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The Industrial Relations Code, 2020

Section 1 - Short title, extent and commencement

(1) This Act may be called the Industrial Relations Code, 2020.

(2) It shall extend to the whole of India.

(3) It shall come into force on such date¹ as the Central Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.

1. **21st day of November, 2025**---vide Notification No. S.O. 5320(E), dated 21st November, 2025, see Gazette of India, Extraordinary, Part II, sec. 3(ii).