



# CRUSHED

6th Annual Report on worker safety in the Indian auto sector, with special focus on research done by the workers themselves

# 2024





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**A Safe in India Foundation's Report**



# Letter from the CEO

We need to start listening to the voice of workers. Because they tell us what we don't, but should and need to, know.

**For the first time, this report has a “Participatory Research” done by injured auto sector workers, themselves, on the safety issues in their working environment.** Eight of them led 100+ of their colleagues, on a platform provided by us and guided by our expert partners, Praxis. Their findings, their words and their recommendations are insightful and powerful. I would urge you to read this unique Chapter 10 carefully.

**We continue to find thousands of workers injured in their supply chains every year.** This 6th annual edition of CRUSHED2024 presents our annual evidence of worker injuries in the supplier factories to the top ten automobile brands. The trends, from 6500+ auto sector workers, are now well established and unarguable.

**Good news: There is finally some hard evidence of reduction in injuries.** In Haryana, where we started, we are now seeing a gradual reduction for the last eight quarters in the suppliers of Maruti, Honda and Hero. We congratulate them for their actions, some with us and other without.

**However, a word of caution.** We are also hearing on the ground reports that suppliers are being asked to report ‘zero accidents’, which may be discouraging accident reporting further. We will investigate this in CRUSHED2025. If this were to be true, this is not only a loss of information, but also is a grave healthcare and financial loss to these already disabled workers and their families.

**We now also have stronger evidence on the worse plight of women workers in these factories.** Mostly employed as lowly paid helpers, they are being asked to operate dangerous power press machines, underpaid compared to men, and with no separate toilets. We need to improve their situation if we want more women employment in Indian manufacturing.

**This report also details the lack of appropriate employer-employee relationship.** Most do not have appointment letters or salary slips, their working hours underreported in wage calculations, they work more than the legal 48 hours cap per week, while being not paid legal overtime wages. Many of their Accident Reports have false information pointing responsibility at workers rather than employers.

**We are grateful that many of 25+ stakeholders in industry and government are engaging with us, although sporadically, and many actions are afoot, albeit painfully slow.** There is a long way to go.

Special thanks are due, for this report, to Siddharth Raina, Dhanraj B, VN Saroja, Dheeraj from Praxis, everyone else in the Safe in India team and of course, our advisors and supporters.

The country needs these improvements to scale up our supply chains and compete better, globally. We cannot, forever, rely on “low-road” manufacturing based on low-cost labour arbitrage. We need to take a “high-road” of better working conditions driving higher value and quality production, which is not possible with our current short term jugaad-mindset.

Please join us in this journey.



On behalf of the Safe in India team

**Sandeep Sachdeva**

Co-Founder & CEO

Safe in India Foundation

## Abbreviations and Acronyms

<b>ACMA</b>	Automotive Component Manufacturers Association of India
<b>ASDC</b>	Automotive Skills Development Council
<b>BIS</b>	Bureau of Indian Standards
<b>BRR</b>	Business Responsibility Report
<b>DG FASLI</b>	Directorate General Factory Advice Service and Labour Institutes
<b>ESG</b>	Environmental, Social, and Governance
<b>ESIC</b>	Employees' State Insurance Corporation
<b>GDP</b>	Gross Domestic Product
<b>ILO</b>	International Labour Organization
<b>ISH</b>	Industrial Safety and Health
<b>ISO</b>	International Organization for Standardization
<b>MOU</b>	Memorandum of Understanding
<b>MSME</b>	Micro, Small, and Medium Enterprises
<b>NEEM</b>	National Employability Enhancement Scheme
<b>NGRBC</b>	National Guidelines on Responsible Business Conduct
<b>OEM</b>	Original Equipment Manufacturer
<b>OSH</b>	Occupational Safety and Health
<b>OSH &amp; WC</b>	Occupational Safety, Health, and Working Conditions
<b>SCoC</b>	Supplier Code of Conduct
<b>SDG</b>	Sustainable Development Goals
<b>SIAM</b>	Society of Indian Automobile Manufacturers
<b>SII</b>	Safe in India Foundation
<b>SOP</b>	Standard Operating Procedure

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Annexure – Previous CRUSHED reports contain the data of 5000 injured workers assisted by SII. The latest dataset of injured workers assisted by SII (August 2023-July 2024)

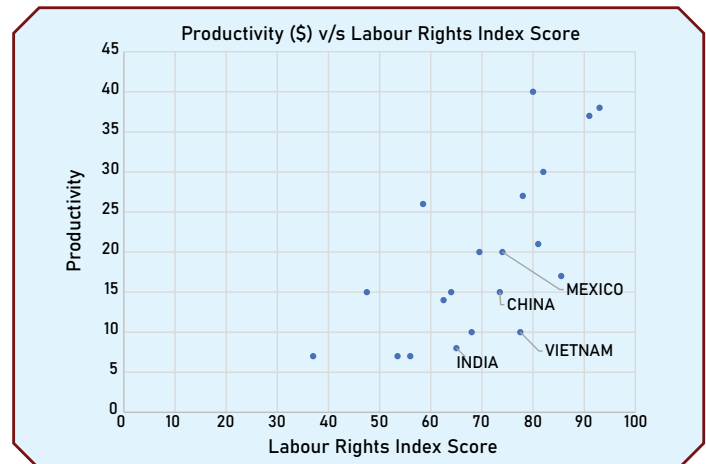
# Executive Summary

**CRUSHED2024, the sixth annual edition**, continues to not only find, and draw attention to, the ongoing thousands of disabling worker injuries in the supply chains of top 10 automobile brands, but now adds new insights on women workers' conditions in these auto component factories.

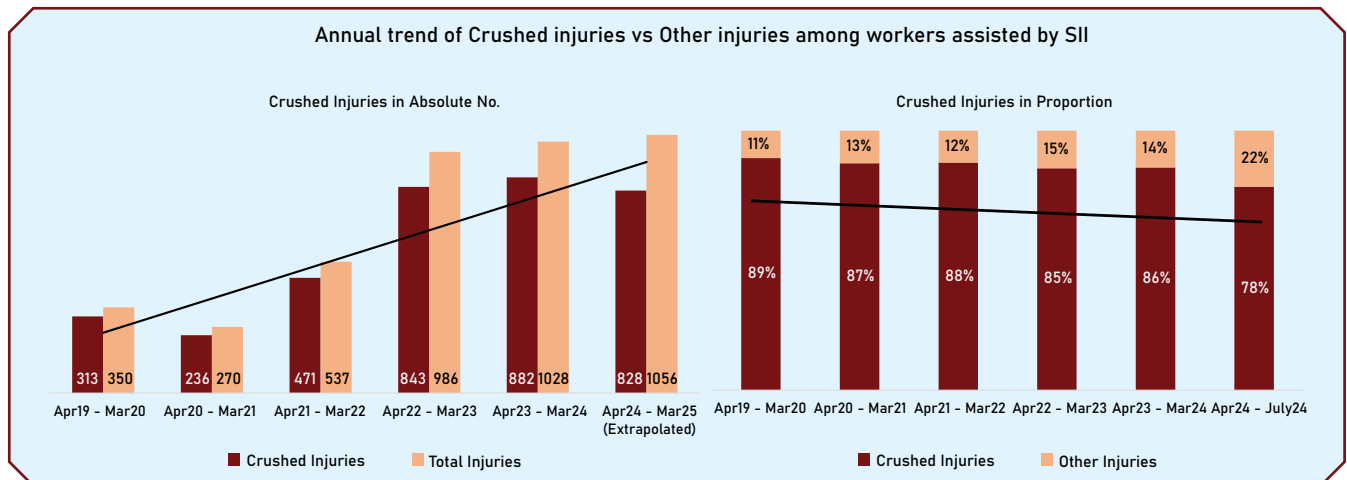
The report also, for the first time, includes a new section based on the Participatory Research, conducted by workers themselves.

1. There is a high correlation between labour productivity and working conditions. Better working conditions in Indian manufacturing, especially in the automobile sector will not only improve the lives of crores of workers but also enhance Indian Labour Productivity and boost the economy as India loses at least 4% to occupational injuries, deaths, and work-related illnesses (**more details in Chapter 1**)

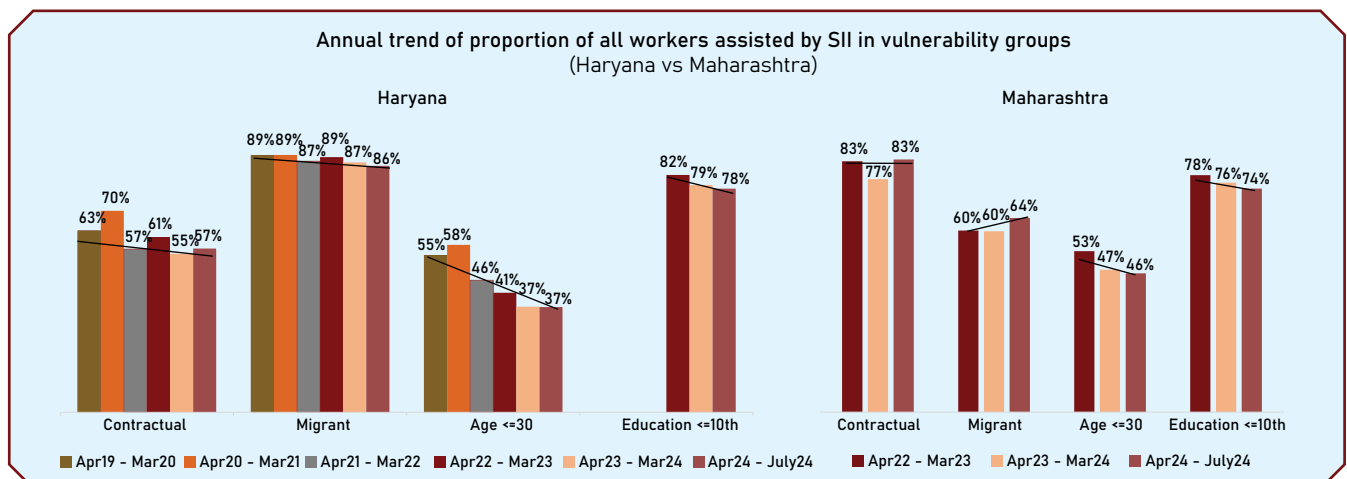
**Other key findings of the report based on the experiences of 6,000+ injured workers in automotive sector supply chain, assisted by SII:**



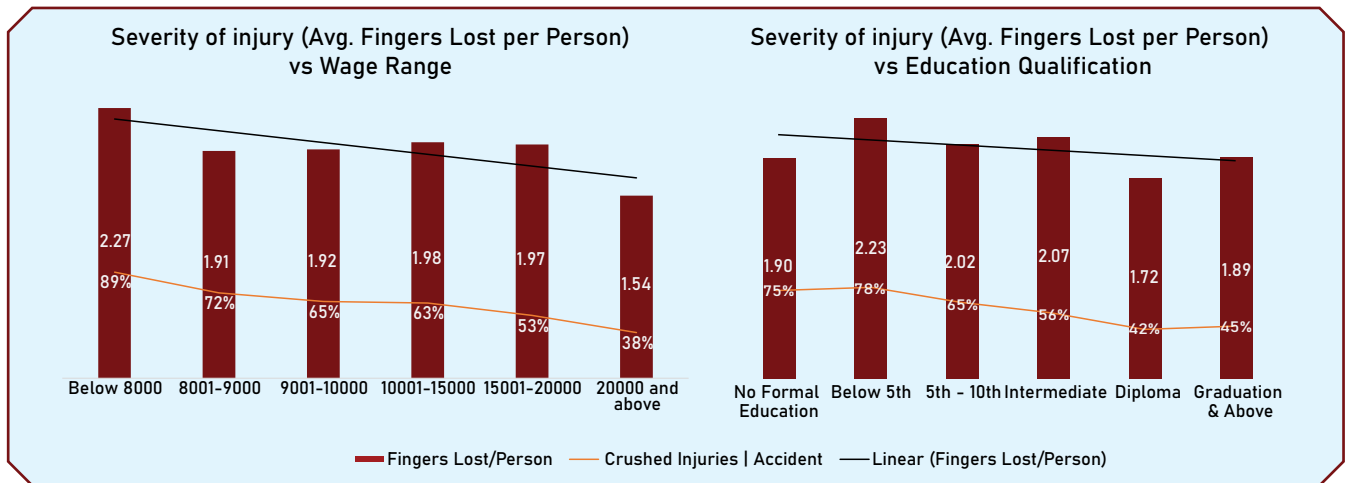
2. Thousands of workers continue to lose their fingers (crush injuries) in the automotive sector supply chain (Chapter 2)



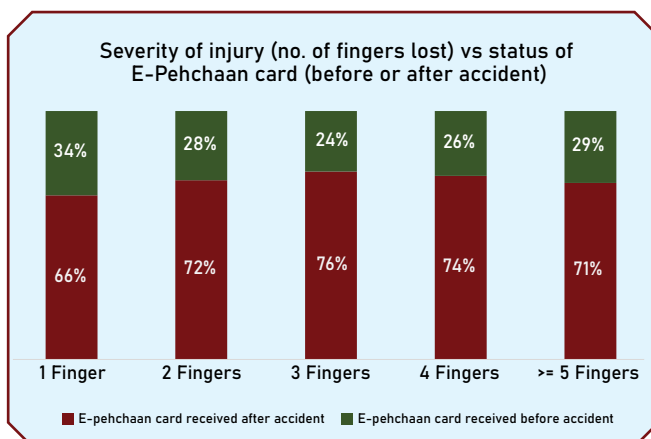
3. There is no significant change in the high vulnerability (migrants, lowly educated and contractual) levels over the years except for fewer injured being young, a good sign indeed (Chapter 2)



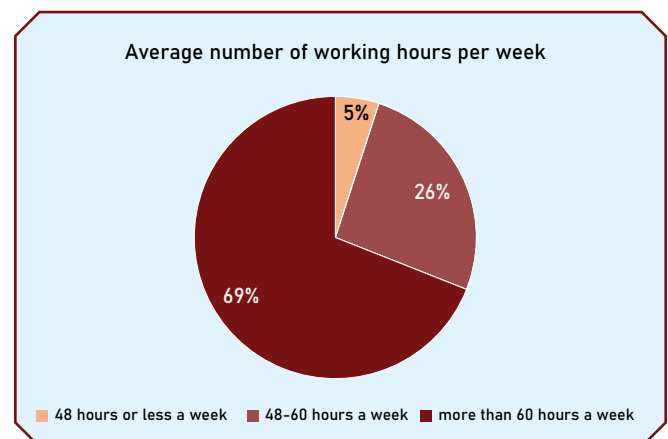
**4. The lower the wages and education, more are the fingers lost – probably because of lowly paid helpers being (illegally) used as (poorly kept) machine operators (Chapter 3)**



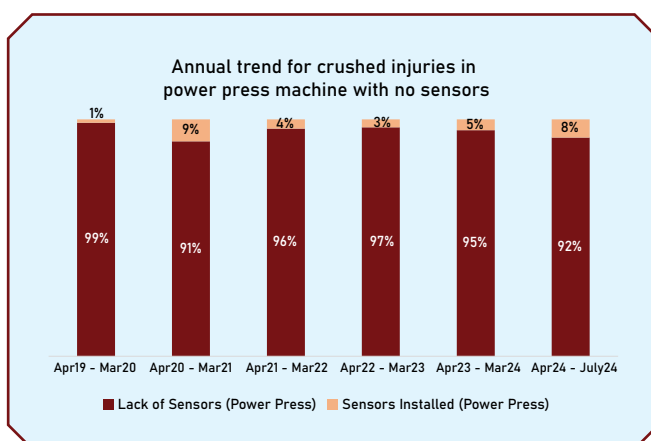
**5. Worse the ESIC compliance, worse the injuries – indicating lack of professionalism that also cause lower labour productivity (Chapter 2)**



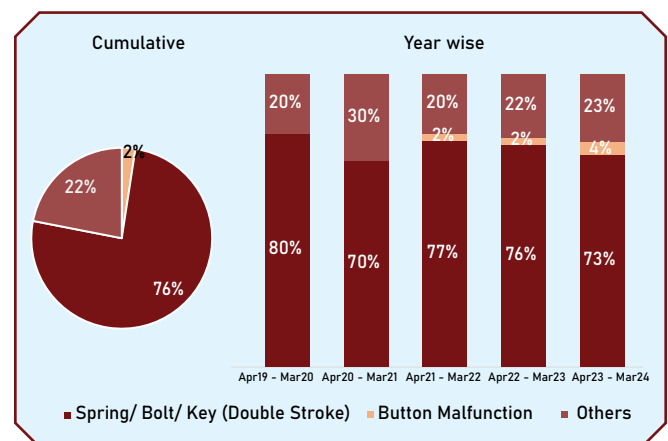
**6. Working hours are excessive – less than 5% work the legally mandated 48 hours pre week or less. 12-hour days six days a week is the norm (Chapter 3)**



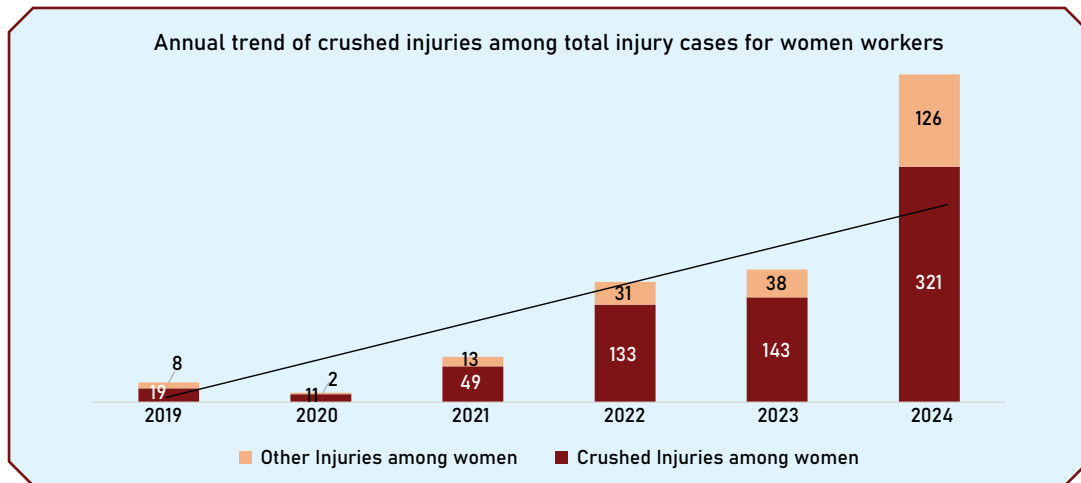
**7. Power presses, with poor maintenance and without the legally mandated safety guards/sensors, remain the bane of the industry (Chapter 3)**



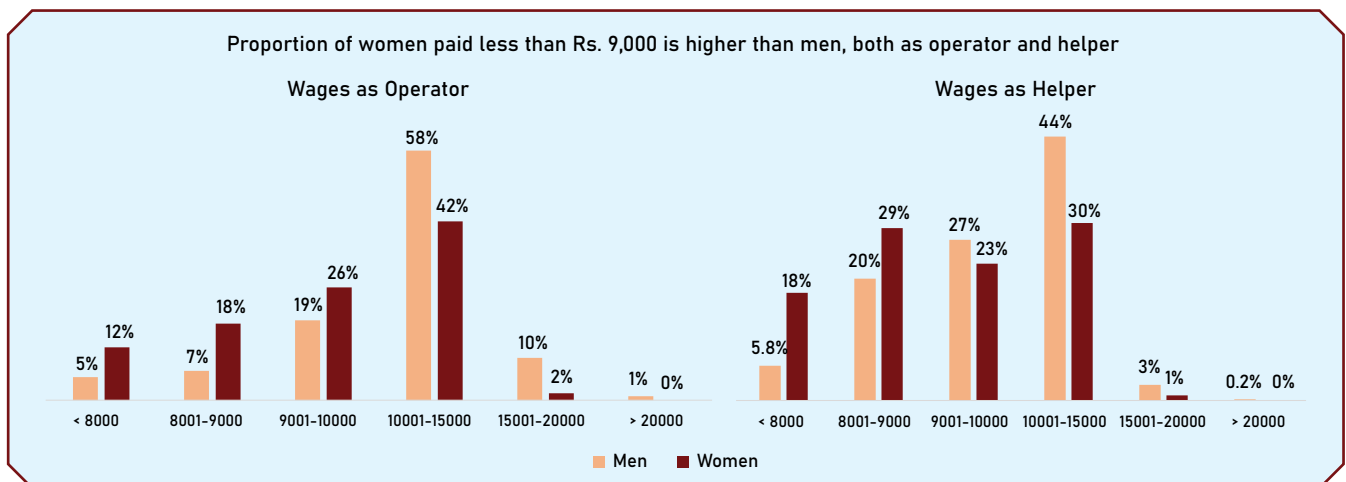
**8. 'Double Stroke' due to 'loose parts' in the power press are the most common causes of loss of fingers – low-cost interventions will make a big difference. (Chapter 3)**



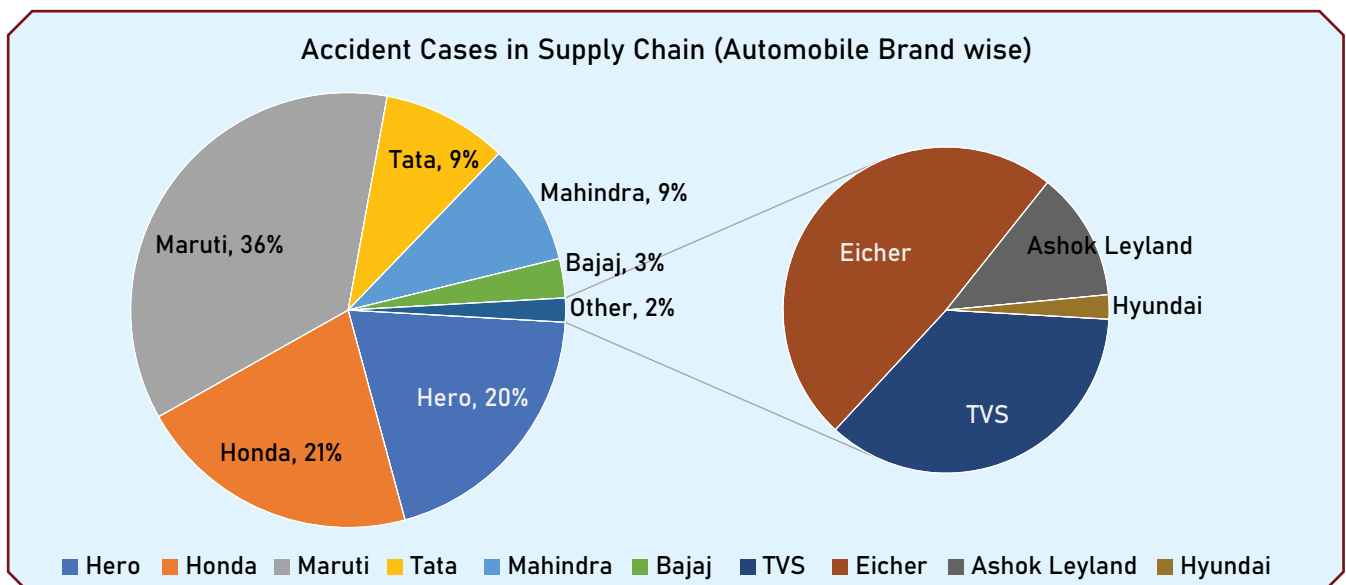
9. More and more injured women workers are approaching SII for assistance and are getting disabled by operating the same 'dangerous machine' – power press (Chapter 4)



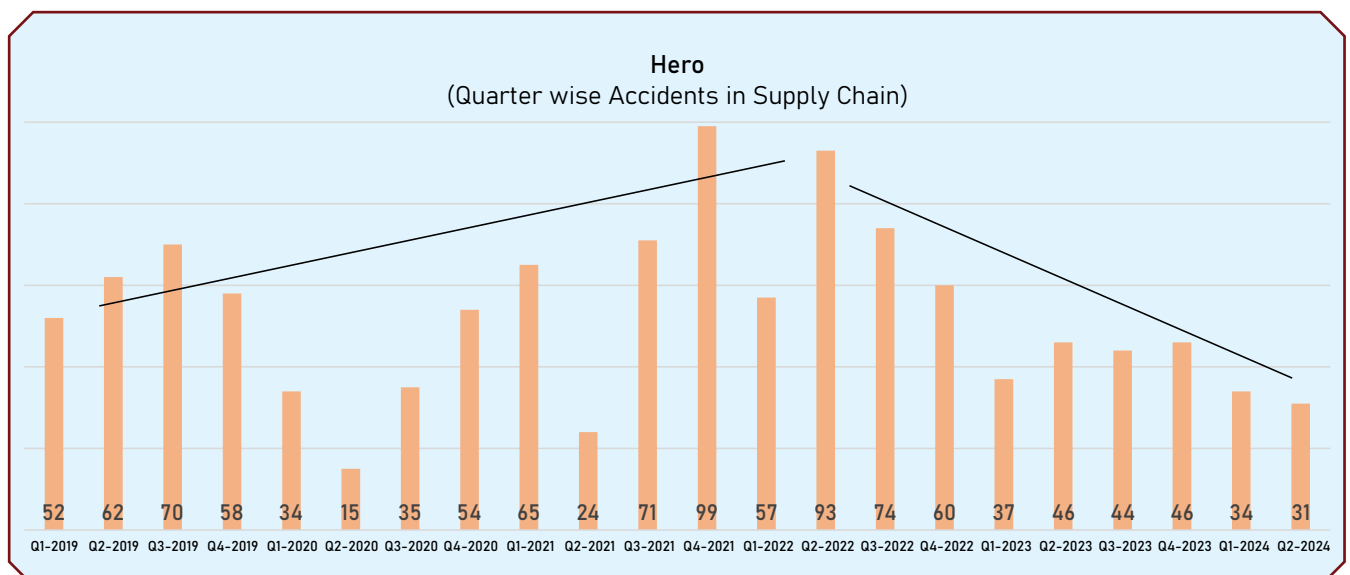
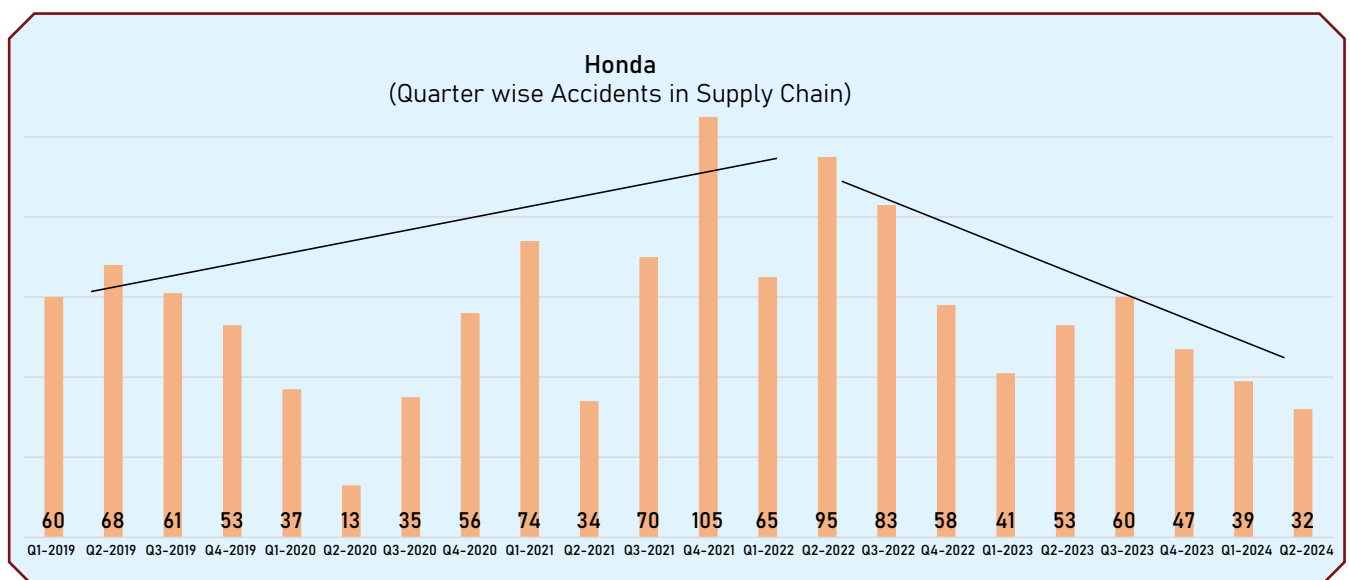
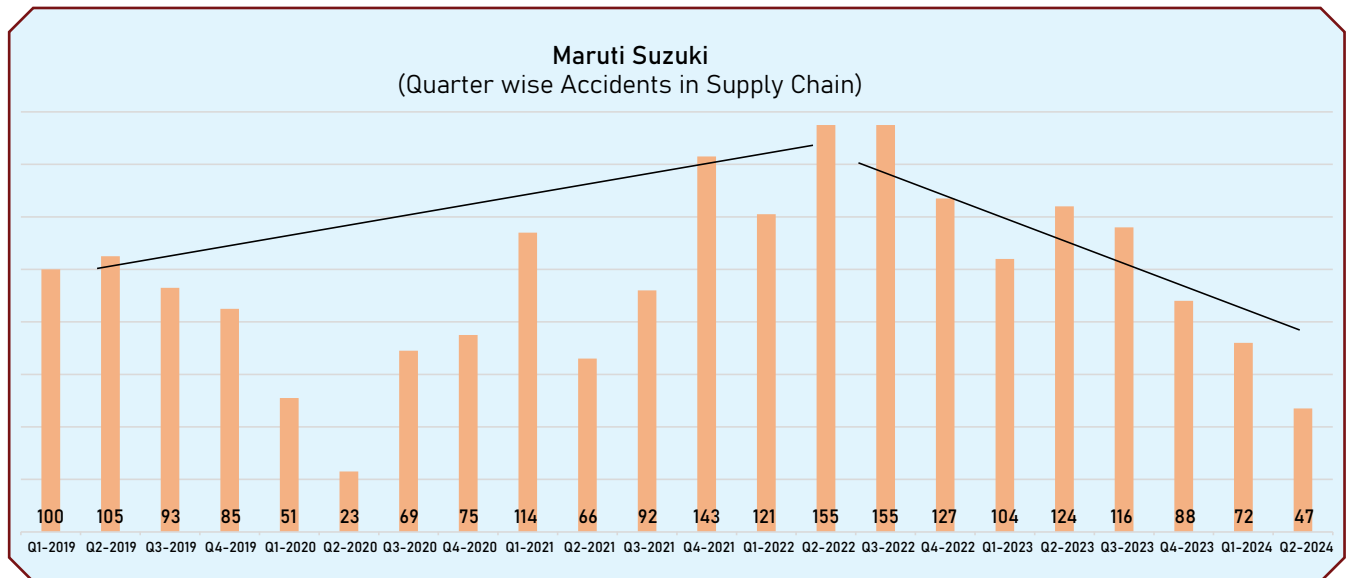
10. The often-dire financial circumstances of women has led the employers to pressurise them (more than men workers) to operate power presses and in a few factories more women run power presses than men, while earning much lower than men for the same job. (Chapter 4)



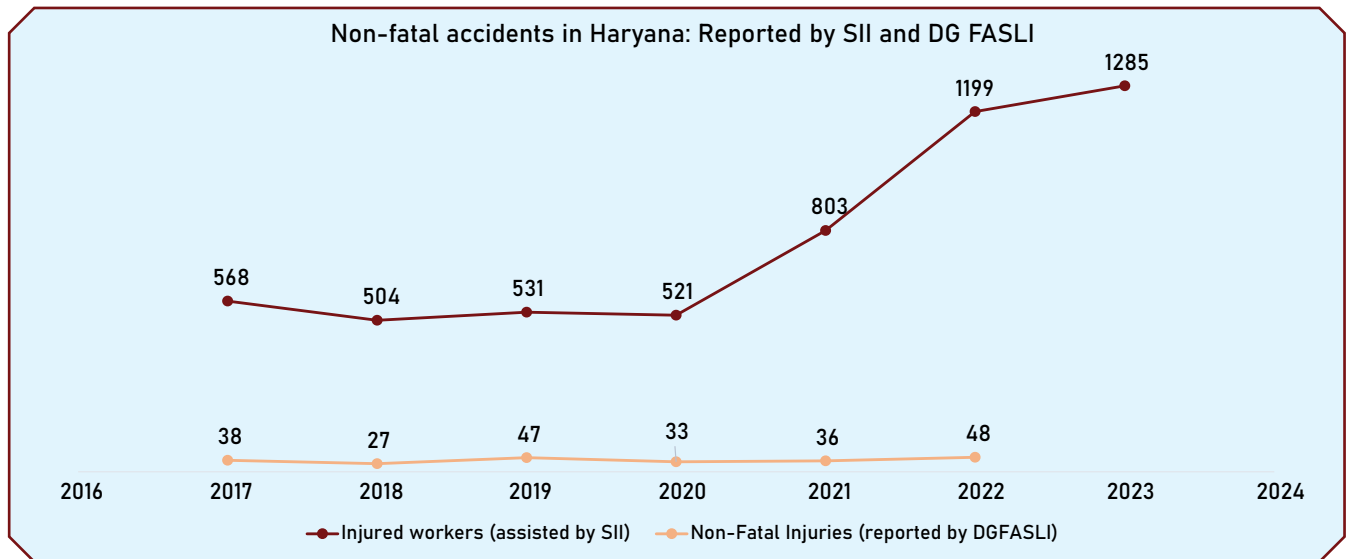
11. Workers are getting disabled in the supply chain of all the top 10 automobile brands, although given SII's outreach mainly in Haryana and Maharashtra, 95% of the injured workers assisted by SII are from six brands names Maruti, Honda, Hero, TATA, Mahindra, and Bajaj (Chapter 5)



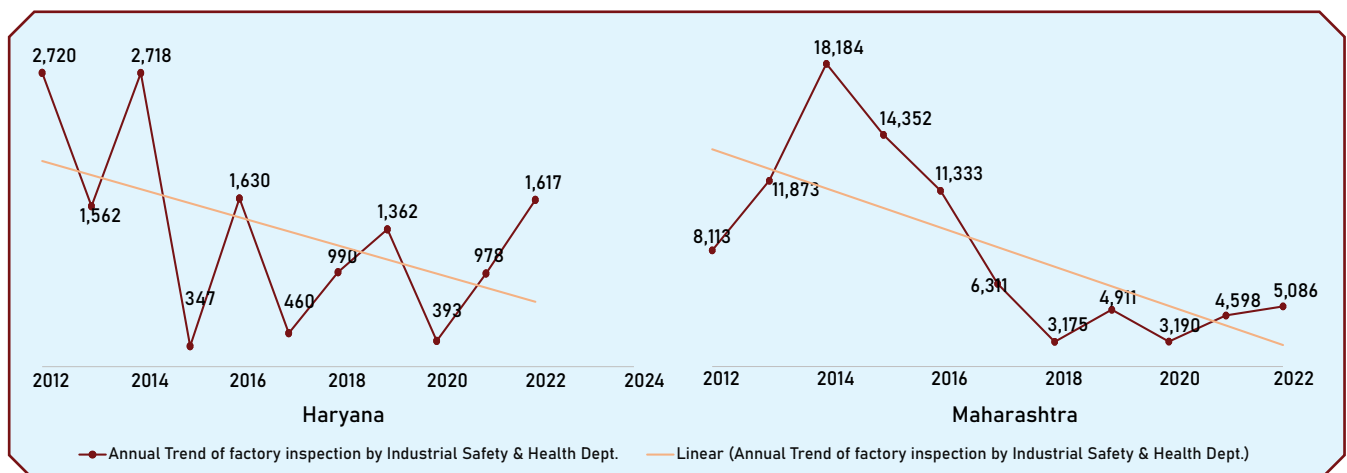
**12. Good news: Maruti, Honda and Hero – three largest brands in SII's database have shown a quarter-by-quarter improvement since Q3 2022 – But need to see three-year consistency and there is anecdotal evidence that pressure from brands may be leading to further under-reporting (Chapter 5)**



**13. Factories continue to under-report accidents to the government: SII reports 20x the injuries than accidents reported to DG FASLI in Haryana (Chapter 7)**



**14. Factory inspection for Haryana and Maharashtra state's factory have been reducing for years (Chapter 7)**



**15. While the listed entities in the top 10 automobile brands are filing BRSRs to SEBI as mandated, all the questions relating to accidents in the supply chain which are voluntary, remain unanswered or minimal or incomplete, as are questions on social security and corrective measures for a second year in a row as the submissions for 2022-23 how (SafetyNiti2024 covered the submissions for 2021-22) (Chapter 7)**

**16. SII is grateful that nine of these top 10 brands, SIAM and ACMA are engaging in constructive discussions, albeit to varying degrees.** The status of their engagement and SII's recommendations to all the key stakeholders can be found in **Chapter 9**.

**17. The next steps Safe In India Foundation plans to include:**

- Additional Workers Assistance Centres (WACs):** Expansion of existing centres in Haryana and Maharashtra and/or new ones in Tamil Nadu and Karnataka.
- Strengthening Nudges:** Add two new key annual reports:
  - Annual Safety & ESIC Index and
  - ESG-analysis of BRSR Reports for auto sector and developing sector-specific guideline, in partnership with the Ministry of Corporate Affairs for SEBI.
- Enhance Workers' Education, Engagement and Awareness:** Increase capacity for workers' meetings, campaign events and content for social media platforms.
- Build deeper and stronger capacity:** Strengthen research, advocacy, building partnerships, with other social sector players, government, and business, and strengthening IT, HR, and FIN.

## “हमारी बात हम बताएंगे।” “Hamaari Baat, Hum Bataayengey” (HB-HB): A first in this report

### Workers' own Participatory Research: Their insightful and powerful voice for change (Chapter 10)

In 2023, SII started a 'Participatory Research' with its expert partner, Praxis, where workers were trained to conduct their own research in their work environment to bring out their direct experiences using thought provoking participatory tools such as factory resource mapping, body mapping and daily schedule mapping. Seven Shramik Saathis (worker volunteers) led this exercise, conducted 15+ discussion sessions, met 100+ workers. Some of the views expressed:

“हम कुछ सवाल पूछते हैं, तो ठेकेदार जगह बदल देता है।”

“अगर वर्कर थोड़ा भी फ्री है तो झाड़ू भी लगवा लेते हैं।”

“ईएसआई बहुत मुश्किल होता है। वहां मतलब 2-3 दिन का भत्ता गया। दवाई नहीं मिलती है।”

“हेल्पर को कह देते हैं कि देख कर सीख तो गए हो, अब चलाना शुरू कर दो।”

Through this research, workers have the following **expectations from/ recommendations for factories, brands, and the government**

“We want owners and management of the auto component factories to meet the basics for a fair arrangement between us”

- **Improve our Workplace Safety:** Provide us good safety equipment, arrange machines with enough space, and regularly train workers
- **Offer us Clear Contracts and Job Security with Dignified wages:** A proper contract and salary slip, more stable jobs instead of temporary roles, wages per the government grades.
- **Provide us basic workplace facilities:** clean workspaces, organize machines well, provide canteens with healthy food, clean and safe water, and toilet facilities, breaks to rest during their shifts.
- **Ensure Fair Treatment for us Women Workers:** Equal pay for the same work as men, not extra workload, create a workplace where everyone feels respected and treated fairly.
- **Provide us Better Support when Injured:** monthly financial support and proper records of accidents. Injured worker should be rehabilitated in jobs.

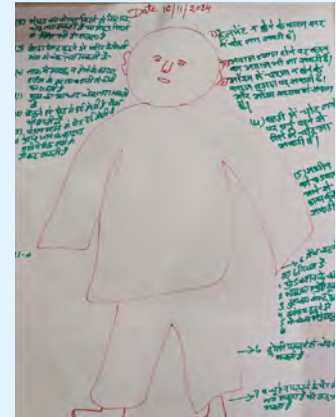
“We want **automobile Brands** to be more proactive and take responsibility “

- **Big companies should take responsibility:** support factories by ensuring fair pricing to help factories maintain good working conditions and fair wages for workers, stricter audits.
- **Make Audits Worker-Friendly:** Auditors should spend time talking to workers, check machines and records carefully, surprise audits to see the real working conditions, evaluate not just the physical and operational conditions but also worker welfare.

“We want more support and monitoring by the **State and Central Governments**”

- **Make our jobs permanent:** Replace temporary labour with permanent job opportunities to ensure job security and stability.
- **Make our payments in time:** ensure prompt payment of wages, overtime dues, and other benefits without delays or unfair deductions.
- **Make government audits stricter:** ensure that factories adopt stricter safety measures to protect workers and provide adequate healthcare facilities
- **Don't terminate us suddenly:** Investigate sudden and unjustified job terminations, ensuring workers are treated fairly.
- **Support Worker Groups and Representation:** Encourage workers to form groups or platforms at the factory or community level including safety committees. This will help them share their concerns together and work toward solutions more effectively.

These recommendations do not cover the entire gambit of issues identified through the research but were deemed the important first steps to a safer work environment for the workers.



## Injured Worker's Story - CR'24.

### DILIP YADAV, 28, MADHYA PRADESH

**Dilip Yadav, a 28-year-old resident of Stana, Madhya Pradesh, experienced a life-altering accident on August 3, 2024, while working at an automotive component factory as a contract worker. A malfunction on the power press machine – caused by a loose bolt – and in the absence of a safety sensor – resulted in the amputation of Dilip's right index finger. He was taken to a private hospital, Lakshmi Hospital, Manesar, instead of ESIC Hospital, for initial treatment.**



Dilip, eligible for Employees' State Insurance Corporation (ESIC) benefits, was also denied the essential compensation support he was entitled to. Despite repeated requests to his employer, Dilip was not provided with an ESIC card, nor was an Accident Report filed, leaving him without any formal recognition of his injury. Further, the employer coerced him into signing an agreement under duress, effectively undermining his claim for rightful benefits.

In the absence of proper medical coverage and support, Dilip was left without the necessary treatment and rest certification. During his search for help, he encountered SII's canopy in his community, where he shared his predicament. Initially, an attempt was made by SII to resolve the issue by approaching the employer, but they denied any responsibility, claiming that a mutual settlement had been reached.

Dilip then took his case to the ESIC branch office, with SII's guidance, at Rajiv Chowk, but he faced further delays and bureaucratic hurdles. After more than two months of struggle, his case was escalated to the ESIC Sub-Regional Office at Honda Chowk, where a show-cause notice was eventually issued to the employer. By November 2024, the employer finally submitted the accident report, offering Dilip a sense of relief and a glimmer of hope that his rightful claims would be processed.

This case underscores the systemic challenges faced by workers, especially in unsafe working environments, where inadequate safety measures and employer negligence can lead to life altering injuries. Even when workers are entitled to benefits, the delay and obfuscation in the processing of claims, along with the lack of awareness and support, exacerbate their struggles, leaving them to navigate a complex system with minimal assistance.

## CHAPTER 1

# Severe worker accidents in the Indian Auto-Sector

Continuing tragic loss of thousands of fingers nationally and in multiple brands' supply chains. Also, a continuing opportunity for improving Indian Labour Productivity and MSME manufacturing professionalism.



SII's first accident prevention report, CRUSHED 2019, highlighted this issue of accidents in the automotive supply chain in Gurugram, Haryana. CRUSHED 2020 additionally presented the government data of inspections, convictions, penalties, and the analysis of Business Responsibility Reports (BRR) of the automotive brands. In CRUSHED 2021, with additional injury data from Faridabad, Uttarakhand, and Rajasthan, SII made the case of this being a national and multi-brand issue and highlighted the rampant legal violations on the "dangerous" power press machines that continue to be the reason for more than half of these crush injuries.

In CRUSHED-2022 & CRUSHED-2023, SII added a **spotlight on the problem faced by injured women workers**.

A vast majority of workers assisted by SII continue to be women & migrant workers, who continue to operate in poor working conditions, forced onto them either by their employers, contractors, and/or their circumstances; without adequate training or safety equipment, thereby losing their fingers, impacting their and their families' livelihoods and dignity.

CRUSHED-24 continues to not only find and **draw attention to the ongoing accidents but now adds new insights on women workers' conditions and on auto component factories, where these accidents occur, having a systemic problem with numerous injuries occurring year after year.**

“

Machine was making noise with its key broken. Supervisor ignored my request and forced me to continue to work without providing any safety equipment.

AARTI DEVI, 35

Worker in Auto sector supply chain factory

”

## **1.1 Thousands of workers continue to lose their fingers (“crush injuries”) every year, in many states across the country, in the Indian auto sector, and the number of injured auto sector workers located and assisted by SII continued to increase.**

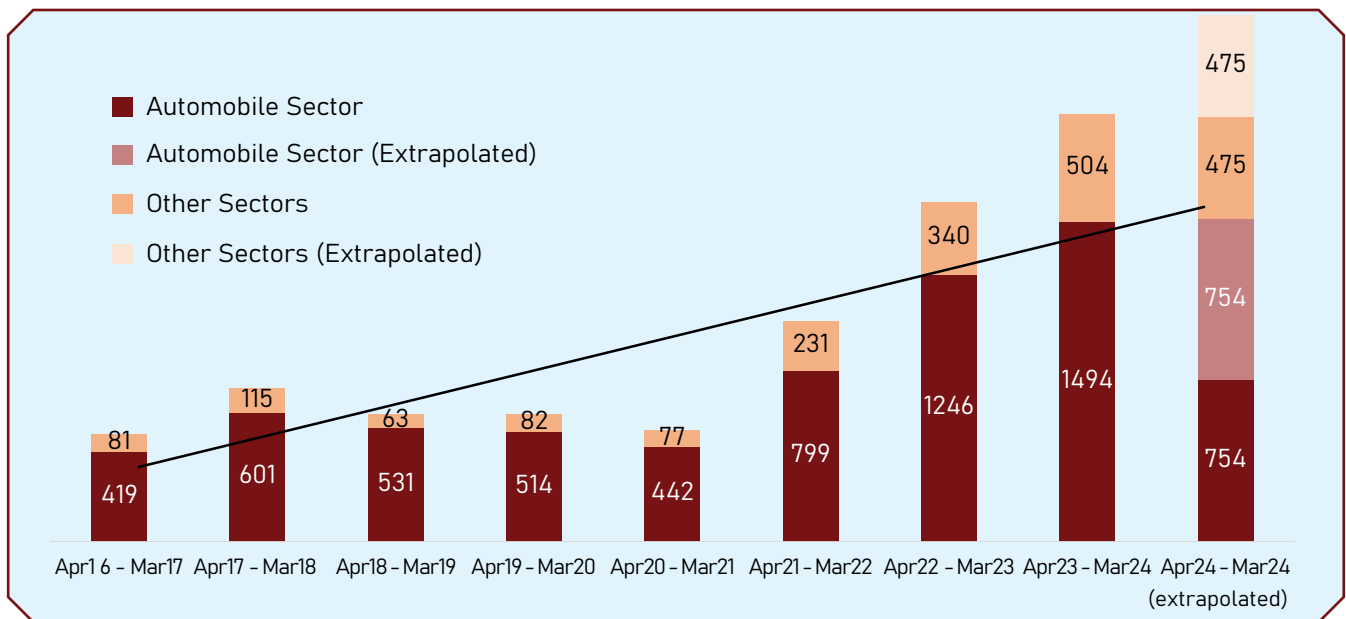
“Your car has been built on an assembly line of broken fingers<sup>1</sup>.” This media article went on to report 20 cases of lost hands and/or fingers in automotive sector factories every day from just one Employee State Insurance Corporation (ESIC) hospital in Gurugram in 2014 – this article led to setting up of SII.

