

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1375  
TO BE ANSWERED ON 14.12.2023**

**COMPENSATION IN CASE OF DEATH/INJURY IN INDUSTRIAL  
ACCIDENTS**

**1375. SHRI SANDEEP KUMAR PATHAK:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) the provisions of compensation by the Central Government in case of death/injury of an employee/contractual staff and staff of an outsourced company/others during an industrial accident in the factories of the Central Government/State Governments/private entities; and**
- (b) the list of meetings, along with the agenda, decisions and outcome, conducted by the Minister in last five years with the Minister of Commerce and Industry and other concerned Ministries regarding compensation in case of industrial accidents and with the Labour Ministers and other concerned Ministries of the States/UTs regarding compensation in case of industrial accidents?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) & (b): The Employees' Compensation Act, 1923 provides, inter-alia, for payment of compensation to employees and their dependents in case of injury and accident arising out of and in the course of employment and resulting in disablement or death. The Act is implemented by the State Governments.**

**As a part of consultation process, a tripartite meeting, including with the representatives from states, was held on 26.09.2019. The monthly wage ceiling was revised from Rs.8000/- to Rs.15000/- w.e.f. 03.01.2020 for the purpose of calculating compensation to workers under the provisions of the Employees' Compensation Act, 1923.**

**Contd..2/-**

**Further, comprehensive social security benefits including medical benefit, disablement benefit, dependent benefit are also provided to the workers covered under the Employees' States Insurance (ESI) Act, 1948.**

**The social security benefits in the form of pension and insurance are also provided to the dependents of members of the schemes under the Employees' Provident Fund & Miscellaneous (EPF & MP) Act, 1952. Where the death happened due to industrial accident or otherwise, these benefits are paid to the dependents /nominee of the deceased member as per provisions of the Act.**

**Under the Payment of Gratuity Act, 1972, the employee or his nominees or heir, as the case may be, are eligible to get gratuity on death or disablement of employee due to accident or disease as per provisions of the Act.**

**\*\*\*\*\***