

ASSESSING THE EFFECTIVENESS OF ALTERNATIVE DISPUTE RESOLUTION IN CORPORATE CONFLICT RESOLUTION

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Abstract

The utilization of Alternative Dispute Resolution (ADR) mechanisms in the resolution of corporate disputes has proven to be an efficacious alternative to conventional litigation. This study examines the effectiveness of ADR methods, including arbitration, mediation, and negotiation, in addressing complex corporate conflicts. ADR offers significant advantages such as expedited proceedings, reduced costs, confidentiality, and the preservation of business relationships. Through an analysis of case studies and empirical data, this paper highlights ADR's role in alleviating judicial burdens and fostering amicable, mutually beneficial solutions. However, the study acknowledges challenges inherent in ADR, including enforceability concerns, power imbalances between parties, and the variable expertise of arbitrators and mediators. The research posits that the success of ADR in corporate dispute resolution is influenced by factors such as the specific characteristics of the dispute, the willingness of the parties to engage in good faith, and the robustness of the supporting legal framework. This paper concludes that, when effectively implemented and supported by appropriate legislative and institutional structures, ADR serves as a potent mechanism for the resolution of corporate disputes, promoting both procedural efficiency and substantive justice.

Keywords: Alternative Dispute Resolution (ADR), corporate disputes, arbitration, mediation, negotiation, efficiency, confidentiality, cost-effectiveness, business relationships, enforceability, legal framework, dispute resolution

1. Introduction

The courtrooms and hearing rooms are filled with conflicts and disputes, all seeking the justice. The outcome of any civil action is often as much a roll of the dice as it is a reasoned decision. Therefore, many are in believed that system of civil justice is out of control. One of the recent ongoing trends in dispute resolution in has been seen in way of usage of the Alternative Dispute Resolution (ADR) from the existing traditional litigation mechanism. By using such ADR techniques, it is believed that they can overcome many of the negative aspects of our civil justice system.

1.1. Concept of ADR

Alternative Dispute Resolution (ADR), emerging prominently in the 1990s³³⁸, is recognized as an efficient response to the shortcomings of traditional litigation. With roots tracing back to early English legal traditions, ADR encompasses various methods like arbitration and mediation that settle disputes outside formal court systems. Historically, respected community members and even the King employed such informal processes³³⁹. ADR provides an alternative mechanism for resolving conflicts by involving parties directly and fostering amicable settlements, supported by principles of natural justice, equity, and reasonableness.

³³⁸ Dr. Anupam Kurlwal, *An introduction to Alternative Dispute Resolution (ADR)* (Central Law Publications, Allahabad, 2ndedn, 2014), at 3.

³³⁹ As quoted in O.P.Motiwal, *Alternative Dispute Resolution in India*, 15 JLA 117 (1998).

ADR is lauded for offering efficient, cost-effective, and flexible resolutions, contrasting with the procedural rigidity of courts. It facilitates comprehensive involvement of parties, promotes compromise, and is increasingly accepted across legal and commercial sectors³⁴⁰. With technological advancements and increased competition necessitating consumer protection, ADR has proven valuable for both domestic and international disputes. In commercial contexts, ADR is particularly effective, as courts are bound by evidence and legal formalities, whereas ADR enables practical, business-oriented solutions. This problem-solving approach complements judicial processes, ensuring justice is accessible and sustainable³⁴¹.

1.2. Origin of ADR

Human conflicts and court backlogs have led to significant delays in justice delivery. The adoption of Alternative Dispute Resolution (ADR) techniques is seen as a solution. Rooted in the British legal system, India's judiciary evolved post-independence with the Supreme Court (Article 124) and High Courts (Article 216) offering fundamental rights remedies (Articles 32 and 226)³⁴². Yet, litigation delays persist, as noted by the Malimath Committee, which advocated for ADR as a cost-effective, efficient alternative³⁴³. ADR has historical precedents, including King William III's 1698 Act and subsequent legislation, culminating in the Arbitration Acts of 1940 and 1979³⁴⁴, empowering tribunals to handle disputes with minimal court intervention. Professor Frank Sander in 1976³⁴⁵ predicted the rise of dispute resolution centers. Bangladesh's Gram Adalat (1976) and Ombudsman Act (1980) exemplify regional ADR initiatives. The Indian Supreme Court, in *Guru Nanak Foundation v. Rattan Singh & Sons*³⁴⁶,

highlighted the high costs and delays in litigation, further bolstering the call for ADR adoption as a practical, expedited method of resolving disputes.³⁴⁷

1.3. Modes of ADR

ADR encompasses a range of mechanisms for dispute resolution, with arbitration and mediation being the most established. While ADR has seen widespread use globally over the past two decades, it is still gaining momentum in India³⁴⁸. ADR techniques are categorized as informal, advanced, and hybrid³⁴⁹.

Informal techniques include traditional, community-based dispute resolution methods such as negotiation, self-help, public opinion, and advice from elders.

Advanced techniques involve structured methods like negotiation, mediation, conciliation, and arbitration, governed in India by the Arbitration and Conciliation Act, 1996³⁵⁰. Courts support these methods by overseeing and enforcing arbitration awards.

