

Industrial Relations Code (Amendment) Bill, 2026 – Introduced in Lok Sabha

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The Industrial Relations Code (Amendment) Bill, 2026 was introduced in the Lok Sabha by the Union Minister of Labour & Employment.

The Bill aims to provide legal clarity regarding the repeal and continuity of labour laws subsumed under the Industrial Relations Code, 2020.

Objective of the Amendment

To remove any ambiguity regarding the legal status of repealed labour laws.

To strengthen the “savings clause” under **Section 104** of the **Industrial Relations Code, 2020**.

To prevent future litigation or legal disputes over the repeal of previous Acts.

To ensure a smooth transition from old labour laws to the new Code framework.

Acts Repealed Under Industrial Relations Code, 2020

The 2020 Code subsumed and replaced:

Trade Unions Act, 1926

Industrial Employment (Standing Orders) Act, 1946

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Industrial Disputes Act, 1947

The Amendment Bill reinforces that these repeals **are legally valid and operational.**

About Industrial Relations Code, 2020

One of the four Labour Codes passed by Parliament.

Aims to consolidate and modernise India's labour laws.

Focuses on:

Trade unions

Industrial disputes

Conditions of employment

Retrenchment and lay-offs

Four Labour Codes in India

India consolidated 29 Central Labour Laws into four codes:

Code on Wages, 2019

Industrial Relations Code, 2020

Occupational Safety, Health and Working Conditions Code, 2020

Code on Social Security, 2020