

Bill No. 33 of 2026

THE INDUSTRIAL RELATIONS CODE (AMENDMENT)
BILL, 2026

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BILL

to amend the Industrial Relations Code, 2020.

BE it enacted by Parliament in the Seventy-seventh Year of the Republic of India as follows:—

1. (1) This Act may be called the Industrial Relations Code (Amendment) Act, 2026.

Short title and
commencement.

5 (2) It shall be deemed to have come into force from the 21st day of November, 2025.

Amendment of
Act 35 of 2020.

2. In the Industrial Relations Code, 2020, in section 104, for sub-section (1), the following sub-section shall be substituted, namely:—

“(1) The following enactments shall stand repealed on and from the date appointed in the notification issued under sub-section (3) of section 1, namely:— 5

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| (a) the Trade Unions Act, 1926; | 16 of 1926. |
| (b) the Industrial Employment (Standing Orders) Act, 1946; and | 20 of 1946. |
| (c) the Industrial Disputes Act, 1947.”. | 14 of 1947. |

STATEMENT OF OBJECTS AND REASONS

The Industrial Relations Code, 2020 replaces enactments, namely, the Trade Unions Act, 1926, the Industrial Employment (Standing Orders) Act, 1946 and the Industrial Disputes Act, 1947, relating to trade unions, industrial employment and industrial disputes, and contains savings provisions under section 104 thereof to ensure continuity and legal certainty.

2. Though the repeal has occurred by operation of section 104 of the Code itself, there is a possibility of future confusion being created on a misconceived ground that the Act delegates the power to repeal the said enactments to the executive. The provisions of section 104 and the notification number S.O. 465(E), dated 2nd February, 2026 published in the Official Gazette are clear that the repeal has occurred by the operation of section 104 of the Code itself, it is considered desirable to introduce the proposed amendment to avoid any future unwarranted complication.

3. The Bill seeks to achieve the above objectives.

NEW DELHI;

DR. MANSUKH MANDAVIYA.

The 10th February, 2026.

FINANCIAL MEMORANDUM

The Industrial Relations Code (Amendment) Bill, 2026, if enacted, is not likely to involve any expenditure of recurring or non-recurring nature from and out of the Consolidated Fund of India.

ANNEXURE

EXTRACT FROM THE INDUSTRIAL RELATIONS CODE, 2020

(35 OF 2020)

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104. (1) In the notification issued under sub-section (3) of section 1 for the commencement of any provision of this Code, the Central Government may specify that the provisions of—

Repeal and savings.

16 of 1926.

(a) the Trade Unions Act, 1926;

20 of 1946.

(b) the Industrial Employment (Standing Orders) Act, 1946; and

14 of 1947.

(c) the Industrial Disputes Act, 1947,

shall stand repealed with effect from the date appointed in the notification in this behalf and the remaining provisions of the enactments referred to in clauses (a) to (c) shall remain in force till they are repealed by like notifications in the like manner.

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LOK SABHA

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to amend the Industrial Relations Code, 2020.

(Dr. Mansukh Mandaviya, Minister of Labour & Employment and Youth Affairs & Sports)