

New UNI Commerce launches New Bulletin

As UNI Commerce Global Union is entering a new stage in its development to become a strong and relevant partner for unions all around the world we now launch a quarterly bulletin. The purpose of the bulletin is to provide you with relevant information on matters of organisational importance but also on important news and developments in the commerce sector.

UNI Global Union is also preparing a new website and a new communication strategy that will bring the organisation into Web 2.0 and will set out UNI Global Union as the leading Global Union Federation. The new UNI and UNI Commerce websites will be launched on 2nd March and will provide our organisation with a tool which can help improve our internal as well as the external communication and which represents a platform for knowledge sharing and support.

In this issue you will find

- a presentation of the ongoing mapping exercise;
- a global snapshot of the sector;
- a presentation of the new UNI Commerce team;
- and a meeting list for the year 2009.

Mapping the sector

The commerce sector is a highly dynamic sector with companies expanding at a very high rate and with the top ten ranking changing year by year. For example in 2008 INDITEX Group with its 8 brands opened more than 450 shops around the world and recently they announced that they will open business in India expanding further into Asia. TESCO advanced up the global ranking and is now challenging METRO Group's third place, just trailing after Carrefour.

These developments pose new challenges to us as the social and economic environment that we operate in is inherently unstable. Therefore we have begun mapping the sector in order to create a database where essential information can be easily stored, made available and updated in order to have solid knowledge about the companies that we want to negotiate with.

Part of this effort is a survey on union organisation and representation in multinational retail and wholesale companies with about 35 questions that we send out to all commerce affiliates in February.



This exercise is aimed at gathering and consolidating information on union membership, collective bargaining, corporate information on local company operations as well as on European Works Councils (EWCs) within multinationals and how they interact with our affiliated unions.

If you have not received the survey, please go to: [Questionnaire for Affiliates on Multinationals and European Works Councils](#) for the online version, or kindly contact Bérénice Ravier (berenice.ravier@uniglobalunion.org) for your electronic copy.

The Commerce Sector – A Global Snapshot

<i>Top Global Retailers – 2009</i>						
Rank	Com-pany	Head-quarters	Top Executive (updated to 2009)	2007 Retail Sales in Billion USD	No. of Stores	No. of Countries with Operations
1	 Walmart	U.S.	Michael T. (Mike) Duke	374,526	7,262	14
2	 Carrefour	France	Lars Olofsson	112,604	15,134	34
3	 Tesco	UK	Terry Leahy	94,740	3,751	13
4	 Metro	Germany	Eckhard Cordes	87,586	2,221	32
5	 Home Depot	U.S.	Frank Blake	77,349	2,268	7
6	 Kroger	U.S.	David B. Dillon	70,235	3,726	1
7	 Schwarz	Germany	Dieter Schwarz	69,346	7,299	24
8	 Target	U.S.	Gregg Steinhafel	63,367	1,681	1
9	 Costco	U.S.	James D. (Jim) Sinegal	63,088	460	8
10	 Aldi	Germany	Theo Albrecht Jr. ¹	58,487	8,500	15

¹ Theo Albrecht Jr. is CEO of Aldi Nord, Norbert Podschlapp and Ulrich Wolters are co-CEOs of Aldi Sud

Source: *Feeling the squeeze: Global Powers of Retailing 2009*, Deloitte, Report Available at www.deloitte.com/consumerbusiness. Additional information from Hoover Company Records

The global commerce sector is diverse in both the kind of organizations and the types of operations executed within them. Looking just at the top ten performers in the industry, traditional supermarket stores are joined by discount vendors, wholesalers, natural and specialty foods markets, real estate and financial services retailers, among others. In several cases, all of these operations are even encompassed in one multinational group. Among these top performers, the majority have operations that reach far beyond their international headquarters. In 2007, Carrefour was a leader in international activity, having operations in as many as 36 countries worldwide. Retail giants continue to expand to capitalize on diminishing trade barriers and strong international experience. Among the most recent targets of global expansion have been Eastern Europe and Asia, where expansion has been abetted by national commitments to the EU and WTO respectively. India is acknowledged as among the ripest markets for expansion despite its persisting barriers to trade, and has seen its retail sector grow by 40 percent in 2007. The Indian retail market has an estimated value of US\$ 350bn. Multinationals have also dipped their toes into the Middle-eastern market, including the recent joint venture of the French supermarket group, Auchan, in the UAE.