Since 2016, SII has found and assisted 8,000+ injured workers (of which 6,500+ in the auto sector) mainly in Haryana and Maharashtra. SII posits that given its limited outreach nationally, many more thousands of workers continue to be injured in the auto sector every year across the country.

<sup>1</sup> <https://scroll.in/article/692477/your-car-has-been-built-on-an-assembly-line-of-broken-fingers>, which quoted an ESIC Gurugram doctor “We see about 20 cases of crush injuries every day. In most cases, the fingers are auto-amputated, which means they have been lost even before the worker has come to us. In some cases, the entire hand is lost.”

SN'24: [SafetyNiti2024](#); CR'23: [CRUSHED2023](#); SN'23: [SafetyNiti2023](#); CR'22: [CRUSHED2022](#); SN'22: [SafetyNiti2022](#); CR'21: [CRUSHED2021](#); SN'21: [SafetyNiti2021](#); CR'20: [CRUSHED2020](#); CR'19: [CRUSHED2019](#)

**Fig. 1.1.1 Injured workers assisted by SII for ESIC healthcare & compensation (Auto sector - Yearwise)**



### Note on the Methodology: The period of data used in this report

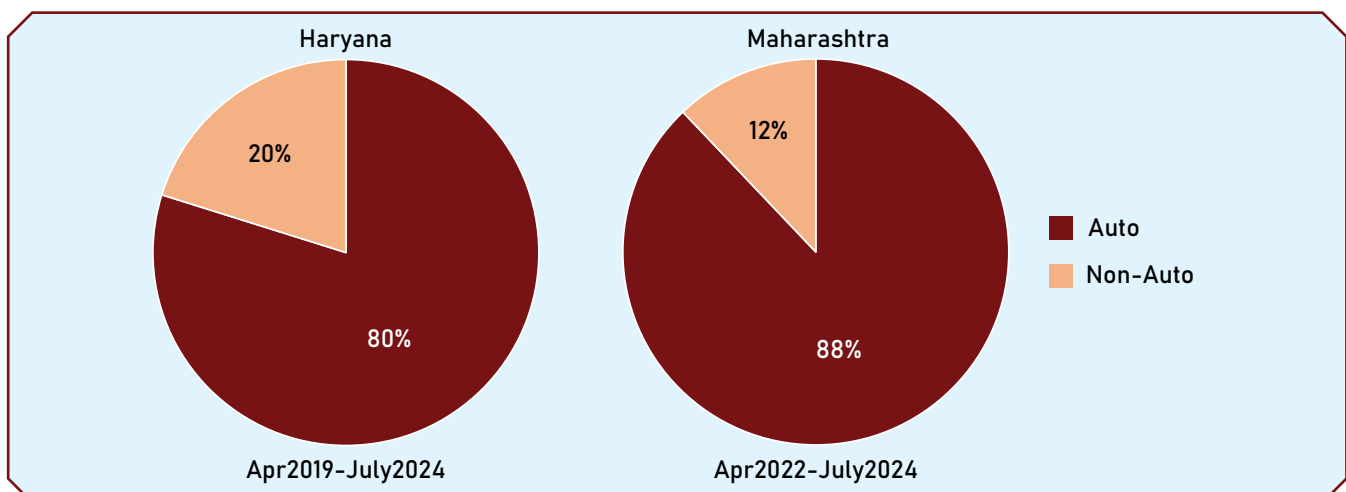
**Haryana:** Worker assisted data from April 2019 to July 2024 from SII's three centres in Haryana - Manesar, Faridabad and Gurgaon.

**Maharashtra:** Data of injured workers in the period April 2022 to July 2024 (since the opening of SII's offices there). The data collected at Pune is considered representative of Maharashtra's auto sector, as Pune serves as one of the state's more developed industrial hubs. It is reasonable to infer that smaller and less developed hubs within Maharashtra may exhibit even poorer workplace conditions, given the comparative disparity in resources and infrastructure.

## 1.2 Majority (80%+) of grievous injuries reported to SII in Haryana and Maharashtra are from auto-component factories.

In Haryana, c.80% of workers assisted by SII in Haryana (4,113 of 5,146) and c.88% in Pune, Maharashtra, since 2022, (1,057 of 1,202) were employed in auto sector ancillaries.

**Fig. 1.2.1 Injured workers assisted by SII as per sector (Auto vs Non-Auto)**

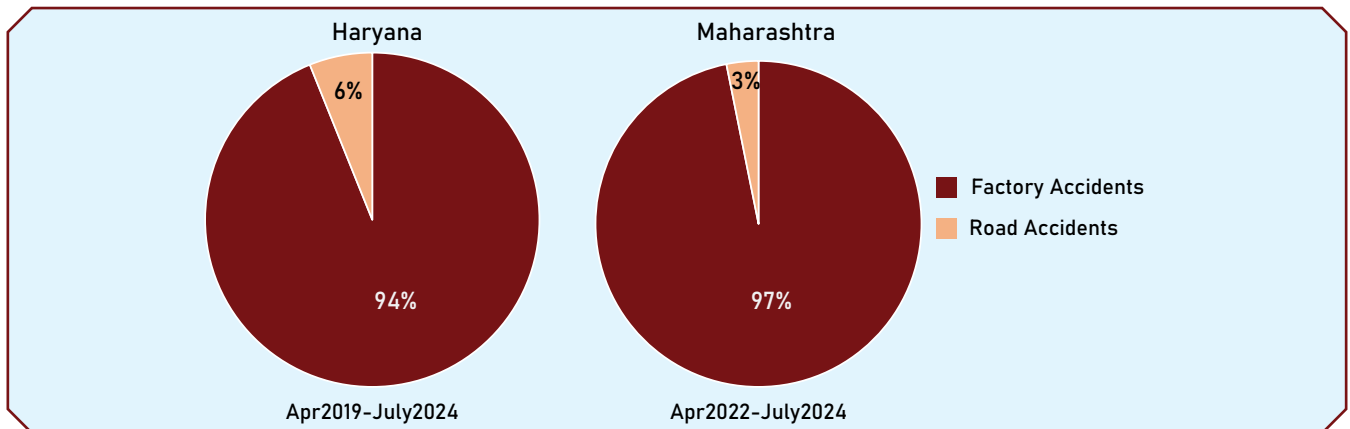


(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

### 1.3 90%+ of these injuries happen inside the factories, contrary to some Industry and Government claims that they are mainly road accidents.

1.3.1 Only an insignificant c.6% in Haryana and c.3% in Pune, Maharashtra of all injured workers assisted by SII were injured in road accidents.

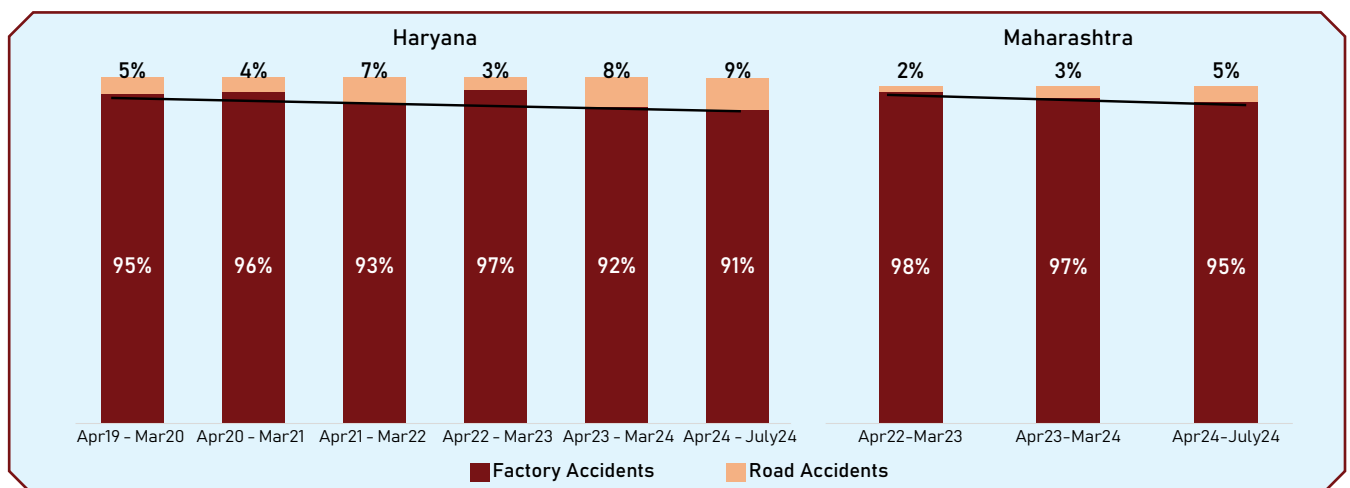
**Fig. 1.3.1 Cause of injury among workers assisted by SII (Industry Injury vs Road Accident)**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

1.3.2 Although, the proportion of road accidents appears to increase marginally, it is mainly due to more accidents being reported in SII's new Gurugram centre, probably due to unsafe road conditions for pedestrians around the highway.

**Fig. 1.3.2 Cause of injury among workers assisted by SII (Industry Injury vs Road Accident – Year wise)**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

An SII [blog](#)<sup>2</sup> was issued with this clarification.

**“**

I got a burn injury while working on power press machine and was taken to private facility for immediate treatment instead of ESIC facility. The owner asked me to tell ESIC that it was a road accident and that I fell on the road while riding motorbike and suffered the injury.

**SHRIKANT, 30**  
Worked in Auto Sector Supply chain factory

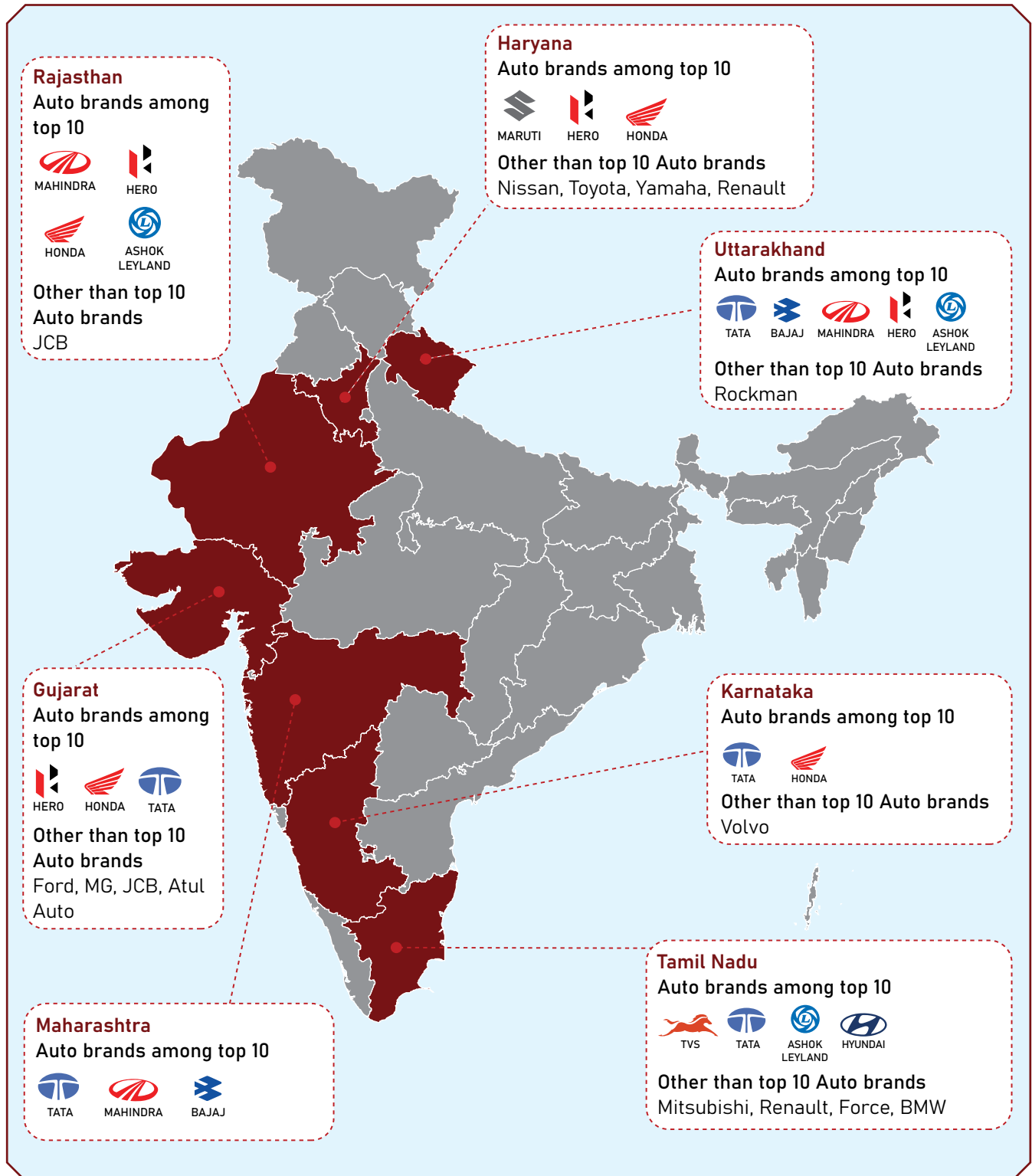
**”**

<sup>2</sup> <https://www.safeinindia.org/post/crushed2021-injury-data-not-valid-and-thank-you-journalists>

## 1.4 Crush injuries in the auto sector supply chain continues to be a national and multi brand problem

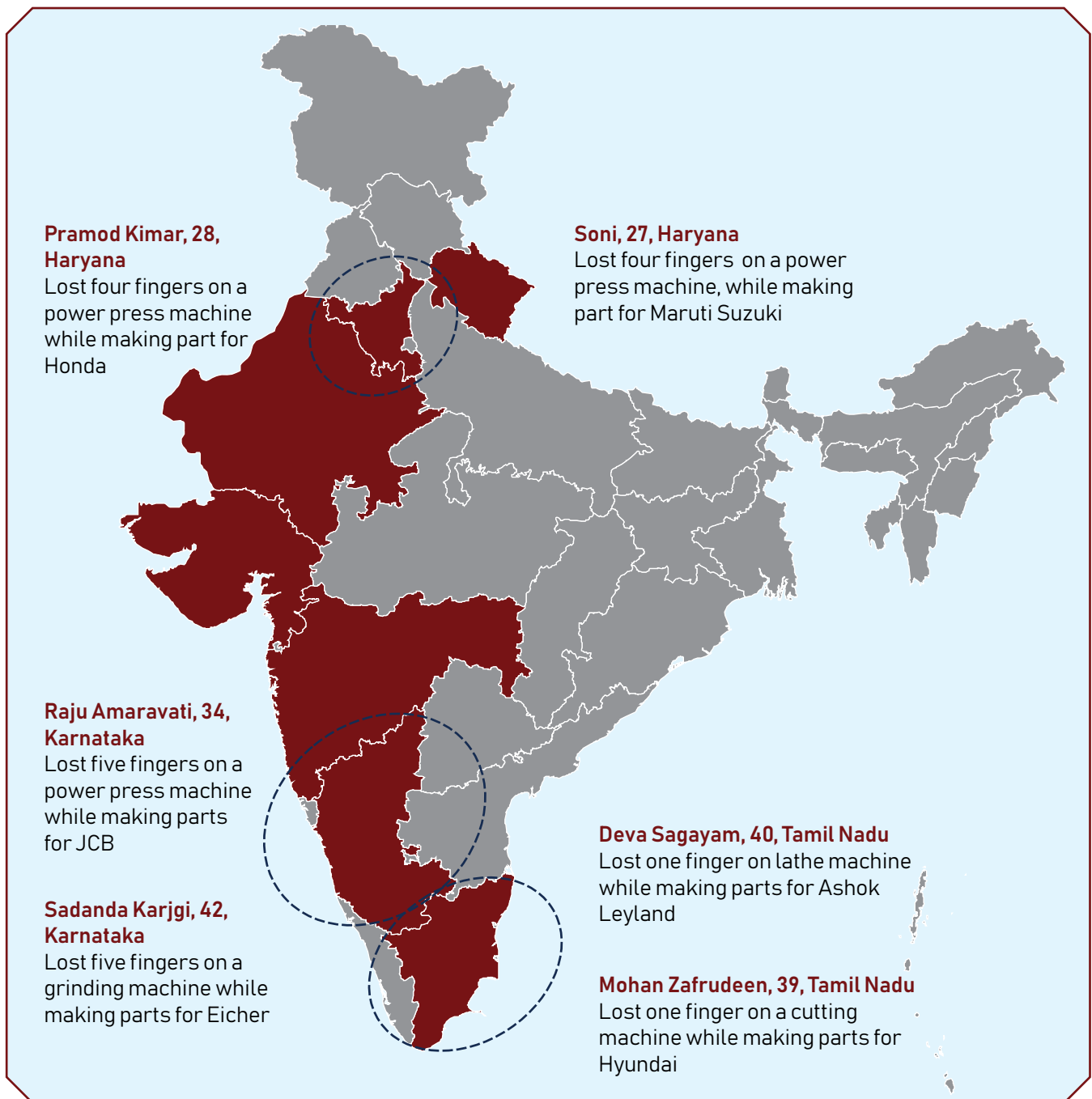
India's auto sector operates out of multiple locations ("hubs") and contributes 7.1% to India's GDP, signalling its very significant national presence and importance. It employs c.37m<sup>3</sup> workers directly and indirectly.

Fig. 1.4.1 Workers injured in Auto sector supply chains across the country



<sup>3</sup> See SIAM's Automotive Mission Plan 2026: "the potential for incremental number of both direct and indirect jobs to be created by the Indian Automotive Industry over the next decade is nearly 65 million. This is over and above the additional 25 million jobs created in the previous decade" (p. 3). <https://www.siam.in/uploads/filemanager/47AUTOMOTIVEMISSIONPLAN.pdf>

**Fig. 1.4.2 Worker injured in Auto sector supply chain is across country**



As stated in previous CRUSHED reports, SII's first-hand experience of assisting injured workers, and the past surveys commissioned by SII across a number of these hubs in six states show that workers are subject to unsafe working conditions in the automobile brands supply chain across India. Chapter 5 has further details on injuries in supply chain factories of top 10 automobile brands.

**moneycontrol**

## Crush injuries and insurance woes: Life of workers at Indian auto sector supply chain

## 1.5 The profound impact of severe injuries on workers and their families.

Since 2016, SII has experienced significant challenges for injured and vulnerable workers in their recovery and livelihoods. These challenges include physical and mental trauma, loss of employment, financial strain for the family due to treatment and unemployment costs, and difficulties in accessing timely compensation and wages. Many workers, particularly those not registered within the required time with ESIC, face prolonged delays in receiving post-accident benefits, further compounding their hardships.

The journey to recovery is often hindered by limited support from employers, contractors, and bureaucratic systems, which can leave workers feeling unsupported during critical times. Securing adequate medical treatment, accessing entitlements, and rebuilding income sources become daunting tasks for these workers and their families.

In some cases, injured workers return to their villages or take up lower-paying jobs. A few continue with the same employer, sometimes on the assurance of a permanent role, which often does not materialize, and with falling real wages, their dependence on the employer increases. This precarious situation has far-reaching consequences for their dependents, affecting access to health, education, and overall living conditions.

## 1.6 Other than the human issue, Indian Labour Productivity and MSME manufacturing professionalism will not improve by ignoring this problem.

After six years of monitoring and reporting these issues, it is evident that worker safety within the auto sector supply chain remains a critical concern.

Better working conditions in Indian manufacturing, especially in the automobile sector which contributes to a third of Indian manufacturing GDP, will not only improve the lives of crores of workers but also enhance Indian Labour Productivity and boost the economy.



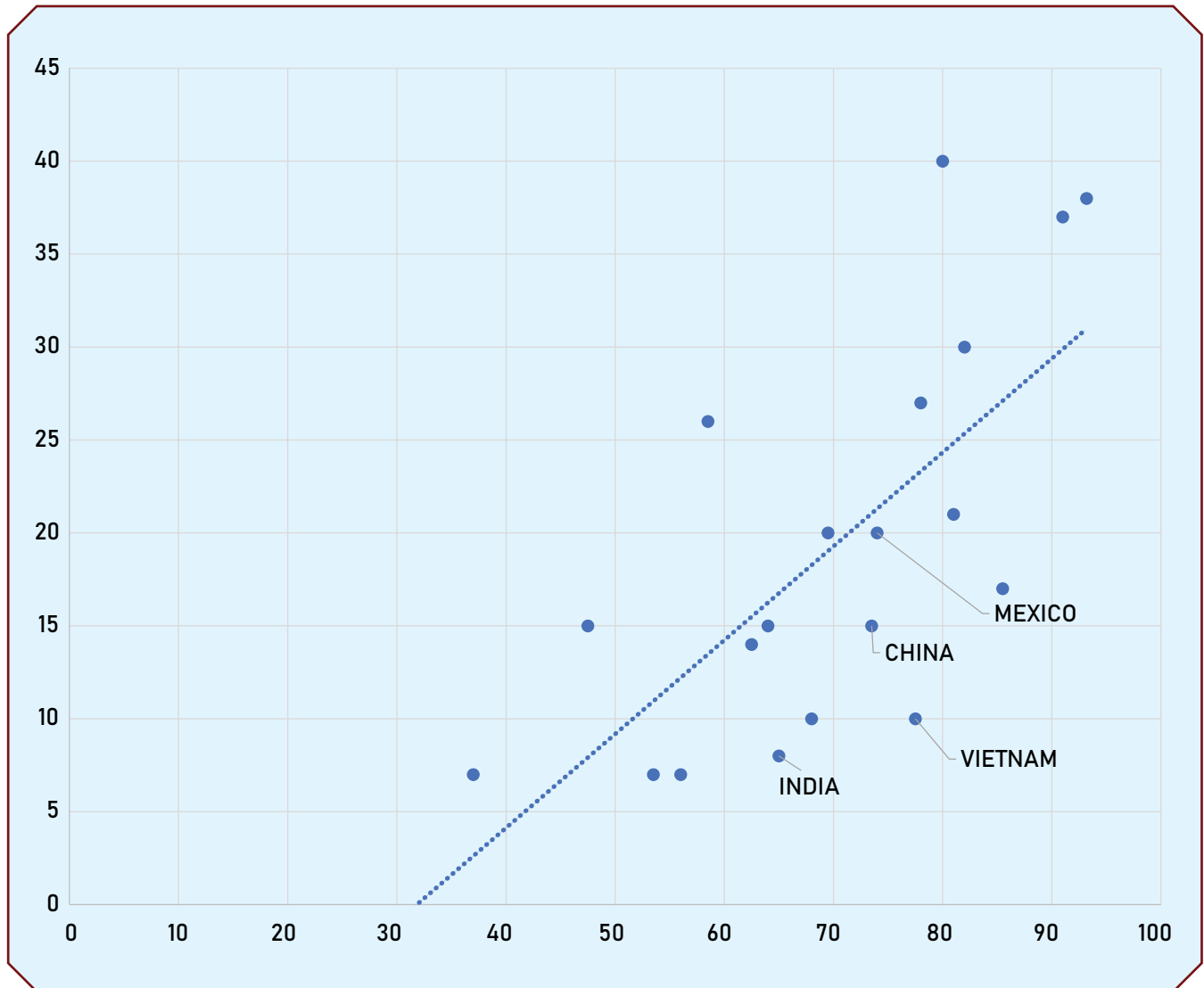
Worker safety does not cost much. It helps in improving productivity. It helps in the morale of the people and is a sign of enlightened management.

**MR AS RAJU**

Ex Senior VP, Supply Chain Maruti Suzuki India Ltd.

India is currently ranked 133<sup>rd</sup> in Labour Productivity with a GDP of \$8 per hour worked (among 188 countries), as per [ILO's statistics on labour productivity](https://ilostat.ilo.org/topics/labour-productivity/)<sup>4</sup>. India also scores 65 out of 100 in the [Labour Rights Index](https://labourrightsindex.org/lri-2024-documents/lri-2024-complete-3-oct-2024_compressed.pdf) compiled by the Wage Indicator Foundation (Netherlands)<sup>5</sup>. The Labour Rights Index score includes Fair Wages, Decent Working Hours, Safe Work, Social Security etc., and can be used as a proxy for working conditions.

**Fig. 1.6.1 Productivity (\$) v/s Labour Rights Index Score**



There is a strong positive correlation between Labour Productivity and Labour Rights Index scores as demonstrated for the top 20 manufacturing economies<sup>6</sup> outside the OECD in the graph above (Correlation Coefficient = 0.69).

## IDEAS FOR INDIA

for more evidence-based policy

# How worker investments can fuel productivity in India's manufacturing sector

<sup>4</sup> <https://ilostat.ilo.org/topics/labour-productivity/>

<sup>5</sup> [https://labourrightsindex.org/lri-2024-documents/lri-2024-complete-3-oct-2024\\_compressed.pdf](https://labourrightsindex.org/lri-2024-documents/lri-2024-complete-3-oct-2024_compressed.pdf)

<sup>6</sup> United Nations Statistics Division Estimate, 2020

There are substantial theoretical and empirical reasons to explain the role of poor working conditions in keeping labour productivity low. As per the [European Agency for Safety and Health at Work \(EU-OSHA\)](#), work-related injuries and diseases result in high economic costs to individuals, employers and the system/society. Negative effects may include costly early retirement, the loss of skilled staff, absenteeism and presenteeism (when employees go to work despite feeling ill, increasing the likelihood of mistakes), and high medical costs and insurance premiums<sup>7</sup>.

**FORTUNE**  
INDIA

## Time to abolish 'Jugaad' word from Indian business lexicon: CEA

India's chief economic adviser (CEA) V. Anantha Nageswaran has called for a cultural shift in how micro, small, and medium enterprises (MSMEs) approach business, urging them to move beyond the Indian innovator mindset of *jugaad*. Often celebrated as a hallmark of Indian

Addressing the nature and magnitude of these challenges requires concerted efforts from industry stakeholders, policymakers, and the broader system. The subsequent sections of this report will provide a detailed exploration of these issues and will outline recommendations for action.

<sup>7</sup> [https://osha.europa.eu/sites/default/files/Estimation\\_of\\_costs\\_of\\_work-related%20injuries\\_illnesses\\_deaths\\_%20European\\_level.pdf](https://osha.europa.eu/sites/default/files/Estimation_of_costs_of_work-related%20injuries_illnesses_deaths_%20European_level.pdf)



CHAPTER 2

# Vulnerable workers in supply chain and Poor ESIC compliance

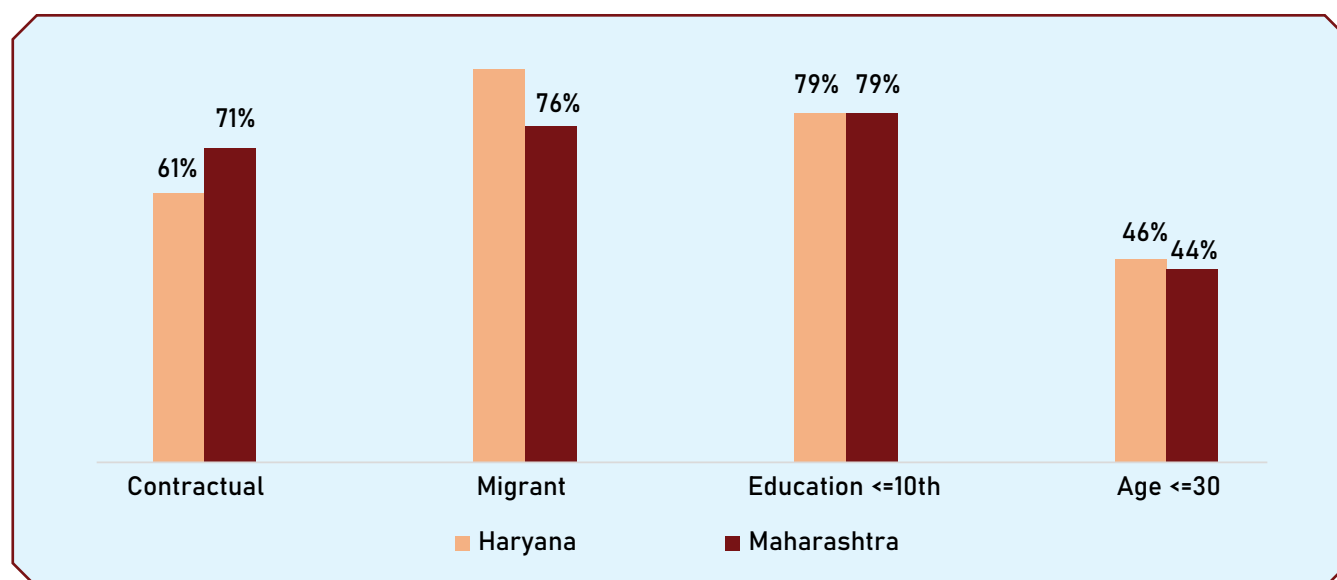


As in the past reports, analysis below is based on information provided by injured workers assisted by SII.

## 2.1 The majority of injured workers in Haryana and Maharashtra continue to be the most vulnerable

### 2.1.1 Injured workers in Haryana and Maharashtra are mostly young migrants, lowly educated, with non-permanent jobs

Fig. 2.1.1 Proportion of all workers assisted by SII in vulnerable groups (Haryana vs Maharashtra)



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

**Majority of injured workers assisted by SII until now are migrants.** In Haryana, where the proportion of migration is significantly high, migrants are mostly from Bihar, Uttar Pradesh, and Madhya Pradesh. For Maharashtra, which has relatively lower interstate migration, a significant proportion of injured workers are intra-state migrants from Nagpur, Nashik, Sholapur, etc.

**Majority of them are also in non-permanent roles.** In Haryana, the majority (c.61% in this period) continue to be non-permanent workers, mostly through contractors, with not much employment documentation making for unclear employer-employee relationships, which often makes legal protection inaccessible to many of them and access to social and legal safety nets difficult to impossible. In Maharashtra, c.79% (701) injured workers were non-permanent, which is higher than Haryana with similar problems due to the status.

**Almost half of injured workers are young (below 30 years).** Sadly, the young, future workforce of the nation (less than 30 years old) continue to suffer most (2129, 39%) of these injuries in Haryana. In Maharashtra, 50% (409 injured workers) were less than 30 years old.

**Majority of injured workers are less educated or not educated at all.** Unfortunately, an overwhelming majority of the injured workers c.80% in Haryana and c.79% in Maharashtra, are educated only until class 10<sup>th</sup> of school education with almost half (anecdotal) unable to read or write.

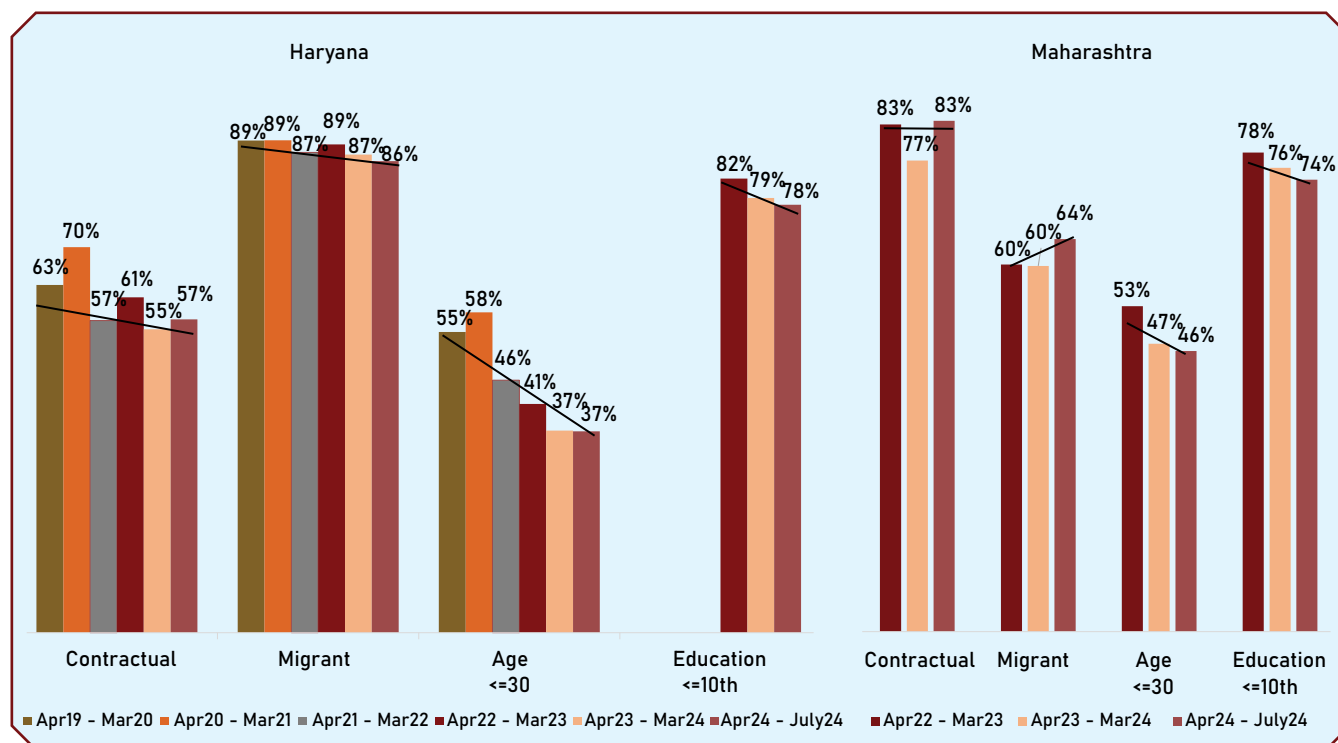
**Almost none of these workers were enrolled in any labour unions** – same as reported in the past reports.

**Business Standard**

**Low-paid, migrant workers more prone to injuries in automobile sector**

**2.1.2 There is no significant change in the vulnerability levels over the years except for fewer injured being young, a good sign indeed.**

**Fig. 2.1.2 Annual trend of proportion of all workers assisted by SII in vulnerability groups (Haryana vs Maharashtra)**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

**2.2 In two-thirds of the crush injuries on machines like power presses, workers continue to lose two fingers on an average<sup>1</sup>, though this appears to be marginally improving in both, Haryana, and Maharashtra**

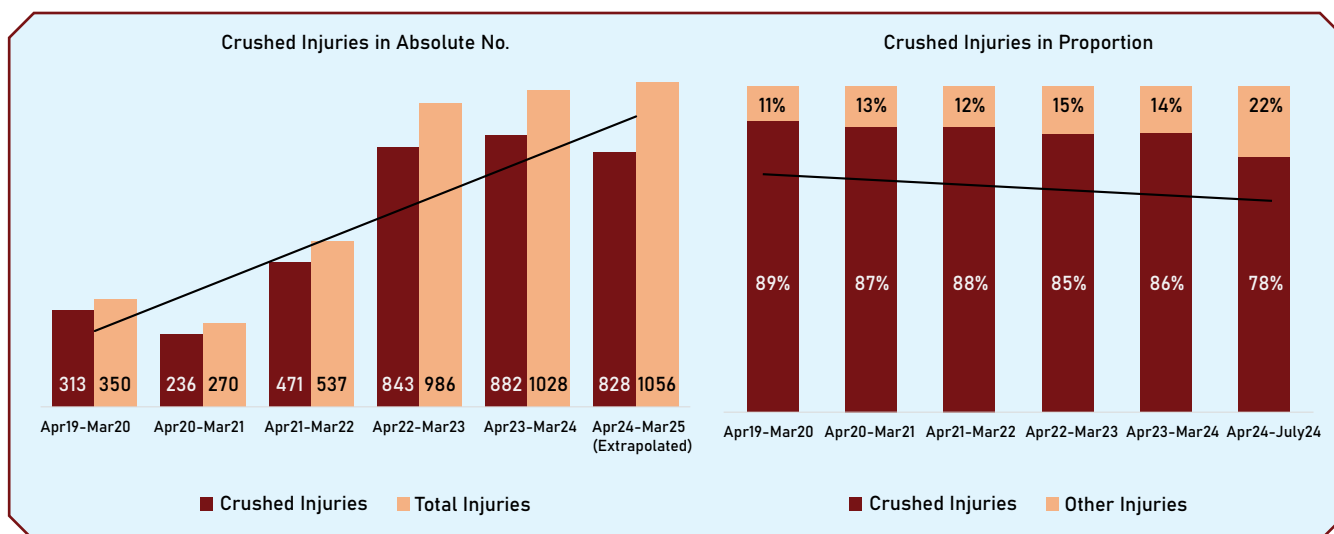
**2.2.1 Crushed injuries continue to increase and remains as the majority of cases of injuries in SII's all state data.**

The absolute number of cases of crushed injuries continue to increase along with total cases where assistance has been provided by SII. Much of these cases are preventable through better maintenance of the machines and provision of safety equipment, as shown later in the report. Inability to negotiate better work environments, increases the vulnerability of the workers.

As SII recently (since August 2023) expanded its assistance for ESIC facilitation from mainly crushed to all types of injuries in Haryana and Maharashtra, the proportion of crushed injuries has been dropping.

<sup>1</sup> In the analysis of crush injuries, losing one wrist is taken as losing 5 fingers, losing palm is taken as losing 3-4 fingers (as per case), and losing both wrists/ hands is taken as a loss of 10 fingers

**Fig. 2.2.1 Annual trend of Crushed injuries vs Other injuries among workers assisted by SII**

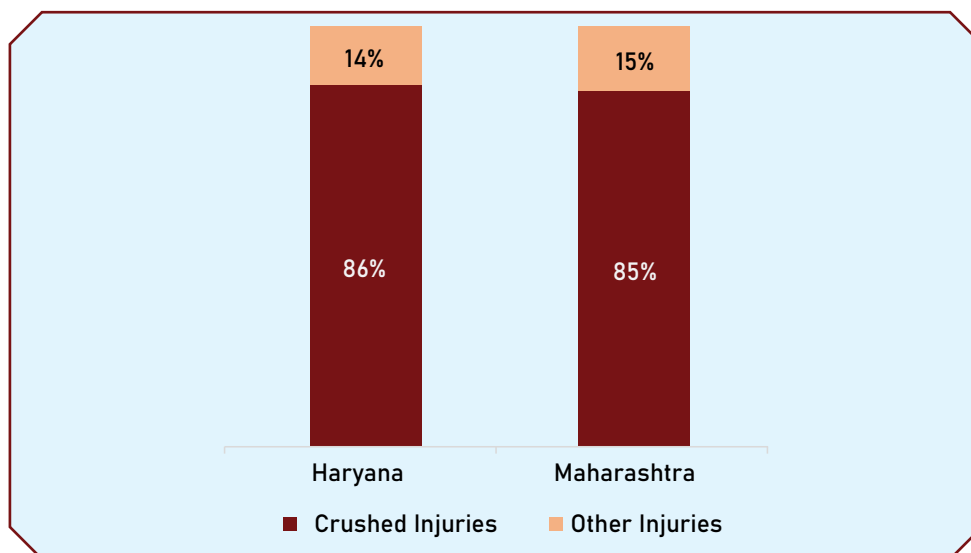


(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

## 2.2.2 More than 85% of the injuries result in fingers lost in both, Haryana, and Maharashtra

In Haryana and Maharashtra, c.85% of the cases, injuries result in loss of fingers/ hands, and the remaining c.15% include fractures, wounds etc. The proportion of accidents resulting in loss of fingers are slightly higher in Maharashtra compared to Haryana.

**Fig. 2.2.2 Proportion of Crushed injuries vs Other injuries among workers assisted by SII (Haryana vs Maharashtra)**

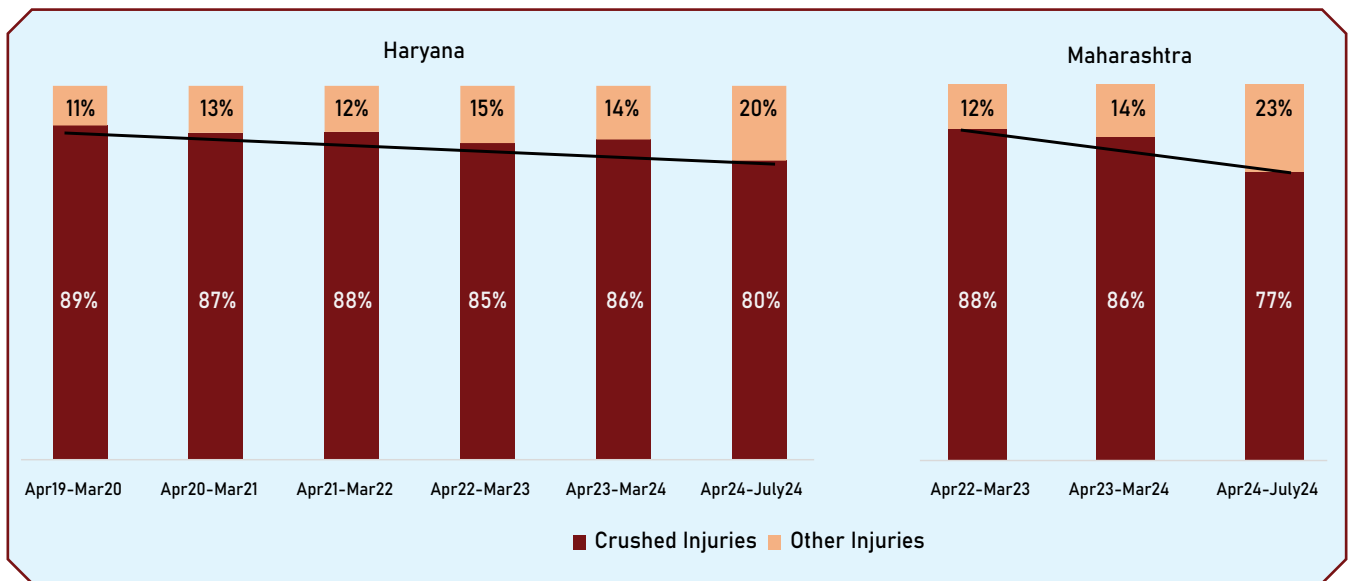


(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

## 2.2.3 Crushed injuries continue to form majority cases in each of Haryana and Maharashtra too, over the years, although there appears to be marginal decline in the proportion of crush injuries among workers assisted by SII

The proportion of crushed injuries appears to slightly decrease yet remains critical with vast majority of workers still losing fingers while working on machines. Though this differs from the observation (anecdotal). E.g., average numbers of medical board for injured workers (for assessment of injury, loss of earning capacity and disability benefit) remains same.

**Fig. 2.2.3 Annual trend of Crushed injuries vs Other injuries among workers assisted by SII (Haryana vs Maharashtra)**



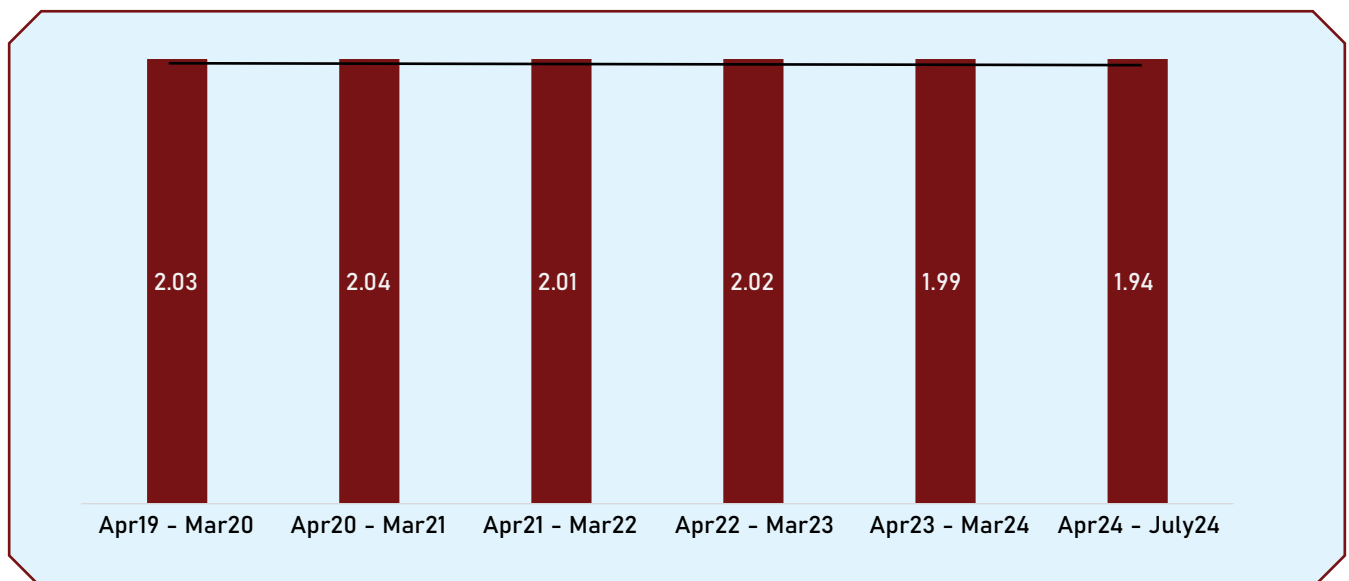
(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

In all the above graphs, "other injuries" include cases of fracture, electric shock, chemical spillage, and burns.

#### 2.2.4 Furthermore, number of fingers lost in crush injuries – average of 2 per accident – on all types of machines has not improved in the past years, indicating continuing poor machine safety

Most of these lost injuries continue to result in an average of two fingers lost per injured worker. For those with crushed injuries, almost two (1.94) fingers are lost on all types of machines e.g., Power press, injection moulding machine, etc. The severity of losing fingers is even higher for power press machines, which accounts for 75% of all crushed injuries, at 2.08.

**Fig. 2.2.4 Annual trend for average number of fingers lost in crush injuries**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

“

I came to Manesar like thousands of other workers to support my family and for a better future. But little did I know, instead, this place would make me dependent on someone for the rest of my life.

The factory owners do not care about our safety; their main agenda is production should not stop at any cost. The machine I was working on malfunctioned for a week, and still I was made to work on it instead of getting it repaired. The machine crushed my two fingers due to their negligence, turning them into powder.

**MANISH KUMAR, 22 YEARS, MADHYA PRADESH**

Manish lost two fingers when the die in a power press machine, used in the manufacturing of parts of car windows (for Maruti Suzuki), came crashing down on his hand.

