



कर्मचारी क्षतिपूर्ति अधिनियम, 1923

EMPLOYEE'S COMPENSATION ACT, 1923

Report for the year 2022

भारत सरकार/ Government of India

श्रम एवं रोज़गार मंत्रालय/ Ministry of Labour & Employment

श्रम ब्यूरो/ Labour Bureau

चंडीगढ़/Chandigarh

1. Introduction

The **Employee's Compensation Act, 1923** aims to provide financial protection to employees and their dependents in the event of accidents arising out of and during the course of employment, resulting in either death or disablement. The Act, effective from **1st July 1924**, also covers compensation for certain occupational diseases contracted during employment.

The **Labour Bureau** publishes annual reviews and reports on the implementation of the Act based on returns submitted by State Governments and Union Territories. This report pertains to the year **2022**.

2. Main Provisions and Scope of the Act

2.1 The Act extends to the whole of India and applies to workers employed in any capacity specified in Schedule II of the Act which includes Factories, Mines, Plantations, Mechanically Propelled Vehicles, Construction Work and certain other hazardous occupations and specified categories of Railway Servants.

It does not, however, apply to (i) persons serving in Armed Forces and (ii) workers covered by the Employees' State Insurance Act, 1948.

2.2 The State Governments administer the provisions of this Act through the Commissioners appointed for specified areas. The Commissioners thus appointed are empowered for (i) settlement of disputed claims, (ii) disposal of cases of injuries involving death, and (iii) revision of periodical payments. They are also empowered to impose penalty on employers who fail to pay compensation due, to the injured workers within one month.

2.3 Sub-section (3) of Section 2 of the Act, empowers the State Governments to extend the scope of the Act to any class of persons whose occupations are considered hazardous after giving three months' notice, to be published in the Official Gazette. Similarly, under Section 3(3) of the Act, the State Governments are also empowered to add any other disease to the list mentioned in Parts A and B and the Central Government, in Part C of Schedule-III of the Act.

2.4 The amount of compensation payable to an employee depends on the nature of injury caused by accident, the monthly wage and the age of the employee concerned. In case of death, the minimum amount of compensation fixed is Rs.1,20,000 whereas it is Rs.1,40,000 in case of permanent total disablement. These enhanced rates of compensation have come into force w.e.f. 18th January 2010. The wage ceiling limit for working out compensation has been increased from Rs.4,000/- to Rs.8,000/- per month w.e.f. 31.05.2010. Which is further increased to Rs. 15,000/- vide notification No: S.O.71(E) dated 03.01.2022.

2.5 Employer's liability for compensation: If personal injury is caused to a workman by accident arising out of and in the course of his employment his employer shall be liable to pay compensation in accordance with the provisions of the Chapter -II:



Provided that the employer shall not be so liable:

- a) in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding three days,
- b) in respect of any injury not resulting in death or permanent total disablement caused by an accident which is directly attributable to the fault of the worker, arising from factors such as influence of alcoholic drinks and drugs, willful disobedience of the employees to an order or rule, willful removal or disregard by the employees of any safety guard or other device, etc. Besides, under Sub-section (2) of Section 3 of the Act, compensation is also payable to such workers who contract occupational diseases in the course of their employment as specified in Schedule-III of the Act.

3. Number of Compensated Accidents and the Amount of Compensation Paid

3.1 The total number of compensated accidents and the corresponding compensation paid, as reported by States and Union Territories at the all-India level for the years 2020 to 2022, is presented in Table-1. For the year 2022, the data shows:

- A total of 3,613 compensated accidents were reported, categorized as follows:
 - 54.75%: Fatal accidents
 - 24.88%: Permanent disablement cases
 - 20.37%: Temporary disablement cases
- The total amount of compensation paid during the year was Rs. 20,464.48 lakh.

Table-1
Number of Compensated Accidents and the Amount of Compensation paid by the Establishments Submitting Returns

Year	Average daily number of workers employed in establishments submitting returns	Number of compensated accidents resulting in				Amount of compensation paid (in Lakhs)			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
2020	3235382	1478	684	457	2619	9046.58	2134.02	796.69	11977.30
		(56.43)	(26.12)	(17.45)	(100)				
2021	55475713	1180	564	464	2208	9350.36	2103.43	537.48	11991.27
		(53.44)	(25.54)	(21.01)	(100)				
2022	37377605	1978	899	736	3613	16342.50	3235.24	886.74	20464.48
		(54.75)	(24.88)	(20.37)	(100)				

Note: The figures in brackets indicate percentage share to total number of compensated cases.