Hybrid techniques combine features of primary ADR methods³⁵¹:

- **Mediation**, a process where a neutral third party assists disputing parties in resolving conflict through the use of specialised communication and negotiation techniques,
- **Arbitration**, a technique for the resolution of disputes outside the Courts,
- **Med-Arb**, a procedure that starts with an arbitration proceeding; after which a non-binding arbitration award is issued. Then, the parties work with a mediator to attempt to resolve their conflict,
- **Mini-Trial**, a structured negotiated settlement technique to hear the other side's point of view and attempt a negotiated settlement,

³⁴⁰ Prof. Nomita Aggarwal, *Alternative Dispute Resolution Concept and Concerns*, Vol. VII, Jan 1, *NAYA DEEP* 68(2006).

³⁴¹ See Avtar Singh, *Law of Arbitration and Conciliation* (Eastern Book Company, Lucknow, 8thedn., 2007) at p.393.

³⁴² Constitution of India.

³⁴³ Report on arrears in court, 1989-90.

³⁴⁴ The English Arbitration Act, 1698

³⁴⁵ Frank E.A. Sander, Stephen B. Goldberg, et.al, *Dispute resolution-Negotiation, Mediation, and other Processes* (Aspen Publishers, 2007).

³⁴⁶ AIR 1481 SC 2075.

³⁴⁷ *Ibid*.

³⁴⁸ Kurlwal, *supra* note 1

³⁴⁹ The alternative mechanisms for dispute resolution gives more satisfactory results as compared to the adjudicatory body, as observed in B.R. Agarwala, *Our judiciary* 152-155, 158 (Pub. National Book Trust, India, 3rd ed., 2004) and Nishita Medha, *Alternative Dispute Resolution in India: A study on Concepts, Techniques, Provisions, Problems in Implementation and Solutions* 9, 10-22, 27, 33, 35, 36 (Central law agency, Allahabad, 2nd ed., 2002).

³⁵⁰ The Arbitration and Conciliation Act, 1996 (Act 26 of 1996).

³⁵¹ Kurlwal, *supra* note 1

- **Neutral Listener Agreement**, where the parties of the dispute discuss their issues for the best settlement offer with a neutral third party who, after his own evaluation, may suggest settlements to help the parties to adopt a suitable and amicable settlement,
- **Medola**, is a procedure in which the parties will select between the final negotiated offers of parties such selection being binding on the parties, if such parties fail to reach an agreement,
- **Rent a Judge**, usually a retired judge or lawyer before whom the parties to dispute present their case in informal proceedings,
- **Final Offer Arbitration** is that in which each party submits its claim before a constituted panel that provides its decision by awarding one claim and rejecting the other one, etc.

These techniques provide flexible, efficient, and non-judicial avenues for resolving disputes, minimizing court intervention and fostering fair outcomes.

1.4. Need for ADR

The Indian judicial system is notorious for its delays, exemplified by the 175-year-old Bengal Royal property case pending in the Calcutta High Court³⁵² and the Doshipura land dispute in Varanasi, which began in 1878 until now, no settlement has been reached³⁵³. These cases highlight the severe backlog and inefficiencies that plague the system, causing immense hardship for litigants. Delays not only hinder justice but also foster frustration and erode trust in the system, discouraging people from seeking judicial remedies³⁵⁴.

³⁵² Neelam Raaji, *175 Years later, West Bengal Case goes on and on*, 9th November, 2008, available at: <http://timesofindia.com/india/175-years-later-west-bengal-case-goes-on-and-on/articleshow/3690564.cms>.

³⁵³ The Indian court case that started in 1878, available at: <http://www.bbc.com/news/world-asia-india-21446272>.

³⁵⁴ ADR: speech delivered by Justice Y. K. Sabarwal-Judge Supreme Court of India on 21-11-2004 in a seminar organised by Bombay High Court.

Reports by various commissions underscore the systemic issues:

- **14th Law Commission Report**: Called for measures to ensure justice is effective, affordable, and timely³⁵⁵.
- **77th Law Commission Report**: Noted that India's largely agrarian population struggles to navigate the technicalities of the legal system³⁵⁶.
- **114th Law Commission Report**: Highlighted deficiencies in adjudicatory infrastructure contributing to delays³⁵⁷. The Arrears Committee emphasized that mutual settlements often yield better, quicker outcomes than prolonged litigation, which drains resources and creates lasting bitterness. To address these challenges, people are turning to Alternative Dispute Resolution (ADR) methods that provide timely, cost-effective, and amicable solutions while reducing the burden on courts³⁵⁸.

1.5. Benefits of ADR

ADR offers significant benefits, summarized below:

- **Saves Time**: ADR resolves disputes more quickly than traditional litigation, often within weeks or months, compared to years in court.
- **Saves Money**: ADR reduces litigation expenses, allowing parties to save substantial costs associated with lengthy court procedures.
- **Control Over the Process**: ADR allows parties more control and flexibility in presenting their case and exploring creative resolutions. In processes like arbitration, parties can even choose an expert to decide the dispute.
- **Preserves Relationships**: ADR often leads to mutually beneficial solutions, helping disputing parties maintain positive relationships even after the resolution.
- **Practical Solutions**: ADR offers practical and flexible solutions that may be more suitable than court-imposed decisions.

³⁵⁵ Law commission of India, 14th Report, 1958.

³⁵⁶ Law commission of India, 77th Report, 1979.

³⁵⁷ Law commission of India 114th Report on Gram Nyayalaya, 1986.

³⁵⁸ See the recommendations of the Chief Justice Conference, 1990, published by the Supreme Court.

- **Wider Scope:** ADR can address a broader range of issues, making it more adaptable than traditional litigation.
- **Confidentiality:** ADR ensures that the proceedings and outcomes remain private, protecting the interests and reputations of the involved parties.

