

## EQUALITY OF TREATMENT (ACCIDENT COMPENSATION) CONVENTION, 1925

*Article 1*

1. Each member of the International Labour Organization which ratifies this Convention undertakes to grant to the nationals of any other member which shall have ratified the Convention, who suffer personal injury due to industrial accidents happening in its territory, or to their dependants, the same treatment in respect of workmen's compensation as it grants to its own nationals.

2. This equality of treatment shall be guaranteed to foreign workers and their dependants without any condition as to residence. With regard to the payments which a member or its nationals would have to make outside that member's territory in the application of this principle, the measures to be adopted shall be regulated, if necessary, by special arrangements between the members concerned.

*Article 2*

Special agreements may be made between the members concerned to provide that compensation for industrial accidents happening to workers whilst temporarily or intermittently employed in the territory of one member on behalf of an undertaking situated in the territory of another member shall be governed by the laws and regulations of the latter member.

*Article 3*

The members which ratify this Convention and which do not already possess a system, whether by insurance or otherwise, of workmen's compensation for industrial accidents agree to institute such a system within a period of three years from the date of their ratification.

*Article 4*

The members which ratify this Convention further undertake to afford each other mutual assistance with a view to facilitating the application of the Convention and the execution of their respective laws and regulations on workmen's compensation and to inform the International Labour Office, which shall inform the other members concerned, of any modifications in the laws and regulations in force on workmen's compensation.

## WORKMEN'S COMPENSATION (ACCIDENTS) CONVENTION, 1925

*Article 1*

Each member of the International Labour Organization which ratifies this Convention undertakes to ensure that workmen who suffer personal injury due to an industrial accident, or their dependants, shall be compensated on terms at least equal to those provided by this Convention.

*Article 2*

1. The laws and regulations as to workmen's compensation shall apply to workmen, employees and apprentices employed by any enterprise, undertaking, or establishment of whatsoever nature, whether public or private.

2. It shall nevertheless be open to any member to make such exception in its national legislation as it deems necessary in respect of—

- (a) Persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business :
- (b) Out-workers :
- (c) Members of the employer's family who work exclusively on his behalf and who live in his house :
- (d) Non-manual workers whose remuneration exceeds a limit to be determined by national laws or regulations.

*Article 3*

This Convention shall not apply to—

- (1) Seamen and fishermen for whom provision shall be made by a later Convention :
- (2) Persons covered by some special scheme, the terms of which are not less favourable than those of this Convention.

*Article 4*

This Convention shall not apply to agriculture, in respect of which the Convention concerning workmen's compensation in agriculture adopted by the International Labour Conference at its third session remains in force.

*Article 5*

The compensation payable to the injured workman, or his dependants, where permanent incapacity or death results from the injury, shall be paid in the form of periodical payments : Provided that it may be wholly or partially paid in a lump sum, if the competent authority is satisfied that it will be properly utilized.