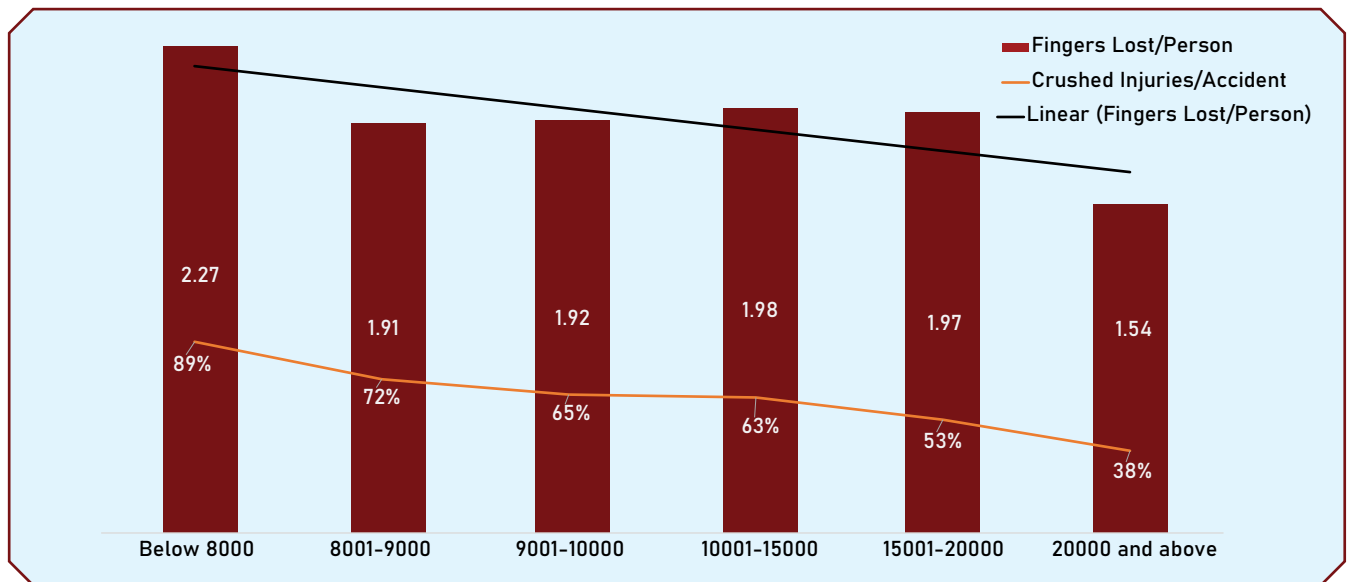
”

### 2.3 The lower the wages of an injured worker, the worse the injury, also, a significant proportion paid below minimum wages

There appears to be a continued strong negative relationship between wages & severity of injury. Severity of injury is more for workers with lower wages.

**A significant proportion of workers who lose more than 2 fingers (on average) are among those who get the lowest wages.**

**Fig. 2.3.1 Severity of injury (Avg. Fingers Lost per Person) vs Wage Range**



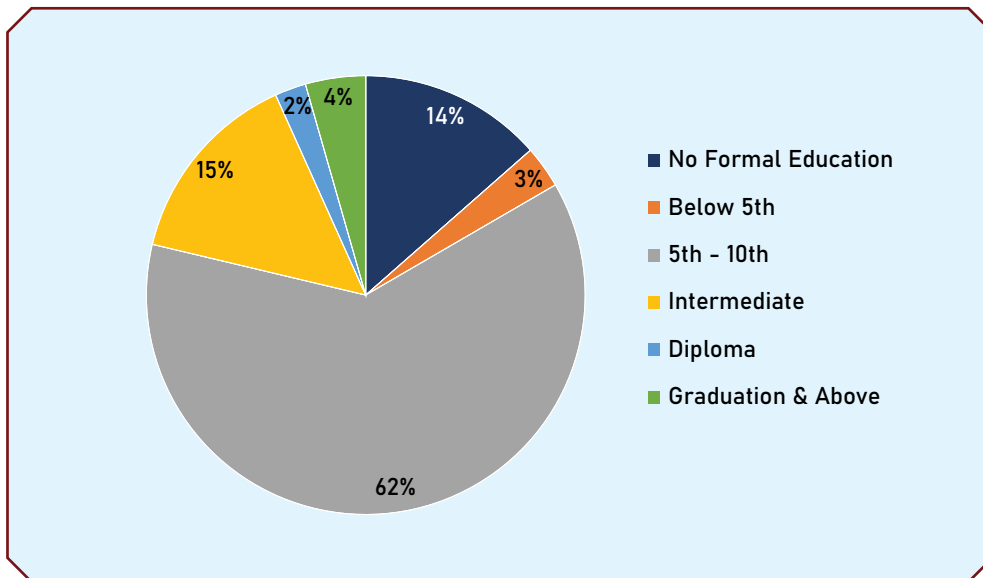
(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

Among injured workers drawing less than Rs.8000 per month, the average fingers lost was higher than the other income groups at 2.27 and the proportion of crush injuries also higher at 89%. It may be due to helpers being asked to operate machines, as is often seen, without adequate training and/or experience. See section 2.7 below.

## 2.4 c.15% of injured workers are not educated to even the minimum level prescribed by ASDC for machine operators in both Haryana and Maharashtra. Severity of injuries appears to be worse for lower educated workers

2.4.1 c.17% of workers, most of them doing skilled role operating machines where they were injured have received no formal education or have not cleared even Class 5

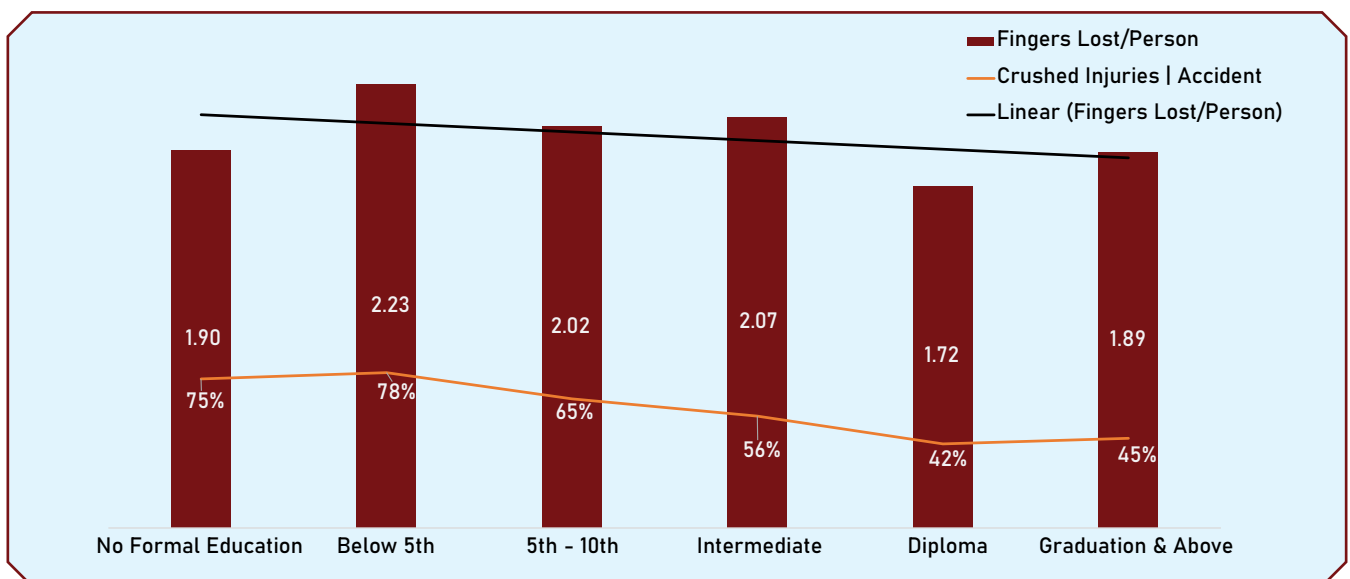
Fig. 2.4.1 Education Qualification of injured workers assisted by SII



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

## 2.4.2 Lower the education level, more the crush injuries and worse the severity of the injuries

Fig. 2.4.2 Severity of injury (Avg. Fingers Lost per Person) vs Education Qualification



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

There appears to be a strong negative relationship between Education Qualification & Severity of injury i.e., severity of injury is more for workers who are less educated. A significant proportion of workers who lose more than 2 fingers (on average) are among those who have studied only up to 10<sup>th</sup> or less.

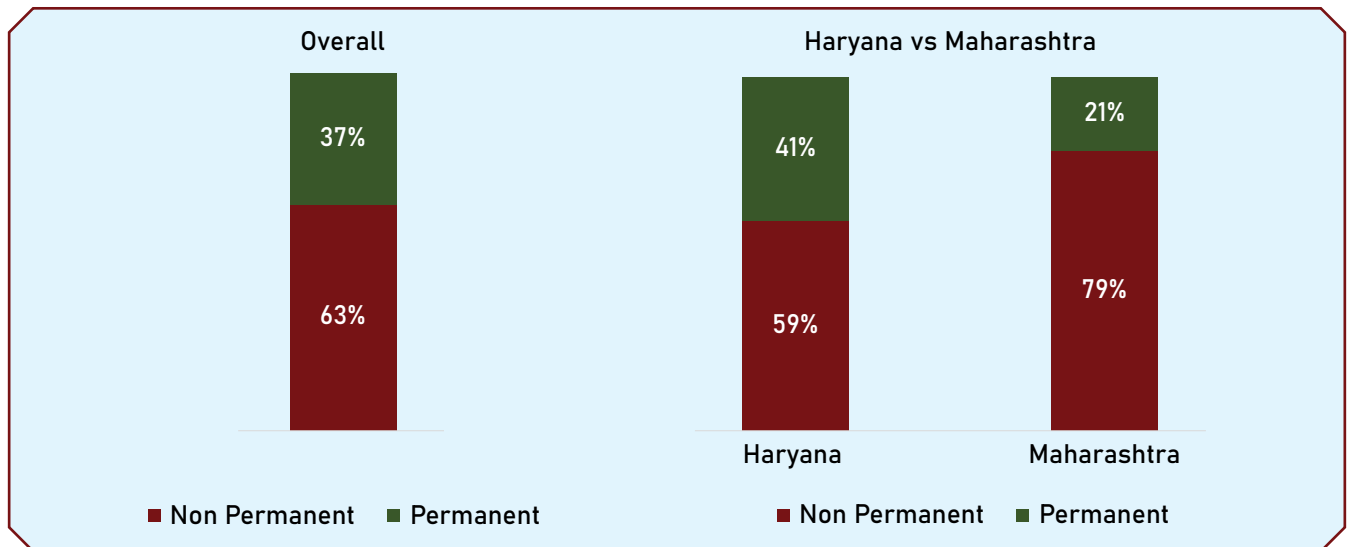
According to ASDC's criteria<sup>2</sup>, automotive machine operator must have a minimum educational qualification of class 5<sup>th</sup> with 4 years of relevant experience, or 8<sup>th</sup> pass with 1 year of relevant experience, 9<sup>th</sup> pass or Certificate-NSQF (Automotive Machining Assistant Level 2).

These statistics also reflect SII's experience that many lowly paid and lower educated "helpers" are asked to operate press and other machines, without adequate training, experience, or upgrade in their compensation to skilled worker wages.

## 2.5 Majority of injured workers continue to be non-permanent.

### 2.5.1 Most (c.63%) injured workers are non-permanent in Haryana (c.59%), and (c.79%) in Maharashtra

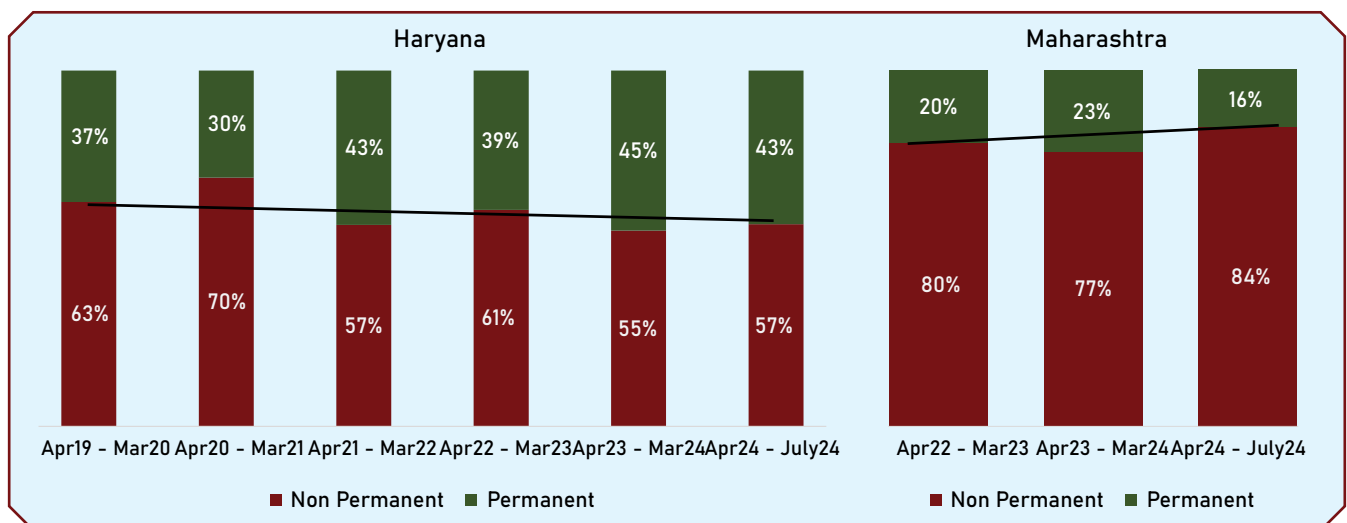
Fig. 2.5.1 Proportion of non-permanent workers among the injured assisted by SII



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

### 2.5.2 Trend of non-permanence among injured workers appears to be increasing in Maharashtra, and marginally reducing in Haryana

Fig. 2.5.2 Annual trend of non-permanent workers among the injured assisted by SII (Haryana & Maharashtra)



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

<sup>2</sup> Refer to: [https://www.asdc.org.in/nos/qp/ASC\\_Q3501\\_v2.0\\_Automotive-Machining-Operator.pdf](https://www.asdc.org.in/nos/qp/ASC_Q3501_v2.0_Automotive-Machining-Operator.pdf)

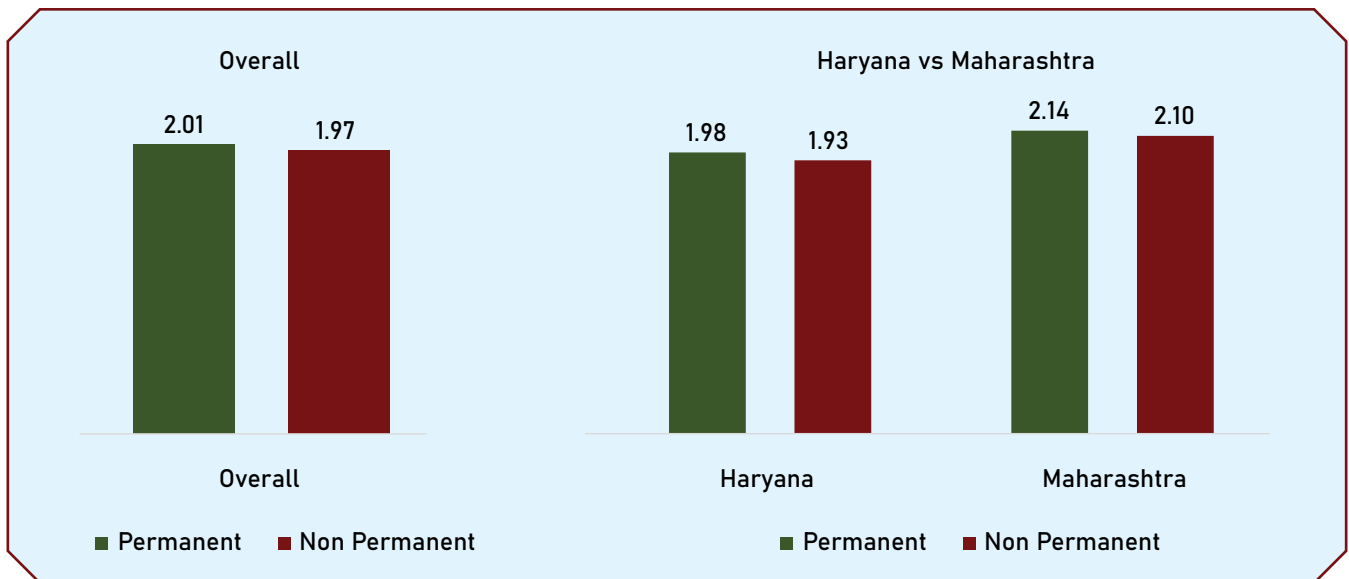
## 2.6 Permanently employed workers should feel no safer than non-permanent ones; unsafe working conditions impact them equally

Unsafe working conditions equally impact both permanent & non-permanent workers. Average numbers of fingers lost in case of injuries is similar across the geography for permanent & contractual workers.

There is no significant statistical difference in the average number of fingers lost between permanent and non-permanent workers. Addressing this issue requires unity between both categories of workers in their demands, and with labour unions advocating equally for the safety and well-being of all workers, regardless of their employment status.

### Average number of fingers lost vs. the nature of employment

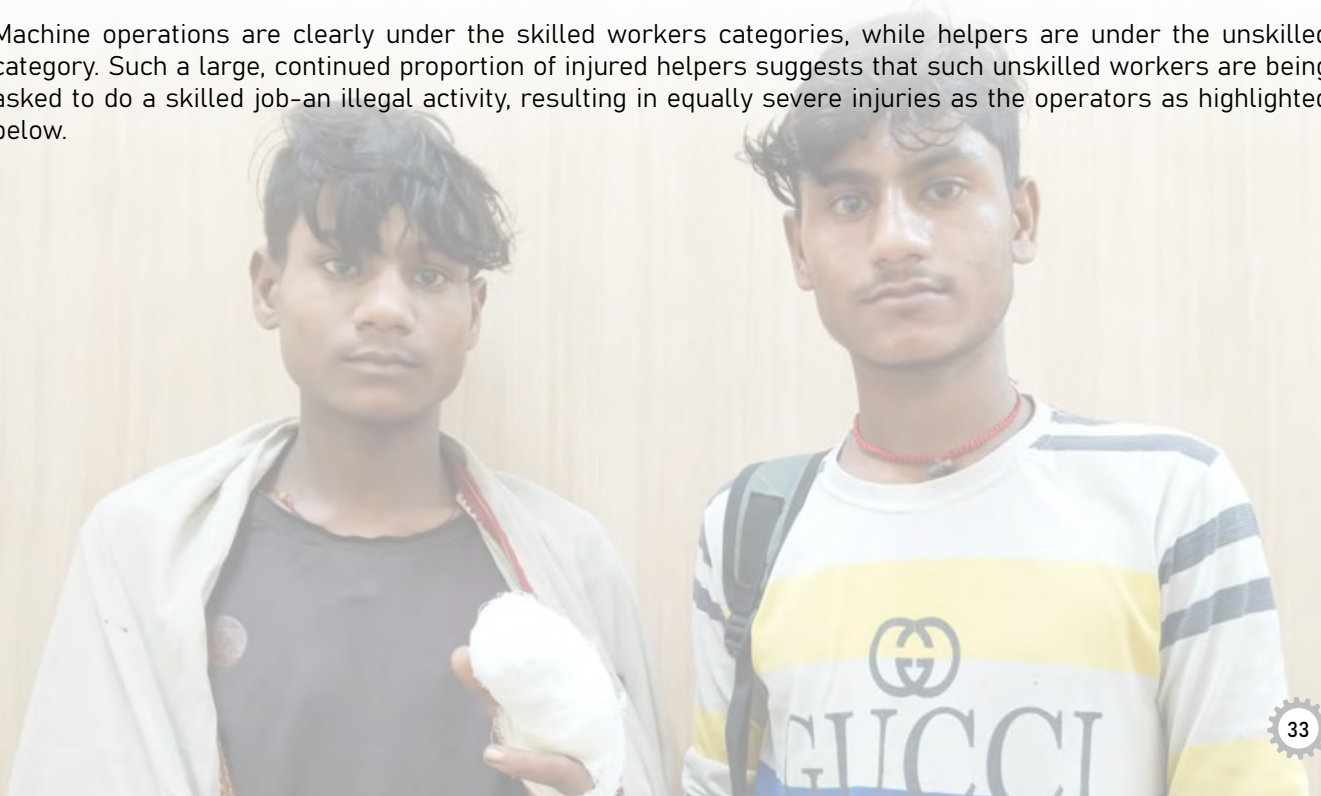
Fig. 2.6.1 Average no. of fingers lost (severity) vs nature of employment (permanent vs non-permanent)



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

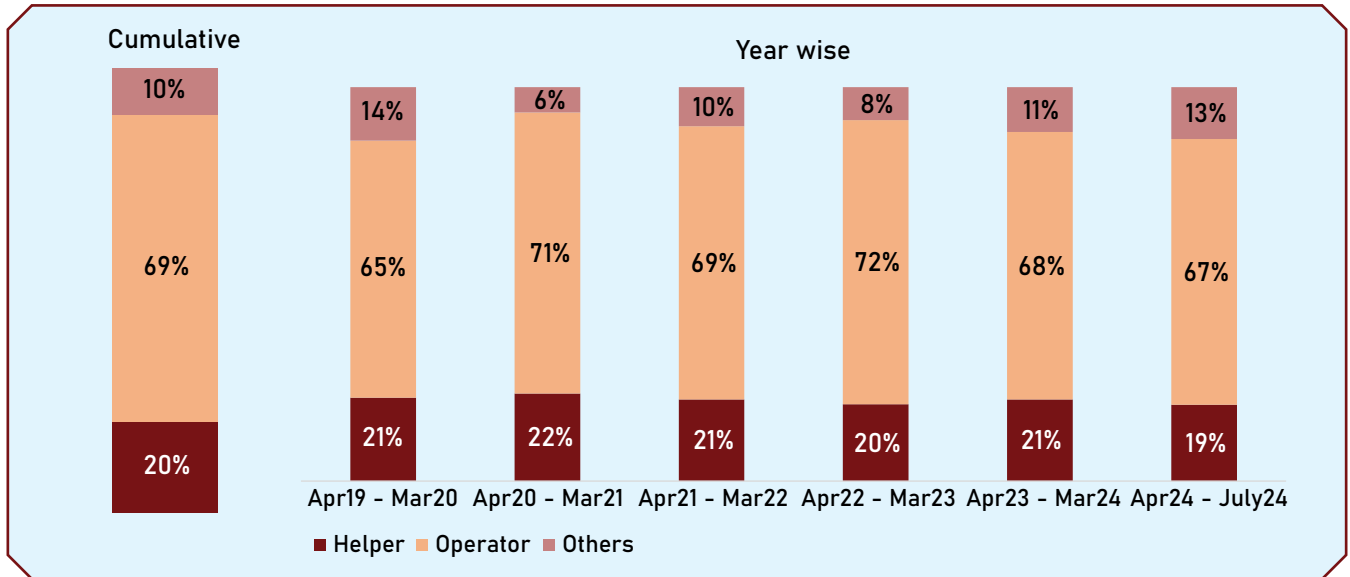
## 2.7 A large number of injuries on machines happen to helpers, who, legally, should not be operating these machines at all. They also have equally severe injuries as the operators.

Machine operations are clearly under the skilled workers categories, while helpers are under the unskilled category. Such a large, continued proportion of injured helpers suggests that such unskilled workers are being asked to do a skilled job—an illegal activity, resulting in equally severe injuries as the operators as highlighted below.



## 2.7.1 Injuries among helpers continues to be in one-fifth of the total injury cases over the years

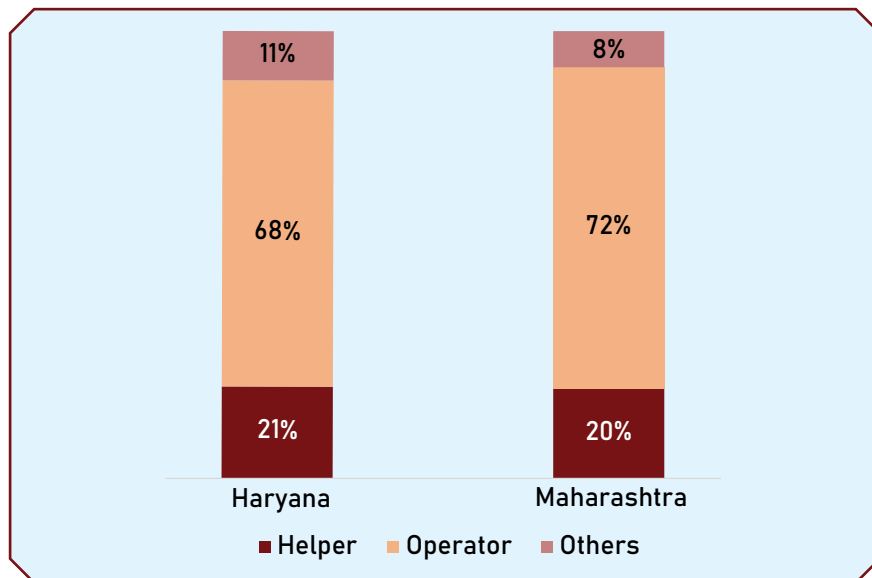
**Fig. 2.7.1 Cumulative proportion & Annual trend of injured workers assisted by SII as per their job profile (Helper, Operator, Others)**



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

## 2.7.2 This issue is similar in both Haryana and Maharashtra

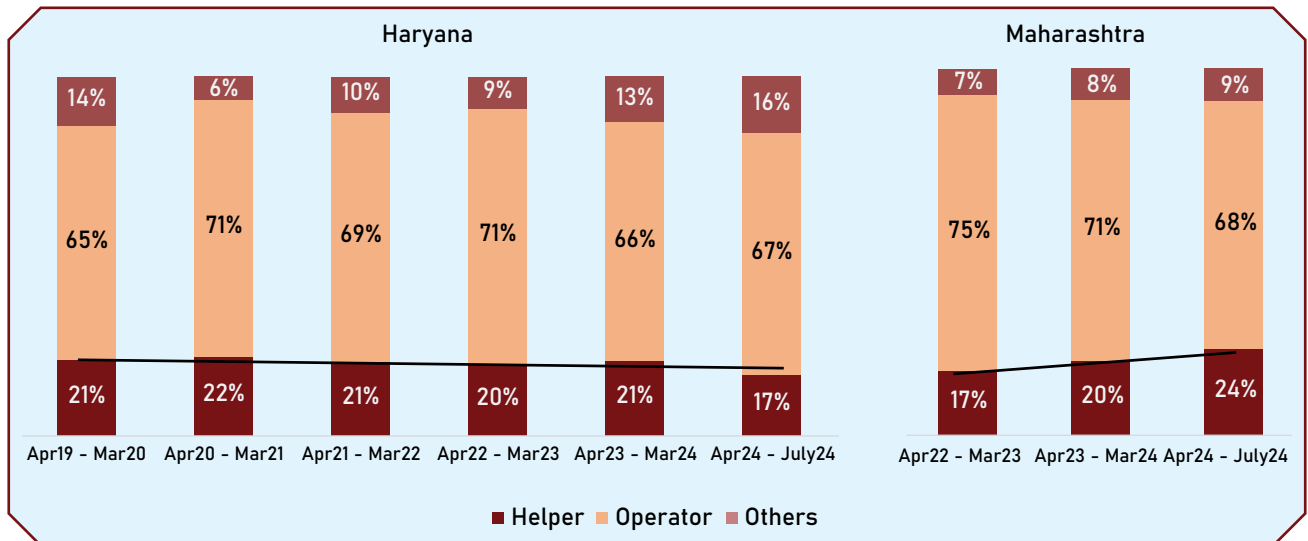
**Fig. 2.7.2 Proportion of injured workers assisted by SII as per their job profile (Helper, Operator, Others) (Haryana vs Maharashtra)**



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

### 2.7.3 Trend of Injuries among helpers appeared to be increasing for Maharashtra, and it is marginally reducing for Haryana

Fig. 2.7.3 Annual trend of injured workers assisted by SII as per their job profile (Helper, Operator, Others) (Haryana vs Maharashtra)



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

“

After 1.5 month of working as helper, supervisor pressurised me to work as operator when the actual operator was absent. On the very next day while operating the machine, I lost 3 fingers.

**MAHESH KUMAR, 33**

Worked in Auto Sector Supply chain factory making parts for Maruti

”



## 2.8 Majority of injured workers continue to get their ESIC “e-Pehchaan” card only after the accident (and not on the day of joining the job, as they should). Maharashtra appears worse than Haryana.

### Worker's Story: Delayed ESIC Card Issuance Leaves Worker in Limbo

**PINKU KUMARI, 29**

**In August 2023, Pinku Kumari, a 29-year-old worker, suffered the traumatic loss of a finger while operating a power press machine at a small auto components workshop. The accident occurred during her first week on the job, highlighting glaring gaps in workplace safety protocols. However, the aftermath of the incident revealed an equally troubling issue: the delayed issuance of her Employees' State Insurance Corporation (ESIC) card.**



Despite being legally mandated to register employees under ESIC upon hiring, Pinku's employer only initiated the process after the accident occurred. Without a valid ESIC card, Pinku faced significant challenges in accessing the medical benefits she was entitled to under the ESIC Act. To complicate matters further, the employer failed to file the mandatory accident report, a critical requirement for workers to claim benefits and compensation after an injury.

Pinku's attempts to address these delays involved multiple written applications to both the ESIC branch and regional offices. She even participated in two grievance meetings, yet her case languished due to procedural lapses and systemic inefficiencies. These delays not only compounded her physical and emotional trauma but also left her financially vulnerable as she struggled to cover her medical expenses.

It was only after Pinku escalated her grievance through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS) that ESIC intervened, compelling the employer to submit the overdue accident report. This intervention finally allowed her case to move forward.

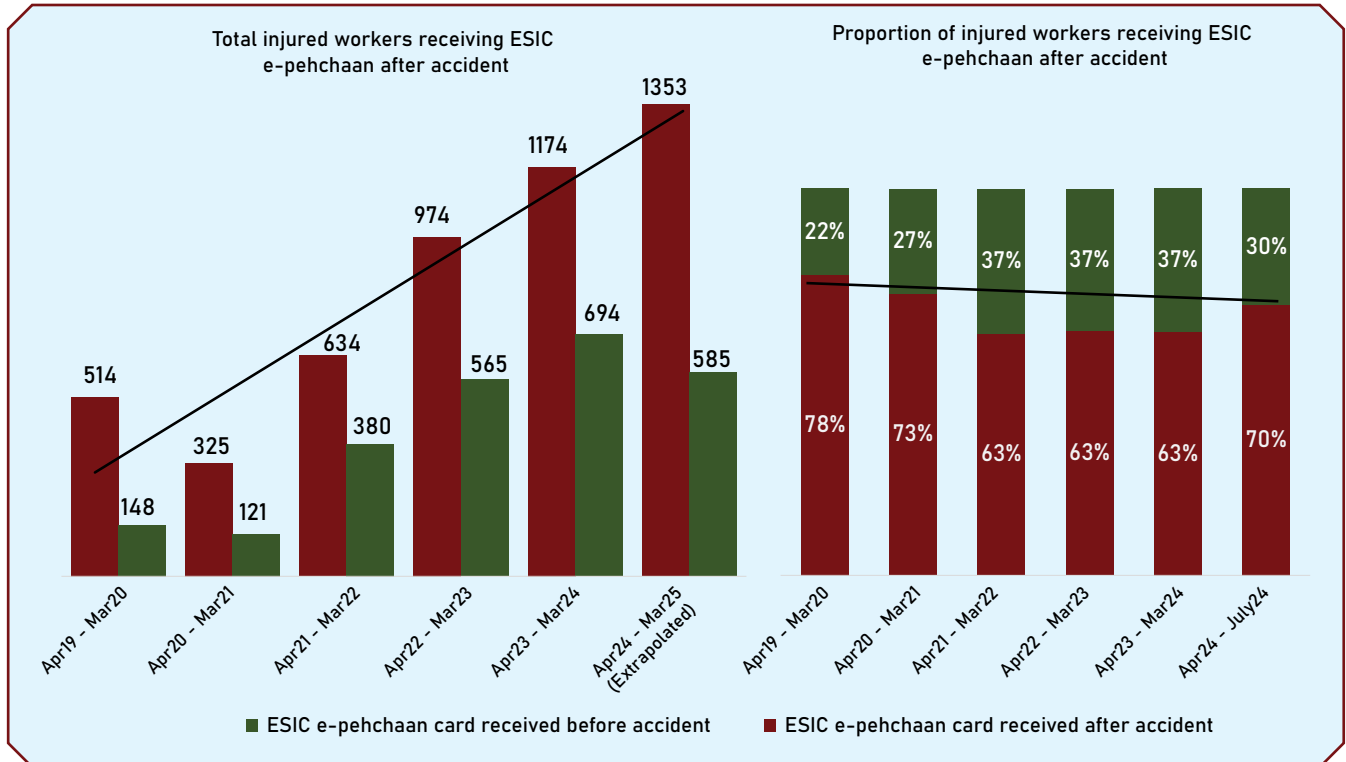
Pinku's story underscores the critical need for stricter enforcement of compliance protocols to ensure timely registration of workers under ESIC and prompt reporting of workplace accidents. Delays in these processes deprive workers of their rights and exacerbate their suffering, emphasizing the importance of accountability within the system to protect vulnerable workers in India's industrial landscape.

### 2.8.1 Workers receiving their ESIC e-Pehchaan cards after their accident has not improved significantly over the years, both in terms of proportion and absolute numbers

The ESIC e-Pehchaan (identity) card is a crucial document that allows workers and their eligible dependents to access a range of ESIC benefits, including primary, secondary, and tertiary healthcare, as well as compensation for sickness, injuries, unemployment, childbirth, and death. However, majority of injured workers advised SII of their receiving their ESIC e-Pehchaan card only after their accident (and not on their first day of employment, as mandated by ESIC regulations).



**Fig. 2.8.1 Status of workers receiving ESIC e-Pehchaan card before injury vs after injury (Year wise)**

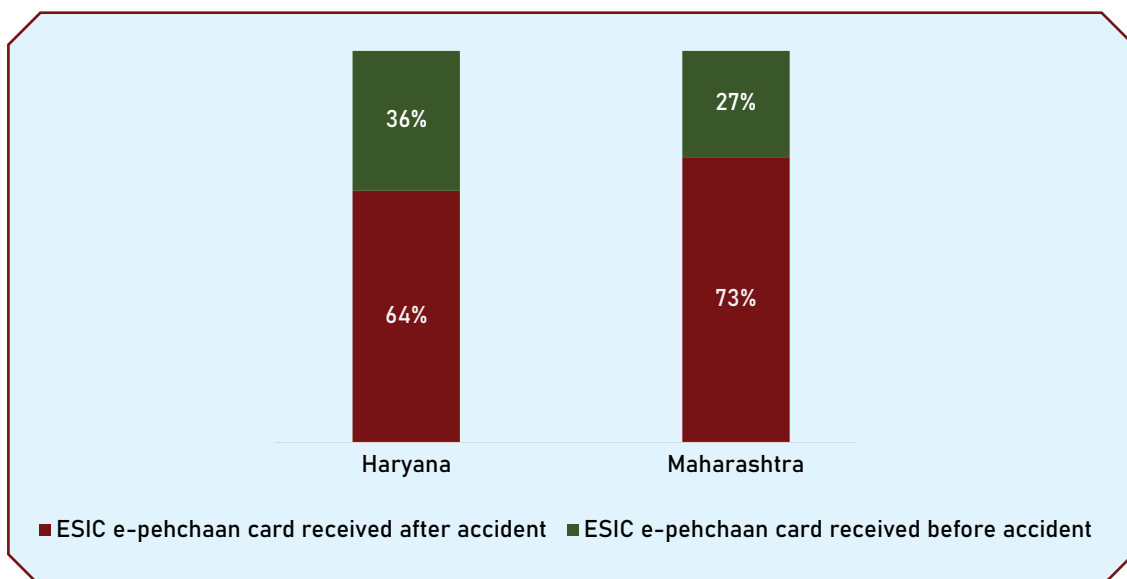


(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

## 2.8.2 The fact that this issue exists in both, Haryana, and Maharashtra, proportionately higher for Maharashtra implies a systemic larger issue that needs to be addressed

In Haryana, c.64% of injured workers receive E-Pehchaan card after the accident. This proportion is higher for Maharashtra at c.73%.

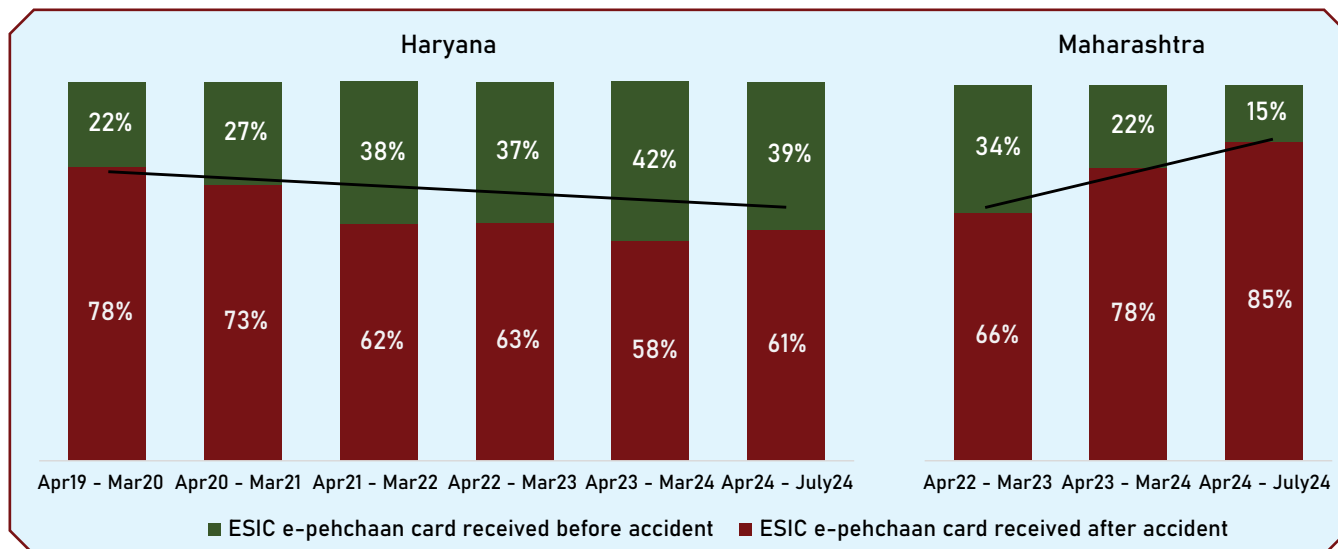
**Fig. 2.8.2 State wise status of workers receiving ESIC e-Pehchaan card before injury vs after injury (Haryana vs Maharashtra)**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

### 2.8.3 And over the years, it appears to be poor in both states, though slightly improving in Haryana while worsening in Maharashtra

**Fig. 2.8.3 Annual trend of workers receiving ESIC e-Pehchaan card before injury vs after injury (Haryana & Maharashtra)**



(Haryana: Apr2019-Jul2024; Maharashtra: Apr2022-Jul2024)

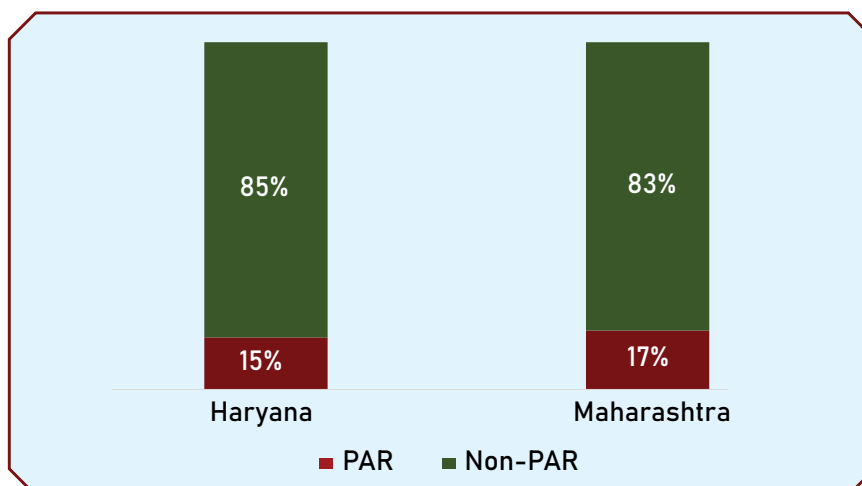
#### Why do so many injured workers get their ESIC Pehchaan Card after their injury?

Although, SII has not fully investigated the reason, the following are some of the possible reasons that need to be considered by the auto brands for their supply chain:

1. The factories are hiding these workers from their payrolls until the accident/injury. See below for such post-accident registrations.
2. The workers are registered ahead of accidents but they are not issued their ESIC cards for reasons of apathy and/or saving on administration cost, however marginal, or to not let workers use ESIC facilities where they understand e.g., their rights of sickness benefits/leave/etc.

### 2.8.4 Significant (15-17%) proportion of Post Accident Registration (PAR) with ESIC cases in both, Haryana, and Maharashtra – an illegal practice

**Fig. 2.8.4 State wise proportion of Post Accident Registration for workers assisted by SII (Haryana vs Maharashtra)**



(Repeated from last years' report for the sake of completeness of this report, Gurugram: 2019-23; Faridabad: 2021-23; Pune: Aug2022-23)

**Registering workers with ESIC after the accident (beyond the ten-day grace period after joining) is an illegal practice, however, current penalties are minimal and have limited deterrent effect.** SII recommends policy reforms to ensure greater accountability. In the future, SII suggests that factories found in violation be required to compensate injured workers with the full present value of their ESIC “pension” entitlement, rather than the current nominal penalties.

“

दुर्घटना के बाद मेरे नियोक्ता ने मेरा ईएसआईसी पंजीकरण किया। जिसके कारण मेरा केंस ईएसआईसी द्वारा खारिज कर दिया गया। अब मैंने अपना आवेदन फिर से ईएसआईसी के पास जमा कर दिया है और प्रतिक्रिया का इंतजार कर रहा हूँ। इस पूरे समय में, मुझे नियोक्ता से कोई सहायता नहीं मिली ।

IQLAS, 23

Worked in a supply chain factory making parts for Hero, Honda &amp; Maruti

”

**SII's letter to DG-ESIC on non-compliance of timely registration among the employers of the ESI scheme and habitual offenders of PAR cases seeking intervention to improve the compliance ratio of ESIC registration of workers and improving the process of decline letter in case of Post Accident Registration – a few of several such recommendations to ESIC for improving quality of ESIC services/compliance.**

## Safe in India Foundation



Ref: SII/2023/094

Date: 7<sup>th</sup> Sept. 2023

To

**Dr Rajendra Kumar**  
Director General  
Employees' State Insurance Corporation.

Dear Sir,

**Subject: The issue of compliance among employers of the ESI scheme and a sample list of default factories/ companies identified by SII**

The letter sent by SII on 10Jul23, ref. Id: [SII/2022/137](#), subject “*recommendations to improve the process of decline letter in the case of Post Accident Registrations (PARs)...*”, where the most pressing on-ground issue of “PARs” was raised, and SII sought policy-level improvements at ESIC’s end for the betterment of both IPs and ESIC, while encouraging better behaviour from employers. This letter is a follow-up and building-up on the issue of employers’ non-compliance, as identified by SII.

Employer’s non-compliance with the ESI scheme deprives eligible IPs of the benefits they are entitled to. SII has been reporting multiple types and voluminous non-compliance issues from employers. Some of these are stated below:

- Most injured workers get their ESIC “e-pehchaan” card only after the accident (not on the day of joining the job, as they should). In Gurugram last year, SII found 74% of cases where injured workers got TIC *after* the accident. Similar figures are 61% and 53% for Faridabad and Pune, respectively<sup>1</sup>.
- Most injured workers were first taken to private hospitals and only later to ESIC hospitals [rare] by their employers for treatment post-accident. 52% of injured workers in Gurugram, 52% in Faridabad, and 30% in Pune were taken to private hospitals rather than ESIC<sup>2</sup>.
- PAR cases continue to be a significant issue. In Gurugram, SII found 17% PAR cases, in Faridabad 19%, and in Pune 17%.

The employers’ non-compliance issues hinder IPs from availing their rightful compensation, and in such regard, a sample list of non-complying employers is enclosed with this letter. We request you to look into the matter further.

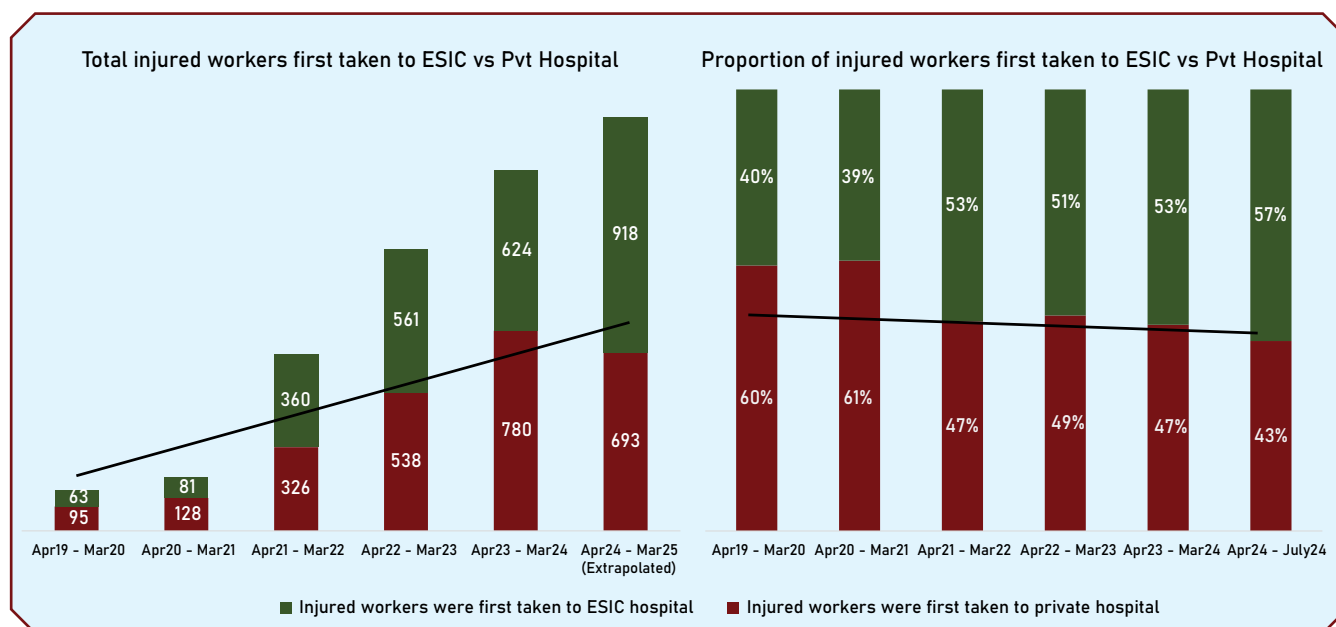
## 2.9 The large dependence on private hospitals for the immediate treatment after an accident rather than to ESIC hospitals continues

### 2.9.1 The large numbers of cases of injured workers who are taken to private hospital for their first treatment instead of ESIC, continues to be a problem over the years, both in terms of proportion and absolute numbers

In c.51% of the injury cases, workers are taken to private hospital for their immediate treatment instead of a ESIC Hospital. In Haryana c.55% while Maharashtra, relatively less c.34% of injured workers are first taken to private hospital instead of a ESIC hospital.