However, global expansion of multinationals has not been the only source of change in the global commerce sector. The modern industry is already poles apart from its position at the turn of the 21st century. The growth of e-commerce, rising sales of non-food items and emergence of a natural and specialty foods niche market have altered the playing field.

Now, the financial crisis promises to alter the retail market substantially, but not necessarily downward with the economy. Many are pointing to economic woes as impetus for consumers to turn toward cheaper products – potentially lifting prices and revenues among discount lines. Companies have already begun promoting discount retail and store-brand lines. Similarly, many predict that in economic turbulence consumers can be expected to turn toward cheaper supermarket alternatives rather than eating out in restaurants.

Introducing the new UNI Commerce Team

In January 2009 former Head of department Jan Furstenborg took up new duties until his retirement in August 2009. We thank Jan for all of his work for the commerce sector of UNI and highly respect his engagement and commitment to international trade union work. Jan used his profound knowledge of the commerce sector to position UNI to face new challenges. We wish him well for his new challenges.

The new UNI Commerce Global Union team



Alke Boessiger, Head of Department, UNI Headquarters

Alke became UNI Commerce Head of Department on 1 January 2009. Alke has been working with UNI for seven years. During the last two years, she was the Head of Department for the temporary work agencies and gaming sectors. During this period, Alke has built a global cooperation between UNI and Ciett, the International Confederation of Private Employment Agencies. This work culminated in the signing of a global agreement with the world's leading temporary work agencies in November this year. Of German origin Alke started her trade union career with the German services union (ver.di).

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Jakob Thiemann, Policy Officer, UNI Headquarters

Jakob has been working for UNI since 1 November 2007, focussing mainly on the area of the European Social Dialogue. With a new colleague in Brussels joining our team, Jakob will in the future concentrate more on global issues for the sector. Of Danish origin, Jakob used to work for the Social Democratic Party in Copenhagen and worked freelance for the Economist Intelligence Unit.

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Bérénice Ravier, Assistant, UNI Headquarters

After working for Swiss wealth management companies, Bérénice spent some years in international federations (road and motorcycle federations). With UNI since 2005, Bérénice has worked for different sectors (Property Services, Gender Equality, Temporary Work Agencies and Gaming) before joining the Commerce sector in June 2008. Fluent in French, English and German, she is currently studying Japanese for the 2010 Nagasaki Congress. Bérénice looks after administrative management of the global sector and keeps everybody organised.

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Adrien Dumoulin-Smith, Intern, UNI Headquarters

Undergraduate student from Cornell University, NY, USA. Works with the team until the end of April 2009 when he returns to finish his studies. Main area of responsibility is company profiling and European Works Councils. Speaks French as he has Belgian roots.

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Keith Jacobs, Regional Coordinator, UNI-Africa

With a background in South African affiliated CEPPWAWU he will be directing organising and campaigns out of the new office in Johannesburg. Experience includes work with the UNI-Graphical sector.

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Marzio Monzane, Regional Director, UNI-Americas

Stationed in Panama he directs organising and campaigns in the Americas.

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Alice En-Yun Chang, Regional Director, UNI-Asia&Pacific

Previously a union official of a Malaysia Union and until this year, she was holding the position for the Director for Women & Youth Activities of UNI Apro.

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Fabrice Warneck, Policy Officer, UNI-Europa

Since Fabrice was hired by UNI-Europa more than 4 years ago he has been working for Temporary Workers and Property Services Sectors.

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Marjolein Oorsprong, Policy Assistant, UNI-Europa

With a background in international business communication she has been working for the UNI-Europa Brussels office since 2005. Over the years she has worked in various sectors including Commerce.

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Meetings 2009

After the launch of our new website on 2 March 09, a comprehensive list of sector meetings will be available online. This bulletin will also provide updated information on regional and global meetings and activities. In the future detailed information on regional meetings can be found on the respective region's website, e.g. meetings in the European Social Dialogue

Date	Title	Venue
5-6 March 2009	UNI-Europa Commerce Steering Group	Brussels, Belgium
24 April	Social Dialogue, UNI-Europa	Brussels, Belgium
14-15 May	UNI-Africa Commerce Conference	Hammameth, Tunisia
23-25 July	UNI-APRO Commerce Conference	Jakarta, Indonesia
29 September	UNI-Global Steering Committee	Dublin, Ireland
30 Sept. – 2 October	UNI Commerce Global Conference	Dublin, Ireland
28-30 October	EWC Seminar	To be confirmed
12 November	UNI Global Steering Committee	Nyon, Switzerland
15 December	Social Dialogue, Plenary, UNI-Europa	Brussels, Belgium