1.6. ADR Usage

While the widespread adoption of ADR is evident, the reasons for its popularity warrant further exploration. There are three primary circumstances leading corporations to utilize ADR:

1. **Corporate Decision-Making:** In the course of business, companies often find it advantageous to adopt alternatives to litigation. This approach characterizes much of ADR's application.
2. **Proactive Intent:** Corporations may intentionally decide to use ADR techniques for resolving anticipated future disputes.
3. **Court Mandates:** Sometimes, courts require parties in a dispute to resolve their issues through ADR methods.

Several important factors contribute to the rapid proliferation of ADR techniques:

- **Economic Benefits:** One of the most significant factors driving corporations toward ADR is its cost-effectiveness. Litigation can be costly and time-consuming, while ADR methods typically offer quicker and cheaper resolutions³⁵⁹.
- **Competitive Pressures:** In today's global and domestic markets, companies feel the pressure to resolve disputes efficiently to maintain competitiveness. ADR provides a timely and cost-effective means of resolution, making it an attractive option³⁶⁰.
- **Uncertainty of the Legal System:** The unpredictability and backlog of the judicial system encourage businesses to seek ADR as an alternative to traditional litigation, which often leads to delays in resolution.

³⁵⁹ David B. Lipsky and Ronald L. Seeber, *The Appropriate Resolution of Corporate Disputes: A report on the growing use of ADR by U.S. Corporations* (1998) (Unpublished work Cornell University, Ithaca, NY: Institute on Conflict Resolution).

³⁶⁰ *Ibid.*

- **Developing Conflict Management Systems:** Companies are increasingly integrating ADR into their conflict management strategies. This includes a focus on dispute prevention, where front-line managers and supervisors are tasked with managing and resolving conflicts consistent with company interests. Many organizations invest in training programs to ensure employees understand their roles and responsibilities in conflict resolution³⁶¹.

- **Use in International Disputes:** Mediation and arbitration are extensively employed in international disputes, making ADR an essential tool for businesses operating in the global market.

1.7. Mode of ADR for Dispute Resolution

ADR refers to various mechanisms for resolving disputes outside the traditional litigation process. The following are some of the most commonly used modes for dispute resolution:

- (i) Arbitration** – Arbitration is a procedure in which parties agree to submit their disputes to an independent neutral third party, known as an arbitrator. The arbitrator considers arguments and evidence from both sides and then issues a final and binding decision. Arbitration is typically governed by an agreement between the parties, which stipulates that they will accept the arbitrator's decision in the event of a dispute. The primary objective of arbitration is to achieve a fair resolution of disputes through an impartial tribunal, without unnecessary delays and expenses. In essence, arbitration serves as an alternative to litigation, allowing parties to resolve their disputes through an arbitral tribunal, which may be constituted by the parties themselves or appointed by the court upon request³⁶².

- (ii) Mediation** – Mediation is a process in which disputing parties engage the assistance of a neutral third party to facilitate discussions. The

³⁶¹ David B. Lipsky, *Patterns of ADR use in Corporate disputes*, (1998), an article excerpt from *The Appropriate Resolution of Corporate Disputes: A Report on the Growing use of ADR by U.S. Corporations*, "a survey Published in 1998 by the PERC institute on conflict Resolution.

³⁶² Bernstein : *Handbook of Arbitration Practice*, 3rd edn. (1998) at p.13, see also Dr. N. V. Paranjape, *Law relating to Arbitration and Conciliation in India*, (Central law agency, 5th edn., 2013) at p.2.

mediator acts as an intermediary who employs various methods and techniques to help the parties reach an amicable settlement but does not have the authority to issue a binding decision. Mediation is one of the most frequently adopted ADR techniques due to its informal nature and focus on collaboration between the parties.

(iii) Ombuds - An ombuds is a high-ranking company manager or executive whose reputation enables them to facilitate internal dispute resolution between the company and its employees. This role provides a confidential approach to dispute resolution that keeps conflicts within the organization. Ombuds mechanisms are commonly used by companies to address and resolve employee issues and may also extend to customer grievances against the company.

(iv) Conciliation - Conciliation is a process aimed at facilitating an amicable settlement between the parties involved in a dispute. It involves the services of a conciliator, who meets with the parties separately to help resolve their differences. Unlike mediation, conciliators can suggest solutions that are binding on the parties³⁶³. According to Bunni, conciliation is generally considered a more formal process than mediation and may involve legal representatives, making it potentially more expensive. However, conciliation has the advantage of facilitating amicable solutions. The conciliator has the duty to persuade the parties to accept a resolution to their dispute. The procedures related to conciliation are outlined in Sections 61 to 81 of the Arbitration and Conciliation Act, 1996³⁶⁴.

2. Indian Legislative Framework Governing ADR in Corporate Disputes

Justice serves as the foundation for society, compelling individuals to act in accordance with the law and established rules. When justice fails, people may resort to force to achieve their ends. The concept of justice is embedded in legal frameworks, enabling society to function

effectively. In India, the Constitution guarantees justice to every citizen, making it both a constitutional right and a privilege for individuals. Despite over half a century since the adoption of the Constitution, significant issues persist within the judiciary, the most prominent of which is the delay in case disposal³⁶⁵.