Reason for this may be several including workers not registered with ESIC (c.15% PARs above), other irregularities with ESIC compliance that employers try to resolve before sending injured workers to ESIC, distance of ESIC hospitals from factory or lack of faith in ESIC healthcare. SII believes the main reason is non-compliance by employers and time needed by them to 'set the papers in order' even if that means poorer treatment for workers, which may lead to a bigger disability than would have happened in ESIC hospitals.

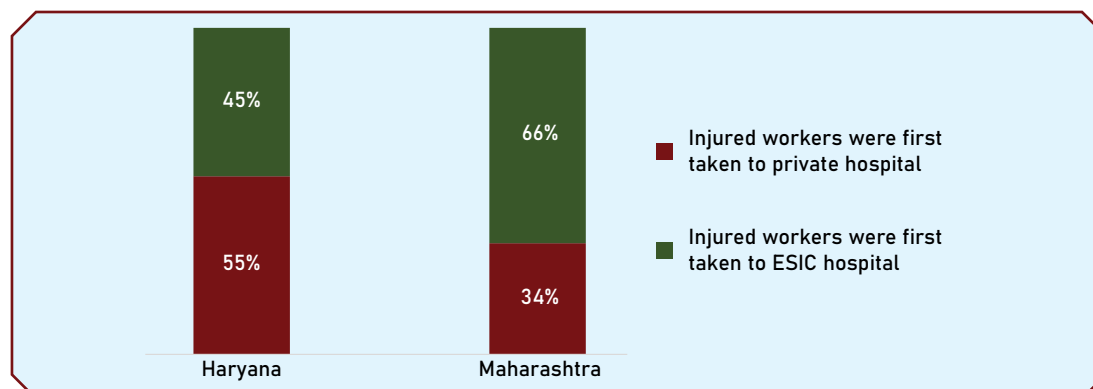
**Fig. 2.9.1 Status of injured workers receiving first treatment at ESIC Hospital vs Private Hospital (Year wise)**



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

### 2.9.2 In Haryana c.55% of injured workers are first taken to private hospital instead of ESIC hospital. Situation appears to be better in Maharashtra, where c.34% of injured workers go to private hospitals

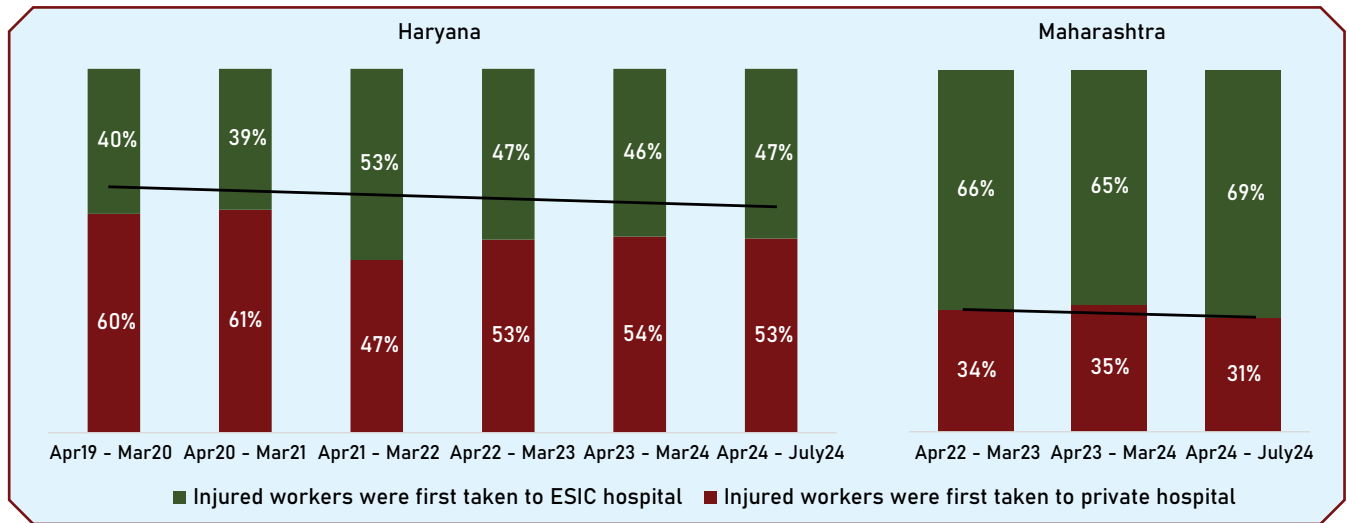
**Fig. 2.9.2 State wise proportion of injured workers receiving first treatment at ESIC Hospital vs Private Hospital (Haryana vs Maharashtra)**



(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

### 2.9.3 However, this trend appears to be marginally improving for both, Maharashtra and Haryana

**Fig. 2.9.3 Annual trend of injured workers receiving first treatment at ESIC Hospital vs Private Hospital (Haryana & Maharashtra)**



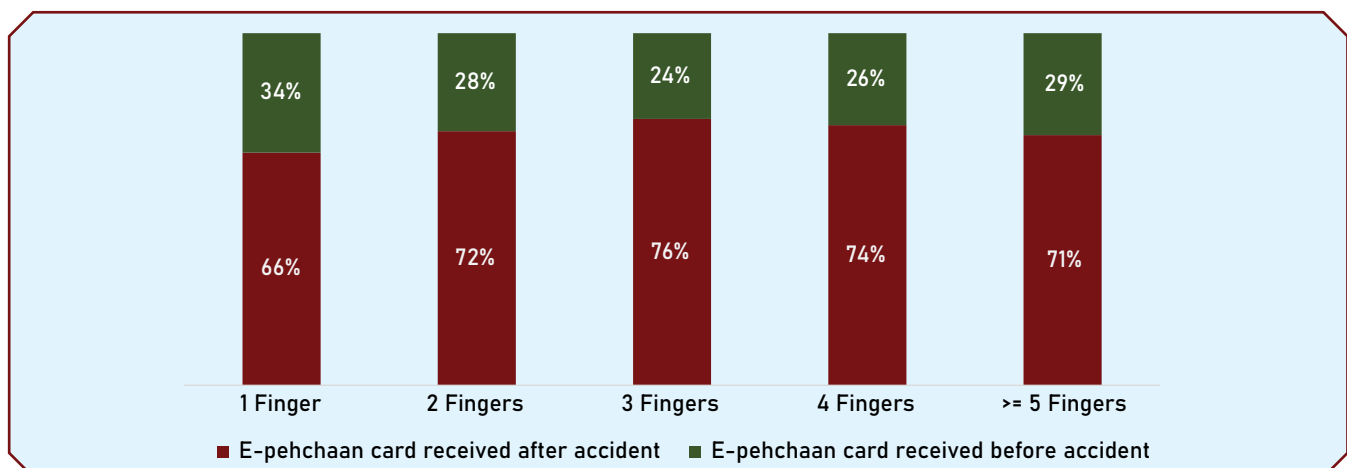
(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

### 2.10 Factories with poorer ESIC compliance also appear to have worse working conditions; Injured workers who received their ESIC e-Pehchaan card after the accident also seemed to have lost more fingers more often in an accident

As indicated by this graph, the higher the proportion of the non-compliance (E-pehchaan cards given to workers after injury), the more are the number of fingers lost in a crush injury

This could indicate that the employers who withhold the e-Pehchaan cards from the workers until after the injury also foster a poorer and unsafe work environment. This proportion appears to increase for in cases of injuries where 2 or more fingers lost.

**Fig. 2.10.1 Severity of injury (no. of fingers lost) vs status of E-Pehchaan card (before or after accident)**



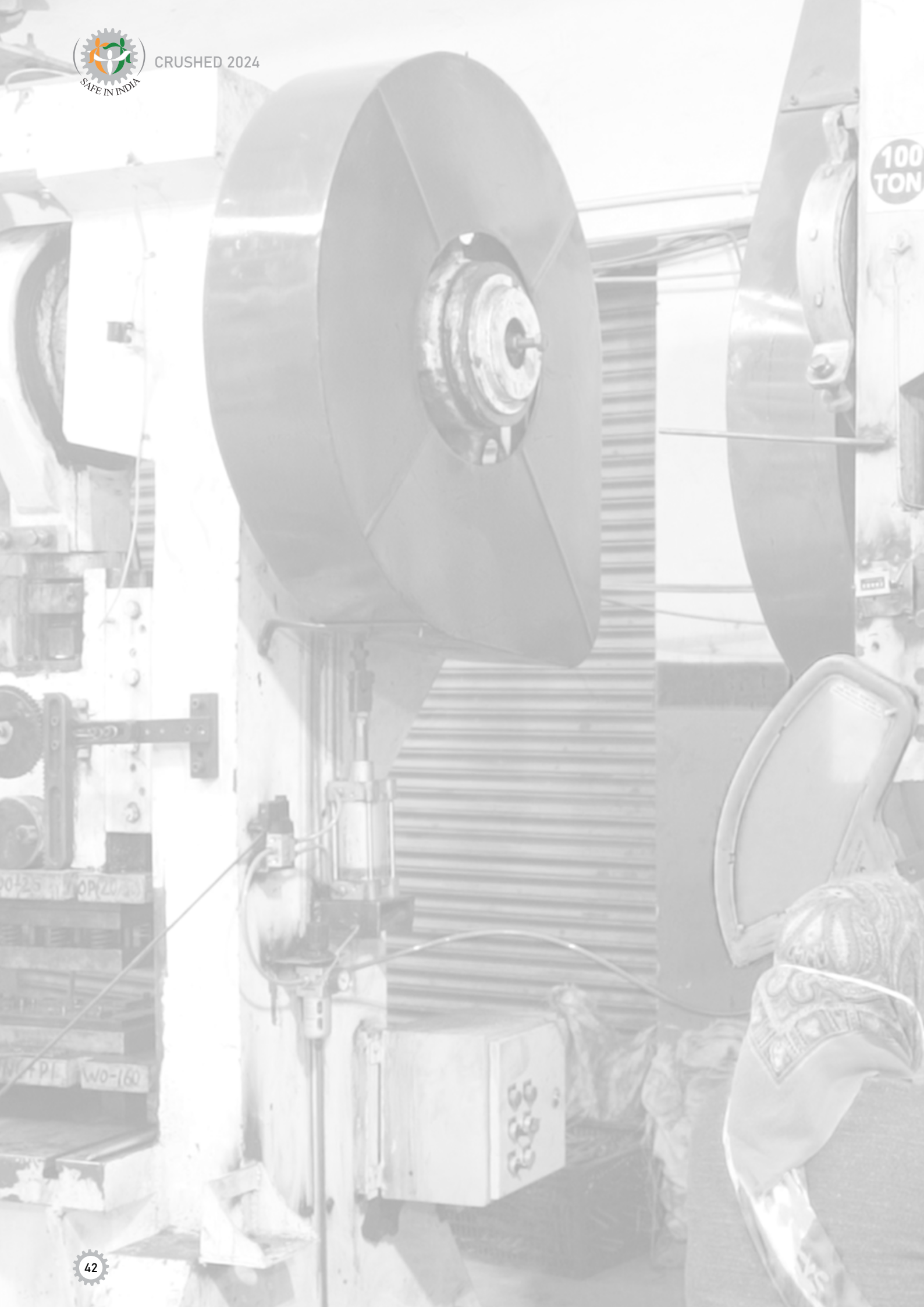
(Haryana: Apr2019-July2024, Maharashtra: Apr2022-July2024)

“

मुझे ESIC कार्ड के लिए कंपनी से महीनों तक लड़ाई करनी पड़ी। चोट के बाद भी मेरे मेडिकल खर्चें खुद उठाने पड़े। अगर ESIC और कंपनी ने सही समय पर मदद की होती, तो मेरी स्थिति बेहतर होती।

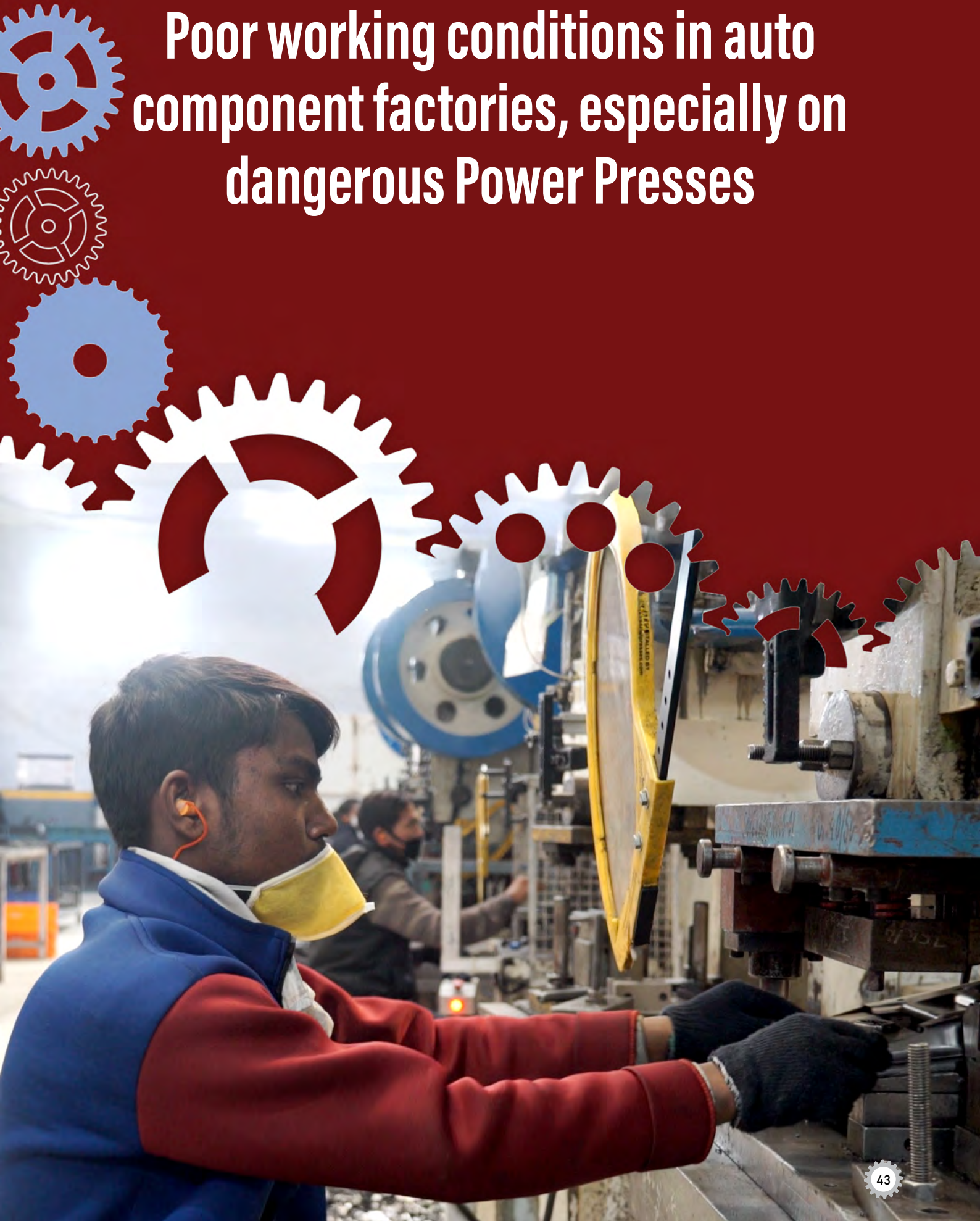
**SUDHIR KUMAR, 35**

Worker in Auto sector supply chain factory



## CHAPTER 3

# Poor working conditions in auto component factories, especially on dangerous Power Presses



As in the past reports, analysis below is based on information provided by injured workers assisted by SII.

### 3.1 Poor formal employer-employee relationship among injured workers.

#### 3.1.1 Almost all (c.97%) of the workers reported that they did not receive an appointment letter

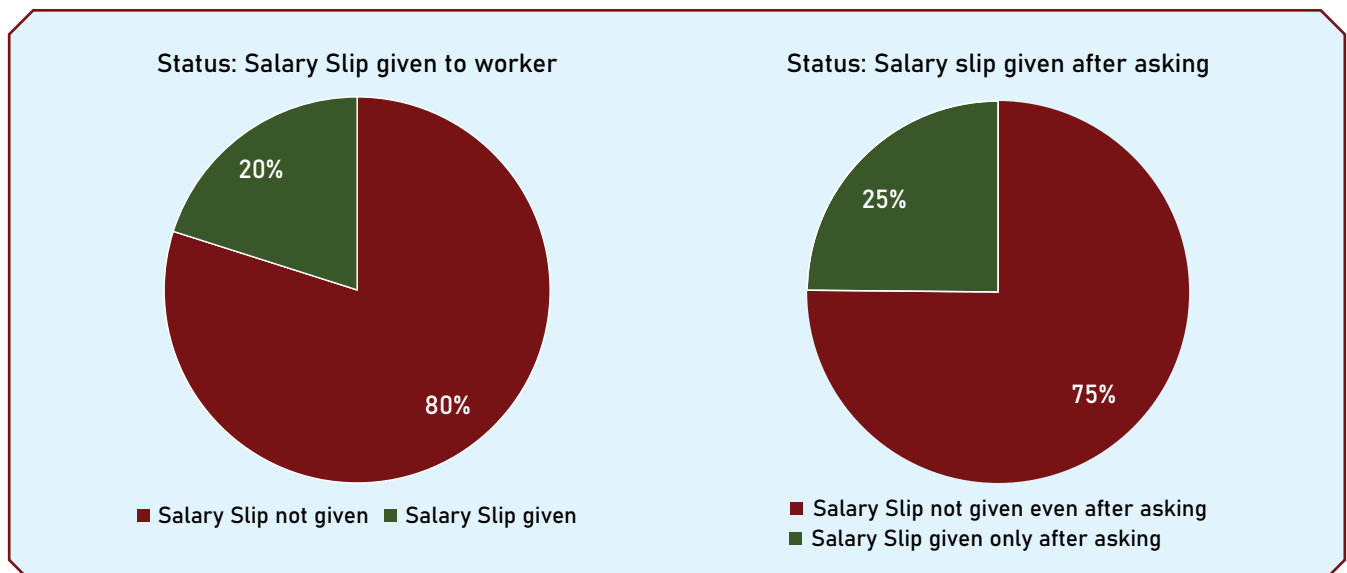
Fig. 3.1.1 Status: Proportion of workers receiving appointment letter



(Apr2024-June2024)

#### 3.1.2 Most (c.80%) of workers stated that they did not receive Salary Slips every month. Among these workers who did not receive salary slips,, c.75% were not given Salary Slips even after asking.

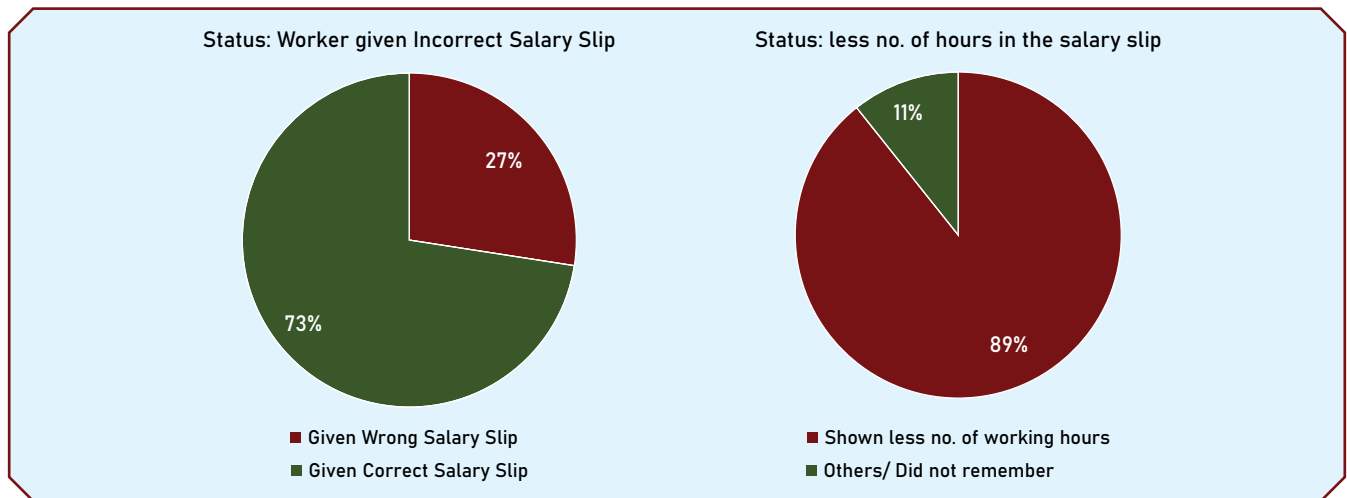
Fig. 3.1.2 Status: Proportion of workers given salary slip



(Apr2024-June2024)

**3.1.3 Of the c.27% of the workers who said they had received incorrect Salary Slips, c.89% highlighted underreporting of working hours, especially the hours of overtime and lower wages for the overtime worked, in the salary slips.**

**Fig. 3.1.3 Status: Proportion of workers given incorrect salary slip & type of error**



(Apr2024-June2024)

### **3.2 Most injured workers worked six days a week, more than the legal cap of 48 hours a week, and were also not being paid for overtime at the legal rates, in violation of the Factories Act (1948)**

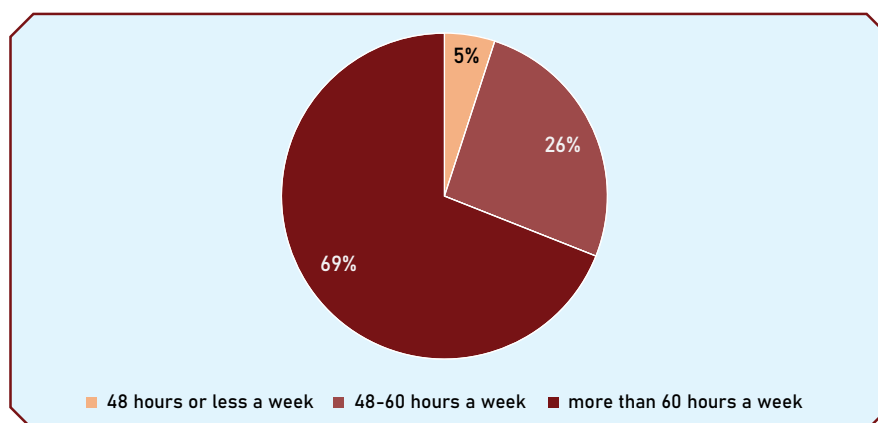
The Indian Factories Act of 1948 permits overtime, and the proposed Occupational Safety & Health and Working Conditions (OSH & WC) Labour Code has extended the “spread over”<sup>1</sup> of working hours from 10.5 to 12 hours while maintaining a maximum of 48 working hours per week.

However, evidence suggests that this limit is frequently exceeded in the cases of injured workers, often without legal repercussions. There are indications that “piecemeal rates” may be used to bypass these regulations, a concern that SII plans to explore further in future reports.

Additionally, many workers, particularly those new to factory settings, are often unaware of these legal provisions and may mistakenly accept extended hours as standard practice.

**Almost all (c.80%) of injured workers worked more than 48 hours a week – the legal limit – with c.70% more than 60 hours a week.**

**Fig. 3.2.1 Average number of working hours per week**



(Repeated from last years' report for the sake of completeness of this report, Gurugram: 2019-23; Faridabad: 2021-23; Pune: Aug2022-23)

<sup>1</sup> According to the OSH & WC Labour code, the spreadover had increased from 10.5 hours to 12 hours. Link to the code: [https://labour.gov.in/sites/default/files/Last\\_Date\\_Extended\\_for\\_OSH\\_Code\\_0.pdf](https://labour.gov.in/sites/default/files/Last_Date_Extended_for_OSH_Code_0.pdf)

### Shift timings should be displayed in the factories, but are often not. This is confusing to workers who end up working for longer than legal limits and without legal overtime payments

As per IS&H Gurugram, Department of Labour, Haryana, the normal shift timings used by most companies in Haryana, which must also be displayed in the factories, is as follows:

General shift: 9:30 AM to 5:30 PM

Three shift timings: 6 AM to 2 PM, 2 PM to 10 PM and 10 PM to 6 AM

In addition, although any work beyond 8 hours per day or 48 hours per week is required to be compensated with overtime wages at double the regular rate, almost all the injured workers assisted by SII have advised that they are not paid the required double rate fully.

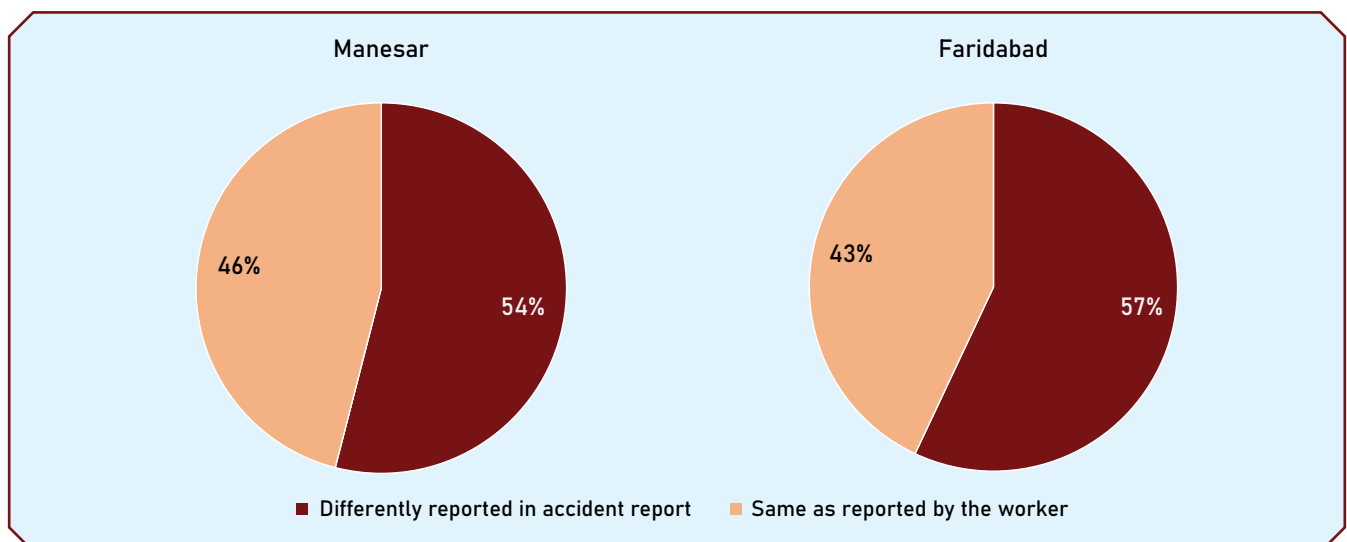
Anecdotally, SII has also found that workers are sometimes asked to work on 2-3 shifts (24-36 hours) in a row if there is a paucity of operators or if a production delivery deadline is looming, SII will be exploring this aspect in detail in the near future.

### 3.3 There appears to be significant false reporting by employers in “Accident Reports” submitted to ESIC indicating potential legal violation(s), probably to avoid any legal responsibility for the accidents

SII’s analysis in August, 2023 of 136 Accident Reports submitted to ESIC by employers at Faridabad and Gurugram revealed the following untruths in them:

**In more than half of the injuries, employers reported a different “reason of accident” in the Accident Report, than what was advised by the worker to SII; workers mostly state faults in the machines/OSH conditions while employers claim human error.**

**Fig. 3.3.1 Proportion of cases where accident time reported differently in Accident Report (Haryana vs Maharashtra)**



(Repeated from last years’ report for the sake of completeness of this report, Gurugram: 2019-23; Faridabad: 2021-23; Pune: Aug2022-23)

A detailed analysis on the reasons for the accident is provided in the subsequent sections of this chapter. In the table below, three cases of differences in the reason of accident mentioned in the Accident Report and what workers advised to SII are mentioned. Noteworthy, none of these workers were acting in any contraventions of the legislation, as was stated in their Accident Report.

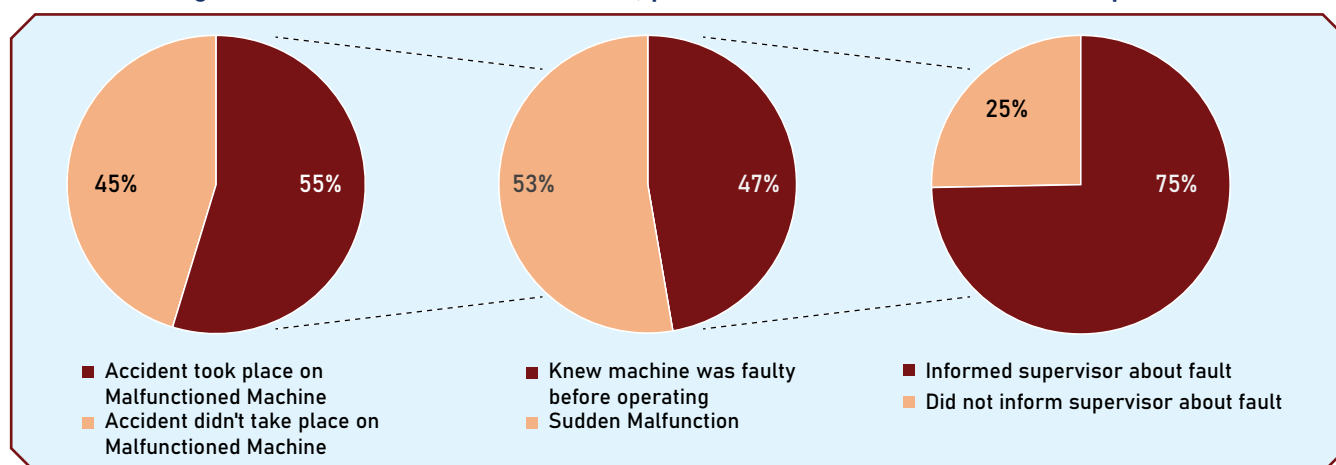
Injured Worker	The reason of accident according to the "Accident Report"	Quotes2: The reason of accident advised by the injured worker to SII
Rahul Chipa, 27 years, Rajasthan, lost one finger on a CNC machine while making parts for JCB.	"He was cleaning the machine. During cleaning <i>he did not shut down</i> the machine. He lost his attention and his left hand's first finger moved inside the tool and got injured."	"The worker was [checking] repairing the CNC machine because the <i>maintenance person refused to repair it</i> . The worker was checking the machine when the finger came inside the machine, due to which the accident occurred <sup>3</sup> ".
Mahesh, 30 years, Uttar Pradesh, lost both hands on a power press machine while making parts for Maruti.	"He was working on a press shop machine, suddenly <i>he [got] distract[ed]</i> from work and got injured in both hands. All fingers are damaged"	The worker was a helper. "He ran the machine for the first time. When he was taking out pieces from the power press machine, suddenly the pressure went down due to which <i>the machine came down</i> directly and the accident occurred <sup>4</sup> ".
Rakesh, 33 years, Bihar, lost two fingers on a power press machine while making parts for Maruti.	"When the injured person was cleaning the press machine, suddenly his hand touched the start button resulting the machine start and his right-hand fingers came into press machine, resulting his right-hand small finger cut and rest finger crushed".	"While taking out pieces from the power press machine, the machine double-stroked." <sup>5</sup>

### 3.4 Unsafe Machines, Hazardous Work Environments, and Lacking Safety Measures: A Critical Workplace Challenge

#### 3.4.1 Almost half of the injured workers were aware that the machine was "malfunctioning" before the accidents, but their supervisors ignored their requests to get the machine repaired or checked

In Haryana and Maharashtra combined, c.45% injured workers identified the malfunctioning of machines as a reason for the accident; out of which c. 53% reported that they knew this before operating and c. 75% among them informed the supervisor & were ignored.

Fig. 3.4.1 Status: Machine malfunction, prior information & information to superior



(Apr2019-July2024)

<sup>2</sup> These quotes are translated by SII.

<sup>3</sup> वर्कर CNC मशीन चलाकर सही कर रहे थे क्योंकि मॉटेनेश वाला व्यक्ति रिपेयर करने से मना कर रहा था। वर्कर मशीन चेक कर रहे थे तभी ऊगली मशीन के अंदर आ गई जिसके कारण एक्सीडेंट हुआ।

<sup>4</sup> वर्कर हेल्पर है पहली बार मशीन चलाया। जब CNC मशीन से पीस निकाल रहा था अचानक प्रेशर डाउन हुई जिससे मशीन डायरेक्ट नीचे आ गई और एक्सीडेंट हुआ।

<sup>5</sup> PP मशीन से पीस निकालते समय मशीन डबल आ गयी।

“

मशीन ऊपर रूक गई, सुपरवाइजर को बताया तो उसने कहाँ कुछ नहीं है मशीन चलाओ। फिर पेडल दबाया तो डाइ डबल आ गई।

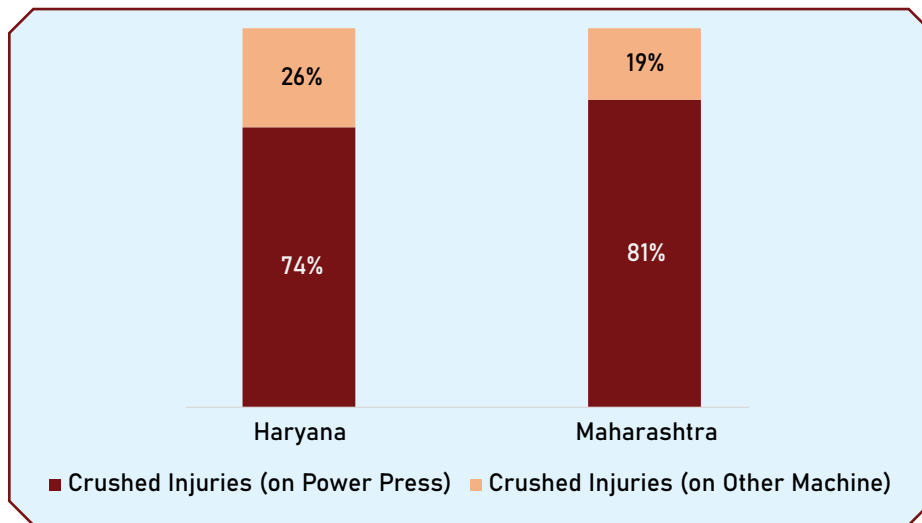
**PREM CHAND, 27, UTTAR PRADESH**

Lost 4 fingers while working in auto sector supply chain factory making parts for Maruti

”

### 3.4.2 Vast majority of crushed injuries happen on Power Press machines in both Haryana (c.74%) and Maharashtra (c.81%)

**Fig. 3.4.2 Proportion of Crushed Injuries in Power Press (Haryana vs Maharashtra)**

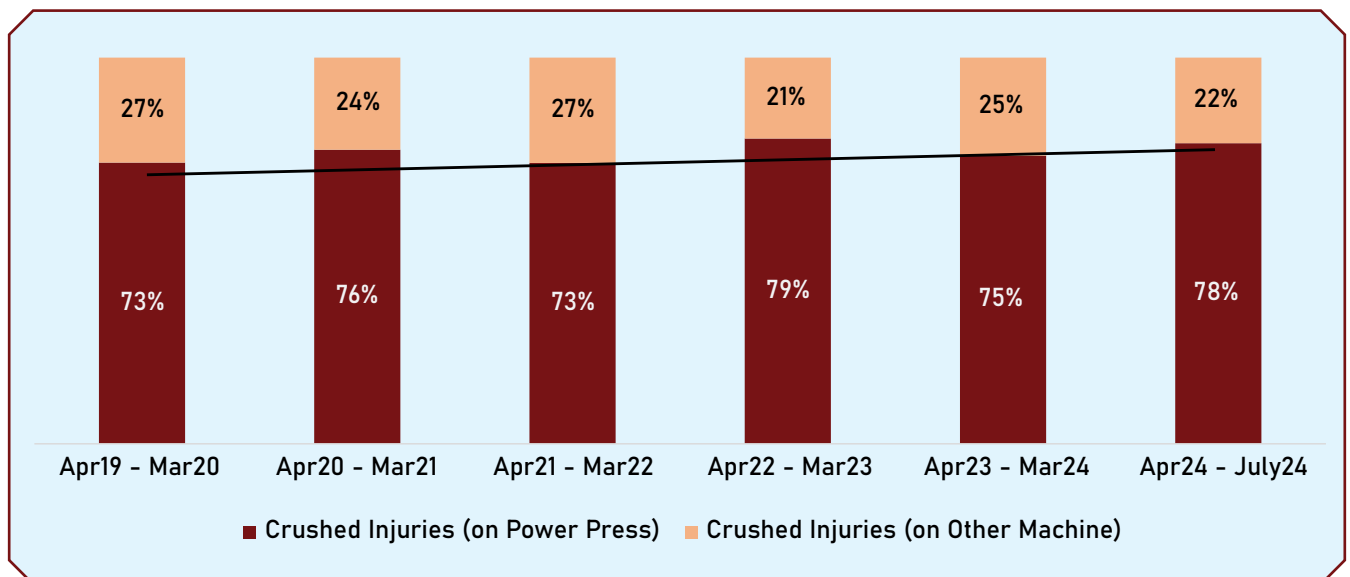


(Apr2019-Mar2024)

### 3.4.3 And this proportion of crushed injuries on Power Press has marginally increased over time.

Power press machines have constantly been responsible for 3/4th of the total crushed injuries over the past 6 years and it has increased marginally

**Fig. 3.4.3 Annual trend of Crushed Injuries on Power Press vs Other Machine**

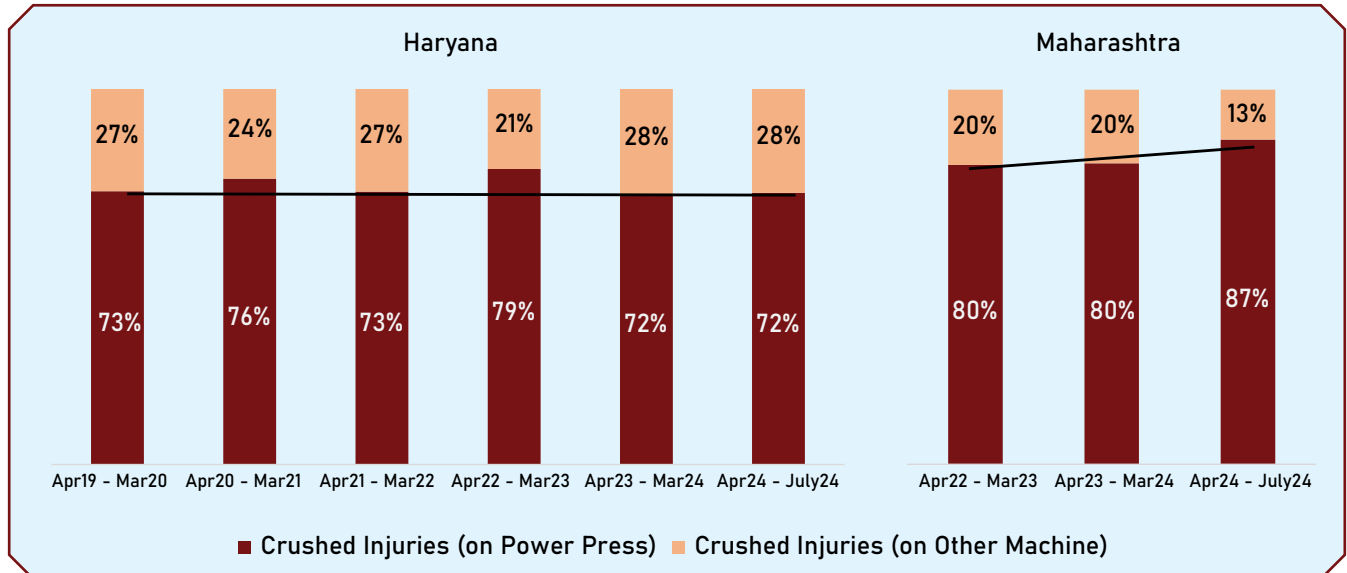


(Apr19-Mar24)

### 3.4.4 Power Press crush injuries, as a proportion of total crush injuries has increased in Maharashtra, while it has remained consistent, though still high, in Haryana

In Haryana, power presses related injuries continue to contribute c.72% of all the injuries for more than six years now. In Maharashtra, it increased last year to 87%.

**Fig. 3.4.4 State wise annual trend of Crushed Injuries on Power Press vs Other Machine**

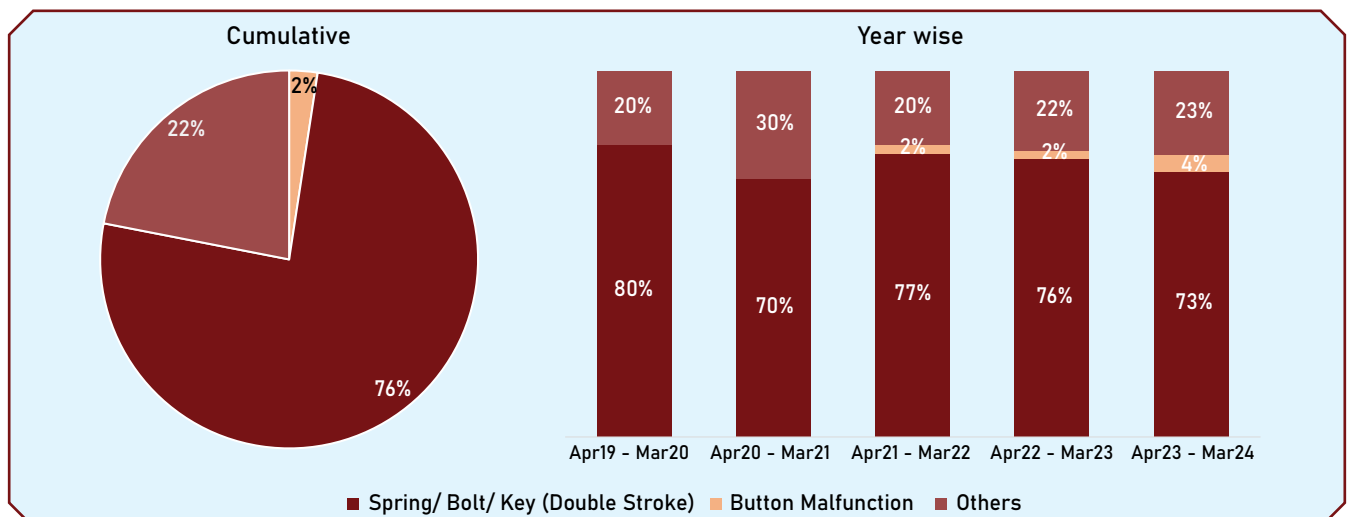


(Apr19-Mar24)

### 3.4.5 'Double Stroke' and 'loose parts' in the power press are the most common causes of loss of fingers

Double stroke due to loose & broken pin/key/spring are the main faults in power presses leading to the injuries, and it continues to be over the years.

**Fig. 3.4.5 Cumulative proportion & Annual trend of injured reason for double stroke on machine**



(Apr19-Mar24)

“

मशीन की चाबी खराब थी, सुपरवाइजर ने प्रेशर डालकर मशीन चलवाई। मेरा असली काम पैकजिंग का था।

**VARSHA SHENGDA, 45, MAHARASHTRA**

Lost 3 fingers while working forcefully as operator despite the actual role in packaging

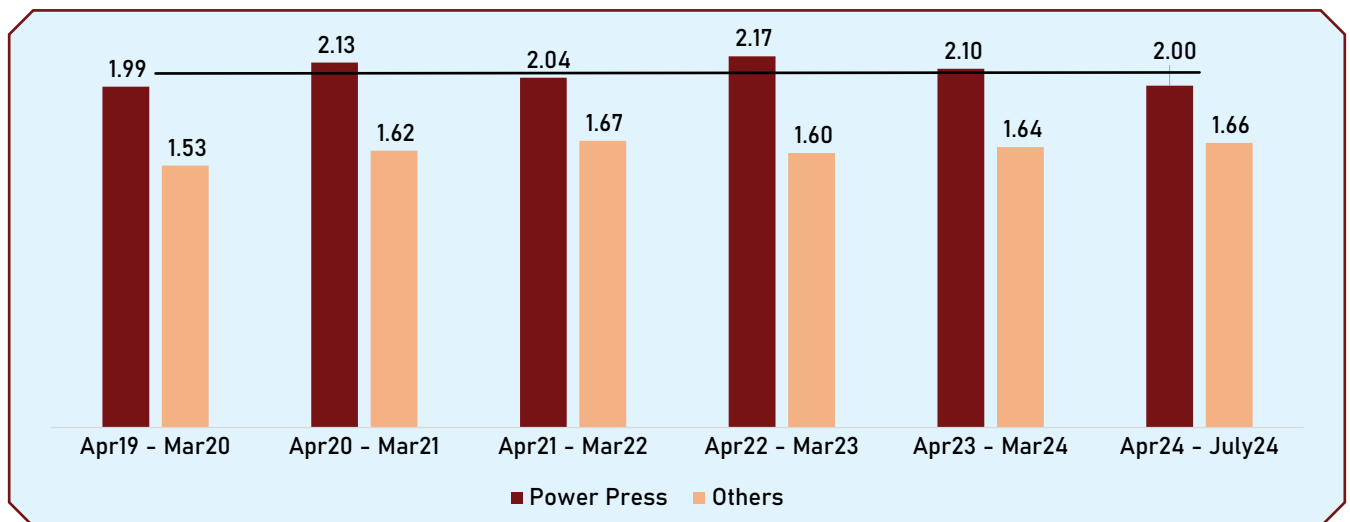
”

Other than pin/key/spring breakage, button malfunction, wiring damage, side cylinder malfunction were other issues resulting into crushed injuries.

### 3.4.6 Power press machines continue to crush more fingers than other machines (Apr19-July24)

Crushed injury in power press machine is more severe as it results into greater number of finger loss in case of accident/malfunction: about two fingers v/s about one and half, though all these poor machines cause immense damage.

