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## 231. Is a person recruited for work abroad by an Indian company, and employed outside India, covered under the provisions of the Employee's Compensation Act, 1923?

Yes, a person recruited for work abroad by an Indian company and employed outside India can be covered under the provisions of the Employee's Compensation Act, 1923, but with specific conditions.

### Legal Basis:

**Section 2(1)(dd)(ii)(d) of the Act** defines an "employee" to include:

- A person recruited for work abroad by a company.
- Who is employed outside India in any such capacity as is specified in Schedule II.
- And the company must be registered in India.

**Schedule II of the Act** lists various categories of employees covered. If the nature of work of the employee falls within any of these categories (such as working in manufacturing, construction, transport, etc.), the employee will be covered under the Act.

### Key Conditions for Coverage:

- The company recruiting the employee must be registered in India.
- The employee's work must fall under one of the categories listed in Schedule II.
- If these conditions are met, the employee will be eligible for compensation under the Act even if working abroad.

### Conclusion:

If an Indian company recruits a person for employment outside India, **and the nature of employment falls under Schedule II**, the Employee's Compensation Act, 1923, will apply, ensuring that the employee (or their dependents) is entitled to compensation in case of an accident or injury arising out of employment.

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