The following key frameworks have been established by our legislature to govern the administration of justice and provide effective measures for the welfare of the state, particularly in relation to corporations:

- The Indian Constitution
- The Code of Civil Procedure, 1908
- The Industrial Disputes Act, 1947
- The Arbitration and Conciliation Act, 1996

2.1. Indian Constitution

Alternative Dispute Resolution (ADR) is acknowledged in the Indian Constitution, particularly in Articles 14 and 21, which underscore the importance of justice for all citizens. Article 14 guarantees equality before the law, ensuring that no one is unheard, while Article 21 provides the right to life and personal liberty, interpreted to include the right to a speedy trial³⁶⁶. The provision of free legal aid, mandated by Article 39-A, aims to support those unable to defend themselves in court, thereby promoting equal access to justice³⁶⁷. Initiatives like State Legal Aid and Advice Boards and Lok Adalats exemplify this commitment to assist marginalized groups. The Constitution's Preamble and various articles advocate for justice in all forms, including legal aid camps, family courts, and consumer protection forums³⁶⁸. The link between Article 21 and the right to free legal aid was notably established in the Hussainara Khatun case³⁶⁹, where the court emphasized the necessity of speedy trials for

³⁶⁵ Dr. Anupam Kurlwal, *An introduction to Alternative Dispute Resolution (ADR)* (Central Law Publications, Allahabad, 2nd edn, 2014), at 127.

³⁶⁶ *Indira Gandhi v. Raj Narain*, A.I.R. 1975 S.C. 2299.

³⁶⁷ Justice K. Ramaswamy, while delivering his key note addresses at Law Ministers' Hyderabad, on Saturday, 25-11-1975.

³⁶⁸ See P.N. Bhagwati, on the need to create adequate and effective delivery system of Justice in Chapter VI of "Social Justice-Equal Justice", at 33.

³⁶⁹ *Hussainara Khatun (No. 1) v. Home Secretary, Bihar* A.I.R. 1979 S.C. 1360; *Kadra Pahadiya v. State of Bihar* A.I.R. 1982 S.C. 1167; *Raghubir Singh v. State of Bihar* (1986) 4 SCC 481. In these cases, it is ruled that where matters are not disposed of within a period of, say 5 years, for no fault of the convict, they should be released on bail.

³⁶³ Kurlwal, *supra* note 1.

³⁶⁴ The Arbitration and Conciliation Act, 1996

fundamental rights. In summary, the Constitution lays a strong foundation for ADR as a means to achieve effective, equitable, and timely justice in India.

2.2. The Code of Civil Procedure, 1908

The Code of Civil Procedure (Amendment) Act, 1999, passed by Parliament on December 20, 1999, introduced significant provisions for arbitration through Section 89 and Rules 1A to 1C of Order X. These provisions mandate that courts, when they identify elements conducive to settlement, must encourage the parties to consider one of several Alternative Dispute Resolution (ADR) methods, including Arbitration, Conciliation, Judicial Settlement, Lok Adalat, or Mediation.

Key Provisions:

1. **Rule 1A** – The court directs the parties to adopt an alternative mode of settlement as specified in Section 89(1)³⁷⁰.

2. **Rule 1B** – Parties must appear before the designated conciliatory forum or authority if a suit is referred under Rule 1A³⁷¹.

3. **Rule 1C** – If conciliation efforts fail, the matter is referred back to the court for further proceedings³⁷².

4. **Section 89**³⁷³ – Courts are now obligated to refer disputes for settlement through ADR, with the following options:

- **Arbitration or Conciliation:** Governed by the Arbitration and Conciliation Act, 1996.

- **Lok Adalat:** For amicable resolution.

- **Judicial Settlement:** If the dispute is manageable.

- **Mediation:** As deemed appropriate³⁷⁴.

If the dispute remains unresolved through these means, it returns to the court. The government and high courts are empowered to formulate rules to facilitate compromise between parties.

The 129th report of the Law Commission of India³⁷⁵ recommended making ADR obligatory after issues are framed in a suit. It emphasized the importance of enabling parties to resolve disputes outside the traditional court system, thus simplifying and expediting the process. The decisions from these alternative forums carry the same binding effect as those from a civil court trial. This framework enhances access to justice and promotes efficient dispute resolution in India.

2.3. The Industrial Disputes Act, 1947

The Indian Constitution empowers both the Union and the States under Article 246(4) to legislate on matters related to labor disputes. The laws enacted by both levels of government address various aspects of labor disputes, referencing international conventions such as those established by the International Labour Organization (ILO). Currently, there are over 50 domestic legislations pertaining to labor issues at the Union level. In India, the Industrial Disputes Act³⁷⁶ (IDA) and corresponding state legislations typically govern the resolution of industrial disputes³⁷⁷. The IDA excludes municipal courts from adjudicating these disputes initially, promoting their resolution through supplementary agencies. The Act emphasizes conciliation as an alternative to litigation, aiming for the investigation and settlement of industrial disputes.

The Act categorizes dispute resolution methods into three main types:

1. **Conciliation**

2. **Adjudication**

3. **Arbitration**

Conciliation is employed by the Works Committees, Conciliation Officers, and Conciliation Boards. The adjudicatory authorities include National Tribunals, Industrial Tribunals, and Labor Courts, which handle disputes referred to them under the IDA³⁷⁸.

³⁷⁰ Inserted by Act 46 of 1999, Sec. 20 (w.e.f. 1-7-2002).

³⁷¹ *Ibid.*

³⁷² *Ibid.*

³⁷³ The Code of Civil Procedure, 1908.

³⁷⁴ Inserted by Act no. 46 of 1999 (w.e.f. 30-12-1999).