**Fig. 3.4.6 Avg. Finger Lost on Power Press vs Others Machine (Year wise)**

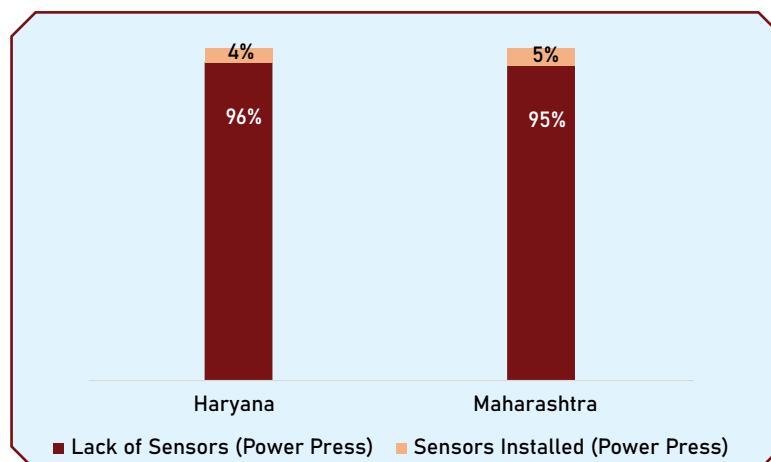


(Apr19-July24)

### 3.4.7 Almost all power press machines where injuries occurred, did not have a safety sensor, both in Haryana and Maharashtra

In both Haryana & Maharashtra, more than 90% power press machines where these injuries occurred did not have safety sensors installed.

**Fig. 3.4.7 State wise proportion Power Press Injury vs Lack of Sensors**



(Apr19-July24)

“

पीस निकलते समय मशीन डबल आ गई। कोई सैफ्टी नहीं थी, मशीन में सेन्सर भी नहीं था। मेरा काम का पहला ही दिन था।

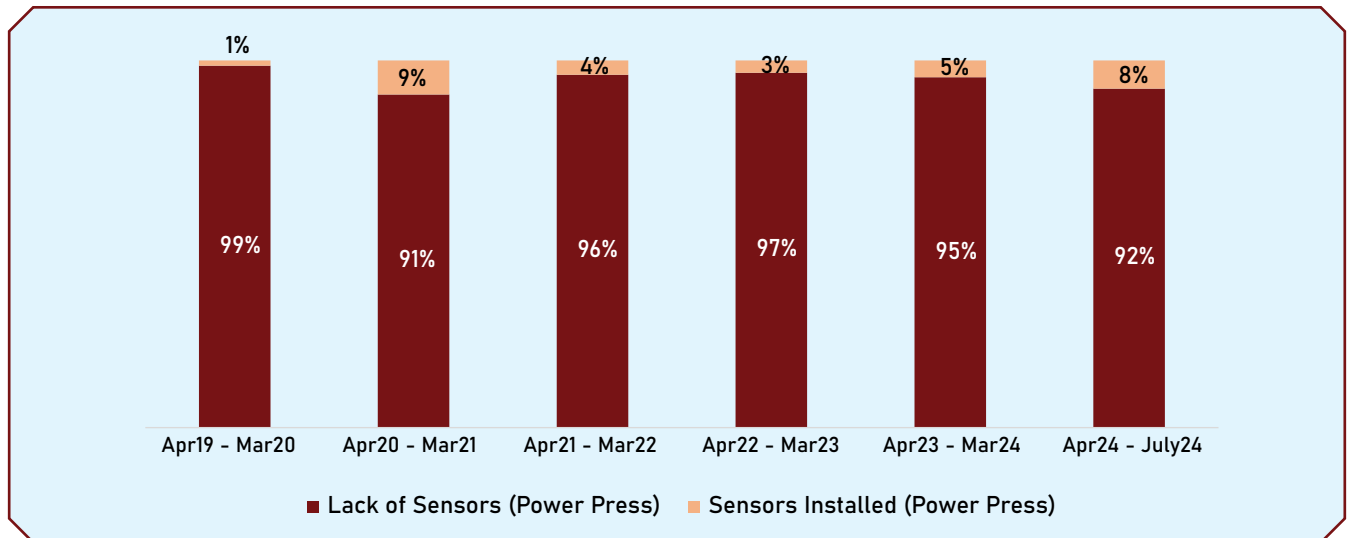
**SATENDER KUMAR, 33, UTTAR PRADESH**

Lost 1 finger while working in auto sector supply chain factory making parts for Hero & Honda

”

### 3.4.8 The issue of lack of sensors in the power press machine does not seem to have improved

**Fig. 3.4.8 Annual trend for crushed injuries in power press machine with no sensors**



(Apr19-July24)

Lack of sensors in cases of injuries in power press machine continues to be an issue over the years.

### 3.4.9 Proper/adequate safety equipment is not provided to most of the workers operating the power press machine

“

Lack of safety equipment played a role in my accident. I learned a big lesson, but it was too late.

**VIJAY KUMAR, 37**

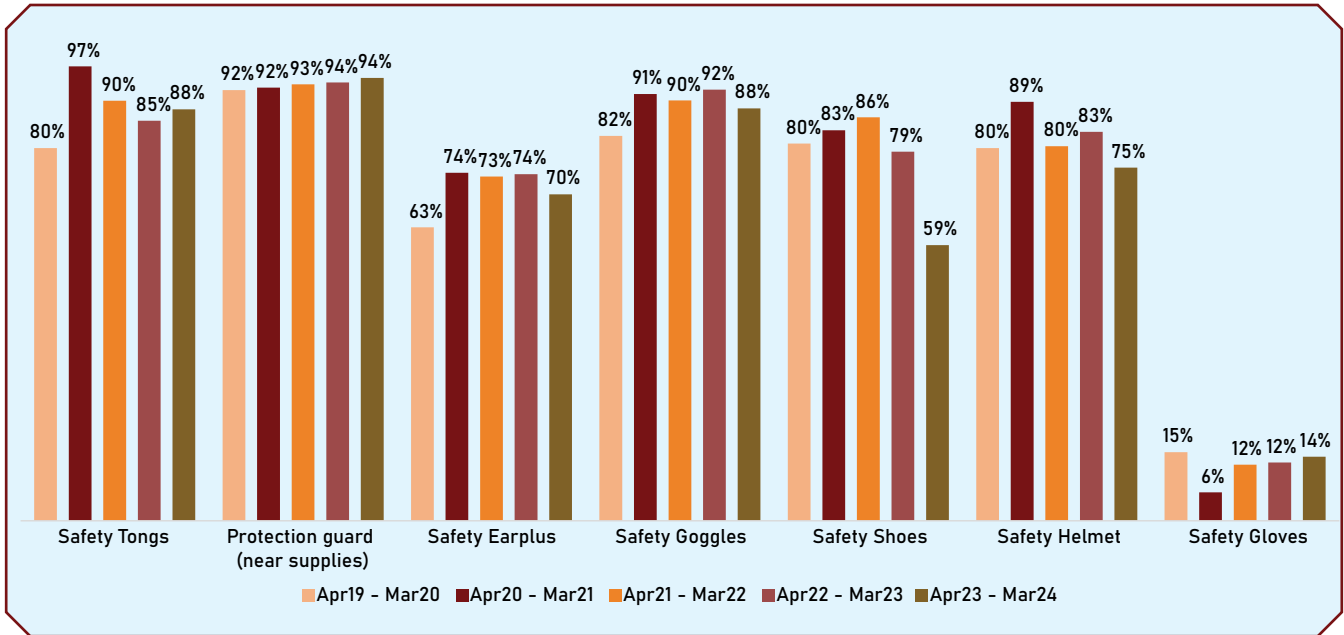
Vijay lost 4 fingers while working a supply chain factory making parts for Tata & Mahindra

”

Most injured workers working on the power press machines continue to report that they were not provided with adequate safety equipment on the shopfloor.

The graph below represents the workers who are NOT provided with the required safety equipment.

Fig. 3.4.9 Trend of proportion status of Safety equipment being not provided



(Apr2019-Mar2024)

### 3.5 Safety audits appear inadequate.

#### 3.5.1 Significant number of these factories are not audited adequately, and majority of audits did not involve engagement with any workers

“

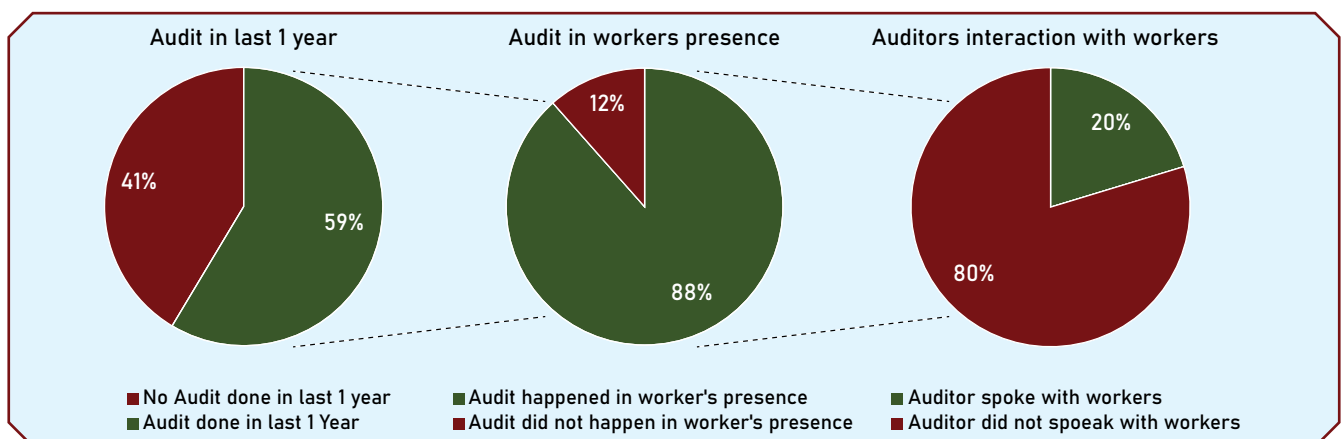
Only on the days of safety audits, supervisor & management provide safety equipment, clean the machines properly, install safety equipment (sensors/guards) on the machine which were not there earlier, put maintenance boards on faulty machines. By seeing this we get to know that an audit is going to happen.

**RAMBALI ROY, 51**  
Worked in a supply chain factory making parts for Maruti

”

While c.60%+ injured workers report that they saw an audit take place in the last 1 year, 80% of them stated that auditors did not speak with any worker(s) during the audit.

Fig. 3.5.1 Status of audits, workers presence and their interaction with auditors (among cases where audits took place)



(Apr2024-June2024)

### 3.5.2 Any inspection that does occur, appears to take place only after an accident or when power press machine becomes unusable; it's too late

“

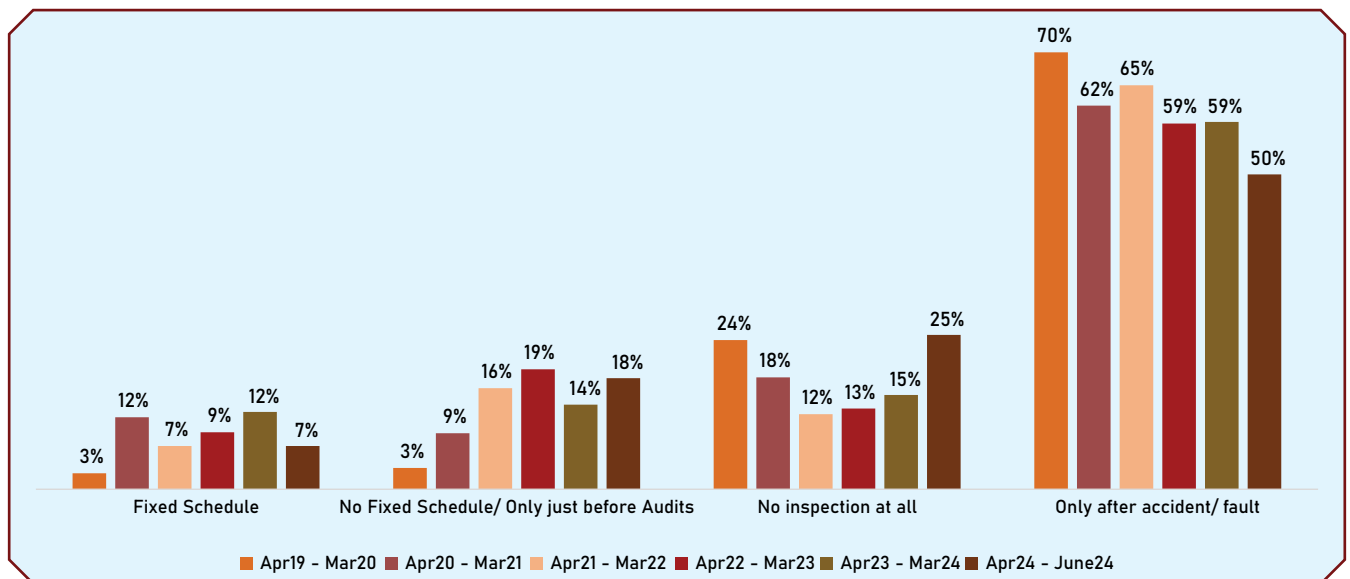
Inspection is done only when there is a fault in the machine or an accident occurs with the machine.

**NARESH, 41**

Worked in a supply chain factory making parts for Hero

”

**Fig. 3.5.2 Annual Trend of proportion of Inspection Schedule Status**



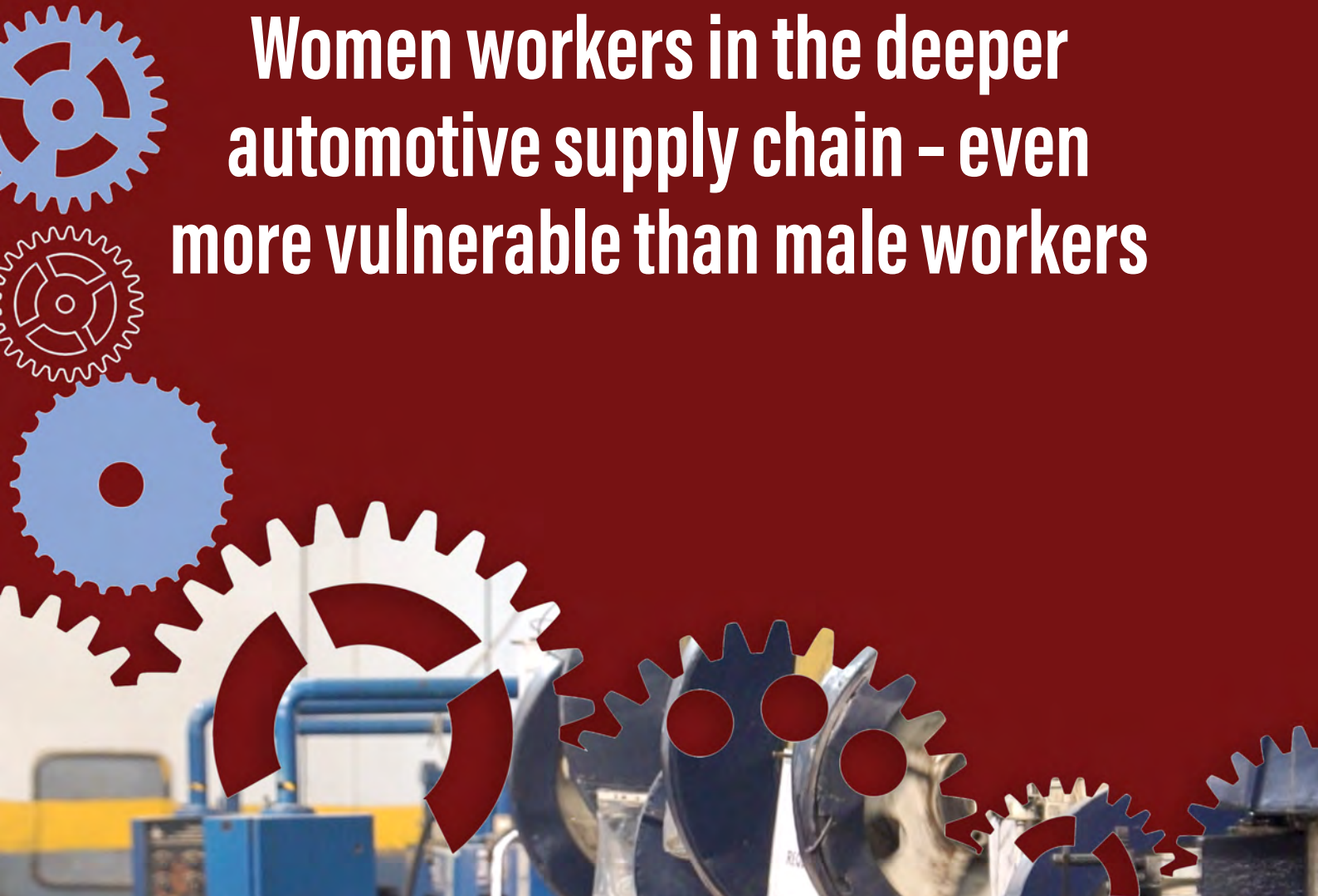
(Apr2019-June2024)

Factories, predominantly, do not seem to have the practice of inspecting the machinery, daily before operations begin. In 70% of the cases, the inspection is led by machinery not working or an impending external audit.





## CHAPTER 4



# Women workers in the deeper automotive supply chain – even more vulnerable than male workers



Although, like the rest of this report, the following observations and data is from injured women workers assisted by SII, SII has received similar feedback from uninjured women workers too.

## 4.1 Women workers - a lesser understood segment of the automotive supply chain workforce; their situation is even worse than the male workers

It is good to see some of the automobile brands, particularly those among the top 10 brands, and some of their suppliers, aiming to increase the employment share of women.<sup>1</sup> However, as this Chapter shows, there is a need to improve working conditions for women in their supply chain to make this a material success in India

The following findings are based on SII's data of 300+ injured women workers and a focus group of 20 women injured on operating power press machines in Faridabad, Gurgaon & Manesar. These findings show the highly precarious and distressed lived experiences of women pre and post injury.

“

I was paid only for 15 days of work (after the accident). They even accused me of deliberately causing the accident and refused to provide the Accident Form.

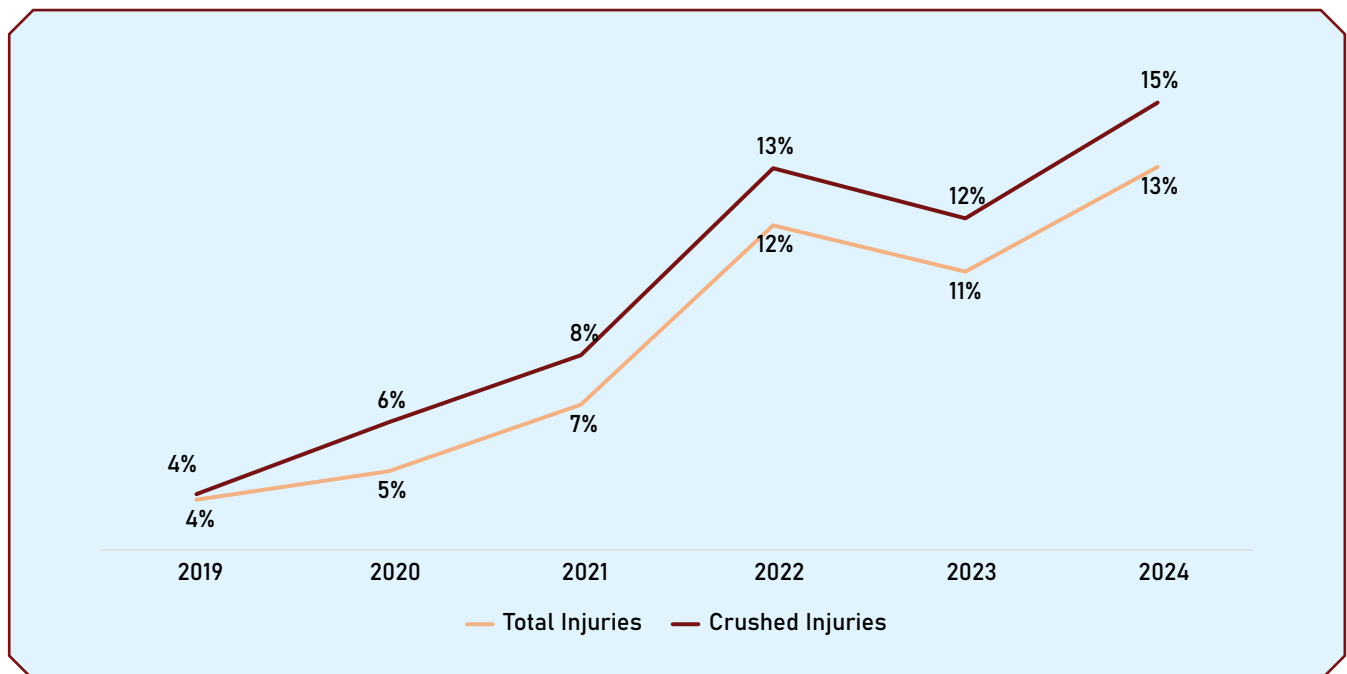
DEEPU

An injured woman worker, after her disabling injury

”

### 4.1.1 The proportion of injured women among SII's assisted workers has been increasing since 2019

Fig. 4.1.1 Annual Trend of Proportion of injuries among women workers (Total and Crushed Injuries)

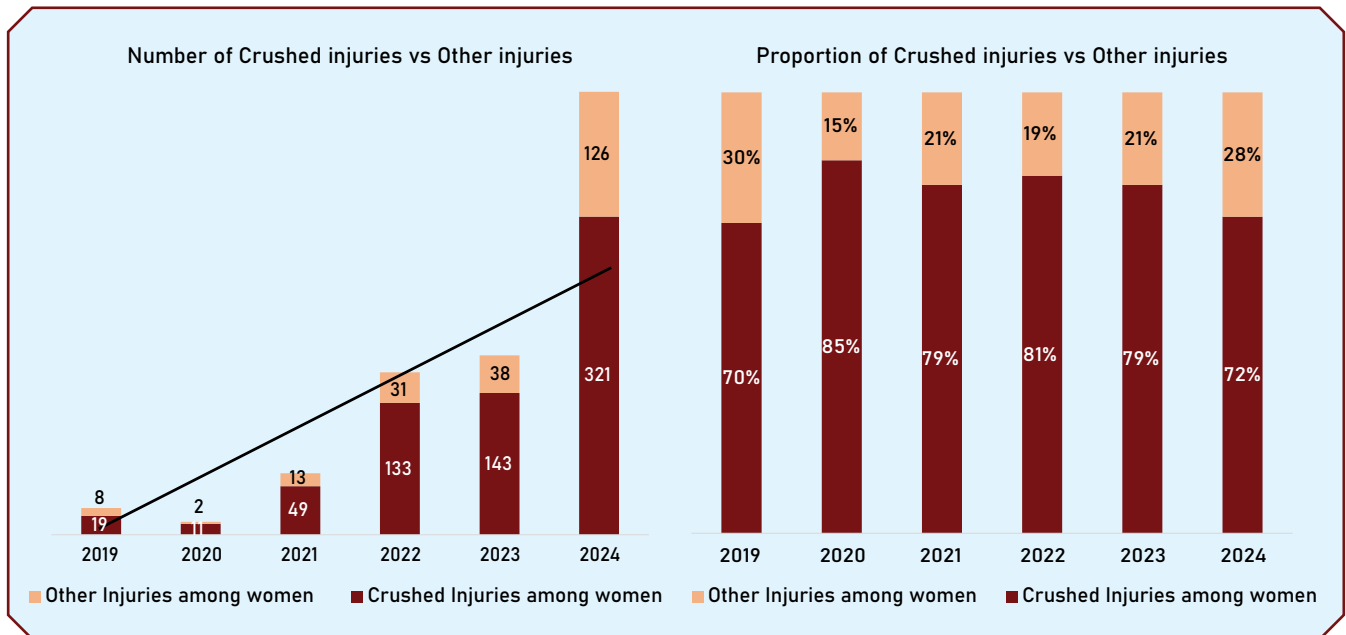


From 4% of the workers coming to SII in 2019 being women, in 2024, 13% of the all workers, and 15% of the workers with crushed injuries, were women. SII now also helps women claim their maternity and other benefits from ESIC.

<sup>1</sup> <https://economictimes.indiatimes.com/industry/auto/auto-news/auto-companies-hiring-more-women-to-boost-diversity/articleshow/100335873.cms?from=mdr>

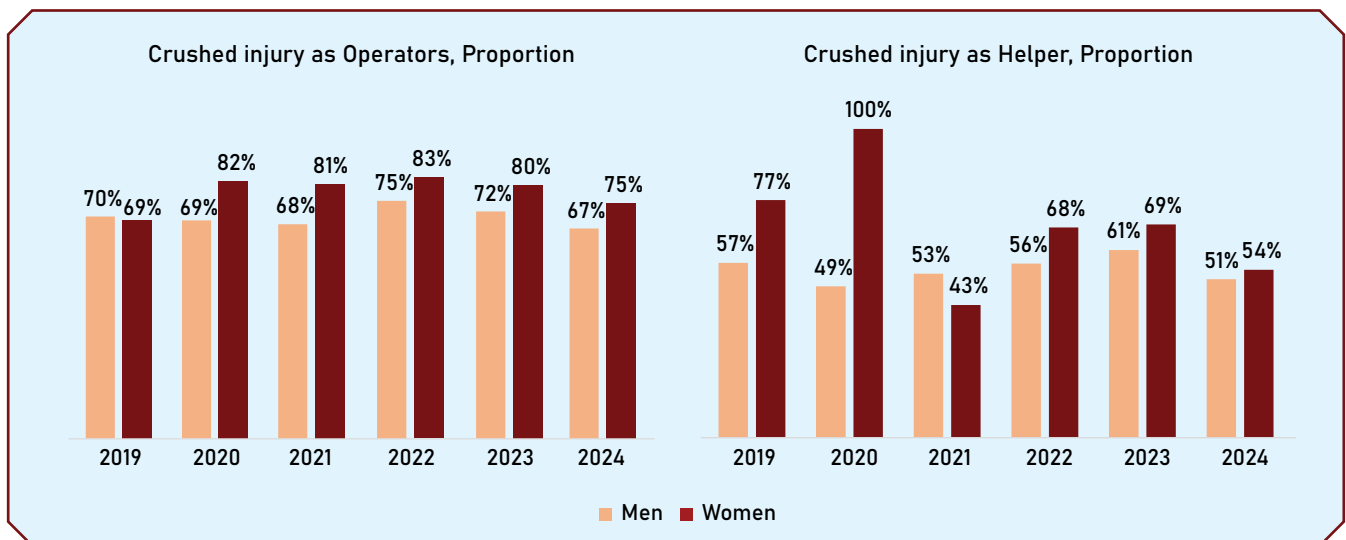
#### 4.1.2 Women workers too, suffer much more from crushed injuries: 70%+ every year

Fig. 4.1.2 Annual trend of crushed injuries among total injury cases for women workers



#### 4.1.3 Proportion of crush injuries among total injuries more for women, especially as helpers, when they should not have been operating machines at all

Fig. 4.1.3 Annual Trend of crushed injuries as Operator & Helper (Men vs Women)



Women continue to have proportionately more crushed injuries than men, both as operators as well as helpers.

“

Nowadays, there are more women on all the machines, not necessarily power presses. Women produce more, and that could be the reason. In my factory there are 20-25 men and 50-60 women. Overall, I have seen more women.

**POOJA**

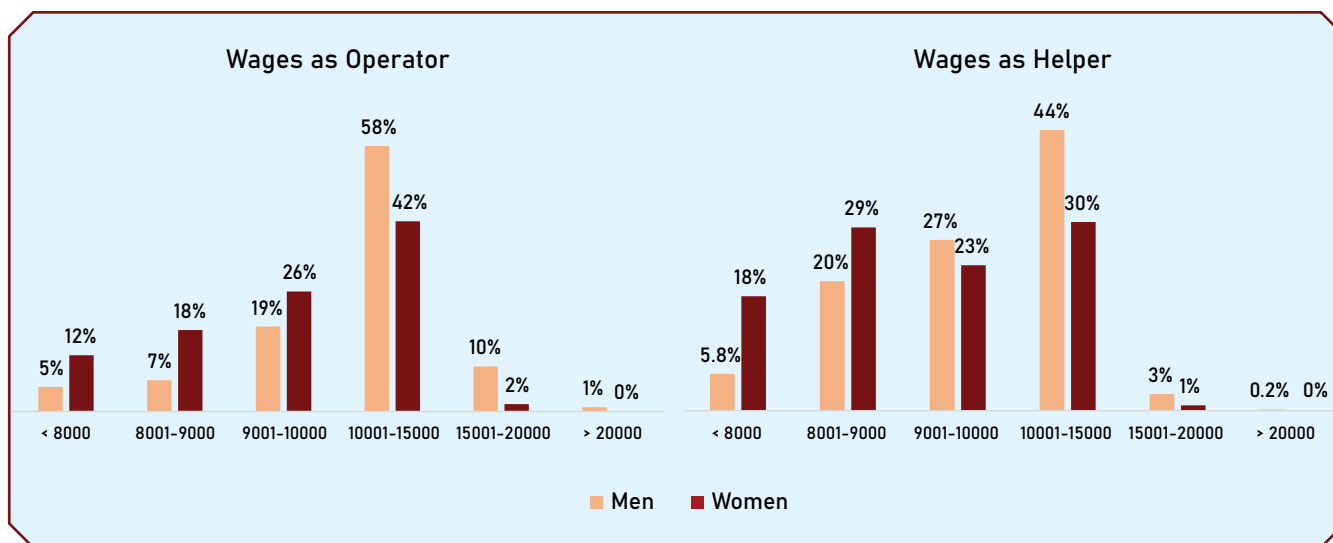
An injured woman worker in an auto component factory”

## 4.2 Women workers are getting paid less than men for operating the same 'dangerous machines'

Women workers advise that they chose to operate press machines despite knowing the risks, due to the additional (often below legal wages) sums offered to them over the packing jobs they are usually hired for, due to their financial circumstances. This, in some cases, has led the employers to entice them to these jobs and in a few factories more women run power presses than men, while earning much lower than men for the same job. In the focus groups, women workers have suggested that the supervisors can pressurise them more in comparison to men.

Additionally, many male workers have suggested that women take less breaks in their comparison and hence the bosses prefer hiring women.

**Fig. 4.2.1 Proportion of women paid less than Rs. 9,000 is higher than men, both as operator and helper**



“

I was in the packing section where I was getting Rs 8,000. Owner asked me to run the machine. I asked what if I get hurt? He said in that case, he will get me treated in a private hospital. After the injury, he just gave me one month's salary.

**NEETU**

An injured worker in an auto component factory

”

“

They denied me even Rs.12,000 as wages and were paying male workers more than Rs.13,000 for the same job. Women are always given less wages.

**PREM LATA**

An injured woman worker, who has now joined Safe in India team

”

## 4.3 As with men, women workers too face difficulties in availing ESIC facilities (medical facilities for self and the family)

### 4.3.1 Women workers are also given E-pehchaan card in 2/3rd of the cases after injury in Haryana and Maharashtra, a continuously worsening trend, a pattern similar to men

In Haryana, c.62%, and in Maharashtra, c.79% of women are given E-pehchaan card after injury and this proportion continues to increase, highlighting a serious gap in compliance. As reported in Chapter 2, there is a strong correlation between ESIC compliance and poor working conditions, resulting in higher accidents.

“

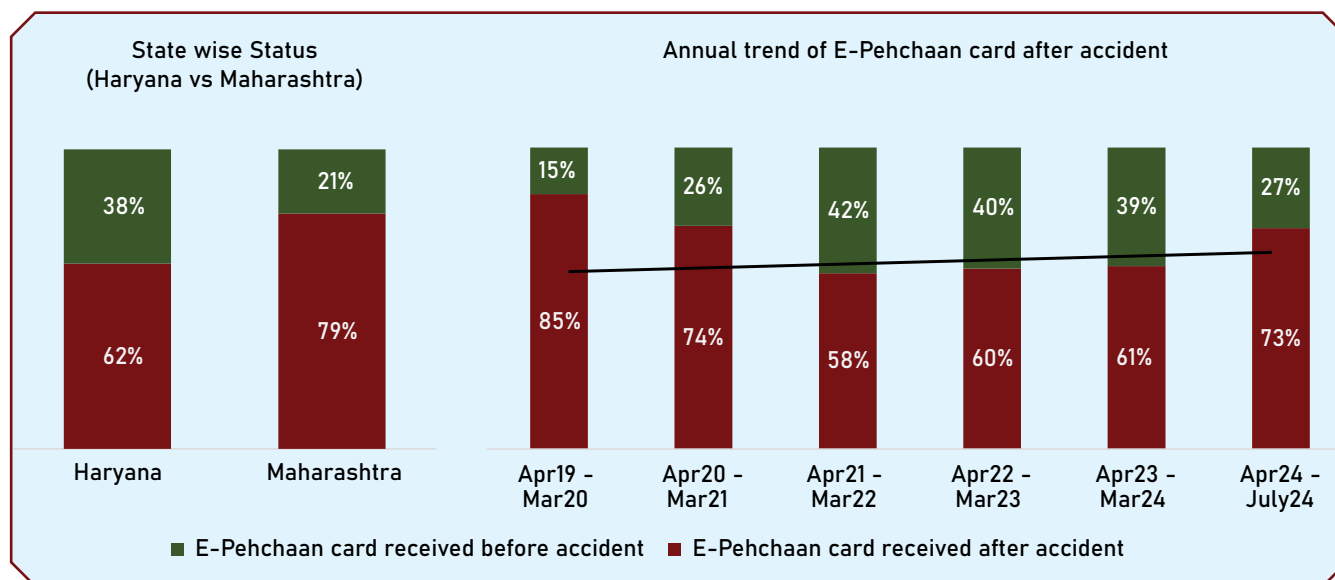
My mother lost her hands while working on machine though she was hired as helper. He did not get her ESIC card till the date of accident, nor did she get any training before she was asked to work on the machine. This is one among many cases in the auto supply chain factory in Faridabad.

**POOJA (DAUGHTER OF REKHA DEVI)**

Who was injured while working in auto sector supply chain factory in Faridabad

”

**Fig. 4.3.1 Status of women injured workers receiving ESIC e-Pehchaan card before or after injury**



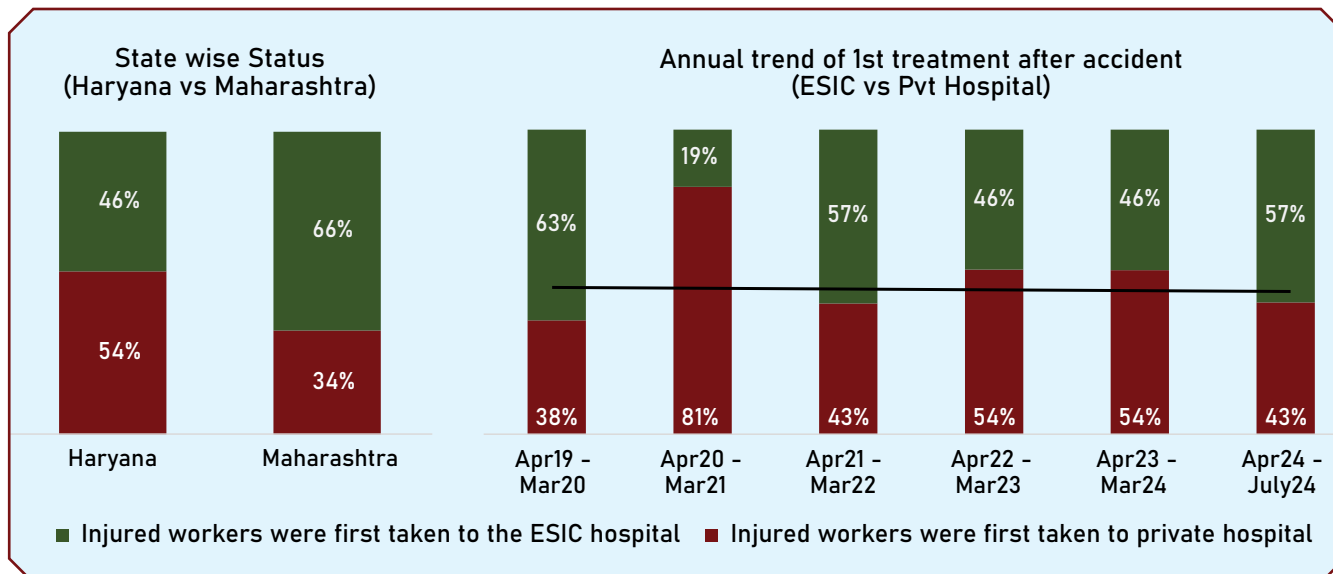
#### 4.3.2 In half the cases, injured women workers are taken to Private Hospital instead of ESIC Hospital for their first treatment, similar to the injured men

In c.52% of the injury cases, women workers were first taken to a private hospital for immediate treatment instead of ESIC Hospital. In Haryana c.54% and in Maharashtra, c.34%, of women were taken to private hospitals instead of ESIC hospital. This proportion appears to be increasing. The pattern appears to be similar for men with c.53% in Haryana and c.34% in Maharashtra being taken to private hospital for treatment.

Reasons for this may be several. SII believes the main reason is non-compliance by employers e.g., workers not registered with ESIC as they should have been and time needed by them to 'set the papers in order' even if that means poorer treatment for workers, which may lead to a bigger disability than would have happened in ESIC hospitals.



**Fig. 4.3.2 Status of injured women workers receiving first treatment at ESIC vs Private Hospital**

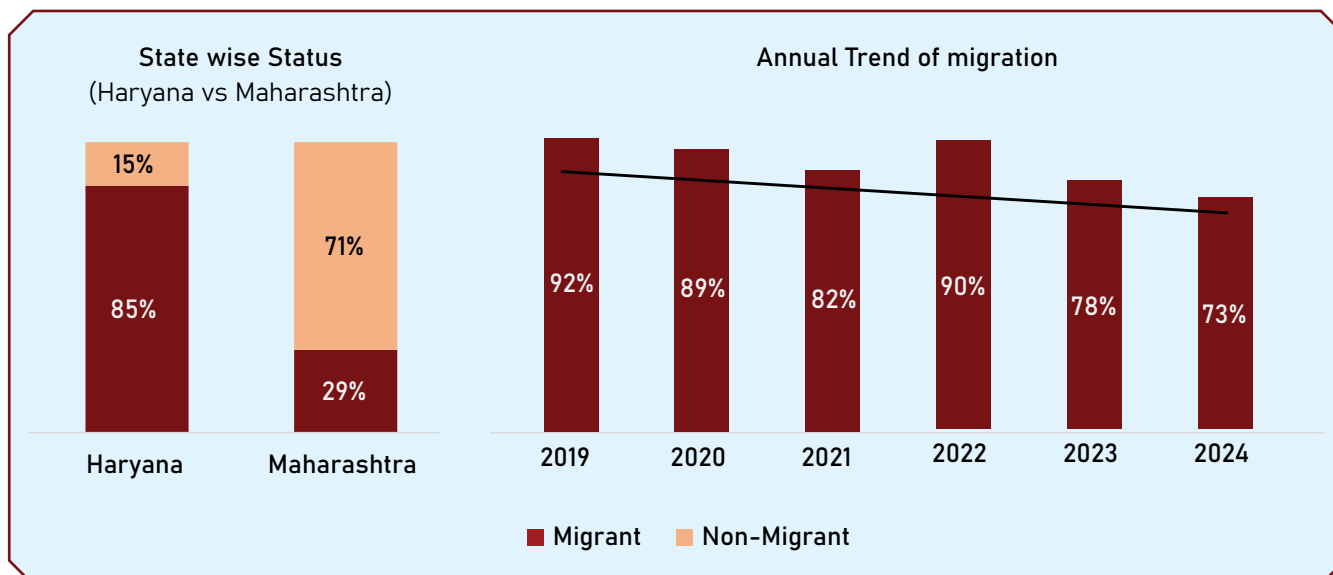


## 4.4 Similar to men workers, majority of women workers are migrants, but with even lower education levels than men.

### 4.4.1: Majority of women workers continue to be migrants, though the proportion appears to be falling

Among the women assisted by SII, c.78% are migrant workers. The proportion of women as migrant workers, is far less in Maharashtra at c.29% compared to Haryana's c.85%. Annually, this proportion appears to be decreasing for both Haryana and Maharashtra.

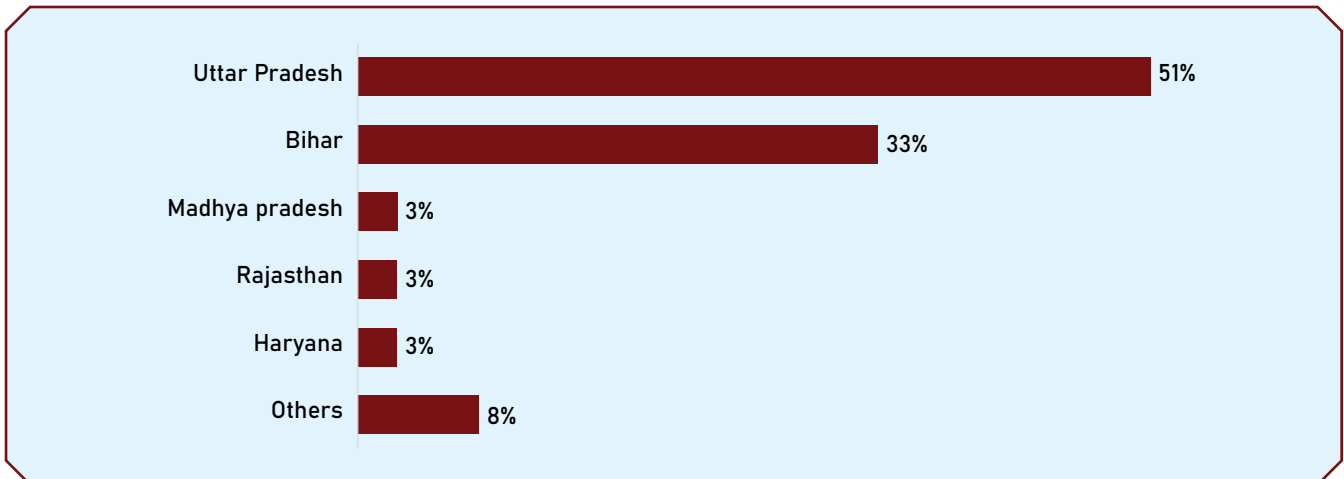
**Fig. 4.4.1 Status of Migration among women**



### 4.4.2 Across both Haryana and Maharashtra, c. 80%+ of migrant women workers are from Uttar Pradesh & Bihar

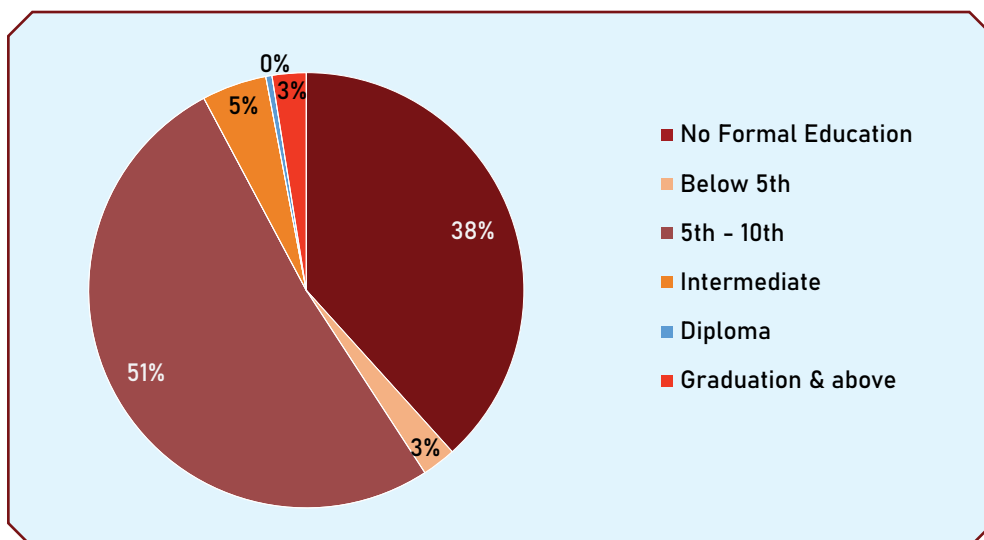
Similar to migration pattern among men, migration among women workers is highest from Uttar Pradesh and Bihar at c. 80%+. While Haryana sees more interstate migrants, Maharashtra sees more intrastate migrants among the injured workers. Majority of the intrastate migrant workers in Maharashtra were from Nagpur, Nashik, and Sholapur.

Fig. 4.4.2 Home State of Women Migrant Workers



#### 4.4.3: c.38% of injured women workers have not received any formal education, much higher proportion than men's c.10%

Fig. 4.4.3 Education Qualification (among Injured Women Workers)



A disproportionately high c.41% of women workers have either received no formal education or have not cleared even class 5. Among men, those who have received no formal education or not cleared even class 5 are c.13%. Note that power press, where most of their injuries occurred, legally requires an operator to have a minimum of 10<sup>th</sup> class qualification.

Majority of women, like the men, have not received any formal training on the machines that they operate. This is one contributing factor to the accident and injuries (CRUSHED 2020, p.28) in addition to others like lack of sensors/safety guards, machine malfunction, training and excessive production pressure

“

My life would have been totally different if I had got the opportunity to study.  
Would want a different life for my daughter.

BASANTI

Lost both her hands while working in auto sector supply chain factory of Maruti Suzuki

”



CHAPTER 5

# Progress made (or not) by the top 10 automobile brands

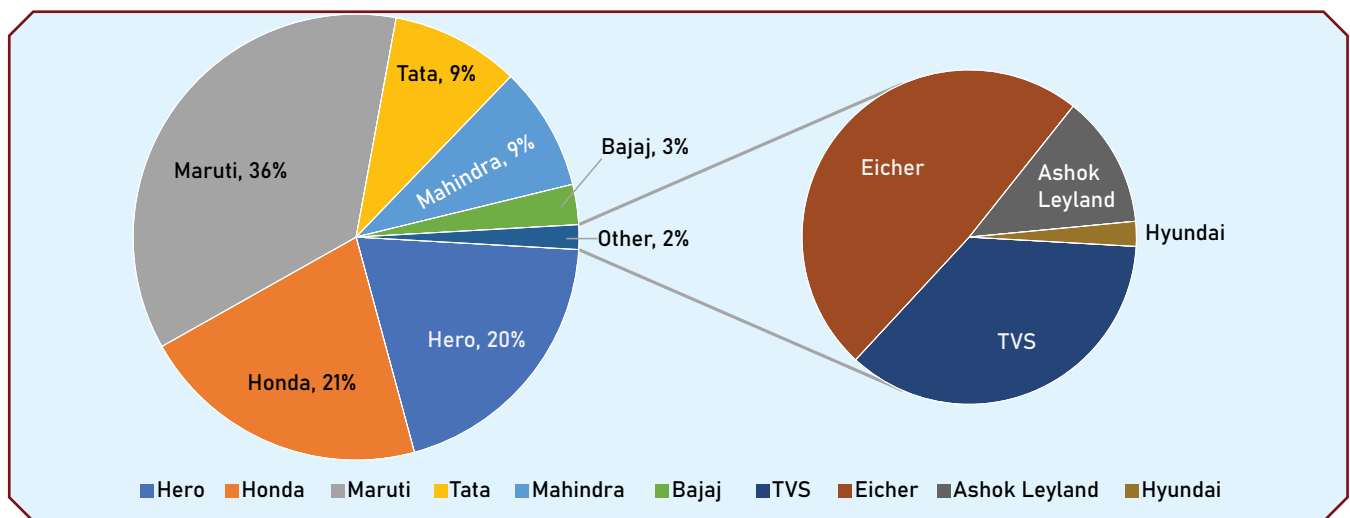


As in the past reports, analysis below is based on information provided by injured workers assisted by SII (as of this report, 6,500+ injured workers from automobile sector supply chain have been assisted)

## 5.1 Almost all (95%) of injured workers assisted by SII worked in the supply chain of six of the top automobile brands in Haryana and Maharashtra (SII does not yet have operations in states where other four have their main supply chains).

