

Industrial Relations Code (Amendment) Bill, 2026

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Why in News?

Recently, the Industrial Relations Code (Amendment) Bill, 2026 clarifies repeal of old labour laws to avoid legal ambiguity.

- **Aim** - To avoid future legal confusion regarding the repeal of old labour laws replaced by the Industrial Relations Code, 2020.
- **Nodal Ministry** - **Ministry of Labour and Employment.**
- **Amendment to** - **Amends Section 104 of the Industrial Relations Code, 2020.**
- **Repealed Acts** - The Industrial Relations Code, 2020, repeals,
 - Trade Unions Act, 1926
 - Industrial Employment (Standing Orders) Act, 1946
 - Industrial Disputes Act, 1947
- **Key Features** - Deemed commencement from 21 November 2025.
- Explicitly states that repeal of old Acts occurred by operation of law (Parliament), not by executive delegation.
- **Ensures continuity through savings provisions** (existing rights, cases, unions remain valid).
- **Significance** - Prevents future legal disputes and litigation.
- Strengthens the legal certainty of labour reforms.
- Facilitates smooth transition to the new labour codes framework.

Quick Fact

Labour Code reforms operationalised around 2025

- **Aim** - Improve ease of doing business and worker welfare by consolidating 29 labour laws into 4 Codes.

- **Four Codes** -

- Code on Wages, 2019
- **Industrial Relations Code, 2020**
- Code on Social Security, 2020
- OSH & Working Conditions Code, 2020

- **Compliance** - Simplified rules and reduced regulatory burden for employers.

- **Worker Coverage** - Expanded protection to gig and platform workers.

- **Wages** - Uniform wage definition and minimum wage norms.

- **Industrial Relations** - Easier trade union processes and dispute resolution mechanisms.

- **Social Security** - Better PF, maternity, health, and gig worker benefits.

- **Workplace Safety** - Enhanced safety norms, focus on women and migrant workers.

- **Significance** - Unified labour framework for 500+ million workers and future-ready workforce.

References

1. [ET | Industrial Relations Code \(Amendment\) Bill, 2026](#)
2. [PRS | Industrial Relations Code \(Amendment\) Bill, 2026](#)

