Forces of Labour against ‘Divide and rule’ strategies in the logistics industry

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Subcontracting chains in logistics

Third Party Logistics Provider / Principal Contractor

Parcel Delivery
Service Partner

Sub-contractor

Employed couriers

No overtime pay, Extensive working hours Evasion of labour law and CA Weak union representation

Sub-contractor

Self-employed couriers

Piece-rate payment Extensive working hours Evasion of labour law and CA Limited access to welfare benefits No union representation

Warehousing
Service Partner/Cooperative

Cooperative

Members of Cooperative

Piece-rate payment Extensive working hours Evasion of labour law and CA Weak traditional union representation; strong grass roots union activities
Employer discretion
**Fissured Employment** in subcontracting chains
Market instead of employment relations
Liberalisation as a political process

**Structural Power** (disruption of delivery chain, direct negotiation)
**Associational Power** (workplace, direct action, community based, “cartelization”)
**Institutional Power** (inclusive towards precarious workers, encompassing representation)

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