### 5.1.1 Almost all (95%) of injured workers assisted by SII were from supply chains of Maruti, Honda, Hero, Tata Motors, Mahindra, and Bajaj in Haryana and Maharashtra

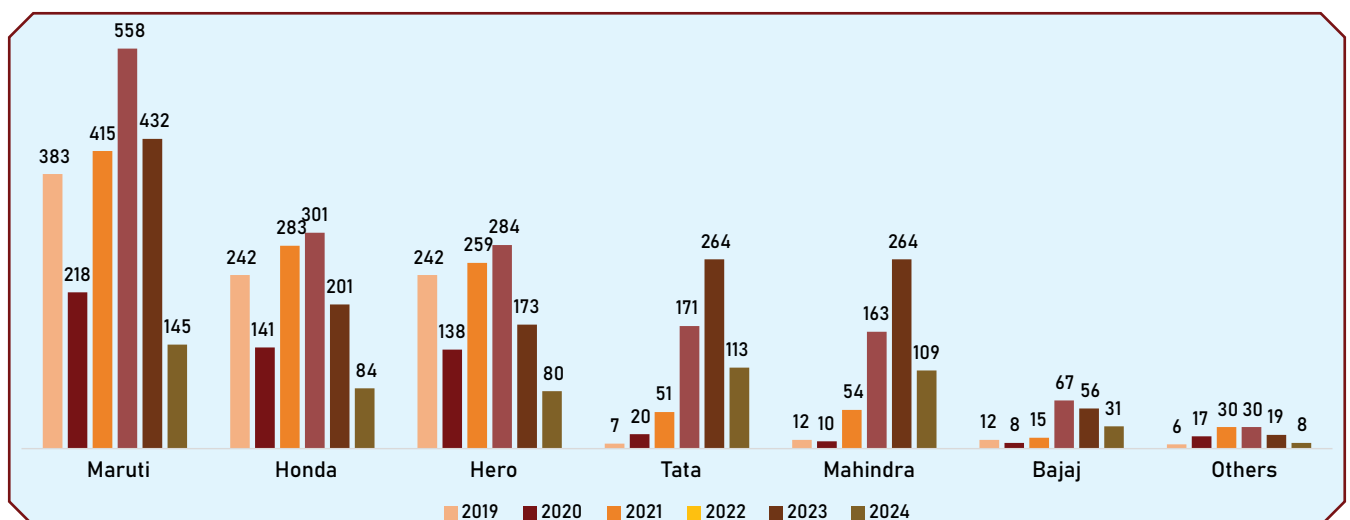
Fig. 5.1.1 Accident Cases in Supply Chain (Automobile Brand wise)



(Haryana: Apr2019-July2024; Maharashtra: Apr2022-July2024)

### 5.1.2 Among SII's assisted workers, with 50%+ of those in Haryana, injuries in the supply chain of Maruti, Hero and Honda continue to be highest throughout the years - which is also consistent with their market shares.<sup>1</sup>

Fig. 5.1.2 Annual Trend of accidents in supply chain of Automobile Brands



(Haryana Apr2019-July2024; Maharashtra Aug2022-July2024)

<sup>1</sup> <https://www.autocarpro.in/analysis-sales/bike-sales-rise-13-to-640-million-in-h1-hero-tops-but-honda-increases-market-share-123059>  
<https://timesofindia.indiatimes.com/city/kolkata/maruti-consolidates-no1-spot-with-rise-in-market-share/articleshow/109962451.cms>

## Majority of the injured workers know of the automobile brands they were making parts for

A few automobile brands have objected to SII data on the basis that workers may not know their factory's buyer brands well enough to be accurate.

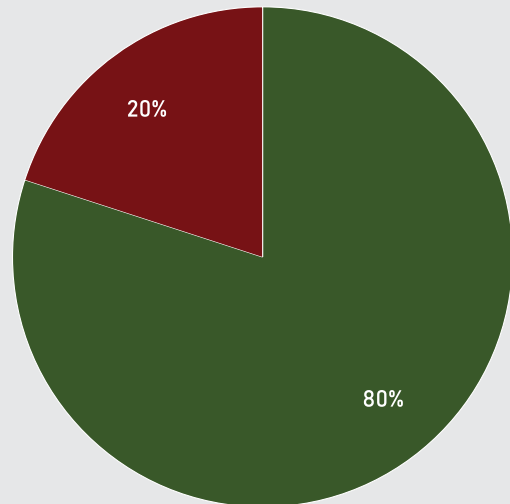
SII believes that the workers have no incentive to name a particular automobile brand. They also confidentially aver to know the name of brands their factories supply, based on real information they have e.g., finding the logo on the die in use, packaging material used for transport of the inputs and/or outputs, the uniform of the person who may have come for audit or inspection and other such information.

An analysis of injured workers in the period Apr19-Jul24 found that 80% knew their buyer auto brand.

On this basis, of the 6,000+ automotive sector injured workers assisted, 5,000+ knew of their automobile brand buyers.

This Report's automobile brand-analysis is therefore robust enough for automobile brand to own the issue and act upon it.

Status: Workers who knew name of the Automobile Brand their factory was supplier for



■ Knew the name of Automobile Brand  
■ Did not know the name of the Automobile Brand

## 5.2 While the supply chains of Maruti Suzuki, Hero and Honda already have 1,000+ reported injuries in 2024, the accident data since Q2 2022 shows a definite downtrend.

Manesar and Faridabad remain the main locations of the accidents in the supply chain of Maruti Suzuki, Honda and Hero, given SII's presence and their own supply chain having grown near their oldest factories.

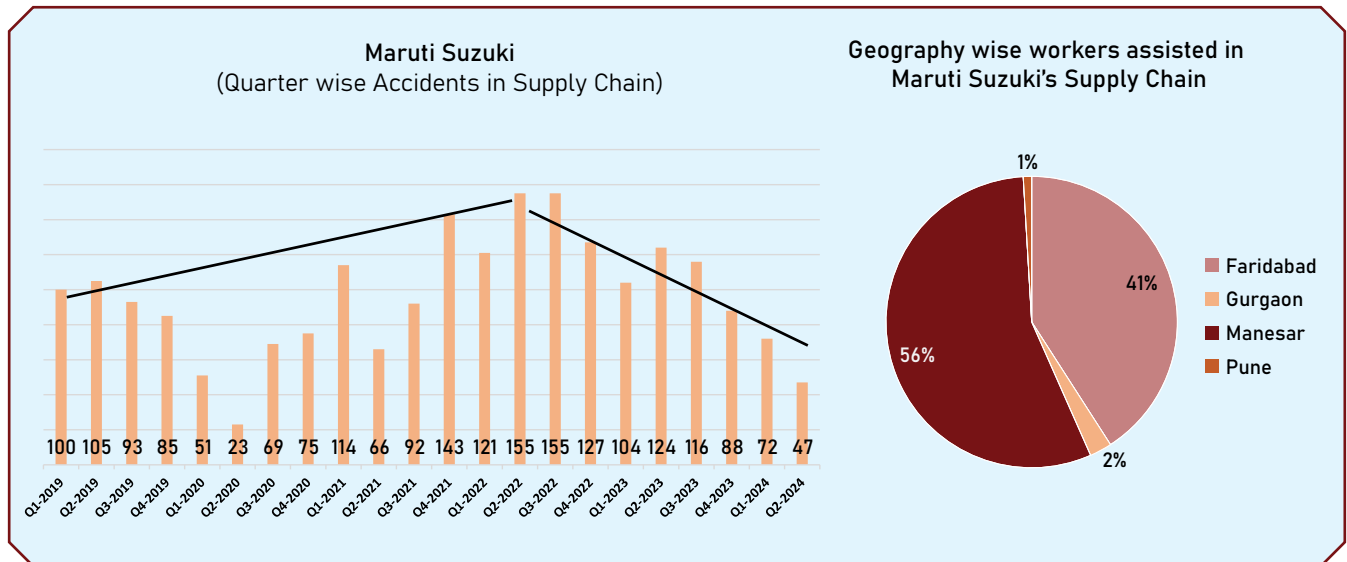
## Can this reduction in injuries reported to SII be a cause for celebration yet?

The following data shows improvements in accident data. This is great news. As stated in previous CRUSHED reports, SII seeks to see consistent improvement in this date for three years to demonstrate systemic change. However, this is indeed an encouraging sign.

Unfortunately, there is now also anecdotal evidence that one of these three brands is asking their supplies to be 'zero accident' and that is having an intended/unintended consequence of some of these suppliers not sending their injured workers to ESIC, making their situation worse.

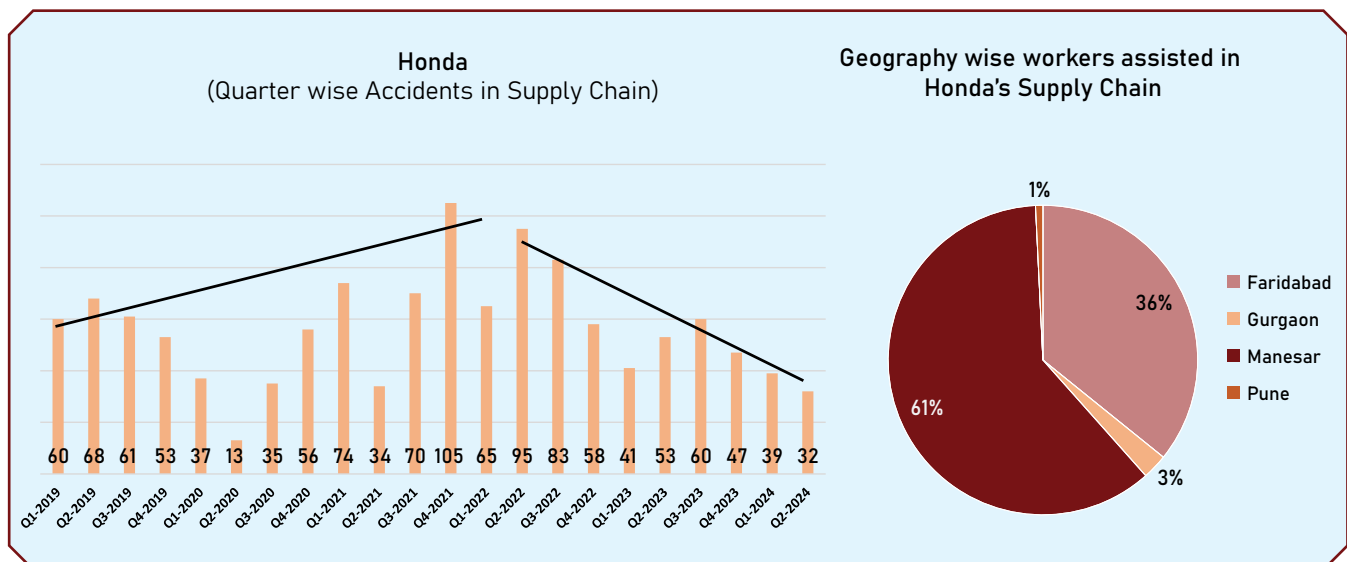
**5.2.1 Maruti: Total 2,150+ injured workers since 2019, with avg. 70 injuries in each quarter; thankfully, a quarter-by-quarter decrease in workers requiring assistance from SII since Q2-22. Majority cases in Manesar & Faridabad.**

**Fig. 5.2.1 Maruti Suzuki: Quarter wise supply chain accidents & Geography of SII assistance**



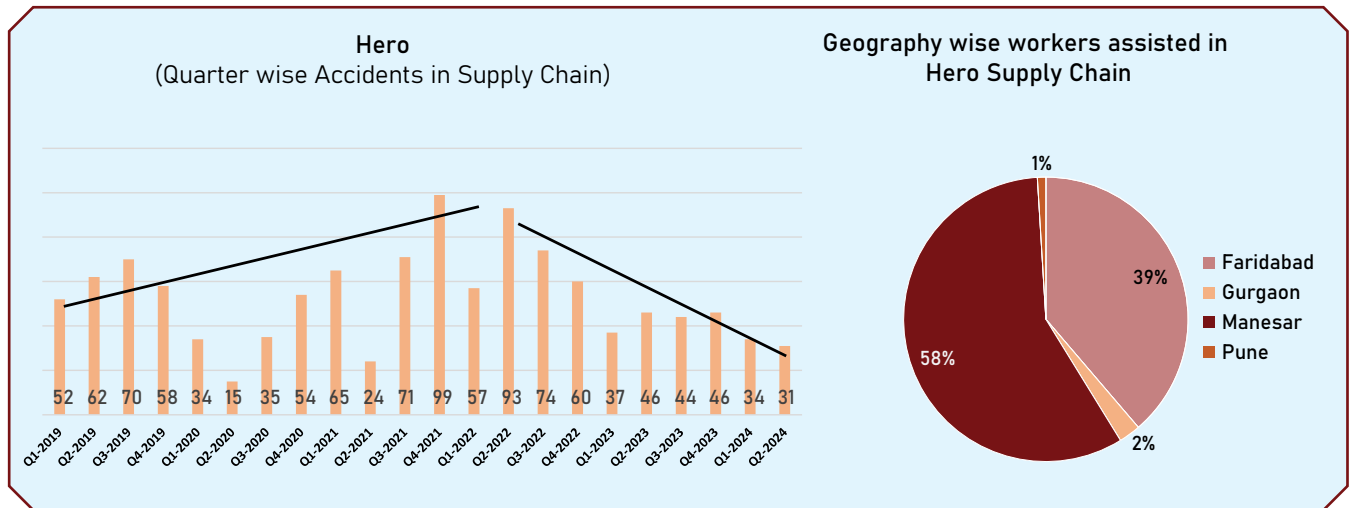
**5.2.2 Honda: 1,250+ injured workers with avg. 40 in each quarter; thankfully, a quarter-by-quarter decrease in workers requiring assistance from SII since Q2-22. Likewise, majority cases from Manesar & Faridabad.**

**Fig. 5.2.2 Honda: Quarter wise supply chain accidents & Geography of SII assistance**



**5.2.3 Hero: 1,150+ injured workers with avg. 40 injuries in each quarter, a quarter-by-quarter decrease in workers requiring assistance from SII since Q2-22. Likewise, majority cases from Manesar & Faridabad.**

**Fig. 5.2.3 Hero: Quarter wise supply chain accidents & Geography of SII assistance**



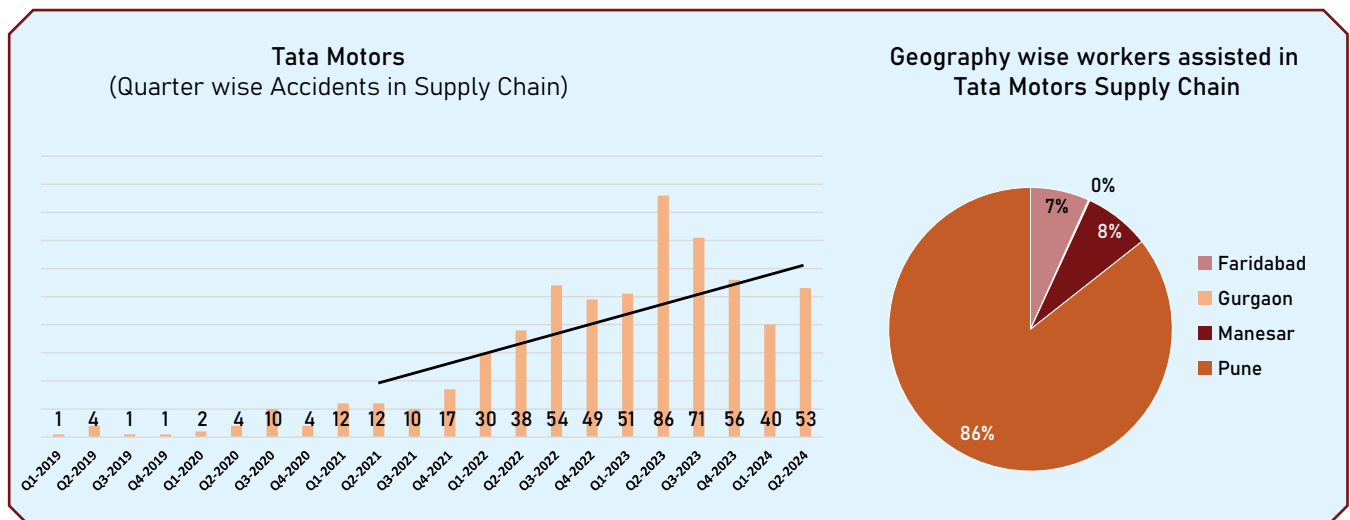
### Are injuries in TATA, Mahindra and Bajaj supply chains increasing as injury data reported here?

The sections below also show a gradual rise in accident post Q2-22 in the supply chain of TATA, Mahindra, and Bajaj.

All of them have their main manufacturing and supply chains in Pune, Maharashtra (though some also in Haryana). This increase, in all likelihood, is, due to the new/growing worker outreach after SII starting its operations there and the trend will take three years to establish and will be reported in CRUSHED25 with more detailed data on trends

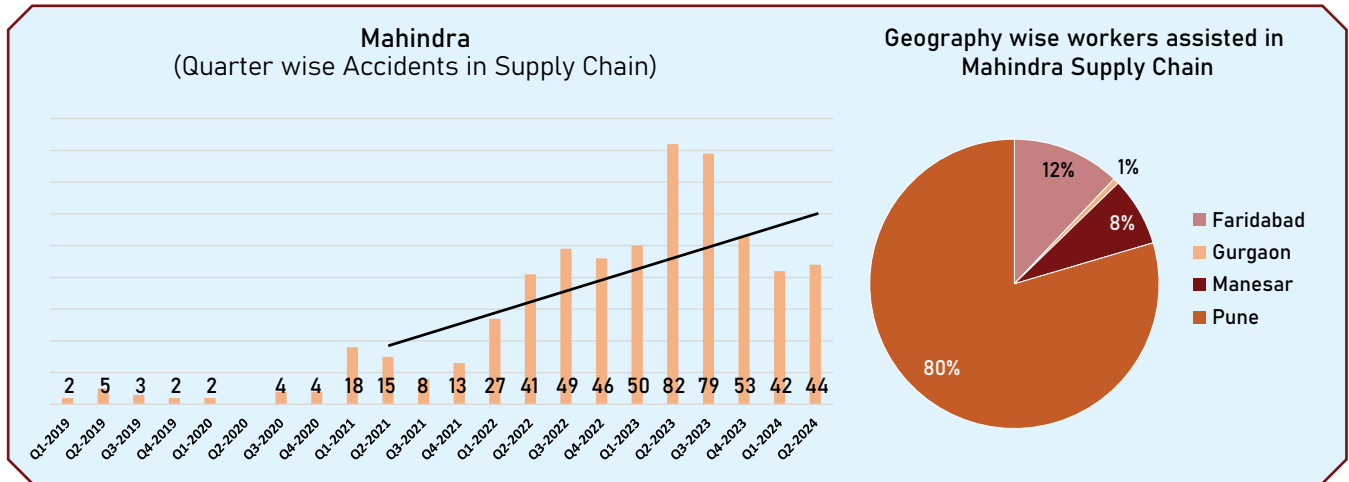
**5.2.4 Tata: 600+ injured workers with avg. 50 injuries in each quarter, a gradual increase in workers requiring assistance from SII since Q2-22, with c.80%+ cases in Pune.**

**Fig. 5.2.4 Tata Motors: Quarter wise supply chain accidents & Geography of SII assistance**



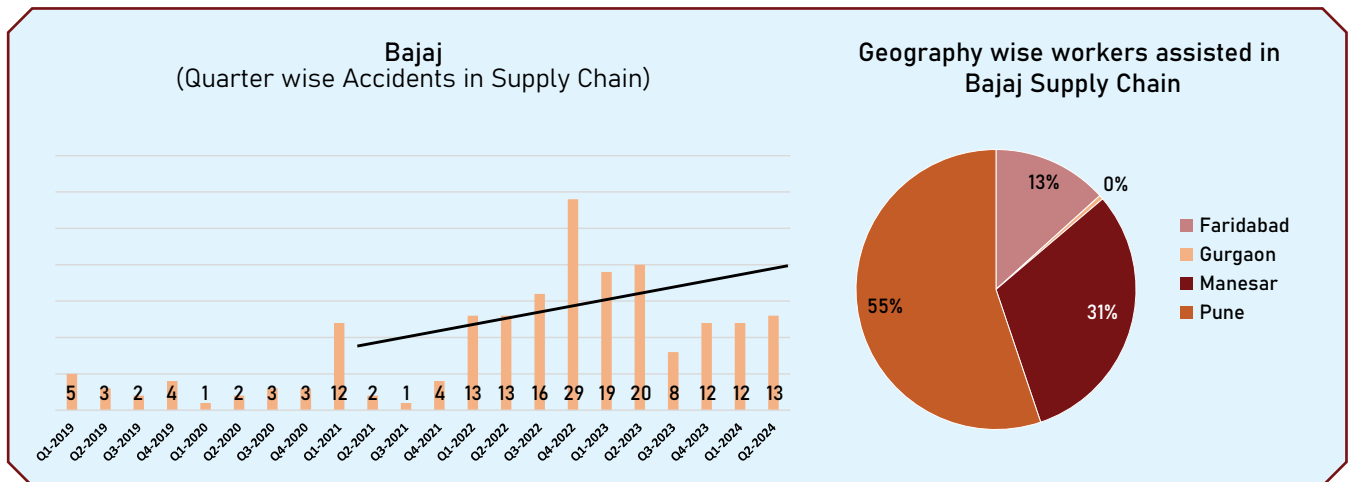
**5.2.5 Mahindra: 600+ injured workers with avg. 40 injuries in each quarter, a gradual increase in workers requiring assistance from SII since Q2-22, with c.80% cases in Pune.**

**Fig. 5.2.5 Mahindra: Quarter wise supply chain accidents & Geography of SII assistance**



**5.2.6 Bajaj: 200+ injured workers with avg. 10+ injuries in each quarter, a gradual increase in workers requiring assistance from SII since Q2-22, with majority cases in Pune.**

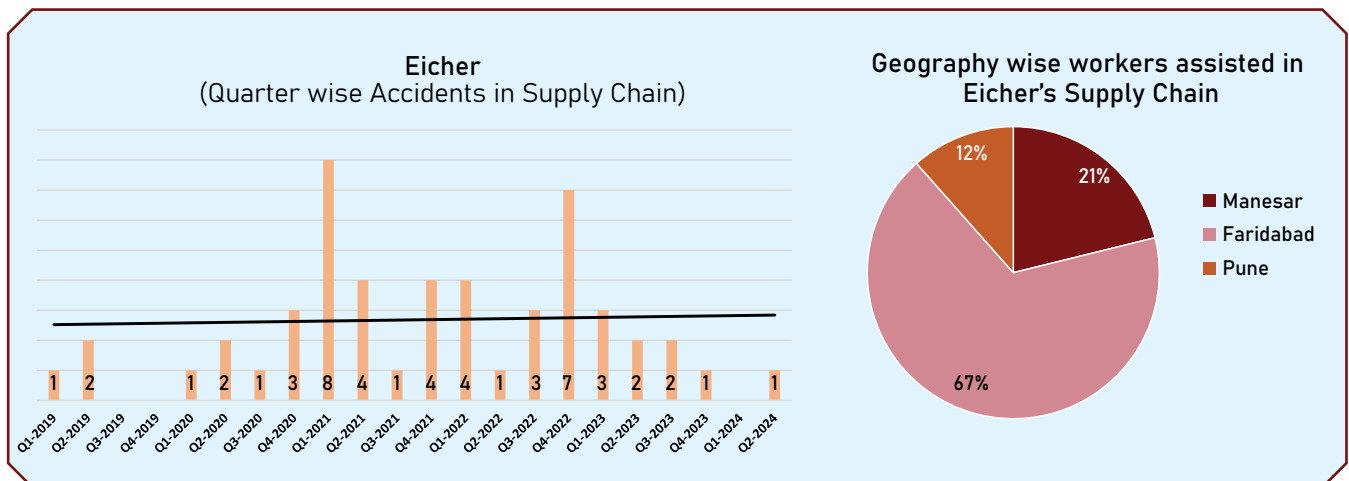
**Fig. 5.2.6 Bajaj: Quarter wise supply chain accidents & Geography of SII assistance**



### 5.2.7 Eicher: 60+ injured workers assisted by SII

SII does not operate in Eicher's core locations and the analysis is based on injured workers SII assisted, when reached out to. There may be larger number of accident cases in the core supply chain belts for Eicher.

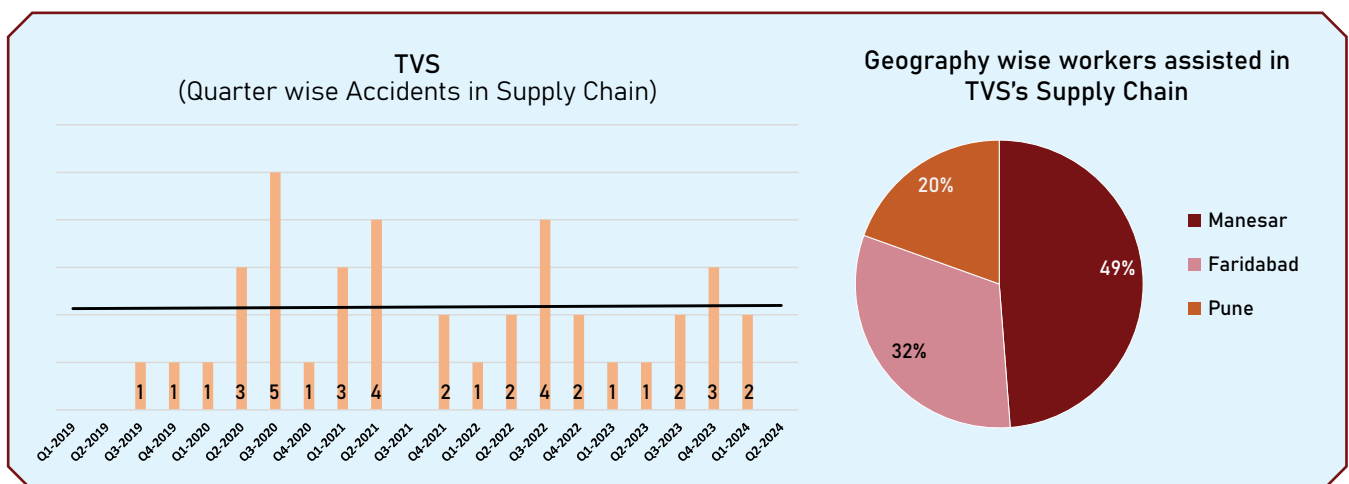
**Fig. 5.2.7 Eicher: Quarter wise supply chain accidents & Geography of SII assistance**



### 5.2.8 TVS: 40+ injured workers assisted by SII

SII does not operate in TVS core locations either and therefore, analysis is based on injured workers SII assisted. Similarly, might point towards greater number of accident cases in the core supply chain belts for TVS.

**Fig. 5.2.8 TVS: Quarter wise supply chain accidents & Geography of SII assistance**



### 5.2.9 Ashok Leyland and Hyundai: 19 injured workers assisted by SII

This figure does not reflect the actual status of worker injuries in their supply chain as SII does not operate at the location of their manufacturing operations either.

Automobile Brand	Injured Workers Assisted in the Supply Chain
Ashok Leyland	16
Hyundai	3

As SII expands its operations to the three automotive sector hubs, it will obtain more evidence of these other brands. However, it is good to see these brands also engaging and improving their policies along with the ones, where SII has more direct evidence.



CHAPTER 6

# About Safe in India Foundation



## 6.1 About Safe In India Foundation (SII)

Safe in India Foundation (SII) addresses two under-reported and under-addressed issues and opportunities for India:

**Opportunity 1: Improving working conditions to help improve India's manufacturing professionalism, especially in MSMEs and thus the Indian labour Productivity, with focus on automobile sector which is one-third of Indian manufacturing GDP and employs 10m+ workers:**

The prevalent high rate of workplace accidents, annually, in the Indian manufacturing sector leads to not only human tragedy but, as per ILO, to c.4% loss in the GDP of a nation.

As a useful, though unfortunate indicator, tens of thousands of workers are losing their fingers in the deeper (tiers 1/2/3 mainly) supply chain of Indian automobile sector, ignoring the true human and economic cost of such working conditions on product quality, cost of production and scalability, leading to poor Indian labour productivity (133rd) and MSME (half of global average) productivity.<sup>1</sup>

Nine of the top 10 automobile brands are engaging with SII, as is the government.

**Opportunity 2: Helping improve ESIC Social Security (Healthcare and insurance) access for workers and its quality of services for c.10% (14 crore) of India:**

All workers earning less than INR 21,000 per month and working in an establishment employing more than 10 people, are eligible to be part of the Employees State Insurance Scheme (ESIC) – one of the best, although less talked about, social security promises in the world – providing primary and tertiary healthcare, maternity, sickness and disability benefits, and other crucial social security protection.

However, ESIC services suffer from a number of delivery quality issues that result in poor experience for both works and businesses. Have made significant progress ([just one intervention assisted Rs100cr+ benefits](#) – see point 2). Also working with business e.g., Forbes Marshall for improving ESIC experience in their supplier factories.

## About Safe In India Foundation, its funders and 4 complementary pillars of activities:



Safe in India is a registered Section 8 Company, supported by the batch of IIMA91, IIT88, Azim Premji Foundation, Vikram Lal Family Foundation, Forbes Marshall, Tata Chemicals and many others.

<sup>1</sup> A microscope on small businesses: The productivity opportunity by country\_Data snapshot for India: Report by McKinsey Global Institute

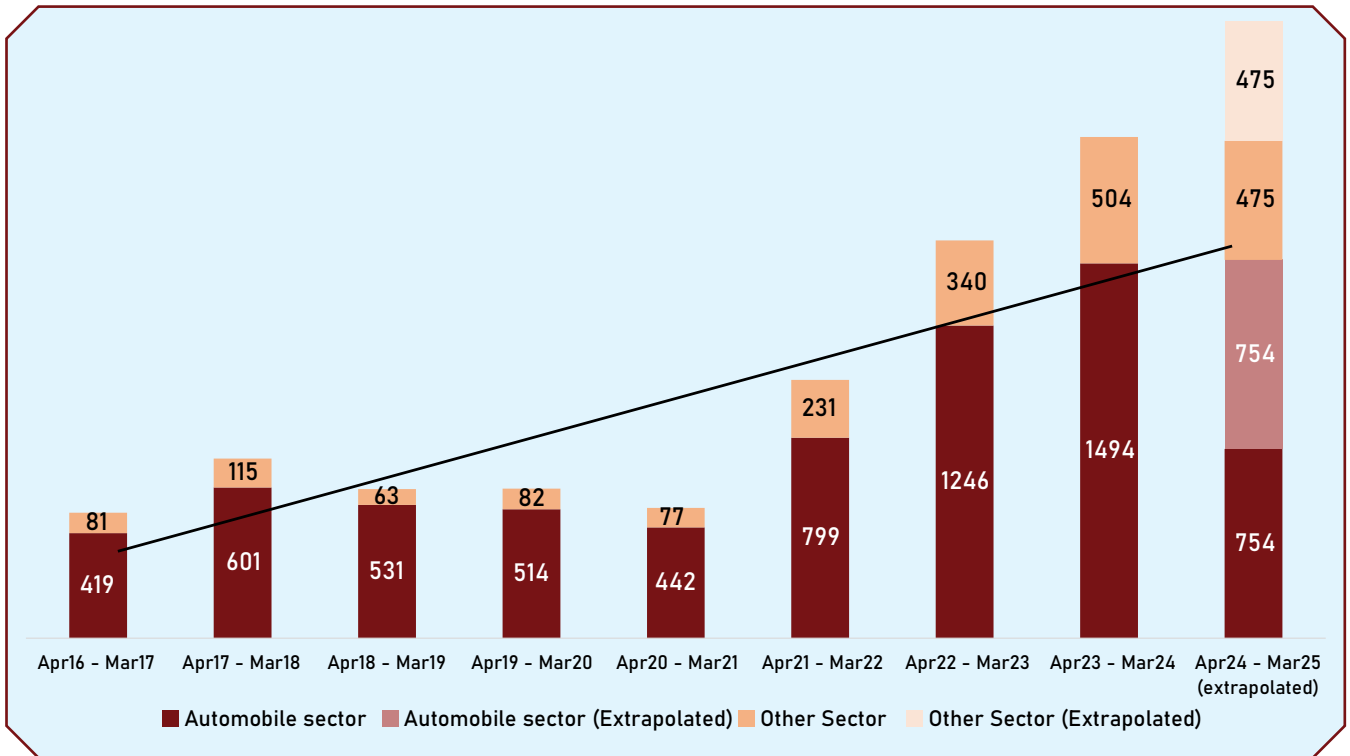
## Pillar 1: Assisting injured/disabled workers to access ESIC healthcare and disability benefits



SII has now supported c.10,000 injured workers in ESIC's disability, unemployment, and pension benefits, since 2016, and helped them obtain c.Rs.100 Cr compensation value from ESIC through its four Workers Assistance Centres in two states – Haryana and Maharashtra. ([See Workers' lives improved](#)). These number grew by c.30% in the year 2024.

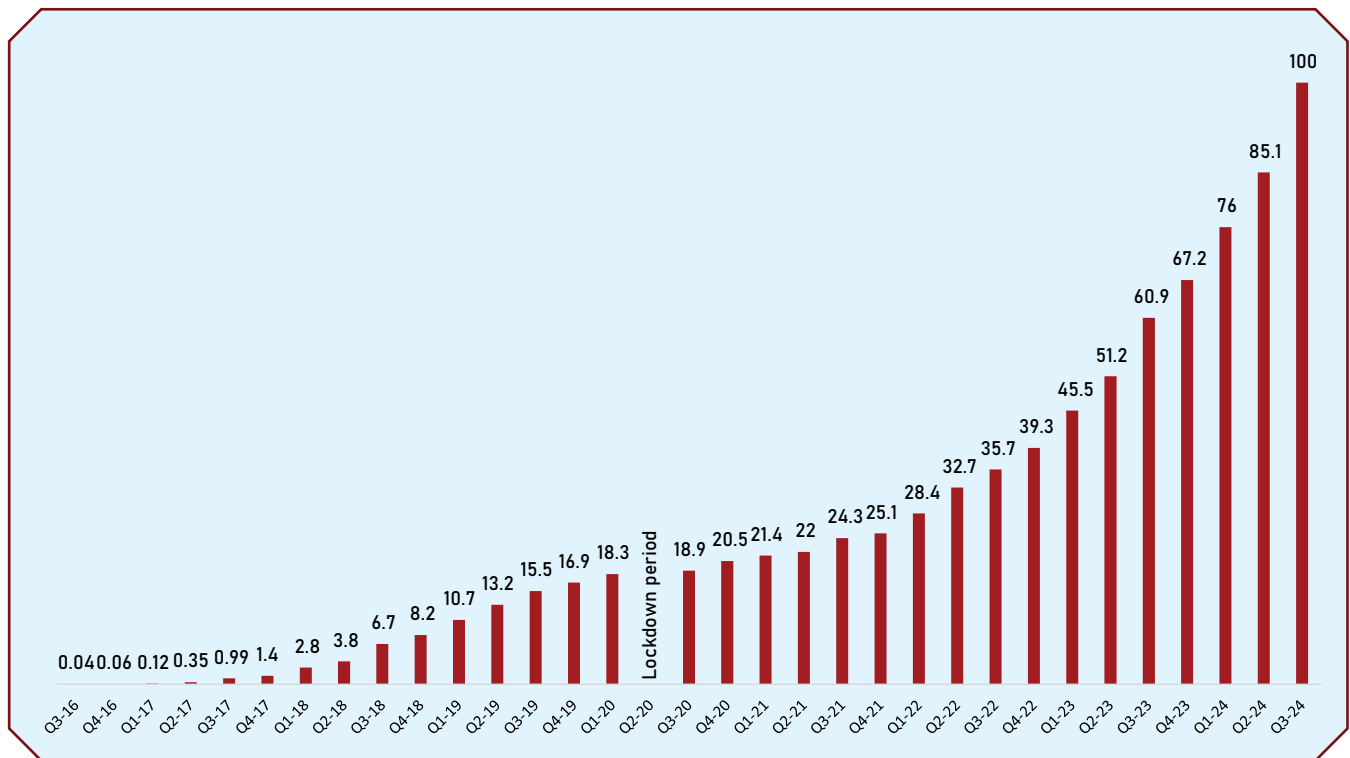


### 6.1.1 Injured Workers assisted by SII for their ESIC healthcare and compensation (Auto sector - year wise).



(Apr2016-July2024)

Fig. 6.1.2 Compensation Value (in Cr.) Assistance (Cumulative) by SII

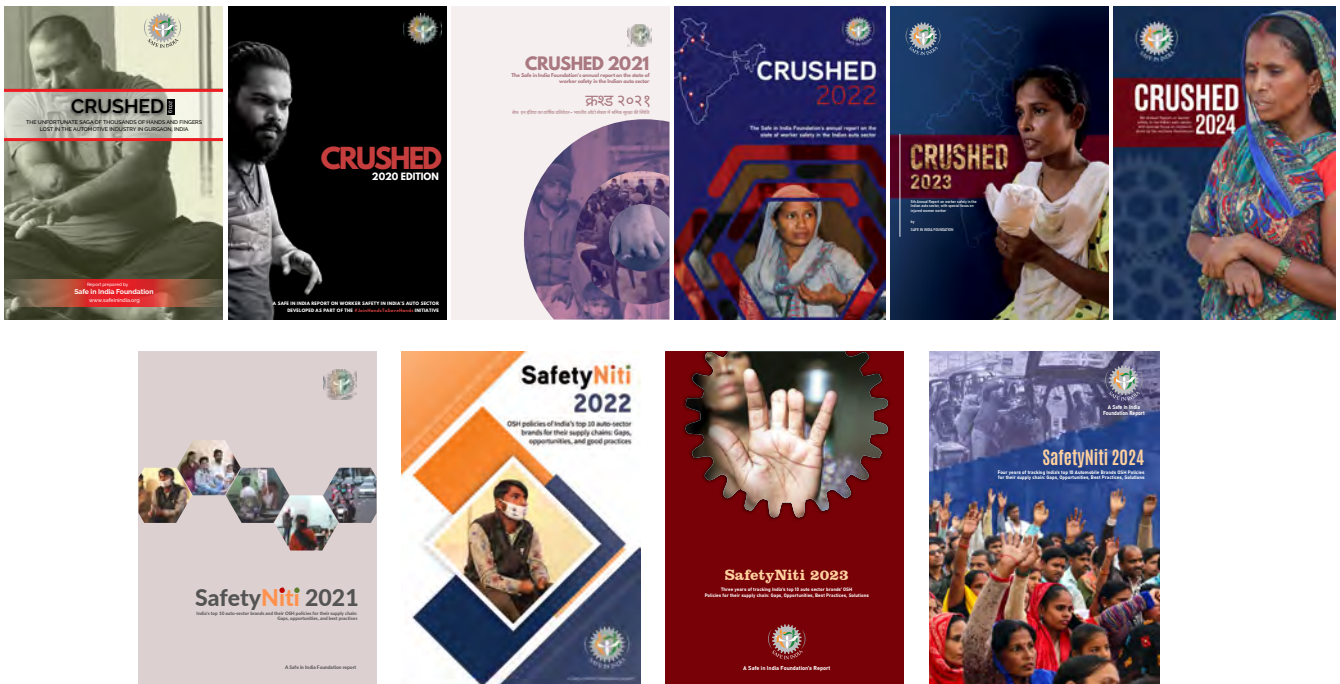


(Apr2016 onwards)

## Pillar 2: Nudging to improve Workplace Safety in Manufacturing, especially Auto Sector's deeper supply chain, nationally

SII's Pillar 2 endeavours to drive change through engagement, mainly with the top 10 automobile brands, auto sector apex bodies - SIAM & ACMA - and the central and state governments, to improve safety practices in the auto sector supply chains. Our two annual accident prevention report series - **CRUSHED** since 2019 and **SafetyNiti** since 2021 - and their recommendations are now widely accepted.

SII believes that the automobile brands have the most capability and managerial and technical resources, the commercial and political power and indeed the corporate responsibility to make a real difference.



### Pillar 3: Improving ESIC's Healthcare & Compensation Services Nationally



SII engages with ESIC regionally and nationally to help improve 'quality' of their services. ESIC has already accepted 12 of our c.60 recommendations, potentially impacting lakhs of workers throughout India. We have won [National Award from Hon'ble Labour Minister](#) for this work. An interview of [DG ESIC](#) [here](#).

In the efforts to ensure that worker's voice reach the ESIC's top executives/board, SII continues to use real data-based evidence of workers' experiences with healthcare and compensation services through its recommendation to ESIC for national/state level policy/process improvements. For this, SII has been publishing worker-voice through 'ESIC Ki Baat Aapke Saath' reports to make tactical and strategic recommendations since 2017.

SII continues to acknowledge the improvements in ESIC ecosystem though highlighting the need to still walk miles.








### Pillar 4: Increasing Awareness on Safety & ESIC services among workers



SII continues to acknowledge the necessity of imparting the workers with knowledge and awareness in addition to assisting them with processes. It has been doing this through use of offline and online platforms of communication, varying from in-person training sessions, Group Discussions, IEC material to social media.

SII is working for amplifying the workers voice through its YouTube Channels and Facebook pages. It's Hindi and English Facebook pages for workers now have 55,000+ and 11,000+ followers and an annual engagement of 50,000.

## Communication Platform

<b>YouTube</b> <a href="https://www.youtube.com/@shramikpur">https://www.youtube.com/@shramikpur</a>  <b>श्रमिकपुर</b>	<b>YouTube</b> <a href="https://www.youtube.com/@SafeInIndiaFoundation">https://www.youtube.com/@SafeInIndiaFoundation</a>  <b>SAFE IN INDIA</b>	<b>Facebook</b> <a href="https://www.facebook.com/safeinindia/">https://www.facebook.com/safeinindia/</a>  <b>SAFE IN INDIA</b>	<b>Facebook</b> <a href="https://www.facebook.com/safeinindiafb/">https://www.facebook.com/safeinindiafb/</a>  <b>SAFE IN INDIA</b>
<b>WhatsApp</b> <a href="https://whatsapp.com/channel/0029VaF0JmyJpe8gdORNtQ2P">https://whatsapp.com/channel/0029VaF0JmyJpe8gdORNtQ2P</a>  <b>SAFE IN INDIA</b>	<b>LinkedIn</b> <a href="https://www.linkedin.com/company/85637070/admin/dashboard/">https://www.linkedin.com/company/85637070/admin/dashboard/</a>  <b>SAFE IN INDIA</b>	<b>Website</b> <a href="https://www.safeinindia.org/">https://www.safeinindia.org/</a>  <b>SAFE IN INDIA</b>	

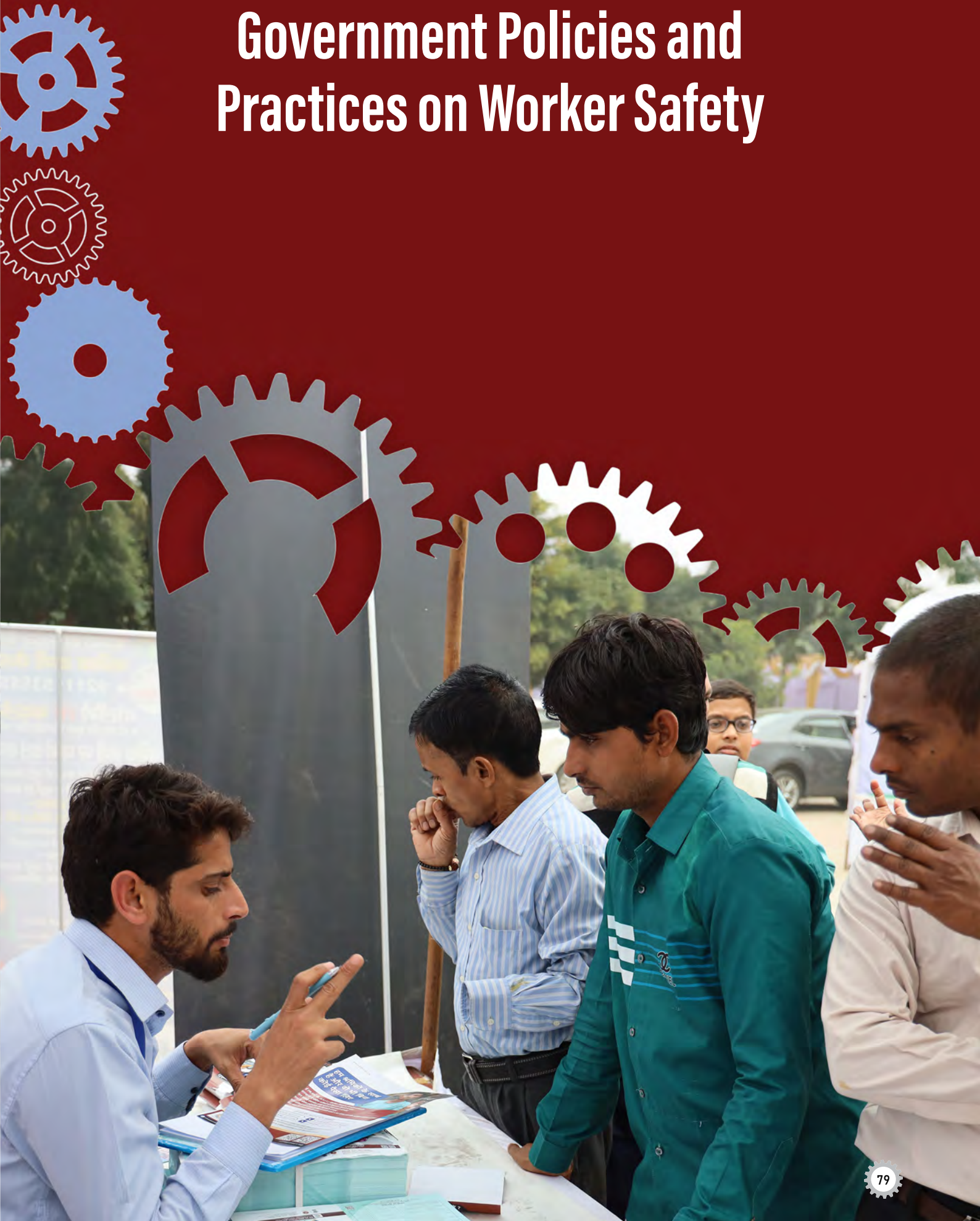
### The next steps Safe In India Foundation plans to include:

1. **Additional Workers Assistance Centres (WACs):** Expansion of existing centres in Haryana and Maharashtra and/or new ones in Tamil Nadu and Karnataka.
2. **Strengthening Nudges:** Add two new key annual reports:
  - (a) Annual Safety & ESIC Index and
  - (b) ESG-analysis of BRSR Reports for auto sector and developing sector-specific guideline, in partnership with the Ministry of Corporate Affairs for SEBI.
3. **Enhance Workers' Education, Engagement and Awareness:** Increase capacity for workers' meetings, campaign events and content for social media platforms.
4. **Build deeper and stronger capacity:** Strengthen research, advocacy, building partnerships, with other social sector players, government, and business, and strengthening IT, HR, and FIN.



