# THE WORKMEN'S COMPENSATION ACT 1923

(No. 8 of 1923)

[ 1 March 1924

An Act to provide for the payment of certain classes of employers to their workmen of compensation for injuries by accidents.

WHEREAS it is expedient to provide for the payment of certain classes of employers to their workmen of compensation for injury by accidents;

It is hereby enacted as follows:

## CHAPTER I
## PRELIMINARY

**1. Short title, extent and commencement.**—(1) This Act may be called the Workmen's Compensation Act, 1923.

(2) It extends to the whole of India.

(3) It shall come into force on the date on which it receives the assent of the Governor-General.

**2. Definitions.**—In this Act, unless there is something repugnant in the subject or context,—

(1) "adult" means a person who has attained the age of fifteen years;

(1A) "agriculture" includes horticulture, seed growing, dairy farming, breeding or keeping of livestock, bees or poultry, and any other branch of agriculture not specifically excluded by the Government in the official gazette;

(2) "employer" includes the lessee or mortgagee of a railway or of a part thereof, and the agent or manager for the time being of any person who is such a lessee or mortgagee, and, except in Chapter IV, any person who is the agent or manager for the time being of a person who is an employer, and any person who is the agent or manager for the time being of a contractor to supply labour to an employer;

(2A) "employer's business" includes any business, industry, or other undertaking, or any work, service, or occupation, carried on by or for a person, or by or for a number of persons, whether incorporated or not, for profit or not, or by the Government, or by a local authority, or by a public charitable institution, or by a public charitable or religious trust;

(3) "factory" means any premises including the precincts thereof in which ten or more persons are employed, or were employed on any day of the preceding twelve months, and in any part of which a manufacturing process is carried on with the aid of power or is ordinarily carried on by such a number of persons as aforesaid, but does not include a mine subject to the operation of the Mines Act, 1923 (4 of 1923), or a railway running shed;

(4) "injury" includes any disease to which the provisions of this Act shall be applied by a notification under section 3;

(5) "minor" means a person who has not attained the age of fifteen years;

(6) "notification" means a notification published in the official gazette;

(7) "prescribed" means prescribed by rules made under this Act;

(8) "relative" means a person who is a member of the family of the workman or who was wholly or mainly dependent upon the earnings of the workman when living with the workman or was living separately by reason of the workman being a married woman, minor or adult suffering from a mental or bodily disability and for the purpose of proving relationship to a married woman, a man who is her husband;

(9) "wages" [omitted] [omitted] [omitted]