleagues in the LABOR School as well as teaching undergraduate course LHR 136 Race, Gender, & Employment.

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Co-Sponsored by the African Studies Program
Reflecting on Struggles for Decent Work in Africa: Challenges, Opportunities and Outcomes
April 3-4, 2024
The Graduate Hotel, 125 S Atherton St, State College, Pennsylvania



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Mary Bellman is the Director of Labor Education and Associate Clinical Professor at Penn State's School of Labor and Employment Relations. In her fifteen years as a labor educator, Mary has taught and facilitated courses on a wide variety of topics and has helped to develop multiple programs for labor leaders. These include the Minnesota Union Leadership Program, the Women's Global Leadership Program, and several UALE Women's Summer Schools. Mary currently serves as the elected President of the United Association for Labor Education (UALE), the professional organization for labor education in higher education, unions, and community organizations in the U.S. Mary is also an affiliate faculty member of the Center for Global Workers' Rights at Penn State and the Global Labor University. After earning her Ph.D. in Political Science from the University of New Mexico, Mary served as program director for a labor solidarity organization based in Central America, learning the craft of labor education while facilitating international exchanges between labor union women. Mary has longstanding interests in women's leadership, economic globalization, immigrant workers, and popular education.



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Javier Salinas Academic Secretary of the Autonomous University of Querétaro (UAQ) and Director of the UAQ Labor Center / Centro Laboral UAQ. Javier holds a PhD in Social Studies (Labor Studies) from the Metropolitan Autonomous University (UAM); Postdoctoral fellow at the University of California, Los Angeles (UCLA) and Research Affiliate at the Institute for Research on Labor and Employment at UCLA. Member of the National System of CONACYT Researchers (SNI, Level 1). Javier's research focuses on industrial development and public policies, unionism and labor relations, youth and work.



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Dorcas Owusua is a dynamic professional with over 15 years of multifaceted experience in labor rights advocacy, project management, and environmental science. With an unwavering commitment to improving labor conditions, enhancing workplace safety, and advancing global labor rights, Dorcas has a history of initiating projects that lead to tangible improvements in these areas. Her expertise includes research, policy analysis, and stakeholder engagement, enabling her to enact meaningful change and empower workers through educational development. Previously, as a Project Coordinator for the General Agricultural Workers' Union (GAWU) of the Ghana Trades Union Congress (TUC-Ghana), Dorcas led multidisciplinary teams, championed improved working conditions in cocoa-growing regions, and advocated for gender-sensitive structures and occupational safety practices and the promotion of decent work in the cocoa supply chain. Her strategic initiatives

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have remarkably improved collective bargaining policies and fostered community engagement, resulting in an average 30 percent increase in household income through income diversification strategies. As an Administrative Officer with GAWU, Dorcas streamlined administrative processes, achieving a 20 percent increase in operational efficiency, and played a pivotal role in combating modern slavery. Her work in developing comprehensive training materials and educational manuals has significantly enhanced knowledge and operating standards regarding workplace safety and labor rights. Dorcas is currently pursuing a Masters in Professional Studies in Labor and Global Workers' Rights at Pennsylvania State University. As a respected member of various professional alliances and a recipient of the prestigious Duke of Edinburgh Head of State Awards, Dorcas stands out as a professional deeply committed to driving positive change and fostering inclusive and equitable work environments.