CHAPTER 7

# Government Policies and Practices on Worker Safety



## 7.1. Findings relevant to OSH in the laws and policies of the Central and State governments

The four Labour Codes, including the Occupational Safety, Health & Working Condition (OSH&WC) Code and the Draft Rules were published in 2020 by the Central Government but haven't been notified as on 7<sup>th</sup> November 2024.

### 7.1.1. Finding 1: OSH & WC Code are yet to be notified but some states have already passed a few “business-friendly” orders and none of the “worker-friendly” orders.

As of November 2024, 5 out of the 36 states and union territories are yet to have published draft rules across all four new labour codes, i.e., the Code on Wages, 2019, Industrial Relations (IR) Code, 2020, Code on Social Security (SS Code), 2020 and the Occupational Safety, Health, and Working Conditions (OSH&WC) Code, 2020<sup>1</sup>.

The Ministry of Labour & Employment claims to be fast-tracking the implementation of the four labour codes by 2025<sup>2</sup>.

As reported by SII in SafetyNiti 2024 (p. 106-107), some states (Karnataka, Tamil Nadu, Maharashtra, Gujarat, Himachal Pradesh, Madhya Pradesh, Odisha, Uttarakhand, Assam, Goa, Haryana, and Punjab) have already passed (and withdrawn some) business-friendly orders based on the Labour Codes and the Draft Rules, including extending daily working hours up to 12 hours a day and removing the 48-hour weekly working hour cap in contravention of the Hours of Work (Industry) Convention, 1919, adopted by the General Conference of the International Labour Organisation, and ratified by India<sup>3</sup>.

Some states (Haryana, Uttar Pradesh, Assam, Odisha, Bihar, Goa, and Tripura) also passed laws fully exempting new factories from the Factory Act, without commensurate controls and some (Punjab, Gujarat, Assam, Odisha, Himachal Pradesh, and Manipur) have passed laws weakening regulation of factories by introducing the option for compounding offences and thereby decriminalising offences.

In contrast, worker-friendly aspects in the new OS&WC Code have not been implemented, e.g., issue of appointment letters on joining, annual free health check-ups and restricting the engagement of contract labour/third-party employees in certain core activities.

### 7.1.2. Finding 2: Maharashtra has expanded the scope for mandatory safety audits in non-hazardous factories by decreasing the threshold from factories with 250+ workers to those with 50+ workers (although this still excludes c.70% of factory workers).

The Maharashtra Factories (Safety Audit) (Amendment) Rules, 2024<sup>4</sup> has decreased the threshold for factories requiring mandatory safety audits for non-hazardous factories from 250 workers to 50 workers. This is a positive move although even with this change, the small outfits, some literally running dangerous press machines from garages, that employ more than 70% of all workers<sup>5</sup> will continue to be excluded from safety audits.

Even with this change, the 50-worker floor is worse than the 20 workers (with power) or 40 workers (without power) floor for safety audits as per OSH & WC Code 2020 and the 10 workers (with power) or 20 workers (without power) floor for safety audits as per Factories Act, 1948.

<sup>1</sup> <https://www.financialexpress.com/jobs-career/labour-codes-delayed-as-a-few-states-yet-to-draft-rules-3677086/>

<sup>2</sup> <https://economictimes.indiatimes.com/news/economy/policy/labour-codes-may-top-new-govts-100-day-plan/articleshow/109113008.cms?from=mdr>

<sup>3</sup> [Convention C001 - Hours of Work \(Industry\) Convention, 1919 \(No. 1\) \(ilo.org\)](https://www.ilo.org/convention/C001)

<sup>4</sup> [https://mahadish.in/media/post\\_image/SA\\_2024.pdf](https://mahadish.in/media/post_image/SA_2024.pdf)

<sup>5</sup> Extrapolating India data from Report on Statistics 2019, Labour Ministry

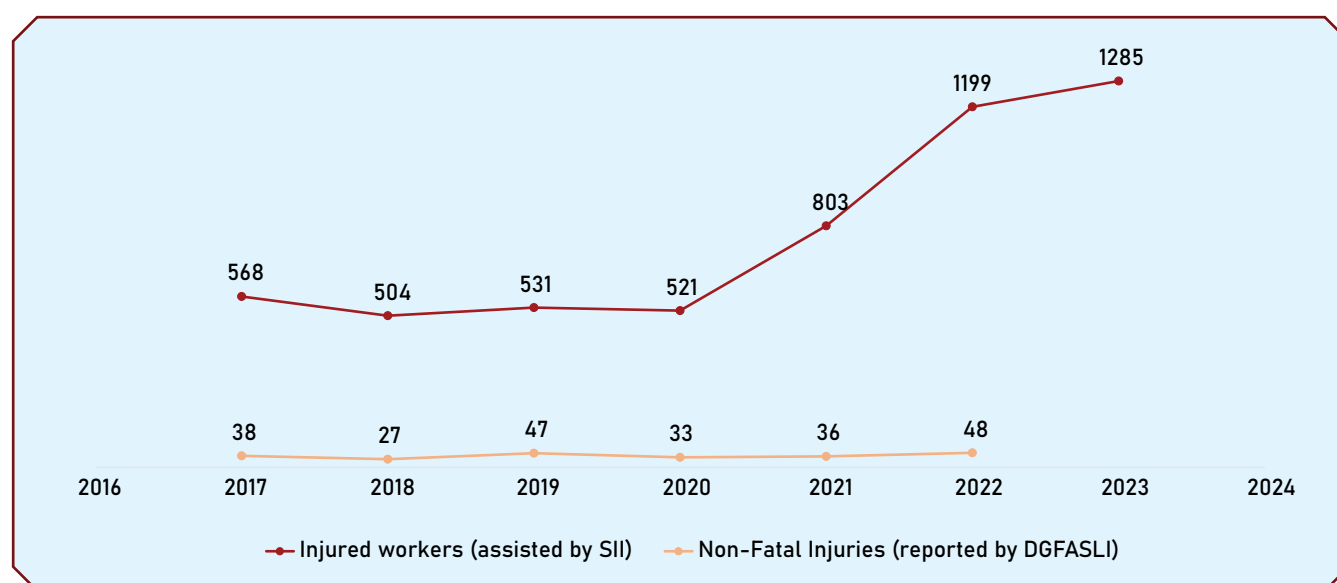
## 7.2. Findings relevant to OSH-reporting by the governments at the national and state levels

OSH data is reported nationally by different departments in the Labour ministry, as part of DG FASLI's Standard Note and the Labour Bureau's Report on Statistics of Factories.

### 7.2.1. Finding 3: Official accident numbers reported to DG FASLI are a fraction of the reality; Haryana state-non-fatal reported accident numbers are not even 6% of what SII reports.

In Haryana, the reported injuries in the DGFASLI reports<sup>6</sup> for the 2017 to 2022 period (non-fatal injuries) were only 6% of the workers assisted by only SII operating only in Faridabad and Manesar and Gurugram.

**Fig. 7.2.1 Non-fatal accidents in Haryana: Reported by SII and DG FASLI**



(Source: Standard Reference Notes, 2023, DGFASLI, pp. 60)

In 2022, the last year of data publicly available, DG FASLI (Standard Reference Note 2023) reported 2,983 non-fatal injuries (2,803 in 2021), nationally.

Within the above national 2,983 non-fatal injuries, Haryana reported only 48, c.1% of the national accident data. As noted in the SafetyNiti & CRUSHED report series, the true number in Haryana is more than 1,000 per annum - A serious underreporting

Maharashtra reported a much larger 819 non-fatal injuries in 2022, 27% of the national accident data. SII does not have trend data in Maharashtra, but SII currently meets and supports 600+ injured workers only in Pune. Considering that Pune accounts for only 15% of the state's factories and 25% of the state's factory workers according to the Directorate of Industrial Safety & Health data<sup>7</sup>, it can be postulated that there may be significant underreporting in Maharashtra too, even if not as serious as Haryana.

### 7.2.2. Finding 4: The number of accidents in factories is part of the Ministry of Statistics & Programme Implementation's National Indicator Framework on SDG

The National Indicator Framework (NIF) on SDGs, developed by the Ministry of Statistics & Programme Implementation (MoSPI), serves as a foundational document for designing and refining sub-national monitoring frameworks for Sustainable Development Goals (SDGs). As highlighted in *SafetyNiti 2024*, the NIF Progress Report 2024<sup>8</sup> includes three indicators under SDG 8. These indicators cover key aspects such as the number of workplace accidents (both fatal and non-fatal) and the proportion of migrant workers, reflecting an effort to address labour-related challenges.

<sup>6</sup> <https://dgfasli.gov.in/Standard-reference-notes>

<sup>7</sup> Directorate of Industrial Safety and Health, Maharashtra State :: औद्योगिक सुरक्षा व आरोग्य संचालनालय, महाराष्ट्र राज्य (mahadish.in)

<sup>8</sup> [https://www.mospi.gov.in/sites/default/files/publication\\_reports/SDG-NIF-ProgressReport-FullFile-v4N.pdf](https://www.mospi.gov.in/sites/default/files/publication_reports/SDG-NIF-ProgressReport-FullFile-v4N.pdf)

The framework primarily guides states and NITI Aayog in their SDG implementation efforts. However, despite the inclusion of workplace safety and health parameters, this policy direction has not translated into tangible action. Neither NITI Aayog nor the states seem to prioritize these parameters as part of their key performance indicators (KPIs), signalling a gap between intent and execution.

### **7.2.3. Finding 5: Labour Bureau's Report, last one for 2020 and nothing since, on 'Statistics of Factories' doesn't include OSH data from multiple states – a missed opportunity for OSH reporting**

12 states and UTs, including Maharashtra, have not reported data on accidents, inspections, and convictions as part of the Labour Bureau's Report on Statistics of Factories 2020<sup>9</sup>, released as late as August 2023. No data since 2020 is available.

Among the states which are auto hubs, highest number were reported from Gujarat for non-fatal industrial injuries and number of man days lost. Karnataka & Maharashtra reported none in both the categories. No state (among those with auto sector hubs) reported inspections while, only 3 states (among those which are auto sector hubs) have reported convictions<sup>10</sup>.

### **7.2.4. Finding 6: NITI Aayog's SDG India Index 2023–24, like previous editions, does not include an indicator on promoting safety and health in the workplace, despite this being asked for by the National Indicator Framework.**

SDG India Index 2023–24, the fourth edition of NITI Aayog's principal tool for measuring national and subnational progress on the Sustainable Development Goals (SDG) was released in July 2024<sup>11</sup>.

Among the 113 indicators across 17 goals NITI Aayog measures, no data on indicators related to promoting safety and health in the workplace under SDG 8.8 is included, even though the number of accidents in factories is part of the MoSPI's National Indicator Framework (NIF) on SDG, the mother document for the selection of indicators for the SDG India Index.

NITI Aayog's SDG India Index provides state-wise comparisons of SDG parameters, and the inclusion of workplace safety and health parameters here will encourage states to improve measures.

### **7.2.5. Finding 7: The number of workers covered under the Employees State Insurance (ESI) Act has been inexplicably removed from the National Indicator Framework on SDG. This is worrying.**

As reported in SafetyNiti 2024, the number of workers covered under the Employees State Insurance (ESI) Act, an important indicator that was included in Version 1.0 of the National Indicator Framework on SDG has been inexplicably excluded from Version 3.0.

Including social security coverage measured as ESIC coverage is an important indicator to be included in the National Indicator Framework on SDG and including this as part of the NIF will encourage extension of ESI services to all workers.

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<sup>9</sup> [https://labourbureau.gov.in/uploads/pdf/FA\\_2020.pdf](https://labourbureau.gov.in/uploads/pdf/FA_2020.pdf)

<sup>10</sup> Labour Bureau's Report on Statistics of Factories 2020, Table 5.1 & Table 5.6

<sup>11</sup> <https://sdgindiaindex.niti.gov.in/>

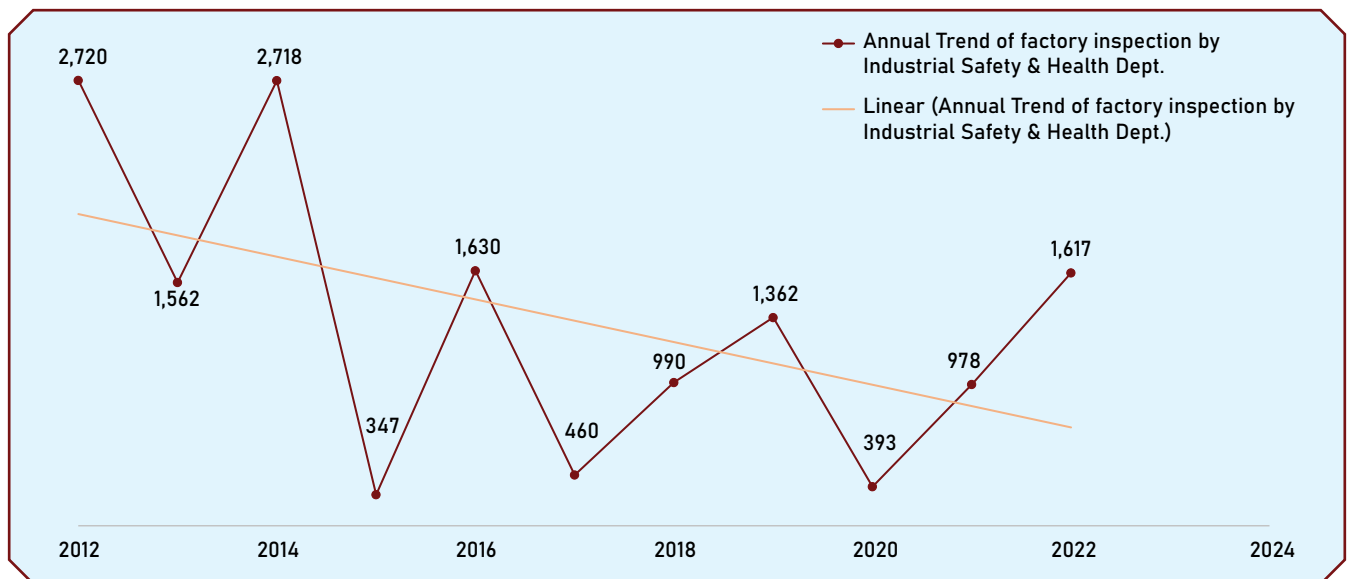
### 7.3. Findings relevant to OSH in the government's practices/actions other than reporting

#### 7.3.1. Finding 8: Haryana and Maharashtra state's factory inspections have been reducing for years (downward trend, though variations have been observed across years).

Audits/inspections by ISH are critical to improve the safe working environment in factories. However, these inspections have been reducing consistently.

Factory inspection by Industrial Safety and Health department's factory inspections in Haryana has been decreasing since 2012.

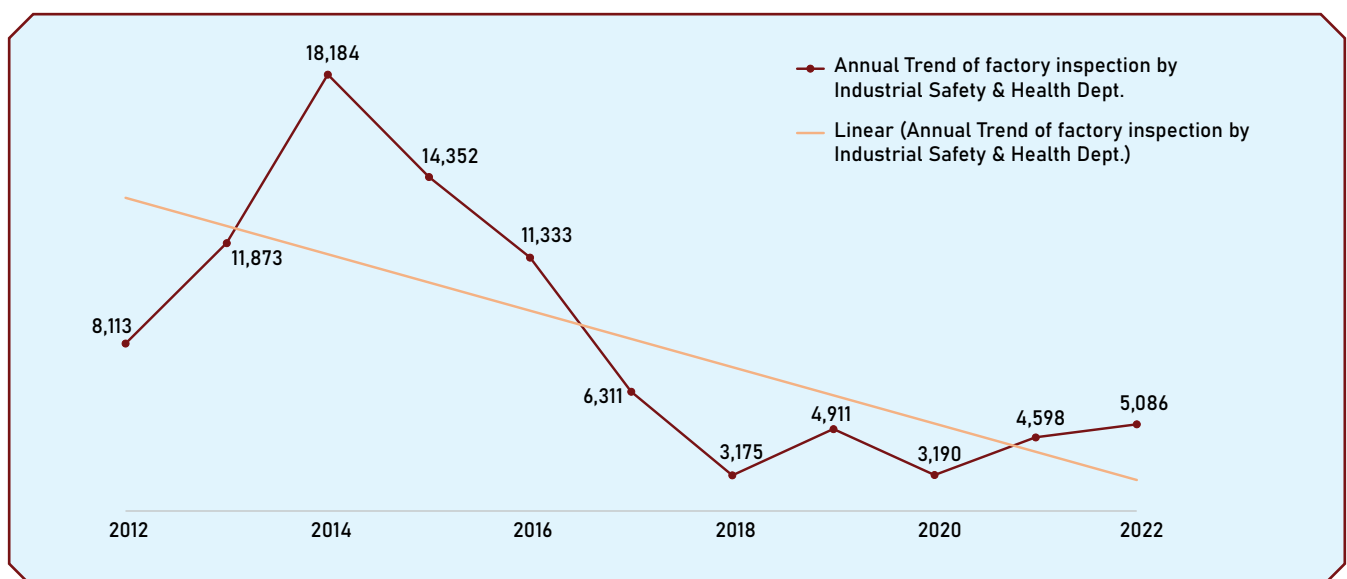
**Fig. 7.3.1a Annual Trend of factory inspection by Industrial Safety & Health Dept. in Haryana**



(Source: Standard Reference Notes, 2023, DGFASLI, pp. 83)

Factory inspection by Industrial Safety and Health department's factory inspections in Maharashtra as well.

**Fig. 7.3.1b Annual Trend of factory inspection by Industrial Safety & Health Dept. in Maharashtra**



(Source: Standard Reference Notes, 2023, DGFASLI, pp. 83)

### **7.3.2. Finding 9: India's National Action Plan (NAP) on Business and Human Rights yet to be launched; the progress on the action points and schedule for the release of the final draft of the NAP is unclear.**

As reported in SafetyNiti 2024, the Ministry of Corporate Affairs has published a Zero Draft<sup>12</sup> of the National Action Plan on Business and Human Rights (updated in March 2020 on the Ministry website).

However, there appears to be no progress on the next stated steps, i.e., the constitution of a working group consisting of representatives from relevant ministries and departments for assessing and implementing the UNGP framework based on existing laws and policies and holding consultations with stakeholders, including businesses, trade unions, and civil society organisations.

### **7.3.3. Finding 10: No visible progress on the planned Expert Committees for framing standards under the OSH act.**

As reported in SafetyNiti 2024, the Government of India constituted four Expert Committees in 2021 for the purpose of framing standards on provisions relating to Safety, Health and Welfare under the Occupational Safety, Health, and Working Conditions Code, 2020, pertaining to Factories, Dock Works, Building and other Construction Works and Fire Safety<sup>13</sup>.

However, there appears to be no progress yet of/on proceedings of the Expert Committees in the public domain.

### **7.3.4. Finding 11: No progress on the announced DGFASLI's Online Portal for real-time OSH data since April 2022.**

As reported in SafetyNiti 2024, in the 2021-22 and 2022-23 Labour Ministry Annual Reports<sup>14</sup>, DGFASLI, in liaison with the IT Cell, Ministry of Labour and Employment, announced/mentioned the development of an Online Portal for the collection of qualitative and quantitative Occupational Safety and Health (OSH) Data from the office of the Chief Inspector of Factories (CIF)/Directorate of Industrial Safety and Health (DISH).

However, SII has been unable to find the said data/online portal or an update on the portal in the Labour Ministry's 2023-24 Annual Report.

### **7.3.5. Finding 12: NHRC (National Human Rights Commission) appears to not have taken up any follow-up action for the past year after taking suo moto cognisance of the DGFASLI data on accidents in February 2023**

As reported in SafetyNiti 2024, the National Human Rights Commission (NHRC) took suo moto cognisance of the DGFASLI data on accidents in registered factories and related issues (compensation paid to the injured / next of kin of the deceased, prosecution initiated against the occupier/factory owners and the number of safety officers employed)<sup>15</sup>.

It issued notices to all the Chief Secretaries/Principal Secretaries, Department of Labour of all the States and Union Territories. In SafetyNiti 2024, SII had highlighted this as a positive step for worker safety.

But NHRC appears to not have taken up any follow-up action on this issue.

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<sup>12</sup> [mca.gov.in/Ministry/pdf/ZeroDraft\\_11032020.pdf](https://mca.gov.in/Ministry/pdf/ZeroDraft_11032020.pdf)

<sup>13</sup> <https://labour.gov.in/sites/default/files/pib1708924.pdf>

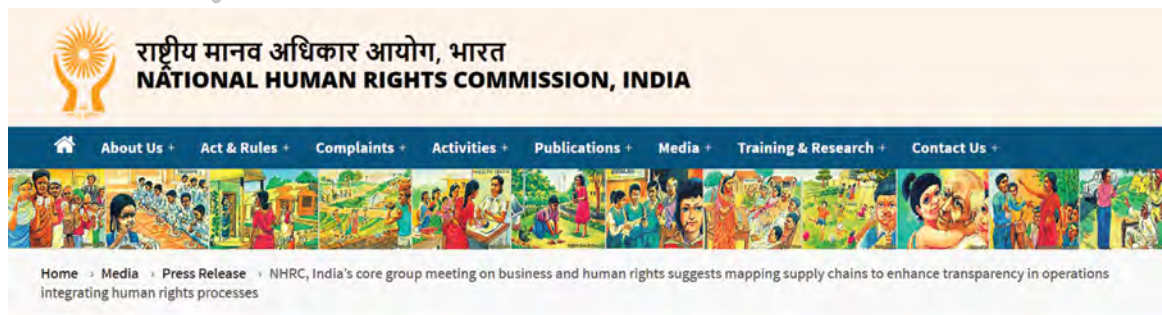
<sup>14</sup> <https://labour.gov.in/annual-reports>

<sup>15</sup> NHRC notices to the Centre, States and Union Territories over the reported high death rate of workers in accidents in the registered factories and the measures taken for ensuring protection of their human rights | National Human Rights Commission India

### 7.3.6. Finding 13: NHRC's Core Group on Business and Human Rights suggested mapping supply chains to enhance transparency in operations and integrating human rights processes in July 2024, a great step but remains unimplemented in auto sector

NHRC convened a meeting of the Core Group on Business and Human Rights, which suggested mapping supply chains to enhance transparency in operations integrating human rights processes.

SII has been recommending automobile brands to map their supply chains as the first step towards supply chain responsibility from 2019 with mixed success.



**NHRC, India's core group meeting on business and human rights suggests mapping supply chains to enhance transparency in operations integrating human rights processes**

### 7.3.7. Finding 14: Haryana Human Rights Commission (HHRC) bench's suo moto Maruti, Hero and Honda in abeyance for a year now.

After remaining vacant since mid-2023, Haryana Human Rights Commission (HHRC) bench was recently reconstituted in November 2024. Though delayed, but the reconstitution would result in taking up human rights issues, including the rights of workers in the automobile supply chain, as highlighted by NHRC in July 2024.

HHRC had previously filed a suo moto case against Maruti, Hero and Honda based on SII's reports covered by the media. SII was advised of it three years after its start and soon after the last hearing in 2023, where SII submitted its response, as asked by HHRC, the bench was disbanded.

### 7.3.8. Finding 15: Ministry of Micro, Small & Medium Enterprises' Sustainable (ZED) Certification now includes Occupational (Workplace) Safety as an essential standard but its impact is yet unclear.

The Ministry of Micro, Small & Medium Enterprises (MoMSME) launched the export-focused MSME Sustainable (ZED) Certification to encourage the manufacture of goods in the country with "zero defects" and to ensure that the goods have "zero effect" on the environment in 2022. After discussions with SII in 2021/22, the ZED certification standards included OSH at all certification levels, i.e., Bronze, Silver, and Gold<sup>16</sup>.

With increasing reporting requirements from Europe, Japan, and others and increasing focus on human rights in supply chains, this focus on OSH will strengthen India's export growth potential. MoMSME appears to have considered the business case for OSH in Indian manufacturing.

At the current low level of OSH in Indian MSME factories, there is huge potential for increasing Indian labour productivity, quality of production and efficiencies through better working practices that also includes OSH and the inclusion of OSH as part of ZED certification is a good first step.

<sup>16</sup> [https://zed.msme.gov.in/uploads/MSME\\_Sustainable\\_\(ZED\)\\_Model\\_and\\_Standard.pdf](https://zed.msme.gov.in/uploads/MSME_Sustainable_(ZED)_Model_and_Standard.pdf)

### **7.3.9. Finding 16: MoMSME's policy for Micro, Small and Medium Enterprises in India (still at draft stage) doesn't include OSH; potential to include OSH before finalisation.**

As reported in SafetyNiti 2024, MoMSME's draft policy for Micro, Small and Medium Enterprises in India<sup>17</sup>, released in March 2022, which could have introduced OSH as one of the focus areas, doesn't include any objectives or policies related to occupational safety and health.

SII recommends that OSH and its positive linkages to Indian Labour Productivity should be a part of the finalised policy.

In May 2022, SII conducted a seminar with MoMSME and QCI on 'worker safety is good for business' where several experts established the relationship between OSH and good business. This opportunity continues to be missed<sup>18</sup>.

### **7.3.10. Finding 17: BIS' adoption of IS 17277 (ISO standards 16092) parts 2 and 4, was done, as recommended by SII, and will help prevent crush injuries on the power press machines.**

Until 2023, Bureau of Indian Standards (BIS) did not have equivalent standards to ISO standards 16092 parts 2 (safety requirements for mechanical presses) and part 4 (safety for pneumatic presses) though IS 17277 Part 1 (ISO 16092 Part 1) was published in 2019.

SII started advocating for the adoption of ISO standards 16092 parts 2 and 4 in 2021. In 2023, the Panel on Safety of Metal Forming Machines published IS 17277 Part 2 and Part 4<sup>19</sup> for the safety of press machines. These standards, based on ISO standard 16092, will significantly help prevent accidents and save thousands of workers from losing their hands/fingers on press machines every year.

### **7.3.11. Finding 18: MHI's Machinery and Electrical Equipment Safety Order, 2024 includes IS Standard 17277 Part 1 for power presses but doesn't include parts 2 and 4 which deal with mechanical presses and pneumatic presses**

Ministry of Heavy Industries (MHI) introduced Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2024 in September 2024. The draft includes IS Standard IS 17277 (ISO standards 16092 part 1) but doesn't include IS 17277 parts 2 and 4 which deal with mechanical presses and pneumatic presses<sup>20</sup>.

SII has written and recently met the Ministry of Heavy Industry to make this standard into a law and will pursue this.

## **7.4. Findings relevant to government policies and practices related to OSH-reporting by businesses**

### **7.4.1. Finding 19: MCA, through IICA, has continued to promote the need for NGRBC adoption by large businesses and the MSME sector**

As reported in SafetyNiti 2024, IICA has increased the promotion of NGRBC in India, from 2023, as recommended by SII since 2020. This is a welcome change after low activity since the release of NGRBC in 2019.

In addition to the certification courses for large and small businesses, which was reported on in SafetyNiti 2024, IICA has been conducting seminars<sup>21</sup>, capacity building<sup>22</sup> and workshops<sup>23</sup> for various stakeholders and held first meeting of the Advisory Committee for "Adaptation of NGRBC for the Automobile Sector" in October 2024, of which SII was a part.

<sup>17</sup> <https://www.dcsmse.gov.in/Draft08022022.pdf>

<sup>18</sup> <https://www.safeinindia.org/post/how-can-worker-safety-deliver-profit-for-msme-businesses-experts-speak>

<sup>19</sup> Know Your Standards section on BIS website

<sup>20</sup> <https://heavyindustries.gov.in/machinery-and-electrical-equipment-safety-omnibus-technical-regulation-order-2024>

<sup>21</sup> <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1915410>

<sup>22</sup> <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1987188>

<sup>23</sup> <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1961075>

#### **7.4.2. Finding 20: SEBI has launched phased rollout of “BRSR Core” from FY23-24; top 1000 listed entities will report on accidents in their suppliers by 2026-27**

SEBI has mandated BRSR from 2022-23, for the top 1000 listed companies. For FY23-24, compulsory “BRSR Core” reporting (as an additional subset of BRSR), which includes accident & incident reporting by the companies for their value chain (tier 1 suppliers), is now applicable to the top 150 listed entities and their filings, though all parameters are not mandatory. SEBI has revised the requirement for the first year regarding disclosures for value chain partners, which would now be voluntary.

#### **7.4.3. Finding 21: No timeline for rolling out NGRBC for unlisted companies and MSMEs**

As reported in SafetyNiti 2024, SII is unable to find a schedule from MCA for reporting on Responsible Business on the lines of BRSR for large unlisted or multinational companies and the adoption and rollout of BRSR Lite, which has been developed for smaller companies unfamiliar with the groundwork of sustainability reporting, including MSMEs.

The NGRBC’s Annexure 2<sup>24</sup> does lay emphasis on adoption of reporting by MSMEs. Guidance for Micro, Small, and Medium Enterprises (p.38) demonstrates MCA’s concerted attempt to reach MSMEs, but this appears to have not been implemented.

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<sup>24</sup> [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)



## CHAPTER 8

# SII recommendations for all stakeholders

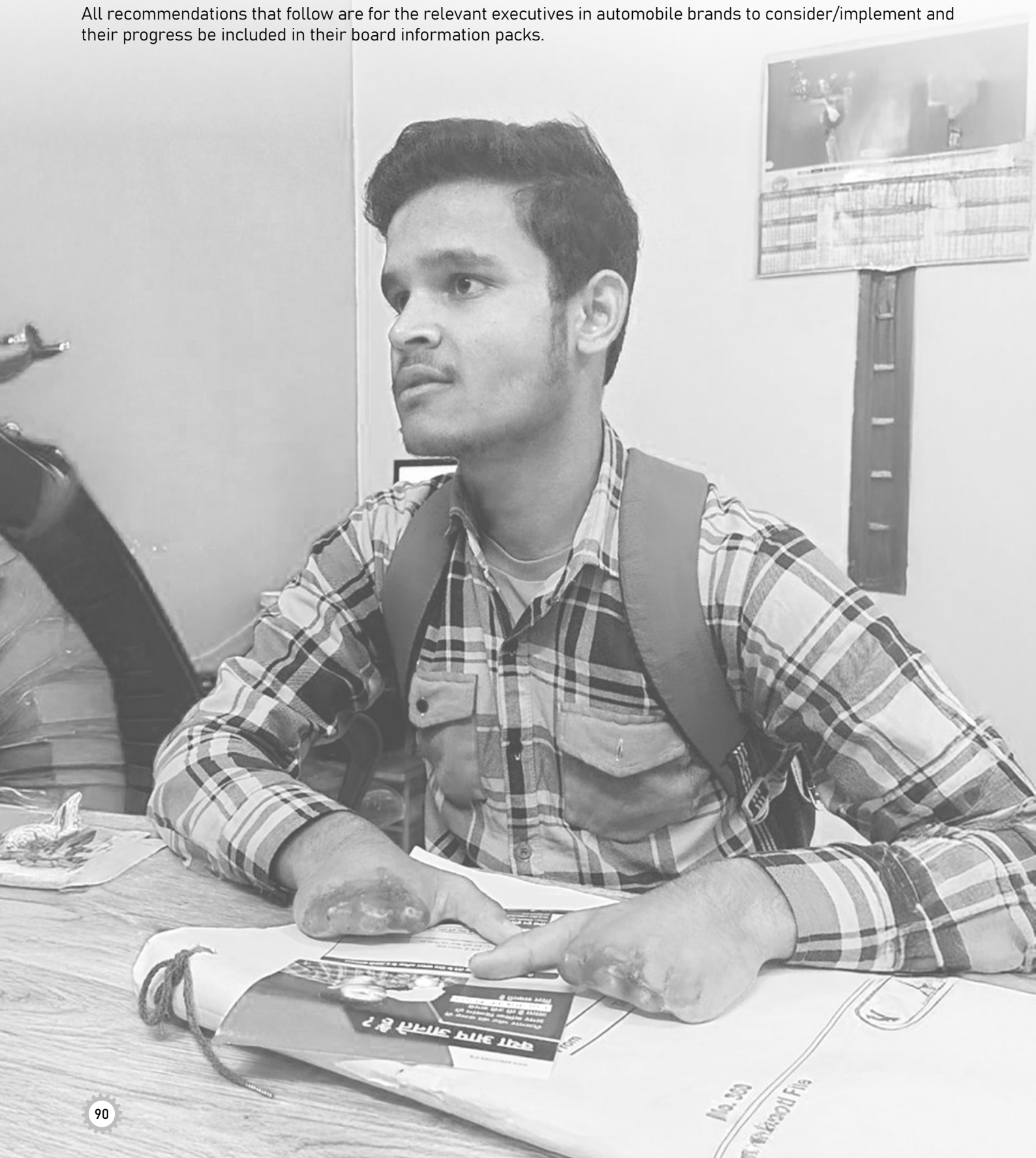
Recommendations to key stakeholders-Automobile brands, SIAM, ACMA, the government and its OSH-relevant ministries and departments/agencies. This edition, additionally makes recommendation for non-financial auditors and Financial Investors



SII has been making recommendations for implementation by all key stakeholders to improve worker safety in the Auto Sector in India. Despite the slow reforms, we have now introduced a few new recommendations following our learnings and reprioritization of the recommendations. We also make separate recommendations to the Central Government and the State Governments. Our assessment below of the progress made, however, is based on the recommendations per previous CRUSHED and SafetyNiti reports.

## 8.1 Top 5 Recommendations to Automobile brands

All recommendations that follow are for the relevant executives in automobile brands to consider/implement and their progress be included in their board information packs.



**Table 8.1.1: Top five policy recommendations to automobile brands (ST: short-term; MT: medium-term)**

S. No.	Top five policy recommendations to automobile brands	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
1	Automobile brands boards to take responsibility for worker safety in their deeper supply chain.	<p>The board must:</p> <p>(ST) Start including supply chain safety on its agenda (also as a requirement of the BRSR/ BRSR Core reporting, NGRBC Principle 1,3,5, SDG 8 (Indicator 8.8) and GRI 403 reporting).</p> <p>(ST) Ask for the creation of a distinct MIS/report covering data on supply chain safety, which covers accidents and near-misses in Tier 1s to start with, quickly followed by the same in Tier2/3/4 in phases, and to reflect progress on initiatives suggested below.</p> <p>(ST) Insist on commercial contracts with Tier 1 suppliers to include (and monitor) OSH for their suppliers and principles of supplier code of conduct once designed and communicated as below.</p> <p>(MT) Develop strong arguments for and communication of linkages between worker safety and quality/productivity in the supply chain.</p>
2	Create a joint industry-level task force with SIAM/ ACMA (with any agreed participation from SII).	<p>The board must:</p> <p>(ST) approve working with SIAM/ACMA to create a joint industry task force to monitor and improve industry level initiatives to reduce accidents.</p> <p>(MT) create mechanisms for improving the whole industry together for maximum impact and for a level playing field – e.g., a guiding Supplier Code of Conduct (SCoC), Standard Operating Procedures (SOPs), etc.</p>
3	Advocate to the Government to make BRSR mandatory for all automobile brands irrespective of ownership structure, for a level playing field and better transparency.	<p>Present to the Government the need of Responsible Business Reporting on the lines of filing of BRSR and BRSR Core (which is currently mandated only for listed companies) for all auto sector companies.</p> <p>Given that foreign-owned unlisted MNCs in India share the supply chain in the auto industry along with Indian-owned listed companies, transparency through filing of BRSR should be universal.</p> <p>(ST) Introduce filing for top 5 MNCs, not listed in India based on parameters like volume of production/market share in the BRSR format.</p> <p>(MT) Introduce filing for all Automobile brands, Indian and MNC, irrespective of ownership</p>
4	Strategic International compliance and reporting annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety)	<p>(ST) Start reporting under SDG8.8 which is concerned with labour safety for India operations.</p> <p>(ST) Encourage Tier 1/2/3/4 suppliers to have similar policies for their permanent and non-permanent workers and include OSH in the scope of these policies.</p> <p>(MT) Report on GRI403 framework for India operations as it includes supply chain worker safety. For these, you must adopt ILO Decent Work Principles (link below) to define the same for your factories and supply chain.</p> <p>(MT) State in annual reports consistency of all policies, including OSH, in own and supply chain factories of the Indian and international operations.</p> <p>(MT) Ask publicly listed suppliers to report on SEBI BRSR for the top 1000 listed companies, even if it is not mandated by SEBI.</p> <p>Encourage and support suppliers to follow NGRBC guidelines, even if done in phases.</p> <p>Include OSH in the supply chain sustainability risk assessment if not already included.</p>
5	Set up mechanisms to ensure that workers' voices and feedback in the entire deeper supply chain are heard.	<p>(ST) Introduce industry wide systematic audits in the deeper supply chain to assess and ensure worker rights with respect to wages, ESIC, safety on shop floors and other basic compliances.</p> <p>(ST) Introduce industry wide grievance mechanism to understand worker experiences and actions needed e.g., identify habitual offenders who may be servicing several Automobile brands and must be improved or punished.</p>

**Table 8.1.2: Top five operational recommendations to automobile brands (ST: short-term; MT: medium-term)**

S. No.	Top five operational recommendations to automobile brands	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
1	Map the deeper supply chain to be able to take effective action.	(ST) Map all Tier 1 (if not already done) and Tier 2 suppliers immediately, and (MT) Follow the same for Tier 3, and 4 in phases as soon as possible.
2	Create, publish, and implement a Supplier Code of Conduct (SCoC) that ensured compliance with NGRBC, ESIC and other rules and regulations.	Publish SCoC/Supplier Sustainability Guidelines in the public domain, including, inter alia: (ST) A clear statement for OSH for all workers at supplier factories, with 'Suppliers' defined clearly with specific mention for Tier 2, /3/4...n (ST) Making SCoC contractually binding. (ST) Accident reporting from Tier 1 contracts. (ST) Ensuring Tier 1 suppliers make OSH principles contractually binding for their own suppliers (i.e., Automobile brands Tier 2 suppliers). (ST) Asking Tier 1 suppliers to cascade OSH, Human Rights, SDG8.8 and NGRBC Principles down the supply chain, even if in phases.
3	Include all non-permanent workers in their own factories, in the OSH Policy statement, at par with their own permanent workers.	(ST) Publish a comprehensive standalone OSH policy in the public domain (for example, Mahindra's OSH policy) and categorically include all non-permanent workers (contract/temporary/casual workers/ trainees, etc.) at par with permanent workers under the same OSH policy.
4	Improve transparency and accountability of accident reporting in the supply chain, start weeding out habitual offenders and commercially reward the safest factories.	(ST) Increase transparency of the OSH-related information in the supply chain to the Board, which will help accelerate change. (ST) Use Supplier Mapping data to establish an accident reporting system and monitor accidents and near misses in the entire supply chain. (MT) Improve OSH accountability, including weeding out habitual offenders in the supply chain and rewarding safer suppliers, especially in Tier 2s to start with and Tiers 3 and 4 to follow.
5	Initiate/strengthen effective ground level actions, e.g., honest surprise worker safety audits and worker training in regional languages.	(ST) Start/Continue conducting surprise Tier 2/3 audits in addition to Tier 1s. (ST) Conduct/ask Tier 1s to conduct and report to Automobile brands on these safety audits in a deeper supply chain. (ST) Worker training in deeper supply chain e.g., Support ASDC programme for deeper supply chain like RPL training for power press operators. (MT) Create an industry-level training system especially for migrant/contract workers with the government/ASDC/etc. (ST) Set up a grievance redressal mechanism for deeper supply chain. (ST) Web portal for simplified OSH materials for supply chain workers, supervisors, managers, owners. (ST) Develop cost-benefit case of OSH for suppliers. (ST) Set up OSH technical helpline/advisory for deeper supply chain questions on issues/ best practices/etc.

## 8.2 Top 5 Recommendations to automobile sector associations – SIAM and ACMA

SIAM's & ACMA's commitment to worker safety and encouraging culture of worker safety in the supply chain by collaborative action would be crucial.

**Table 8.2.1: Top 5 recommendations for Society of Indian Automobile Manufacturers (SIAM) and Automotive Component Manufacturers Association (ACMA)**

S. No.	Top five recommendations to SIAM & ACMA	Suggested next steps/explanations with indicative time scale prioritisation/ additional information and a few best practices
1	Bring the Automobile brands, suppliers, and experts together for effective ideation and implementation plans to prevent accidents in the auto sector deeper chain, while also improving much needed India's labour productivity.	(ST) Organise bi-annual meetings/workshops of SIAM members, OSH/technical experts, and SII to discuss SII reports, findings, and recommendations, and agree possible practical next steps.
2	Set up a permanent joint Safety team/ working group of SIAM and ACMA, with SII's participation as required, to showcase good practices and train members on strategic and tactical costs of accidents and how to reduce them.	(ST) Form a task force with SIAM-ACMA and SII to implement ideas generated above, which can start by e.g., agreeing next steps, possible communication to suppliers from SIAM and ACMA, champion with Automobile brands to bring together industry expertise to create a business case for safety, and evaluate good practices highlighted by SII and any other channels.
3	Establish industry standards for safety in auto sector manufacturing	<p><b>For SIAM</b></p> <p>(ST) Create a model SCoC with any assistance from SII and/or industry experts. (SII has published a model SCOC in SafetyNiti 2024 for reference)</p> <p>(ST) Come together to identify repeat offenders and define how to collectively handle them.</p> <p>(MT) Organise a joint meeting with ACMA and a set of SIAM/ ACMA members to set standards for safety and Standard Operating Procedures (SOPs) for the deeper supply chain.</p> <p>(ST) Complete the business case study.</p> <p><b>For ACMA</b></p> <p>(ST) Initiate joint working between ACMA, SII, ASDC Minimum Training certification for machine operators which are nationally recognised and scale up if the pilot is found to be impactful.</p> <p>Initiate ACMA-proposed programme of developing digital/ animated safety modules and telecasting them widely in the supply chain.</p>
4	Integrate worker safety and health as core organisational values of its members, fitting with their sustainability claims.	<p>(ST) Start a series of webinars/seminars to inform members of the issue, possible solutions targeted as 'safety is good for business,' and discussion around SII recommendations as appropriate.</p> <p>(ST) Having an OSH policy in the public domain. Specifically mention inclusion of contract/temporary/ casual workers in all factory premises.</p> <p>(ST/MT) Worker training in own factories including contract workers and deeper supply chain.</p> <p>(MT) Creating an industry-level training system especially for migrant/contract workers.</p> <p>(ST/MT) Start designing of a web portal for simplified OSH material for supply chain workers, supervisors, managers, owners.</p> <p>(MT) Developing the cost-benefit case of OSH for suppliers.</p> <p>(MT) Setting up OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc.</p> <p>(ST) Supporting ASDC on prior learning projects with SII.</p>
5	Support SIAM and ACMA members in complying with NGRBC and BRSR for long-term business success, compliance, and international reputation.	<p>(ST) Organise a webinar/seminar to inform members of NGRBC principles which include:</p> <p>(MT) Setting up a grievance redressal mechanism in the deeper supply chain.</p> <p>(ST/MT) OSH for workers in their own factories and cascading the same in the deeper supply chain.</p> <p>(ST/MT) Protection of Human Rights in own factories and cascading the same in the deeper supply chain.</p>

### 8.3 Top 5 Recommendations for Central Labour Ministry

From June 2022, OSH now is also ILO's FPRW (Fundamental Principles Right at Work), which requires the Central and State Governments, and all their agencies responsible for OSH to be accountable and ensure that the enforcement of safe working conditions are non-negotiable.

**Table 8.3.1: Top 5 recommendation for Central Labour Ministry**

S. No.	Top five recommendations to Central Labour Ministry	Suggested next steps/explanations with indicative time scale prioritisation/ additional information and a few best practices
1	Notify Rules for OSH&WC Labour Code and remove confusion in States, and ensure both business friendly parts of the codes (e.g. working hours, though with a clear weekly 48 hours cap) and labour friendly parts (e.g. annual health check-ups) are implemented	<p>(ST) Making of Rules for Acts/Labour Codes, Standards in simple and pictorial language/regional languages for workers specifically those related to working conditions and health and safety</p> <p>(ST) Commission safety surveys and studies, especially for India's auto sector supply chain in the top 5 auto sector hubs in the states of Haryana, Maharashtra, Tamil Nadu, Karnataka, and Gujarat.</p> <p>Publish the results and recommendations of such studies in the public domain to improve sharing of best practices and lessons learned.</p> <p>(ST) Make industrial safety and health (ISH) divisions accountable for prevention of accidents in factories.</p> <p>(ST) Put in place mechanisms to ensure machine manufacturers produce and sell machines with safety features needed under extant Indian laws.</p> <p>(ST) Put in public domain, the factories which are exempt from inspections.</p> <p>(MT) Ministry of Labour to direct DGFASLI to</p> <ol style="list-style-type: none"> <li>Develop a simple OSH policy format that can be used by MSMEs in accordance with Sec 7A(3) which includes provisions for epidemics/ pandemics.</li> <li>Create and implement standard formats for safety audit checklist, templates for recording of parameters, e.g., temperature, dust and fumes depending on the sector and size of establishments.</li> <li>Simplify inspections and/or safety audit protocols based on size/sector of establishments.</li> <li>Suggest equipment required for safety and working condition audit, which should be such that they can be read by workers.</li> <li>Suggest location of measurement equipment within the factory to measure the correct status.</li> <li>Put in public domain technical solutions to make machines safe based on risks of accidents.</li> </ol> <p>(MT) Publish OSH studies commissioned by Government in public domain</p>
2	NITI Aayog's SDG India Index should include OSH and State wise updates on 'promote safe and secure working environment'.	(ST) Devise methodology of accessing and collating data from varied databases e.g., ESIC, LWF, DG FASLI, etc on OSH issues, wages paid, percentage of non-permanent employment, audits and BRSR/NGBC filings to include in the Index.
3	Progress the precursor steps to complete the development of and the scheduling of the public release of India's National Action Plan on Business and Human Rights (NAP), including OSH, clear.	<p>(ST) Set a deadline to complete the processes and schedule the public release of NAP.</p> <p>(MT) Complete the phase two of the NAP development process - the completion of the National Baseline Assessment.</p>
4	Strengthen India's OSH business case and Institutions for improving occupational health and safety in the country and thereby labour productivity and MSME professionalism e.g., DGFASLI and RLIs.	<p>(ST) Strengthen/restructure DG FASLI so it can create and implement strategic long-term programmes to achieve their objective of improving MSMEs.</p> <p>(MT) Develop economic models linking Indian Labour Productivity, GDP, quality of production, etc to working conditions in MSMEs to design long term MSME improvement programmes.</p>

S. No.	Top five recommendations to Central Labour Ministry	Suggested next steps/explanations with indicative time scale prioritisation/ additional information and a few best practices
5	Use data from ESIC and state level Accident information to identify hotspots for accidents and work-related illnesses and introduce nationwide measures to reduce accidents, injuries, death, and work-related illnesses	<p>(ST) Analyse ESIC data to identify hotspots of poor working conditions in the country to enable proactive actions by ESIC, ISH, DG FASLI, RLI, MoMSME, etc.</p> <p>(ST) Include ESIC data in the factory inspection list generator so that the factories with worse conditions are prioritised for inspection and the better run factories are inspected less, making inspections a more business and safety friendly process.</p>

## 8.4 Top 5 Recommendations for State Labour Ministry

In this report, we have separated the recommendations for States from the Central Labour Ministries to enable us to track the changes made in different states with respect to measures to improve Worker Safety in their states.