³⁷⁵ Law commission of India 129th report.

³⁷⁶ Industrial Dispute Act, 1947.

³⁷⁷ It may be individual in the proper sense of the word, or multi-party conflicts. Individual conflicts, called controversies, are always of a legal nature.

³⁷⁸ Act 14 of 1947.

Under Section 10 of the Act³⁷⁹, any party may voluntarily refer a conflict to an alternative mode of settlement, such as arbitration. Additionally, provisions exist for the formation of Courts of Inquiry to investigate issues related to industrial disputes, further facilitating resolution.

2.4. The Arbitration and Conciliation Act, 1996

The Arbitration and Conciliation Act, 1996, was enacted to provide a framework for the resolution of disputes through arbitration and conciliation in India. It was based on the UNCITRAL Model Law on International Commercial Arbitration, 1985, and the UNCITRAL Conciliation Rules, 1980. The resolution adopted by the UN General Assembly emphasized the importance of the Model Law for establishing procedural requirements in statutes governing dispute resolution through alternative means, apart from traditional judicial mechanisms. It also recommended using these Rules when parties seek an amicable settlement of disputes through conciliation. The Preamble of the Act states: "It is expedient to make law respecting arbitration and conciliation, taking into account the Model Law..."³⁸⁰

2.4.1. Arbitration

Arbitration can only be initiated with a valid arbitration agreement. Under Section 7³⁸¹ of the Arbitration and Conciliation Act, 1996, this agreement must be in writing, either as an arbitration clause in a contract or as a separate document and may be established through exchanged communications³⁸². Any party may initiate the appointment of arbitrators, and the other party must cooperate. If cooperation is refused, the initiating party may approach the court for an appointment. After the arbitrator's appointment, either party may challenge it based on Section 12³⁸³ due to reasonable doubts regarding impartiality or lack of qualifications. Judicial intervention is limited, primarily

concerning interim measures. The tribunal has jurisdiction over its own jurisdiction; challenges must be raised before the tribunal. Awards can be set aside under Section 34³⁸⁴, which specifies grounds for doing so, and only civil courts with original jurisdiction may hear these requests. Once set aside, or if the time to challenge the award lapses, the award is enforced as binding, treated as a decree of the court.

2.4.2. Conciliation

Conciliation is a less formal, voluntary method of dispute resolution that does not require a prior agreement. It allows parties to reach an amicable settlement with the assistance of a neutral third-party conciliator. Unlike mediators, conciliators may provide non-binding settlement proposals. The process is flexible, enabling parties to determine the proceedings, which are typically private³⁸⁵. The conciliator must consider the financial and personal interests of the disputants, but the ultimate decision to settle remains with the parties. Any party can request the appointment of a conciliator, typically one, though two or three are permitted, and all must act jointly if multiple conciliators are appointed³⁸⁶. If one party declines conciliation, the process cannot proceed. During the proceedings, parties submit statements outlining the dispute, providing copies to each other. The conciliator can request additional information or meet with the parties. If the conciliator identifies a potential settlement, it is communicated to both parties. If the parties sign the settlement document, it becomes final and binding as per Section 73 of the Arbitration and Conciliation Act, 1996³⁸⁷.

3. Conclusion and Suggestions

3.1. Conclusion

In today's society, the multiplication of human needs often leads to conflicts, with litigation becoming a routine part of life. Despite individuals' increasing awareness of their rights,

³⁷⁹ The Industrial Disputes Act, 1947.

³⁸⁰ 176th Report of Law Commission of India on Arbitration and Conciliation Act, 1996 (Amendment) Bill, 2001.

³⁸¹ Arbitration and Conciliation Act, 1996, Section 7.

³⁸² Arbitration and Conciliation Act, 1996, Section 7(3).

³⁸³ Arbitration and Conciliation Act, 1996, Section 12(3).

³⁸⁴ Arbitration and Conciliation Act, 1996.

³⁸⁵ Sujay Dixit, *Alternative Dispute Resolution Mechanism*, available at: <http://www.legalservicesindia.com/article/article/adr-mechanism-in-india-224-1.html> (visited on April 27, 2017).

³⁸⁶ Section 65, Arbitration and Conciliation Act, 1996.

³⁸⁷ Arbitration and Conciliation Act, 1996, Section 73(3).

the judicial infrastructure is insufficient, causing delays and mental agony for litigants. Traditional litigation often fails to provide timely justice, highlighting the need for alternative dispute resolution (ADR) methods. ADR encompasses various processes—such as arbitration, negotiation, conciliation, and Lok Adalat—that can significantly reduce the court's workload. The benefits of ADR include:

1. Cost reduction
2. Time savings
3. Durable solutions
4. Preservation of relationships
5. More satisfactory settlements
6. A more agreeable process

These advantages make ADR preferable to traditional litigation, allowing parties to resolve disputes amicably outside the courtroom. Legislation in India, including the Constitution, the Code of Civil Procedure (CPC) 1908, the Industrial Disputes Act 1947, and the Arbitration and Conciliation Act 1996, supports various ADR initiatives. In corporate settings, ADR is increasingly favored for dispute resolution due to its efficiency. Companies often prefer arbitration, mediation, and conciliation as cost-effective and time-saving options. While these methods are gaining traction, other ADR processes—such as Medola, Med-Arb, Ombuds, and Mini-trial—remain underutilized and should be explored to enhance dispute resolution. Surveys of advocates across various High Courts reveal important insights into the usage and benefits of ADR, highlighting the need for advancement in alternative judicial delivery mechanisms.

