

CERTIFICATE OF PARTICIPATION

iversity hereby certifies that **Richard Christopher Kahulugan** has participated in the following course from March 2020 to April 2020:

Trade Unions in Transformation

This online course shows how unions can transform using their power resources. Using videos, quizzes, and discussion forums, as well as supplementary material, the course guides you towards understanding the four types of power resources: structural, associational, institutional and societal. It shows how unions can develop the capabilities to use these power resources to meet new challenges in the world of work such as climate change and digitalisation. This course provides an understanding and analysis of union agency, that is, putting power resources into practice. That includes gaining insights on power resources from a gender perspective and learning to apply the power resources approach in the context of challenges posed by globalisation at the local, state and transnational level.

About GLU and FES

The Global Labour University (GLU) is a network of trade unions, universities, labour-support foundations and the International Labour Organisation to deliver high quality masters programmes, which increase capacities of workers' organisations to advocate for social justice and decent work.

The Friedrich-Ebert-Stiftung (FES) is an independent political foundation that promotes democracy, social justice, peace and international understanding based on the core ideas and values of social democracy - freedom, justice and solidarity.



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