Industrial Relations Code (Amendment) Bill, 2026

Prelims: *Current events of national and international importance | Governance*

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- **Repealed Acts –** The Industrial Relations Code, 2020, repeals,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

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