3.2 Industry/establishment-wise data for compensated accidents during the year 2022, as presented in Table-2, indicates the following distribution:

- **Miscellaneous** industries accounted for the highest share of accidents (**36.01%**) among all categories.
- **Factories** followed with **30.50%** of the total compensated accidents.
- **Building and Construction** ranked third, contributing **12.90%** of the total accidents.

In terms of the amount of compensation paid during **2022**, the distribution across industries/establishments was as follows:



- **Miscellaneous** industries again had the largest share, accounting for **38.63%** of the total compensation paid.
- **Factories** ranked second with **34.41%** of the compensation.
- **Railways** followed, with a share of **11.12%**.

Table- 2
Number of Compensated Accidents and Compensation amount paid by the Establishments Submitting Returns During 2022

	Establishment	Average daily No. of workers employed in establishments submitting returns ^	Number of compensated accidents resulting in			
			Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7
1	Factories	876467	667	341	94	1102 (30.50)
2	Plantations	127296	12	12	72	96 (2.66)
3	Mines	32835	30	2	263	295 (8.16)
4	Ports & Docks	2453	2	-	-	2 (0.06)
5	Tramways	1080	6	-	1	7 (0.19)
6	Building and Construction	34839779	322	101	43	466 (12.90)
7	Municipalities	149401	45	21	23	89 (2.46)
8	Miscellaneous	588849	736	385	180	1301 (36.01)
9	Railways	759445	158	37	60	255 (7.06)
10	All Establishments	37377605	1978	899	736	3613 (100)

^ = Inconsistent data or partly received information

Figures in brackets indicate percentage share to total of all Establishments. -Nil

Table- 2 Contd.

	Establishment	Amount of compensation paid (in Lakhs)			
		Death	Permanent disablement	Temporary disablement	Total
1	2	8	9	10	11
1	Factories	5973.62 (29.18)	830.17 (4.05)	231.27 (1.13)	7044.31 (34.41)
2	Plantations	69.50 (0.34)	8.85 (0.04)	3.63 (0.02)	81.98 (0.40)
3	Mines	269.78 (1.32)	1.57 (0.01)	51.79 (0.25)	323.14 (1.58)
4	Ports & Docks	27.61 (0.13)	-	-	27.61 (0.13)
5	Tramways	37.04 (0.18)	-	8.85 (0.04)	45.89 (0.22)
6	Building and Construction	1550.66 (7.57)	600.09 (2.93)	67.56 (0.33)	2218.31 (10.83)
7	Municipalities	401.10 (1.96)	122.10 (0.60)	24.36 (0.12)	547.55 (2.67)
8	Miscellaneous	5920.38 (28.92)	1528.36 (7.46)	460.21 (2.25)	7908.96 (38.63)
9	Railways	2092.82 (10.22)	144.10 (0.70)	39.07 (0.19)	2275.98 (11.12)
10	All Establishments	16342.5 (79.82)	3235.24 (15.81)	886.74 (4.33)	20464.48 (100)

Figures in brackets indicate percentage share to total of all Establishments.

-Nil, Percentage total may not tally due to rounding of figures.



3.3 The number of compensated accidents and the corresponding amount of compensation paid during the year **2022** in the States and Union Territories that submitted returns are presented in **Table-3**. Key highlights:

- **Gujarat** reported the largest number of compensated cases (**920**), followed by **Madhya Pradesh: 513 cases** and **Karnataka: 294 cases**.
- The **average compensation per case** was highest in:
 - **Tripura:** ₹13.39 lakh per case
 - **Uttar Pradesh:** ₹11.36 lakh per case
 - **A & N Islands:** ₹9.06 lakh per case