3.2. Suggestions

- The Act³⁸⁸ marks a good start for legislative guarantees but requires strengthening. A comprehensive ADR legislation is needed for systematic growth.
- Statutory recognition of alternative ADR methods is urgently needed, as only arbitration and conciliation have made significant progress.

- ADR should be institutionalized to enhance justice delivery, promoting institutional arbitration through collaborative efforts.
- High Courts should establish separate divisions exclusively for arbitration matters to alleviate the burden on other judicial bodies.
- A statutory body for regulating domestic dispute resolution should be created, distinct from judicial authorities, to handle specific disputes.
- A code of conduct for arbitrators should be introduced to ensure impartiality and independence in dispute resolution.
- Innovative approaches, such as Online Dispute Resolution (ODR), should be explored to enhance ADR effectiveness.
- International models should be adapted to create structured laws and frameworks for ADR.
- Many potential ADR mechanisms remain unexplored; a comprehensive system needs development, with collaboration between government, judiciary, and private entities.
- Proposed ADR Centres should diversify their roles to provide comprehensive dispute resolution services.
- A dedicated group of professionals should be established to work full-time in conflict resolution via ADR, serving as lawyers, adjudicators, arbitrators, neutrals, mediators, or conciliators.

³⁸⁸ Act no. 26 of 1996.

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (IBRD)

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ABSTRACT

International bank for reconstruction and development is one of the five organization group which made the World Bank and it is founded in 1944 with goal of development of the middle income and low income countries by providing loans and grants also with the expert assistance for the enhancement in the infrastructure, healthcare and education. It wants to reduce poverty and want to advance the economical growth. Its member countries act as shareholders whose voting powers are based on their financial contribution. It basically focus on the increase the living standards by reducing the global issues such as climate change.

This article examines the role of IBRD is to promote economic growth and poverty alleviation in low and middle income nations. It looks at the background of the IBRD's post world war II founding and how it changed in response to international economic difficulties. This study examines case studies of effective IBRD projects and evaluates their influence on national development strategies using a mixed methods methodology. IT shows that a substantial contribution to policy change and infrastructure development issues like project delivery and debt sustainability still pose serious threats to the program's long term viability.

KEYWORDS: World Bank, Board of Governors, financial growth, infrastructure, education system, IBRD, international economic growth, international monetary fund (IMF), climate change, inequality, developing countries

1. INTRODUCTION

International bank for reconstruction and development (IBRD) is one of the five members from which World Bank has been constructed. IBRD is the important part of the World Bank. IBRD was established in 1944 as a financial institution that provides loans to the government of the countries. IBRD headquarter is in Washington DC, UNITED STATES. It has 189 member countries with 25 executive directors. It provides finance to the developing countries to reduce poverty and promote economic development.

The IBRD's focus has shifted from immediate post-war recovery to long-term development initiatives over the decades in response to the

evolving requirements of its member nations. It offers grants and loans for a variety of initiatives, such as environmental sustainability, education, health, and infrastructure development. In addition, the IBRD facilitates worldwide discussion on development-related topics, encouraging cooperation between nations and interested parties. IBRD advises middle income countries that seek to build financial well being, limit poverty and enable sustainable development³⁸⁹.

This research article will explore the historical background, objectives, and impact of the IBRD, highlighting its significance in the global

³⁸⁹ IBRD, available at: <http://www.investopedia.com/terms/i/international-bank-of-reconstruction-and-development> (last visited on November 4, 2024).

economic framework and its ongoing commitment to addressing the challenges faced by developing countries. By examining the IBRD's role in financing development and promoting policy reforms, this article aims to provide a comprehensive understanding of how the institution contributes to global efforts in poverty alleviation and sustainable development. IBRD basically works upon the reconstruction of the war torn countries and their economies and by this reconstruction it helps in world economic growth.³⁹⁰

1.1 HISTORY

International bank for reconstruction and development was established in 1944 with the international monetary fund (IMF) under Bretton woods conference which was created with the intention of international economic cooperation. In the beginning the World Bank was originally international bank for reconstruction and development which was established with the mission to provide loan for the development of European nations after the World War II. The primary function of the IBRD is to provide facilities post war reconstruction in Europe and the other countries which are devastated by the war.

The IBRD begins its first operation in 1946 that provides loan to the member countries for reconstruction. The first loan letter which was received by the headquarters in Washington DC which was by the French government³⁹¹. After years of the working of the IBRD it evolved from reconstruction to the development of goals including infrastructure development and economic growth. During the time period of 1970's and 1980's it shifted its focus on the development of social and economic growth by making investments in education, health and infrastructure also it works by addressing the global challenges such as climate changes and inequality. Also the loan given after the

borrowing countries agreed to structural adjustment programs.³⁹²

1.2 MEMBERSHIP

IBRD is the part of the World Bank and it established in 1944. If any country want to be the member of the IBRD then it need to be member of the IMF. The [Boards of Governors](#) and the Boards of [Executive Directors](#) of the member countries governs the World Bank. All the major decisions for the bank made by these authorities.³⁹³ If any country leaves the membership of international monetary fund then that country will not be part of the IBRD. IBRD has 188 member countries as per the last update in October 2023. Kosovo is the last country who joined IBRD on 29th June 2023. For becoming the members of the bank according the articles of agreement of the IBRD is to country need to join the IMF, IDA, IFC and MIGA³⁹⁴.

