

Chapter 19

* Unit VI (Labour Laws)

* Employment injury :-

- Employment injury means Personal injuries to employee caused by Accident or an occupational disease arising out of and in course of employment whether accident or disease occurs within or outside territorial limits of India.
- It includes injuries outside the workplace if related to employee.
- There is no geographical limitations.
- In Jaynthilal Dhanji Co. ESIC It was held that injury due to own negligence is also a employment injury.
- In Shyam devi Vs. ESIC It was held that injury is not restricted to visible wounds.

* Meaning of Seasonable factory.

- factory engaged in Specific Manufacturing process for not more than 7m. a year
- Includes Cotton ginning, Cotton or Jute pressing, Manufactures of Coffee, Lacc Indigo, Lacc,

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rubber , Sugar including gur or Tea ,
blending packing , repacking of Tea or
Coffee.