Table-3
Compensated Accidents and amount of Compensation paid during 2022

	State/Union Territory	Average daily number of workers employed in establishments submitting returns [^]	Number of compensated cases of accidents resulting in			
			Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7
1	Andhra Pradesh	-	119	9	-	128
2	Assam	126753	99	12	58	169
3	Bihar	-	141	8	3	152
4	Chattisgarh	-	99	14	6	119
5	Goa	7344	-	-	-	-
6	Gujarat	5464	553	287	80	920
7	Haryana	194584	-	-	-	-
8	Himachal Pradesh	145236	-	-	-	-
9	Jammu & Kashmir	32302	157	91	18	266
10	Karnataka	-	111	104	79	294
11	Kerala	7199	66	117	99	282
12	Madhya Pradesh	-	333	145	35	513
13	Maharashtra	387901	6	2	272	280
14	Meghalaya	5	-	-	-	-
15	Manipur	-	-	-	-	-
16	Mizoram	139	-	-	-	-
17	Rajasthan	39261	-	-	-	-
18	Tamil Nadu	619618	-	-	18	18
19	Telangana	-	-	-	-	-
20	Tripura	6570	1	-	-	1
21	Uttar Pradesh [^]	34987601	23	1	7	31
22	Uttarakhand	2086	-	-	-	-
23	A & N Islands	24789	9	3	-	12
24	Chandigarh [#]	1847	3	-	-	3
25	Delhi NCT	29421	93	68	-	161
26	Lakshadweep	-	-	-	-	-
27	Leh- Ladakh	40	7	1	1	9
	Total	36618160	1820	862	676	3358
28	Railways	759445	158	37	60	255
	Grand Total	37377605	1978	899	736	3613

[^] = Inconsistent data or partly received information,

[#] Covered under ESIC, -Nil



Table- 3Contd.

	State/Union Territory	Amount of compensation paid (in Lakhs)			
		Death	Permanent disablement	Temporary disablement	Total
1	2	8	9	10	11
1	Andhra Pradesh	431.62 (3.63)	52.98 (5.89)	- -	484.59 (3.79)
2	Assam	843.08 (8.52)	84.97 (7.08)	197.70 (3.41)	1125.74 (6.66)
3	Bihar	1280.04 (9.08)	33.18 (4.15)	10.71 (3.57)	1323.93 (8.71)
4	Chattisgarh	690.82 (6.98)	77.51 (5.54)	7.29 (1.21)	775.62 (6.52)
5	Goa	-	-	-	-
6	Gujarat	5643.01 (10.20)	452.78 (1.58)	226.45 (2.83)	6322.25 (6.87)
7	Haryana	-	-	-	-
8	Himachal Pradesh	-	-	-	-
9	Jammu & Kashmir	1218.05 (7.76)	793.49 (8.72)	66.23 (3.68)	2077.76 (7.81)
10	Karnataka	814.99 (7.34)	289.70 (2.79)	178.66 (2.26)	1283.34 (4.37)
11	Kerala	649.63 (9.84)	487.34 (4.17)	67.12 (0.68)	1204.09 (4.27)
12	Madhya Pradesh	1534.26 (4.61)	393.82 (2.72)	42.91 (1.23)	1980.22 (3.86)
13	Maharashtra	81.59 (13.60)	6.74 (3.37)	46.77 (0.17)	135.10 (0.48)
14	Meghalaya	-	-	-	-
15	Manipur	-	-	-	-
16	Mizoram	-	-	-	-
17	Rajasthan	-	-	-	-
18	Tamil Nadu	- -	- -	1.82 (0.10)	1.82 (0.10)
19	Telangana	-	-	-	-
20	Tripura	13.39 (13.39)	- -	- -	13.39 (13.39)
21	Uttar Pradesh	339.24 (14.75)	11.02 (11.02)	1.92 (0.27)	352.18 (11.36)
22	Uttrakhand	-	-	-	-
23	A & N Islands	84.76 (9.42)	23.93 (7.98)	- -	108.69 (9.06)
24	Chandigarh#	26.33 (8.78)	- -	- -	26.33 (8.78)
25	Delhi NCT	558.30 (6.00)	381.93 (5.62)	- -	940.23 (5.84)
26	Lakshadweep	-	-	-	-
27	Leh- Ladakh	40.59 (5.80)	1.77 (1.77)	-1.10 (-1.10)	42.45 (4.72)
	Total	14249.68 (7.81)	3091.14 (3.57)	847.40 (1.25)	18197.74 (5.41)
28	Railways	2092.82 (13.25)	144.10 (3.89)	39.07 (0.65)	2275.98 (8.93)
	Grand Total	16342.50 (8.24)	3235.24 (3.61)	886.47 (1.20)	20464.48 (5.66)

Figures in brackets indicate average compensation paid per case.
Percentage/ total may not tally due to rounding of figures,
-Nil, # Covered under ESIC.