1.2.1 Procedure for a country to be part of International bank of reconstruction and development

- ❖ Firstly the country who wants to join IBRD needs to submit application for the membership. That application will be consider as the request of the membership and will be statement that the country will follow the IBRD rules and policies.
- ❖ After submitting the application it will be reviewed by the representative of the all member countries and they will approve the country to be proceed
- ❖ After the approval that new country needs to subscribe the shares of the IBRD. The amount invested by that country will decide its power to vote.
- ❖ The new country need to pay for some subscribed share in the cash and the remaining will be consider as capital.

³⁹⁰ Helmut volger(eds.), *A concise encyclopedia of the United Nations* 885(Martinus Nijhoff publishers, Netherlands, 2010).

³⁹¹ A brief history of the World Bank, available at: <http://www.developmentaid.org/news-stream/post/148431/a-brief-history-of-the-world-bank> (last visited on November 4, 2024).

³⁹² *Ibid.*

³⁹³ World Bank, available at: <https://www.worldbank.org/en/about/leadership/members> (last visited on 24 October 2024).

³⁹⁴ *Ibid.*

- ❖ The country need to follow all the policies, operational guidelines and governance structure of the IBRD.
- ❖ After all these steps the country will become the member of IBRD.

1.3 OBJECTIVES OF THE INTERNATIONAL BANK OF RECONSTRUCTION AND DEVELOPMENT

1. The main objective of the IBRD is to give long term loan to the member countries for the economic reconstruction and development.
2. The countries who are members get their investment capital from the IBRD for the productive resources.
3. To promote the foreign investments through the participation in loans and other investment made by private investors.
4. International Cooperation is to promote international collaboration and integration for sustainable development. The goals of IBRD's programs are to improve cooperation on regional and global issues, foster commerce, and fortify economic relationships between countries³⁹⁵.
5. It helps in the transition of the war economy in to the peace time economy.

1.4 GOALS OF THE IBRD

1. It helps middle income countries by reducing poverty.
2. IBRD promotes the international trade amongst the foreign countries.
3. It promotes the global partnership
4. It helps countries in the development of the infrastructure, environment and health sector
5. It promotes basic education for the children around the world.

1.5 FUNCTIONS PERFORMED BY INTERNATIONAL BANK OF RECONSTRUCTION AND DEVELOPMENT

- 8 It provide loans to the developing countries those are not economically strong.
- 9 It promotes the financial investment.
- 10 It is made to reduce the poverty amongst the member countries.
- 11 For private capital investment it provides positive environment.
- 12 IBRD forms their resources from the receivables and the capital reserves.³⁹⁶
- 13 It helps the countries by assisting them for dealing with instability and armed conflict.³⁹⁷
- 14 It gives loan to the countries on low interest rates for the growth in agriculture and infrastructure sector.³⁹⁸

1.6 INDIA AND INTERNATIONAL BANK OF RECONSTRUCTION AND DEVELOPMENT

India is a most borrowing and founder member of the international bank of reconstruction and development. It become member in 1948 after its first loan regarding the agriculture machinery project has been passed. Indian consortium first meet was held at Washington dc. India also has an executive director in international bank of reconstruction and development that represent four countries which are India, Bangladesh, Bhutan and Sri Lanka.

India is the largest borrower of the IBRD and took many financial resources for various projects like health, education and rural development.

Relationship between IBRD and India

India took financial support from IBRD for various projects for reducing the poverty and to

³⁹⁵ IBRD, available at: <https://testbook.com/ias-preparation/international-bank-for-reconstruction-and-development-ibrd/> (last visited on November 4, 2024).

³⁹⁶ Unacademy, available at: <https://unacademy.com/content/bank-exam/full-forms/ibrd-full-form/> (last visited on 24 October 2024)

³⁹⁷ IBRD full form: history, overview, functions etc, available at: <http://ngofeed.com/ibrd-full-form/> (last visited on November 4, 2024).

³⁹⁸ Bashir Malam & AbdulkadirSaleh, “ The Responsibilities and functions of the world bank (IBRD) in fostering international economic development”, in Ndalian Alhaji Hassan(eds.), *Concept and practice of administration of international organizations 134*(Nigeria,2022).

promote development with lower interest rates and the time period is longer for the commercial loans.

India has voting power in IBRD which give right to be part of decision making process by which India can take initiative for development policies.

India is an active participant of IBRD through which it gets power to contribute in the global discussions for the development this role gives India a world stage to stand and represent itself.

India took financial support from IBRD for the initiatives for transportation, water, sanitation and energy. It helps in enhancing the urban development and great infrastructure.

IBRD collaborates with the government and state government to make a check and ensure that designed projects are effectively getting done or not or meet with the public needs.

With the collaboration of IBRD with India give participation in consultation & discussions that align with development strategies with global best practices.

