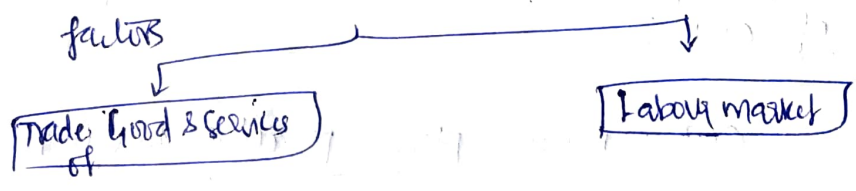


1. Discuss the pivotal role of competition commission of India with respect to framework of anti-poaching labour laws.

A no poach agreement was formulated between the rivals Adani group and Ambani's Reliance Ltd., raising concerns over anti-competitive market.

NO-poach agreement

'Competition' in the market depends on '2'



Effect/ Impacts of 'collusive agreements':

collusive agreement → will result in no-poach deals  
↓  
(ie. mergers)

effect: May lead to wage fixation, reduce the mobility of workers, reduction in expenditure on personnel, due to anti-competitive market.

Global eg:

US - Department of justice & Federal Trade Commission has been proactive in this area. Also issued guidelines → prevent anti-competitive market.  
→ Independent decision making.

# UPSC

Candidate must adhere to the word limit specified in the question.  
Any page or portion of the page left blank must be clearly struck off.

## Competition Commission of India

CCI though has mandate has been hesitant.  
↳ in this area - regulatory forbearance

Evident from recent regulatory reforms

↓  
dispensed with requirement of details on non-competition deals in case of merger - to enable ease of doing business.

[The pro-approach is also violation of CCA Act]  
Role of CCI:

CCI must play proactive role by leveraging / recalibrate existing tools over anti-competitive market

[Issues]:

1. workers are already suffering from low wages.  
no-poach deal - will further this impact

2. monopolizing has been scouted by companies eg: Zomato, TCS etc.

3. via

CCI must shed the laissez faire approach in labour market & must step to prevent the anti-poaching pacts.