4. Occupational Diseases

The Employees' Compensation Act, 1923, includes provisions for compensating employees for certain occupational diseases contracted during the course of employment.



However, the data reported under this category is **partial**, as not all States and Union Territories submit comprehensive returns.

The available details are presented in **Table-4** and provide insights into the number of compensated cases and the amount of compensation paid for occupational diseases during the year **2022**.

Table- 4
Occupational disease, compensated cases and amount of
Compensation paid during 2022

State	Nature of Disease	Number of compensated cases of occupational diseases resulting in				Amount of compensation paid (in Lakhs)				
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total	
1	2	3	4	5	6	7	8	9	10	11
1	Karnataka	+	26	41	25	92	259.27 (9.97)	103.37 (2.52)	43.78 (1.75)	406.41 (4.42)
2	Maharashtra	+	10	-	-	10	317.84 (31.78)	-	-	317.84 (31.78)
3	Uttar Pradesh	+	32	9	9	50	349.38 (10.92)	51.21 (5.69)	31.17 (3.46)	431.76 (8.64)
Total			68	50	34	152	926.49 (13.62)	154.58 (3.09)	74.95 (2.20)	1156.01 (7.61)

Figures in brackets indicate average compensation paid per case. +- Nature of disease not reported by the States.

5. Cases dealt by the Commissioners for Employee's Compensation

5.1 The Employees' Compensation Act, 1923, is administered by the Commissioners for Employee's Compensation, who are appointed by the respective State Governments and Union Territory Administrations under Section 20 of the Act. Table-5 provides details of the cases handled under various sections of the Act by the Employee's Compensation Commissioners during 2022. During the year, under Sections 7, 8, and 10 of the Act, a total of 19,215 new cases were registered, while 20,017 cases were disposed of. By the end of the year, 49,024 cases remained pending, compared to 49,826 cases carried forward from the previous year.

Table-5
Number of Cases Handled by the Commissioners for
Workmen's Compensation during 2022

Item	Number of cases pending at the beginning of the year	Number of cases filed during the year including those received from other Commissioners for disposal	Total number of cases disposed of during the year including those transferred to others for disposal	Number of cases pending at the end of the year
1	2	3	4	5
(a) Compensation U/s 7	2907	1399	1388	2918
(b) Deposits U/s 8	5840	3212	2860	6192
(c) Award of Compensation U/s 10	41079	14604	15769	39914
Total	49826	19215	20017	49024

Figures, over the years, may not strictly comparable due to varying response from States/UT's.

Opening Balance may not tally with last year closing balance due to inclusion/revision/omission of data.



5.2 Section 8 of the Employees' Compensation Act, 1923, mandates that employers deposit the compensation amount with the Commissioners in cases of fatal accidents or lump-sum payments to a woman or a person under legal disability for proper disbursement. Table-6 presents data on such deposits and disbursements reported by various States and Union Territories, excluding Railways, for the year 2022. As shown in the table, Karnataka recorded the highest deposits (₹16,158.63 lakh), followed by Maharashtra (₹16,065.30 lakh) and Tamil Nadu (₹13,164.92 lakh). In terms of disbursements, Maharashtra led with ₹16,469.81 lakh, followed by Karnataka (₹12,817.70 lakh) and Tamil Nadu (₹11,370.63 lakh).

Table-6
Deposits and disbursements under Section 8 of the Employee's Compensation Act, 1923 during 2022 (in Lakhs)