1.7 ORGANIZATION STRUCTURE

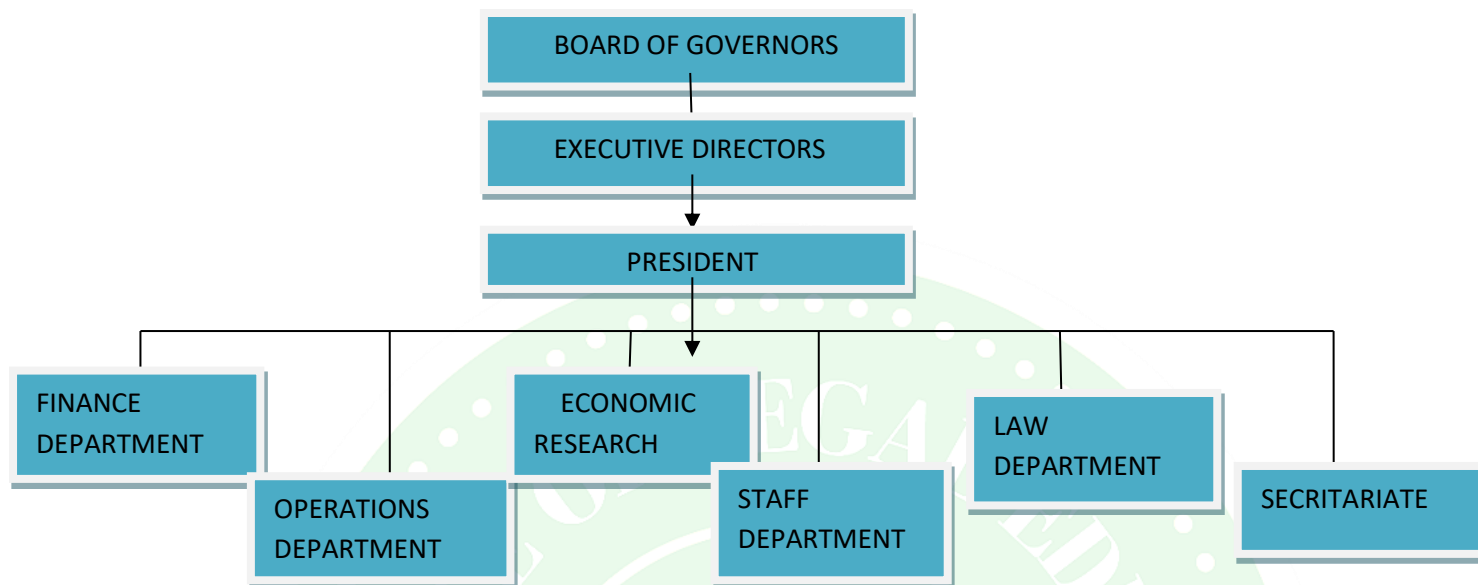
World Bank has five organization with itself IBRD is one of them and it has 189 countries member and these countries are shareholders of the IBRD and represented by the board of governors who are the policy makers in World Bank. These governors are those who are minister of the financial department in the member countries.

IBRD have 25 executive directors in which the five largest shareholders appoint an executive director and the rest of the member countries will be represent by the elected executive directors who will work on site bank . President of the IBRD selected by the team of executive directors for five years tenure and he will be responsible for the overall management of the bank The executive directors will also appoint board of directors for IBRD and keep a check on the bank business, loans and guarantees, budgets also the financial strategies. President gives direction and supervision on the work of

the IBRD. Vice presidents will be in charge in global practices, regions and the functions of the department Every member country of IBRD have their voting power according to their capital subscription.³⁹⁹ World bank is filled with the staff around the number of 10000 people working.⁴⁰⁰

³⁹⁹ World Bank, *available at:* <http://britannica.com/topic/world-bank>(last visited on November 4, 2024).

⁴⁰⁰ *Ibid.*



1.8 PROJECTS OF INDIA WITH INTERNATIONAL BANK OF RECONSTRUCTION AND DEVELOPMENT

The World Bank's group (international bank for reconstruction and development) has collaborated with India on a number of projects that includes topics like environmental sustainability, health, education and infrastructure. The projects are designed for the development and the enhancement of the living standards of the Indian population. IBRD helps in financial resources with the technical experts.

For the development of the infrastructure the projects will focus upon transportation networks, railways roads and urban transport systems for example: national highways

IBRD also works for water supply and sanitation for the improvement of water supply and sanitation facilities in the rural and urban areas.

India worked for energy projects with IBRD to increase the renewable energy or enhancement of energy resources.

India took loan from IBRD for the education and projects related to education infrastructure such as sarva shiksha abhiyan.

IBRD also gives fund to India for the enhancement of the healthcare systems also including the enhancement of the disease control measures.

India also took funds from the bank for the environment and the climate change like the national Ganga river basin project.

Projects which are initiated by the world bank in india are solar power, agriculture transformation, health system, rehabilitation, sewerage services etc.⁴⁰¹

1.9 IBRD FINANCING

IBRD established itself with the investment capital of US\$ 10 billion. Funds of IRBD mostly organized from the capital market also the investors believe that IBRD is safe and profitable place to invest their money.

IBRD become the most important in the international capital market by the means of the modern debt products, open new market for the new debt issuance for broad investors around the world of insurance companies, central banks and individuals.

⁴⁰¹ Projects, available at: <http://worldbank.org/en/cpf/india/project> (last visited on November 4, 2024).

World bank borrowing requirements are primarily depends on lending activities for development projects. Its lending has been changed over time so it is annual program.

1.10 CONCLUSION

The International Bank for Reconstruction and Development (IBRD) plays a crucial role in supporting India's development initiatives across various sectors. Through its collaboration, India has been able to implement significant projects that enhance infrastructure, improve health and education, and promote environmental sustainability. The financial support and technical expertise provided by IBRD have been instrumental in addressing the challenges faced by the country and advancing its economic growth. Overall, the partnership with IBRD not only aids in meeting immediate developmental needs but also contributes to long-term sustainable development goals in India

