**Industrial Relations & Labour Laws**

**JUNE 2023**

**1 “International Labor Organization” was designed as the first truly tripartite labour organisation, giving equal voice to governments, workers and employers in its executive bodies. But it has been accused of being lumbering and out of touch, mired in bureaucracyand failing to ensure that its conventions and guidelines are taken seriously by ratifying member states. Discuss citing areas where ILO is falling behind.**

**Introduction**

The International Labor Organization (ILO) was established in 1919 with the objective of promoting social justice and improving working conditions worldwide. The ILO was designed to be a truly tripartite labor organization, with equal representation from governments, workers, and employers in its executive bodies. While the ILO has achieved some significant successes in improving workers' rights and conditions, it has also been accused of being lumbering It is only half solved

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**2 A large number of unions within an establishment hampers the process of collective bargaining as it is difficult to reach a settlement with all of them. In the light of this statement, discuss recommendations made by National Commission of Labor in improving the effectiveness of collective bargaining.**

**Introduction**

Collective bargaining is a process through which employees negotiate with their employers for better wages, working conditions, and other benefits. It is an essential component of industrial relations and can contribute significantly to the establishment of harmonious and productive workplaces. However, the process of collective bargaining can be complicated when there are numerous unions within an establishment. In this situation, it can be difficult to reach a

**3 Moonlighting is working for a business of the same niche while being a permanent employee of another.**

1. **Discuss whether it is an ethical practice.**

Moonlighting, or working for a business of the same niche while being a permanent employee of another, raises ethical concerns. On one hand, employees may argue that they have the right to work for additional income outside