	State/Union Territory	Opening balance	Deposits	Disbursements	Amount refundable to employers	Closing Balance (Col.2+3-4-5)
1	2	3	4	5	6	7
1	Andhra Pradesh	1149.01	3257.05	2238.36	-	2167.70
2	Assam	848.38	1456.02	1325.63	-	978.77
3	Bihar	549.06	1444.58	1324.43	-	669.21
4	Chhattisgarh	968.56	3917.20	1267.85	-	3617.91
5	Goa	46.50	395.78	156.06	-	286.22
6	Gujarat	1667.94	6391.23	6885.98	-	1173.19
7	Haryana	2799.83	3254.66	2711.39	-	3343.10
8	Himachal Pradesh	765.65	135.98	16.91	-	884.72
9	Jammu & Kashmir	639.00	2272.12	2143.70	139.49	627.93
10	Karnataka	6013.23	16158.63	12817.70	306.90	9047.27
11	Kerala	7357.41	3679.45	2843.84	25.18	8167.85
12	Madhya Pradesh	1538.24	5052.16	4584.46	6.02	1999.93
13	Maharashtra	12493.61	16065.30	16469.81	-	12089.10
14	Meghalaya	-	-	-	-	-
15	Manipur	11.51	138.24	83.63	-	66.11
16	Mizoram	0.01	50.00	50.00	-	0.01
17	Rajasthan	4475.15	3604.34	3001.25	-	5078.24
18	Tamil Nadu	9602.06	13164.92	11370.63	98.02	11298.34
19	Telangana	11156.16	3025.76	2998.94	13.49	11169.50
20	Tripura	-	13.39	13.39	-	-
21	Uttar Pradesh	14470.13	11718.47	10165.89	-	16022.70
22	Uttarakhand	705.89	862.58	901.78	-	666.69
23	A & N Islands	38.69	99.43	108.69	-	29.43
24	Chandigarh	62.56	28.71	26.33	-	64.95
25	Delhi NCT	*	971.51	829.68	-	*
26	Lakshadweep	-	-	-	-	-
27	Leh- Ladakh	-	42.45	42.45	-	-
	Total	77358.56	97199.97	84378.78	589.08	89448.83

Previous year closing balance of some State/UT may not tally with the current year opening balance due to revision/addition/deletion of data. - Nil, * - As reported by the UT, deposit amount kept in FDR as per the directions of Hon'ble Delhi High Court.

5.3 The information on the number of appeals filed and their disposal during the year 2022 is summarized in Table-7. Madhya Pradesh recorded the highest number of appeals filed (710) as well as the highest number of appeals disposed of (894). Of the total 9,843 appeals pending at the end of the year, Karnataka reported the highest number of pending appeals (3,653), followed by Madhya Pradesh (1,824) and Assam (984).



Table-7
Disposal of appeals in all establishments during 2022

	State/Union Territory	No. of cases pending at beginning of the year	Filled / received	Disposed off	Pending at end of the year
1	2	3	4	5	6
1	Andhra Pradesh	3	-	-	3
2	Assam	993	142	151	984
3	Bihar	5	13	5	13
4	Chhattisgarh	-	-	-	-
5	Goa	-	-	-	-
6	Gujarat	403	104	97	410
7	Haryana	334	76	52	358
8	Himachal Pradesh	53	-	-	53
9	Jammu & Kashmir	126	46	43	129
10	Karnataka	3754	432	533	3653
11	Kerala	138	35	23	150
12	Madhya Pradesh	2008	710	894	1824
13	Maharashtra	827	142	140	829
14	Meghalaya	-	-	-	-
15	Manipur	-	-	-	-
16	Mizoram	20	20	13	27
17	Rajasthan	193	291	75	409
18	Tamil Nadu	376	89	68	397
19	Telangana	511	21	353	179
20	Tripura	2	-	-	2
21	Uttar Pradesh	206	56	48	214
22	Uttarakhand	245	34	70	209
23	A & N Islands	-	-	-	-
24	Chandigarh	-	-	-	-
25	Delhi NCT	-	-	-	-
26	Lakshadweep	-	-	-	-
27	Leh- Ladakh	-	5	5	-
	Total	10197	2216	2570	9843

Previous year closing balance of some State/UT may not tally with the current year opening balance due to revision/addition/deletion of data. - Nil.

6. Limitations of Statistics

Despite repeated reminders, several States failed to submit their annual returns, while others provided defective or incomplete data and did not respond to clarifications sought by the Labour Bureau, despite rigorous follow-ups. The States with deficient responses are listed below:

- **Annual returns not received from:**
 1. Jharkhand
 2. Nagaland
 3. Odisha
 4. Punjab
 5. West Bengal
 6. Dadar & Nagar Haveli and Daman & Diu
 7. Puducherry



- **Annual returns received but defective, partial, or inconsistent:**
 1. Arunachal Pradesh
 2. Mizoram
 3. Sikkim
 4. Railways
 5. Defence

Additionally, the States of Meghalaya and the Union Territory of Lakshadweep submitted nil (-) data in their annual returns.

Consequently, the all-India figures presented in this report may not be fully comparable over the years, as the number and composition of responding States and Union Territories vary each year.

