**WORKER COMPENSATION**

 Amounts Workers Are Paid  
Worker compensation, often known as worker's compensation or workman's compensation, is a no-fault social insurance program designed to provide financial aid and health benefits to employees who become ill or are injured at work and cannot work regardless of who was at fault for the injury or illness. This is allowed as long as it occurred throughout the employment period.

The fundamental purpose of worker compensation is to provide a safety net for workers and their families. Additionally, employers are protected from potential legal lawsuits brought about by workplace accidents.

Worker's compensation developed as a result of the hazardous working conditions and occupational injuries that came along with the Industrial Revolution. The development of worker compensation systems was significantly influenced by early labor legislation, shifts in company liability, and the effects of social movements.

The need for safety precautions and financial support for those who had been wounded or became disabled led to the creation of worker's compensation. Prior to the establishment of workers' compensation regulations, injured workers faced significant challenges when attempting to receive compensation for workplace accidents or occupational diseases.

Worldwide Illustrations  
There is precedent for worker remuneration in ancient societies. For instance, the Code of Hammurabi, which was developed in ancient Babylon around 1750 BCE, has provisions for worker remuneration. Ancient Greece and Rome provided a variety of ways of compensating slaves or workers who suffered workplace injuries.  
However, the modern workers' compensation system began to take shape during the industrial revolution of the 19th century. As industrialization progressed, workplaces became riskier, and occupational injuries occurred more frequently. Injured workers had to file common law tort cases and prove that their employer's negligence was to blame for their injuries prior to regulations governing workers' compensation. This frequently resulted in drawn-out and expensive legal battles, which deprived many workers of just compensation.  
In 1884, Germany established its first significant workers' compensation law under the direction of Chancellor Otto von Bismarck. No-fault compensation was provided to employees who were wounded at work as a result of the Employers' Liability Law, regardless of who was at fault. This strategy spread to other European countries and influenced the introduction of workers' compensation laws worldwide.  
In the US, state legislatures were where workers' compensation laws initially surfaced. In 1911, Wisconsin became the first state to enact workers' compensation laws. All American states had enacted workers' compensation laws by the 1940s, and other states soon imitated them. These regulations provided a system of benefits, such as medical care, wage replacement, and vocational rehabilitation, to workers who were harmed on the job or became disabled.  
Original labor laws  
The foundation for worker compensation was built by early labor regulations, which emerged in response to the challenges encountered by workers throughout the Industrial Revolution. Industrialization resulted in more hazardous workplaces and occupational dangers, which increased the frequency of workplace accidents and fatalities (Berkowitz, 2018). One of the earliest attempts to address these difficulties was the British Factories Act of 1833, which outlawed the employment of children under the age of nine and imposed safety regulations on textile mills (Pettigrew, 2007).  
Employer Liability  
The concept of employer culpability had a big impact on how worker compensation evolved. Employees found it challenging to claim compensation for job injuries due to common law notions such as the fellow servant rule and contributory negligence (Rogers, 2010). However, significant legal adjustments began to increase the responsibility of employers. For instance, the Employers' Liability Act of 1880 in the United Kingdom held employers accountable for accidents at work caused by negligence (Pettigrew, 2007).  
Impact of social Movements  
Social movements promoting improved working conditions and labor rights had a significant impact on the development of worker compensation. Due to the expansion of labor unions and collective bargaining in the late 19th and early 20th centuries, worker health and safety issues became a top priority on legislative agendas (Berkowitz, 2018). The formation of early forms of worker compensation can be traced to the labor movement, as shown by the 1910 Workers' Compensation Act in the United States (Rogers, 2010).

Typically, worker compensation consists of the following:  
Medical Costs

Worker compensation covers the cost of medical care for illnesses or injuries suffered at work. This can involve hospitalization and outpatient care, operations, medications, therapy, and on-going medical care.  
Wage Replacement

Workers who are unable to work because of illnesses or accidents are given a portion of their lost wages as compensation. This may be a portion of their regular compensation, which is typically calculated using the average of their prior-incident wages.  
Disability Benefits

Extra benefits could be provided if a worker becomes temporarily or permanently disabled as a result of a sickness or injury. The level of disability and related benefits may vary based on different local legal regulations.  
Vocational Rehabilitation

An injured worker may occasionally require assistance with retraining or job placement if their condition precludes them from returning to their previous workplace. Their transition into various employment opportunities may be aided by programs for vocational rehabilitation.  
Legal Defense

Worker's compensation provides a framework for dealing with illnesses or injuries incurred on the job. It replaces the former legal system, which frequently demanded that injured workers prove their employer was at fault in order to get compensation. The emphasis is shifted from fault-based litigation to worker compensation in a no-fault system under worker compensation. Injured workers are eligible for payments without regard to who was at fault for the incident.  
Social Welfare

The primary principles that guide worker compensation are social welfare and social justice. It helps prevent the extreme economic hardship or poverty that injured workers can experience as a result of occupational diseases or workplace accidents by ensuring that they receive enough support. This is by providing a safety net for employees and their dependents.  
Employer Accountability

Worker compensation establishes the system of employer accountability for workplace safety and health. By bearing the financial burden of work-related illnesses or accidents, employers are encouraged to maintain safe working conditions, implement preventive measures, and give occupational health and safety a high priority. As a result, there may be fewer accidents at work and greater overall safety standards.  
**Factors to development and implementation of worker compensation schemes**

Industrialization and Workplace Evolution

Industrialization and the growth of factory-based production during the late 19th and early 20th centuries contributed to an increase in occupational illnesses and workplace accidents. As workers encountered hazardous conditions and suffered accidents while at work, awareness of the need for protective measures and compensation for injuries at work grew.  
Labor Movements and Advocacy

Trade unions and labor movements played a crucial role in the advancement of worker rights, which included the development of schemes for worker compensation. Through collective bargaining, strikes, and other forms of social action, labor organizations fought for just wages, better working conditions, and social rights for workers, including legislation governing worker compensation.  
Legal and Legislative Developments

The creation of legal frameworks and legislation pertaining to employee rights and workplace safety has usually contributed to the acceptance of worker compensation. Legislative acts and reforms have outlined the obligations of employers and laid the legal foundation for compensating injured workers. Worker compensation programs were first implemented in several nations as a result of changes in tort law, employer liability, and the awareness of occupational dangers.  
Public health and social welfare concerns

Realizing the detrimental social and economic repercussions of workplace accidents as well as the need to advance social welfare and protect public health have all had an impact on the development of worker compensation. Governments and lawmakers are aware of the financial and medical limitations imposed on injured workers and their families. Programs for worker compensation are viewed as a means of promoting social justice, reducing poverty, and ensuring that injured workers have access to medical care.  
International Norms and Practices

In some cases, the adoption of worker compensation has been influenced by international standards and customs. Nations may use the examples and lessons discovered from other legal systems to construct their own worker compensation regimes. For the development of worker compensation schemes, international labor organizations (ILO, for instance) have also provided recommendations and standards accorddingly.

**References**

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