



# भारत का राजपत्र

## The Gazette of India

सी.जी.-डी.एल.-आ.-11022026-270061  
CG-DL-E-11022026-270061

असाधारण

### EXTRAORDINARY

भाग II — खण्ड 2

PART II — Section 2

प्राधिकार से प्रकाशित

### PUBLISHED BY AUTHORITY

सं. 3] नई दिल्ली, बुधवार, फरवरी 11, 2026/माघ 22, 1947 (शक)

No. 3] NEW DELHI, WEDNESDAY, FEBRUARY 11, 2026/MAGHA 22, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

### LOK SABHA

The following Bill was introduced in Lok Sabha on 11th February, 2026:—

BILL NO. 33 OF 2026

*A 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.

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“(1) The following enactments shall stand repealed on and from the date appointed in the notification issued under sub-section (3) of section 1, namely:—

(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.

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UTPAL KUMAR SINGH  
*Secretary General.*