

1/10/22

CS-3

Discuss the pivotal role of CCI wrt framework for anti-poaching labour pact.

Anti poaching labour pact is the agreement between employers to not to compete for hiring each others employees. The Competition Commission of India oversees the mergers and acquisitions and precautionary pricing must focus on anti monopoly labour practices

Anti poaching framework

The anti poaching framework reduces the employee mobility and decreases the expenditure on personnel by maintaining or lowering the wages. The wage fixing agreements between employers result in profit accumulation to the companies.

The CCI act dispensed the non competing clause of labourers during mergers. The US's Department of Justice is in pursuit to punish firms involved in anti poaching.

Role of CCI and anti poaching

① The competition act must be amended to include provisions of anti poaching. Progressive legislations such as Code on wages, code on social security must accommodate anti poaching.

② India must sign the balance foundation agreements at the International Labour Organisation

No. 87 - freedom of association and right to organise

No 98 - Right to organise and collective bargaining

This can empower CCI to look into anti poaching

charges.

③ ~~with~~ ~~strong~~ ~~with~~ The penalties for such

agreements between employers have to be announced

and a standard operating procedure must be given

with raising retail inflation crossing 7%.

and ban on moonlighting the wages of the

employees is diminishing. The anti poaching parts must

be negated for better market competition.