**Table 8.4.1: Top 5 recommendations for State Labour Ministry**

S. No.	Top five recommendations to State Labour Ministry	Suggested next steps/explanations with indicative time scale prioritisation/ additional information and a few best practices
1	Use data from ESIC to determine selection of factories for inspection and conduct safety surveys and studies across sectors and sizes of factories especially the auto sector.	<p>Further to the similar recommendation included for the central labour ministry:</p> <p>(ST) Direct ESIC to publish accident and occupational disease hot spots in the public domain.</p> <p>(MT) Put in place a mechanism for monthly/quarterly reporting of accidents in factories or other workplaces by ESIC Regional Office to DG FASLI and Labour Commissioner, Industrial Safety and Health divisions of the states for action to improve these working conditions in repeat offenders.</p>
2	Create a reliable accident/injury reporting and governance system, and use it for constant continuing improvements, including strengthening of ISH in the States to improve factory inspections (Irrespective of their new role as 'facilitators') and effective penalties for repeat offenders.	<p>(ST) Create standard templates for accident reporting</p> <p>(ST) Develop training content for workshops and social media, for factory workers, supervisors, managers, and owners, connecting workplace safety to productivity and quality. Eg: scaling up power press training</p> <p>(ST) A web portal and posters with safety collateral that effectively communicates to workers (e.g., simple and pictorial/in regional languages content such as machine safety e.g. power press checklist, recommended maintenance schedule for all types of presses, technical solutions to make machines safe based on risk of accidents, rights, and duties of workers in factories)</p>
3	Set up a confidential helpline for workers to report unsafe working conditions and accidents in factories.	(ST) Any worker should be able to report unsafe working conditions and/or accidents, especially now as OSH is FPRW
4	Introduce a practical policy and mechanism for safety training of contract and migrant workers.	<p>(MT) Make a policy for safety training of contract and migrant workers</p> <p>(MT) Set up worker assistance centres in industrial zones to</p> <ol style="list-style-type: none"> <li>Conduct safety training of workers specifically contractual and migrants.</li> <li>Educate workers on government norms/schemes for working conditions, social security schemes, and legal rights and duties regarding OSH.</li> <li>Provide legal aid if needed.</li> <li>Support identification of workers to help them in distress situations like covid</li> </ol> <p>(MT) Design and cascade safety messages to small factories in regional languages digitally.</p>
5	Set up expert committees to study and recommend improvements to worker safety for better business/ labour productivity in the States and to ensure implementation of the recommendations.	<p>Set up expert committees with industry, experts, and civil society organizations to study and recommend reforms to</p> <p>(ST) Study impact of accidents on the state's Labour productivity</p> <p>(ST) Study the status of worker safety in the MSME sector in the state and suggest improvements</p>

## 8.5 Top 5 Recommendations for ESIC that covers 10% of the population of India

Since 2017, SII has been making a number of recommendations to ESIC, mainly on quality of compensation/health services, informed by experiences of thousands of the injured workers assisted. Thankfully, ESIC has made a number of improvements/issued national notifications in response, though many more remain unaddressed. The following are a few of such recommendations, relevant to this report, the underlying issues of which are stated in earlier sections of this report.

1. Use ESIC's rich data on worker accidents, injuries, deaths, and work-related illnesses to identify poor OSH hot spots in the country and improve their working practices with targeted action that will not only improve worker safety but also save hundreds of crores for ESIC.
2. Improve compliance of ESIC in MSME sector to reduce Post Accident Registration (PARs) by penalising such employers the total value of the PDB (Post Disablement Benefit) that ESIC then has to provide to such injured worker or declines to provide to worker, despite the worker not being at fault.
1. ESIC doctors to record the reason for why a worker was first taken to a private hospital and only later brought to ESIC hospital and any health/limb/etc loss to the worker due to poor treatment in the 'golden hour'.
2. ESIC to create a system that ensures that all workers in ESIC registered factories provide e-Pehchaan card to their workers on the first day of their joining and workers should be able to check whether their factories are registered with ESIC and ask their employers or ESIC for this e-Pehchaan card.
3. Better audits of registered ESIC factories, especially repeat offenders of PARs, to identify workers in the factories who are not registered.

## 8.6 Recommendations to other ministries, departments, government bodies, and, non-financial auditors and financial investors

Some of these recommendations may seem to overlap with recommendations made to the Central Labour Ministry but given the overlap of responsibilities, SII it is important to reiterate the recommendations to all relevant departments and ministries as they all have a role to play in building a safe and prosperous future for Indian industry.

### 8.6.1. Ministry of Corporate Affairs should also ask large unlisted MNCs to submit BRSR and improve NGRBC and its communication/implementation further:

Currently only the top 1,000 listed on BSE Indian businesses are required to submit Business Responsibility and Sustainability Reporting (BRSR). SII has been proposing since 2020 that this should be equally applicable to large MNCs, not listed in India, based on parameters like volume of production/market share e.g., as the next step introduce BRSR filing for all Automobile brands. It is a good practice that not only promotes transparency, accountability, and sustainability, but importantly also creates a level playing field for MNCs and Indian businesses.

For example, automotive brands such as Honda Motorcycle & Scooter India Ltd. and MG Motors India currently do not need to submit BRSR reporting on account of their being unlisted and yet both these MNCs have sizable market shares by sales in their respective product category in India. There would be other MNCs, wholly owned by a foreign parent, unlisted in India, e.g., some of the social media companies that must also be asked to submit their BRSRs as they make a material difference – both positive and negative – to Indians.

### 8.6.2. Our previous top 5 recommendations on MCA's NGRBC were and continue to be:

1. Initiate a broad communication exercise to publicise NGRBC principles including those on worker safety to all (first large and in phases MSMEs with simplified messaging) businesses and ask for its implementation, even if done in a phased manner, including create **a distinct section in MCA's website** to hold all circulars related to NGRBC, NAP, guidance document of BSE on ESG disclosures. etc. for easy access and consistency. Presently they are scattered and difficult to access.
2. Define and clarify the role of various government agencies in implementing NGRBC. E.g., MSME Ministry.
3. Define "Workmen" clearly in the NGRBC and hence its interpretation in the BRSR format.
4. Publish a guiding document which explains how respect for human rights manifests itself in company and value chain, ideally sectoral, including examples of violations should be put together against each article of the UN Human Rights Convention.
5. Update and release NAP (e.g., Bangladesh has already released its NAP and it includes OSH for small enterprises) including:
  - a. Phased action plan to establish OSH practices as non-negotiable in the value chain/SMEs for all sectors, specifically manufacturing as MSMEs contribute to nearly 8% of the country's GDP, 45% of the manufacturing output and 40% of the exports.
  - b. Transparent monitoring systems for all core elements of NGRBC and SDGs including OSH in the value chain of businesses.

### 8.6.3. Niti Ayog should not ignore OSH from their policy framework; it's an opportunity to increase Indian labour productivity, currently 133rd in the world:

This strategy arm of the Indian government can create a number of important changes to the way OSH is prioritised in the country and to use its technocratic strengths to deliver India's commitments to its poor.

1. **Define and set a target for Indicator 8 of SDG 8** for workers safety for India and subsequently for each sector e.g. the auto sector. This will help improve both the quantity and quality (OSH) of employment and can be used to evaluate performance of industries and states.
2. **Devise methodology** of accessing and collating data from varied databases e.g., ESIC, LWF, DG FASLI, etc on OSH issues, wages paid, percentage of non-permanent employment, audits and BRSR/NGRBC filings to include in the Index
3. **Design and launch a national scheme for improving worker-safety, especially in MSMEs**, and linking it to productivity and professionalism considering the Indian government's ambition of 'Make in India' (may we add 'Make in India Safely') and global competitiveness on not only low-labour cost production. Managements that can think only low labour costs for competitiveness are unlikely to be businesses of the future.
4. **Define 'Decent Work' for manufacturing especially MSMEs** including those specifically for the auto sector supply chain given the large number of accidents in it.
5. **Use ESIC's rich data** on worker accidents, injuries, deaths, and work-related illnesses **to identify poor OSH hot spots in the country** and improve their working practices with targeted action that will not only improve worker safety but also save hundreds of crores for ESIC. **It will also be business friendly** e.g., reducing ISH inspections of better run businesses while increasing inspections of the worse run businesses, and indeed identify best businesses to reduce ESIC premium for them. For instance, SII is aware of a single factory in Faridabad that has reportedly been sending 50-100 injured workers a year to ESIC for medical care and compensation – it should be corrected years back if the ESIC data was being used appropriately and penalised while incentivizing the better run businesses in Faridabad. This fits in well with **Digital India strategy**.

### 8.6.4. Ministry of MSME's LEAN and other programmes need to establish much stronger, and incentivised, linkages between OSH and business professionalism and manufacturing efficiencies:

The Ministry of MSME plays an important role in promoting the sector and has a range of projects of commercial incentives and ESG improvements. SII has been engaging with the ministry for more than three years advocating inclusion of worker safety and linking it to labour productivity and quality-improvements.

**1. To help improve OSH, and thereby improve professionalism and productivity, in MSMEs:**

- a. Make the currently long list of general safety standards for all machines, industries, and sizes of factories simpler and more specific to different types and sizes of factories—for example, a simple checklist for a power press in MSMEs that is practical to use. The current guidance is complex and too onerous to implement in MSMEs.
- b. Institute sectoral studies on safety and professionalism for improving MSME productivity: a well-run power press shop can be more productive than a badly run one despite some investment in safety. At our seminars, many experts from the auto sector and others have spoken about these gains – [pls see here](#).
- c. Define ‘Decent Work’ under SDG 8, Indicator 8.8. and promote the adoption of a simplified NGRBC1 and BRSR Lite, which emphasise on employee wellbeing and upholding of human rights.
- d. Legal compliance in line with OSH Policy 2009, The Factories Act 1948 (Section 7a(3) requires OSH policy for each factory).
- e. Development and adoption of simple safety audit protocols in line with ILO guidelines. DGFASLI- MoLE can help in developing it in the spirit of IS 14489.

**2. LEAN Manufacturing**

- a. Safety is a criterion in LEAN guidelines, however systems for “Near Miss” and Accident Reporting, their analysis and corrective actions need to be explicitly stated.
- b. Case for “Safety Investment improves Productivity” to be an inherent part of investments in MSME. e.g., Digital interlocks to operate machines safely.

**3. Safety-Capacity Building of MSME**

- a. Importance of preventive maintenance of machines to prevent accidents and ensure long operating life of machines/Equipment.
- b. Calculation and reduction of cost of accidents.

**4. Communication**

- a. Safety checklists and SOPs to be made in simple language with minimum words and with easy pictorial representation for workers with low or poor literacy.

**8.6.5. Ministry of Heavy Industries should partner with MoMSME to improve Indian Labour Productivity with strategic programme intervention.**

The Ministry of Heavy Industries and the Ministry of MSME can work together better to improve OSH and thereby support India in improving its labour productivity.

1. Enforce Omnibus Technical Regulation.
2. Set safety standards for elementary and sophisticated machines, starting with power presses.
3. Ensure capability, with the Ministry of MSME, in the power press (and indeed any high-impact machine) manufacturers to deliver fail-safe machines.
4. Ensure that every industrial zone/cluster has designated spaces for worker assistance centres to Inform workers of safety best practices, social security schemes, and legal rights, including in regional languages and offer legal aid, if needed.
5. Improve public display of industry-and worker-related information. This could include information on machine standards and location of worker assistance centres in industrial zones.

**8.6.6. Ministry of Statistics & Programme Implementation should include specific parameters in surveys to improve the quality of data captured regarding industrial accidents and their consequences**

Addition of parameters in surveys & studies for improved quality data by including data regarding

1. Accidents in the past year(s), occurrences of permanent disability occurrences in the past year(s) and percentage of workers injured in factories in Annual Survey of Industry (ASI)
2. Occurrence of occupational accidents, nature & severity of injury, disability, lost working days and feeling of overwork.

### 8.6.7. SEBI should quality check BRSR submission or create the right ecosystem for this for top 1000 listed companies

The SEBI can play a much better role in not only improving the ESG reporting by listed companies but also making companies more accountable for the quality of such reporting.

1. Include questions in BRSR on all core elements of NGRBC
2. Analyse and Report in public domain the findings of BRR/BRSR Reports submitted by companies, or create ecosystem to enable this.
3. Define Employees and Workmen for Principle 3 questions in BRSR.

### 8.6.8. National Skill Development Council need a refocus on worker skills, with OSH as a central theme to improve labour productivity:

NSDC must strengthen the areas of worker-skills and OSH-skills in its agenda

1. Set up a workers' skill assessment for RPL (Recognition of Prior Learning.) and enhancement centres at each industrial zone.
2. Ensure that such centres maintain or have access to a database of the skills required for blue-collar jobs in the industrial zone.
3. Ensure that such centres are open to all blue-collar job aspirants and should be able to advise workers on their career pathway so that both the industry and workers benefit.

### 8.6.9. Non-financial auditors could insist on auditing more sustainability indicators, including most social and environmental indicators, to help the brands identify the areas they need to focus on.

*SII expects these non-financial auditors to conduct their audits to cover the word and the spirit of the NGRBC indicators, meant to help "usher a new philosophy of responsible and sustainable business" as suggested by the Indian Prime Minister in his message<sup>1</sup> on NGRBC.*

1. Non-financial audits should, therefore, include in future statements at least the following five:
2. Standards/indicators related to accident and injury data (e.g., GRI 404-9 & GRI 404-10)
3. Standards/indicators related to OSH policies and processes (e.g., GRI 404-1 to GRI 404-8)
4. Standards/indicators related to supplier audits & assessments (e.g., GRI 414-1 & GRI 414-2)
5. Data, policies, and processes related to non-permanent workers as part of the audits
6. Data, policies, and processes related to supply chain workers as part of the audit

### 8.6.10. Institutional investors have a duty to adopt environmental, social, and corporate governance (ESG) principles into investment practice.

SII recommends these top 10 investors to:

1. Ask all these 10 automobile brands to confirm to them that SII's reports and recommendations are being discussed at the board level
2. Ask the board members to meet the injured workers in their supply chain (SII has already offered this on several occasions).
3. Seek their confirmation of effective actions by the board, at least bi-annually when SII publishes its two-report series – [CRUSHED](#) and [SafetyNiti](#).
4. Ask them to include SII's published injury numbers in their annual reports with actions taken to mitigate and progress made.
5. Ask SII to present its data and findings to their own sustainability teams and suggest any improvements in the report, process of advocacy and recommendations.

<sup>1</sup> [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)



CHAPTER 9

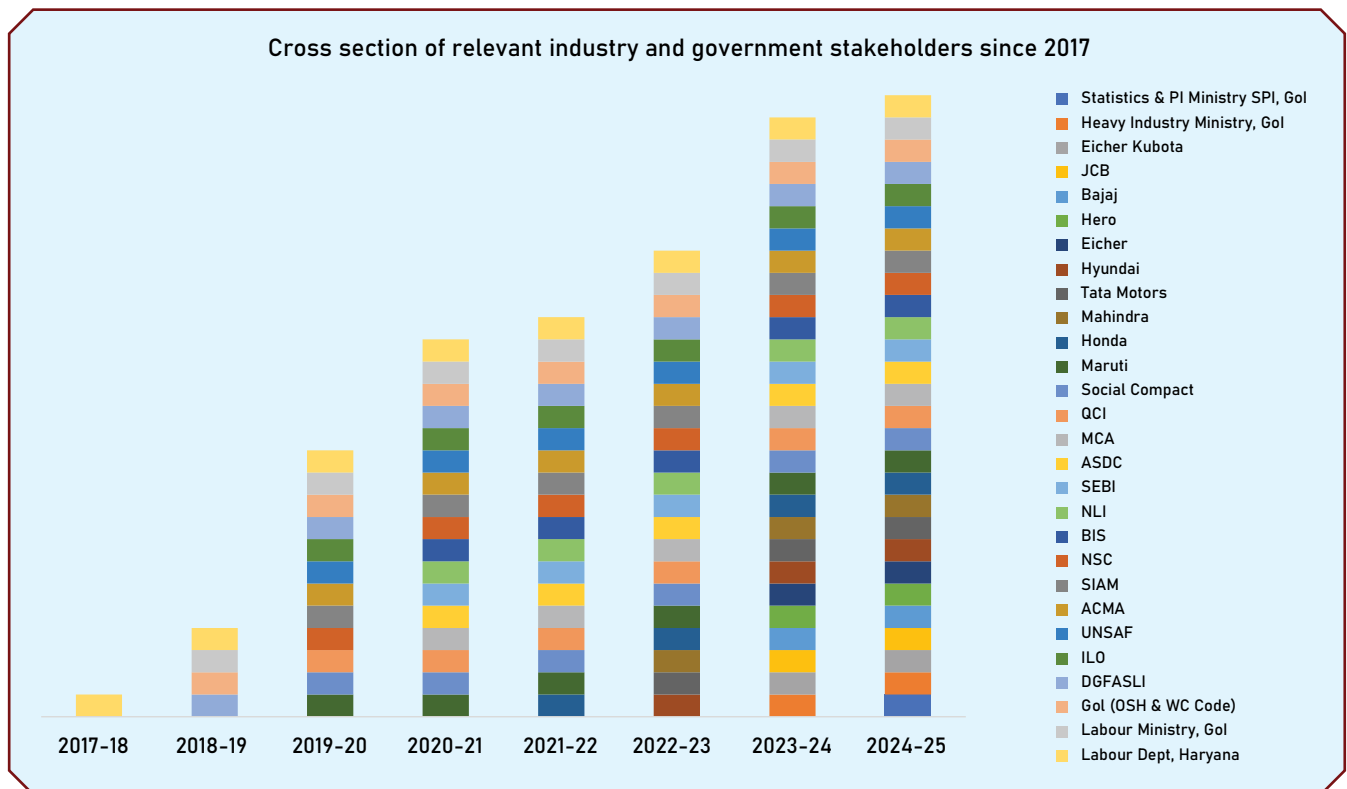
# Engagement with all stakeholders - an update



## 9.1 SII's engagement with a cross-section of stakeholders continues to grow

### 9.1.1 SII's engagements with the auto sector industry, the government, and other relevant organizations to advocate improvements in OSH in the auto sector supply chain includes:

1. Top 10 automobile brands in India (by net sales)
2. SIAM and ACMA (Automotive industry associations)
3. Government of India: Ministries of Labour & Employment (MoL&E), Heavy Industries (MHI) – Automotive sector's modal ministry, CEA, Statistics & Programme Implementation (MoSPI), and DG FASLI – the safety advisory arm of MoL&E and MSME
4. Haryana State Labour Department & Industrial Safety and Health (ISH) – Division of Gurugram & Faridabad, & Maharashtra Industrial Safety and Health (ISH)
5. Indian Institute of Corporate Affairs (IICA) under Ministry of Corporate Affairs
6. Other institutions e.g. Niti Aayog, SEBI, NSDC, etc.













In addition, SII has been engaging with an increasing number of Civil Society Organisations e.g., Social Compact, Aajeevika Bureau, Praxis, WFF and Cividep, and academic institutions e.g., IIMs to champion and amplify the cause of OSH and Indian Labour Productivity and manufacturing professionalism across industries and in India.

While many of these efforts have shown encouraging results, some have yet to gain momentum. The progress achieved often reflects the level of commitment towards protecting workers from such tragedies and mitigating the broader impact on India's skilled workforce and labour productivity. This chapter provides a brief overview of the current state of these engagements and their progress.

*SII measures the success of its engagements by achieving agreements on tangible policies and actionable implementation plans that result in a sustained reduction of severe workplace injuries over a minimum period of three years. This benchmark applies to each auto sector region where SII actively monitors and reports on worker safety.*

## 9.2 Nine out of the top 10 automobile sector brands are now engaging with SII though frequency and quality needs to improve further.

In 2024, two of the top 10 auto brands who had not previously engaged with SII's findings and advocacy in the past, Mahindra and TVS, also started engaging with SII for SafetyNiti. Only Ashok Leyland is yet to directly engage at all with SII; though its representatives attended the last SIAM + Automobile Brands + SII meeting, to discuss SII's latest findings and recommendations (and seem to be accepting/implementing some of SII's recommendations, as reported in SafetyNiti24).

Status of Top 10 OEM's engagement with SII										
										
CRUSHED 22	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
CRUSHED 23	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
CRUSHED 24	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
<p>■ Not a meaningful engagement/poor response</p> <p>■ Ad hoc meetings/Meetings eg. Only at the Gurugram ISH Joint Platform; limited discussions on data, findings, actions against</p> <p>■ Regular meetings to discuss latest data, findings, actions against recommendations.</p>										





### 9.2.1 SII's engagement takes the following shape with automobile brands

1. Annual sharing of injury data in their supply chains, where available - for CRUSHED series of reports
2. Annual sharing of SII's analysis of (a) their OSH policies with respect to non-permanent workers in their own factories and all workers in their supply chain and (b) the implementation of these policies, of which some may not have been in public domain or SII may not have noticed; and (c) seeking confirmation of its findings, any missing information, best practices, and actions taken - for SafetyNiti series of reports.
3. Periodic meetings with Automobile brands, as and when agreed.
4. Planned quarterly platform meetings of ISH-Maruti-Hero-Honda-SII in Gurugram (actual frequency about twice a year) since 2021.
5. Planned quarterly platform meetings of ISH-Maruti-Hero-Honda-SII (actual frequency about twice a year) in Faridabad since Oct22. Other large automobile brands in the region e.g., JCB, Escorts Kubota and some component manufacturers were also invited by the ISH in this platform.

Of the top 10 brands, Maruti-Suzuki was the very first automobile brand to respond and since then SII has had varying degrees of engagement with six other brands, namely: Honda, Bajaj, Hero, Eicher, TATA Motors and Hyundai. In the past year, Mahindra and TVS have begun discussing their plans too.

### Case Study of constructive engagement with an automobile brand: Bajaj Auto

As already reported in SafetyNiti2024 report (which tracks India's top 10 Automobile Brands' OSH Policies for their supply chain), Bajaj was ranked the best - thanks to them engaging with SII since 2022 and accepting the report findings and starting to take both policy and on-the-ground actions..

Key highlights of this constructive engagement:			
			
<p><b>Policies:</b> Bajaj adopted a SCoC (Supplier Code of Conduct) in December 2022, which includes many of the OSH modules/elements suggested by SII and has been signed by 97% of Bajaj's Tier 1 suppliers.</p>	<p><b>Processes:</b> Post 2022, Bajaj has strengthened its process for capturing the accident reporting of its Tier 1 suppliers. Initiatives include MIS for capturing the accident reporting of Tier 1 suppliers through Vendor Portal, supplier safety audit check sheets, and providing access to the portal to all Tier 1 vendors for reporting accidents for self and for Tier 2.</p>	<p><b>Operations:</b> SII has identified the major suppliers in Bajaj's deeper supply chain, responsible for most of the accidents/worker injuries and shared the information with Bajaj.</p>	<p><b>Commitment:</b> Mr Gorakh G Velapurkar, Vice President (Materials), Bajaj Auto, participated as a panellist at the release of SafetyNiti 2023, and committed actions.</p>

Source: SII SafetyNiti2024



**Safe In India's efforts will help the workmen, companies, and other stakeholders.**

**MR GORAKH G VELAPURKAR**  
VP (Materials), Bajaj Auto, during the release of SafetyNiti 2023.

### 9.3 The joint ISH-Maruti-Hero-Honda-SII Platform started well with 30 Tier 2 factory audits but needs fresh impetus now with effective follow up of these audits and other constructive actions

A joint ISH-Maruti-Hero-Honda-SII initiative, the first such platform involving the government (ISH), SII, and the largest Haryana-head quartered automobile was formed in Gurgaon in 2021. This was followed by the launch of a similar initiative in Faridabad in 2022. The details of the initiatives are given below:

**Table 9.3.1 Constructive engagement through a joint Haryana government-automobile brands-SII initiative**

S No.	Location	Launch year	Government Representative	Automobile Brands	Other Automobile Brands (invitee)	Platform Meeting	Significant Initiative (s)
1	Manesar (& Gurugram)	2021	IS&H Gurugram Department Haryana Labour Ministry	Hero, Honda, & Maruti Suzuki	Suzuki Motorcycles	Twice a year	Audit of 30 Tier 2 suppliers
2	Faridabad	2022	IS&H Gurugram Department Haryana Labour Ministry	Hero, Honda, & Maruti Suzuki	JCB, Escorts Kubota, and a few suppliers	Twice a year	None
3	Pune	Proposed	ISH Maharashtra	Bajaj, Mahindra & Tata (Proposed)	TBD	NA	NA

One of the most important initiatives agreed by this platform in Manesar, Gurugram was an audit of 30 Tier 2 suppliers – 10 each by these three automobile brands. This audit found “more than 80% of the suppliers failed to meet the requirements of the safety audit”.

Based on this initiative, SII has drawn common lessons for a national cascade and suggested next steps, including issuing minimum SOPs (by the brands or ISH) to all factories and organising a series of workshops on power press safety to owners, engineers and managers of factories and communicating these lessons through MSME ministry.

Unfortunately, these recommendations have not been communicated by ISH/implemented yet and SII is now considering the needed escalations to the new state executive.

**No significant improvement in four of the five identified defaulter factories by SII, post ISH-audits (one factory since closed). More concerted effort needed on the worst factories.**

In 2024, at ISH/brands’ request, SII provided a sample list of 5 factories with more than one accident in the year with dates and locations of accidents for ISH officials to carry out an inspection at.

Apart from the fact that none of the accidents (which had caused grievous injury with a loss of at least two digits in the workers) had been reported to the state government’s labour department, as mandated by law, the Inspectors found that in the four factories that were still operational, one having shut down in the interim), there were no accident registers, no maintenance records, wilful contravention of the floor plans that had been approved in connection with proper placement of equipment and machinery and route to exits were not clear.

However, as reported in Chapter 5, the three main brands in Haryana have shown an improvement in their supply chain accidents in the recent past. Assuming that to be true, SII believes that while the average conditions may be improving, the worst factories are still not being taken to account by the brands and this may need more concerted effort by them.

SII continues to moot better monitoring of accident reporting and higher fines for such transgressions, than currently applicable

## 9.4 Limited collective industry-level actions by SIAM and ACMA, especially SIAM

SIAM and ACMA have made significant contributions to improving business outcomes and driver safety within the auto sector. However, worker safety remains underemphasized. Both associations have engaged regularly with SII, expressing a willingness to collaborate on addressing workplace accidents in the sector’s extended supply chain. Despite these efforts, collective actions have been limited, often stalled by the requirement for unanimous member agreement, especially at SIAM.

To address this, SII has been recommending that automobile brands support SIAM and ACMA in prioritizing worker safety and providing funding for collaborative initiatives. Encouragingly, several brands had agreed to this approach. In August 2022, at SII’s request, SIAM had hosted a meeting where 17 OEMs reviewed *SafetyNiti 2022* findings. The alarming prevalence of workplace accidents left participants deeply concerned, with many committing to take action. However, substantial joint follow-up efforts remain awaited for two years now. At a joint meeting in November 2022, facilitated by SIAM with ACMA and SII, various approaches to proposed solutions for mitigating supply chain accidents were finalized, with ACMA pledging to undertake meaningful and decisive measures.

SIAM has clarified that it lacks the mandate from Automobile brands to advance the recommendations proposed by SII. Consequently, SII has begun reaching out to Automobile brands, urging them to provide SIAM with the necessary mandate and resources to facilitate these efforts.

SII, in a joint project with ACMA, will now be spreading awareness about best practices (OSH) on using digital and social media (LinkedIn) and holding sessions for ACMA members or their vendors on increasing awareness on ESIC services with the purpose of feedback to ESIC.

ACMA has also taken steps, such as launching a monthly Safety Training Programme for the auto component industry and agreeing to co-develop a Business Case for Safety with SII. While programs like ILO SCORE and MoMSME LEAN have been implemented, their impact on worker safety remains unclear.

Sustained joint industry level efforts are now essential to drive real change and improve safety across the auto sector supply chain.

Status of engagement with Sil in the past two years (Nov22-Oct24)		
	SIAM	ACMA
CRUSHED 23		
CRUSHED 24		

### ACMA's reaction on 'CRUSHED 24' report

"True progress in the automotive industry extends beyond technological advancements or economic growth; it prioritizes the safety, dignity, and well-being of the workforce. The 'CRUSHED 24' report by the Safe in India Foundation highlights the urgent need for change while offering a roadmap to a safer, more inclusive future.

At ACMA, we recognize that employee safety is vital for our members and their suppliers, serving as a cornerstone for manufacturing excellence and labour productivity. In collaboration with the Safe in India Foundation, we are committed to raising awareness and reducing shop-floor accidents across the industry."



**SHRADDHA SURI MARWAH**  
President ACMA & CMD Subros Ltd

## 9.5 Ongoing engagement with central and state governments – a few new positive developments with MCA, MHI and MoSPI.



SII presenting its findings & recommendation to Dr Saurabh Garg, Secretary, MoSPI, Mr Narender K Santoshi, DG Statistics and Dr Ashutosh Ojha, Deputy DG, Social Statistics Division





S. No.	Government Ministry/ Department	Engagement with SII
1	<b>Ministry of Labour &amp; Employment (L&amp;E)</b>	<ol style="list-style-type: none"> <li>1. Joint meetings in 2018-19 to discuss SII's comments/recommendations on Labour codes for OSH&amp;WC and Social Security.</li> <li>2. After a meeting SII had with the Labour Minister in 2019, the ministry constituted a working group on the findings of CRUSHED2019 and made recommendations for actions. The report, unfortunately, remains confidential though SII is aware of actions allocated to DG FASLI, which have not been fully acted upon yet.</li> <li>3. DG FASLI checked SII's accident and injury data and did not report any objections to it, presumably accepting it for the working group above.</li> <li>4. Pilot worker safety training, first of its kind in Hindi, by DGFASLI in 2021 and 2022. But it needs to be scaled up with lessons shared by SII.</li> <li>5. Constructive participation by DGFASLI and National Safety Council in review of ISO16092 Power Press Safety Standard with BIS.</li> </ol> <p>Latest Engagement Updates (2023-24)</p> <ol style="list-style-type: none"> <li>6. A recent constructive meeting with the Hon'ble Minister of Labour and Employment in Aug23 that may lead to further actions.</li> <li>7. A recent Meeting with Joint Secretary-OSH in Aug23, wherein a few initiatives have been agreed to be progressed.</li> </ol>
2	<b>Ministry of Micro Small &amp; Medium Enterprises (MSME)</b>	<p>Following SII's recommendation, a webinar on Workplace Safety in MSMEs: Enhancing Productivity was co-hosted by SII and the Quality Council of India (QCI) under the directive of the MSME Ministry. The session received mixed feedback, highlighting the need for scaling up efforts, incorporating insights and lessons shared by SII in 2022.</p>
3	<b>Ministry of Statistics &amp; Programme Implementation (SPI)</b>	<p>In 2024, SII shared its findings with the Ministry of Statistics and Programme Implementation (MoSPI), recommending the incorporation of specific parameters into surveys. These enhancements aim to improve the accuracy and reliability of industrial accident data within the Annual Survey of Industries and the Periodic Labour Force Survey (PLFS).</p>
4	<b>Ministry of Heavy Industries (HI)</b>	<p>In 2024, SII shared its findings with the Ministry of Heavy Industries (MHI) and proposed the formation of a joint committee comprising MHI, MSME, SIAM, ASDC, and other government bodies. This initiative aims to enhance professionalism, improve labour and MSME productivity, and strengthen India's competitiveness through its vital and expanding automotive sector. To advance this objective, SII has initiated the process by submitting a proposal with actionable recommendations to the Ministry.</p> <p>The published Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2022 draft includes IS Standard IS 17277 (ISO standards 16092 part 1) but doesn't include IS 17277 parts 2 and 4 which deal with mechanical presses and pneumatic presses.</p> <p>SII has written and recently met the Ministry of Heavy Industry to make this standard into a law and will pursue this.</p> <p>SII was assured that it would be included in the next OTR due in the next few months.</p>

5	<b>Indian Institute of Corporate Affairs (IICA), Ministry of Corporate Affairs</b>	<p>In 2024, SII has partnered with the Indian Institute of Corporate Affairs (Ministry of Corporate Affairs, Government of India) for a research study on the Business Responsibility and Sustainability Reporting (BRSR) practices of all 65 listed companies in the automobile sector in India and the adaptation of the National Guidelines on Responsible Business Conduct (NGRBC) for the automobile sector.</p> <p>SII participated in the first meeting of the Advisory Committee for "Adaptation of NGRBC for the Automobile Sector" held on 9th October 2024. The Advisory Committee has representation from governmental bodies (relevant ministries, regulatory authorities, and governmental think tanks), automobile associations, international organizations with expertise in responsible business conduct and sustainability reporting and reputed experts with significant experience and knowledge in areas related to responsible business conduct, sustainability, and the automobile sector.</p>
6	<b>Bureau of Indian Standards</b>	<p>Since 2021, SII has been serving as a member of the BIS committee and convened the panel Safety of Metal Forming Machines, PGD 04/P2. The Metal Forming Machines Sectional Committee, PGD 04 approved the panel's proposal to adopt ISO standards ISO 16092 Parts 2 and 4 as BIS standards IS 17277 Parts 2 and 4 for power press safety. To promote awareness and implementation of these Indian standards, BIS invited SII as an expert speaker for its July 2023 webinar on Indian Standards on Safety of Machine Press.</p>
7	<b>State Government Haryana</b>	<p>Following the CRUSHED2019 initiative, the Haryana Labour Ministry established a working group on worker safety. However, its activities, if any, have remained confidential and not publicly disclosed.</p> <p>Subsequently, the Industrial Safety and Health (ISH) wing of the Haryana Labour Department formed a collaborative platform comprising ISH, three leading local automotive brands (Maruti Suzuki, Hero, and Honda), and SII. This platform convenes periodically to drive progress on worker safety initiatives.</p> <p>In Gurgaon, as part of this platform, 30 Tier-2 supplier safety audits were conducted by Maruti, Hero, and Honda, with approximately 80% identified as deficient. Recommendations for improvements were provided, and corrective actions were committed.</p> <p>In Faridabad, the platform was expanded to include additional OEMs, such as JCB and Escorts Kubota, along with other component manufacturers, invited by ISH. Participating members have committed to supplier training on safety and conducting audits. Additionally, a pilot project for the Recognition of Prior Learning Scheme with ASDC is underway.</p> <p>In 2024, two of the above meetings were held and commitments as above made.</p>



First Advisory Committee Meeting, held by IICA, MCA in partnership with SII and attended by the automotive sector, ILO, CII, etc for Adaptation of National Guidelines on Responsible Business Conduct (NGRBC) for the Automotive Sector.



Bureau of Indian Standards The National Standards of India							
PGD 4 New Standards List							
Total Standards : 2							
S.No	IS Number	IS Title	Aspect	Degree of Equivalence (E)	Date of Pub. (F)	Document	Action
1	IS 17277 (Part 2) : 2023 ISO 16092-2 : 2019	Machine Tools Safety Presses Part 2 Safety Requirement for Mechanical Presses	Safety Standard	Identical under dual numbering	02-06-2023		 Comment
2	IS 17277 (Part 4) : 2023 ISO 16092-4 : 2019	Machine Tools Safety Presses Part 4 Safety Requirements for Pneumatic Presses	Safety Standard	Identical under dual numbering	10-06-2023		 Comment

BIS accepts SII recommendation and adopts ISO standards ISO16092 Part 2 and 4 as Indian Standard IS 17277 Part 2 and 4<sup>1</sup>

## 9.6 Initiation of new engagement: Financial Investors and Non-Financial (ESG) Auditors of top 10 automobile brands

To advocate, constructively, and understanding the significant role and responsibility of non-financial auditors and financial investors and the difference they can make by insisting on better compliance and reporting by automobile brands, SII has taken a new step towards engaging with them, after waiting for five years since its first report – CRUSHED2019.

In the latest SafetyNiti24 report, a new chapter was included, for the first time, on the role and responsibility of nonfinancial auditors and financial investors in making a real difference to working conditions in the supply chain of automobile brands.

## 9.7 Continued direct engagement with workers on workplace safety, ESIC benefits, and compliance is now accelerating

SII has been increasing awareness of workplace safety and ESIC benefits among workers since 2017, through monthly worker meetings (Worker Support Groups) in its Worker Assistance Centres, community outreach, social media, and annual Worker (Shramik Sammelan).

<sup>1</sup>[https://www.services.bis.gov.in/php/BIS\\_2.0/dgdashboard/Published\\_Standards\\_new/standards?commtid=MTQ0&commtna=UEdEIDQ%3D&aspect=&doe=&from=2022-10-24&to=2023-10-24](https://www.services.bis.gov.in/php/BIS_2.0/dgdashboard/Published_Standards_new/standards?commtid=MTQ0&commtna=UEdEIDQ%3D&aspect=&doe=&from=2022-10-24&to=2023-10-24)



This initiative has been accelerating since 2023 with SII's largest Shramik Sammelan attended by c.1,200 workers (of which c.1000 injured and c.200 women), addressed by Insurance Commissioner, ESIC, and social media outreach accelerating through YouTube (new channel – Shramikpur – launch in 2024), new WhatsApp API communication (25,000+ messages sent with 2,500+ responses) and partnership with GramVani to communicate to their 50,000+ worker listeners.

Also, SII, in partnership with Forbes Marshall, a Pune based large manufacturer, has been working on increasing ESIC awareness of workers and ESIC compliance among their vendors, and has already covered 30+ suppliers and spoken to 800+ workers.

In 2025, SII will start an initiative to train (read empower) 10,000 workers, over the next three years, in Haryana on workplace safety and ESIC benefits, directly and through willing and cooperative employers. This is expected to make a material difference in the working conditions and social security to a critical mass of worker population (directly and indirectly) in Haryana and help improve Labour Productivity and manufacturing professionalism.

## Mahindra Annual Report 23-24, Page 263

### Continued expansion of supplier safety audit by Mahindra in FY23-24



The Company initiated safety audits in FY 2020-21. 49% suppliers by purchase value have been assessed until 31st March, 2024 of which 19.62% suppliers were assessed.

## TVS Annual Report 23-24, Page 80, 144

### Expansion of audits to address adherence for health & safety



Audited 30 suppliers for their safety compliance and helped identify around 800 improvements in safety and health as part of the Social Accountability Standard—SA8000—to improve supply chain safety.

## CHAPTER 10



# “Hamaari Baat, Hum Bataayengey” (HB-HB) Workers’ own research: Their insightful and powerful voice for change

Research led and conducted by workers in Faridabad, a key auto sector hub, and its report authored by workers with support from SII and the Praxis team. All of them work in the automotive supply chain and most of them have lost their fingers in auto component factories.



## 10.1 The Key Worker-Researchers met with other workers in the community and near workplaces. They gathered information over a year and met at the SII Faridabad office to discuss their findings.

While this Participatory Research Project began a year ago with 15 Shramik Saathis (Worker Volunteers), given the nature of their jobs and responsibilities at their native places, we are grateful to the following main seven worker-partners who stayed the course and completed the project.



**SUCHITA**, aged 45, is from Bihar. She was injured while working on power press machine in May 2022. She is a mother of four daughters and manages household work along with 8–12-hour shifts at the company. With a formidable reputation in the community, she is actively sought by other workers for advice and support in raising their issues.



**RANJAN KUMAR SINGH**, aged 43, is from Chapra, Bihar. He has been working in an auto component factory for eight years. He lost four fingers in 2018. He has been advocating for the use of magnets as safety measure for working on power press machine in the company and has been able to introduce changes in the factory.



**RAM CHANDER PODDAR**, aged 50, is from Darbhanga, Bihar. He has been working with his current employer since 2020. He lost four fingers in 2021 while working on a power press machine. His family consists of five members, including one son and two daughters. He moved to Faridabad in 2000.



**DHARMENDAR TIWARI**, aged 32, is from Chapra, Bihar. He has been working with his current employer in auto component sector since 2018. He lives with his father and sister, who also works in the same company. He started working in Faridabad in 2012.



**RAMJI PANDEY**, aged 47, is from Banaras, Uttar Pradesh. He has been working in his current auto component factory since 2021. He lives with his wife and one son. He helps injured workers by providing ESIC information and support.



**DINESH PANDEY**, aged 59, is from Gaya, Bihar. He has been working in his current auto company since 2022. He raises ESIC awareness among workers in the community. He has worked with Maruti earlier.



**SHREE KANT**, aged 33, is from Buxar, Bihar. He has been working in his current company since 2023. He lives with his wife and two sons. He previously worked in Gujarat in 2009 and moved to Faridabad in 2013.

## 10.2 This Participatory Research was the next logical step to SII's engagement with workers since 2016.



Since 2016, SII has been directly engaging with workers and empowering them with knowledge on worker safety and ESIC benefits. More than 5,200 have attended SII's monthly Worker Support Groups, large worker events (Shramik Sammalen), community outreach activities, etc. On SII's social media (Hindi FB, YouTube, WhatsApp), thousands of workers have engaged with SII on these subjects' asking questions, answering quizzes and surveys, and providing insights which help SII advocate on their behalf.

In 2023, for the first time, SII started a 'Participatory Research' with its expert partner, Praxis, where workers were trained to conduct their own research in their communities and work environment, specifically related to safety' and present their findings and recommendations.

This new important chapter, which will now be a permanent feature of this report series, introduces the first such worker report. Their findings and recommendations were done by way of charts prepared by them and has been presented here for the English audience by Praxis and SII.

## 10.3 Methodology of Worker Participatory Research



A formal worker-led research study is a path breaking effort in bringing to the fore, the issues faced by the workers in the automotive sector supply chain, and in their own words.

The focus of the participatory processes was to enable discussions that bring out the direct experiences of the participants through use of the thought-provoking participatory tools such as factory resource mapping, body mapping and daily schedule mapping to evolve all dimensions of worker safety, identify the key causes of poor safety, and build recommendations for the various stakeholders.

This report is based on discussions and research and the key findings from the discussions led by Worker Volunteers (“Shramik Saathis”), developed by and associated with SII, over the past two years in Faridabad. Workers’ submissions in Hindi backing this report are available in the footer.<sup>1</sup>

The findings from the various research tools used, brought forth issues and ideas that were often unknown, unrecognised, or unacknowledged.

All the experiences and quotations in this report have not been attributed to a single worker but depict observations made during the collective discussion processes.

#### **10.4 This year long process saw the Shramik Saathis (Worker Volunteers) being trained on the research tools, encouraged to go into their communities, organize meetings and collect data from their colleagues**



Beginning September 2023, the Shramik Saathis, who led this initiative, with guidance from SII/Praxis started meeting in Faridabad automobile cluster to understand the issues around workplace safety faced by workers in the auto component factories.

They met 6 times and conducted 12 community or factory meetings, reaching 168 workers. For the synthesis, 4 Group Discussions were conducted with workers comprising 30 workers. Individual level data was collected by the Shramik Saathis from 200+ workers to understand worker experiences.

<sup>1</sup> Workers’ Submission (Participatory Research)

## 10.5 They decided three key objectives for their research report

The conversations started with sharing of individual experiences by workers and then formalised into some concrete objectives:

1. Understanding the key safety issues faced by the workers in auto component factories
2. Understanding some of key reasons for the persistence of these issues
3. Listing out some important recommendations from the workers to government officials, and factory owners and management



## 10.6 They followed five steps to make their recommendations

The group followed these five steps for building their conversation and to come up with their recommendations:



## 10.7 HB-HB report Finding 1 on workers' working conditions support and indeed add great nuance to CRUSHED series findings in their own words.

### 10.7.1 What causes these accidents?

“वो सब देखते हैं, हमें कुछ नहीं पता रहता।”

“They see everything, we don't get to see anything” - In the context of the management keeping tabs on the rate of production on each machine, while the operator worker has no means to do the same; this builds constant pressure as every day of high production leads to the higher target number without taking into account all other factors)

Chart No 1 3/9/23

काम	पुरुष	महिला
डाई लगाना	✓ 90%	✓ 10%
डाई उतारना	✓ 100%	X
असेम्बली	✓ 50%	✓ 50%
Loading/Unloading	✓ 50%	✓ 50%
मैकेनिकल मशीन	✓ 75%	✓ 25%
फ्रेम लेटिंग मशीन	✓ 50%	✓ 50%
लोडिंग मशीन	✓	✓ (check)
LCN मशीन	✓	✓ (check Machine)
ग्राइंडर मशीन	✓ 90%	✓ 10%
VMC Machine	✓ 90%	✓ 10%
Press M/C	✓ 50%	✓ 50%
Quality Check	✓	✓ (how to check)
Security Guard	✓	✓ 45% है (check)
Sanitation & Cleaners	✓	✓ (check)
मशीन बनाना	✓	✓ (check)

“हमें प्रोडक्शन, क्वालिटी और एच आर तीनों को सुनना पड़ता है। प्रोडक्शन और क्वालिटी वाले भी एक जैसा नहीं सोचते।”

(We have to hear from production, quality, and HR. Even Production and quality team don't have coordination)

“ज्यादा टारगेट होता है तो ऑपरेटर कभी-कभी खुद ही सेंसर बंद कर काम करने लगता है।”

(When targets are high, operators sometime themselves stop/remove the sensors and start working)

“स्प्रिंग खुद ही ठीक करके काम चला लेते हैं। प्रोडक्शन जरूरी रहता है।”

(We mend the spring on our own and start the work as production is important to achieve)

“मशीन की इज्जत है, लेकिन वर्कर की कोई इज्जत नहीं है।”

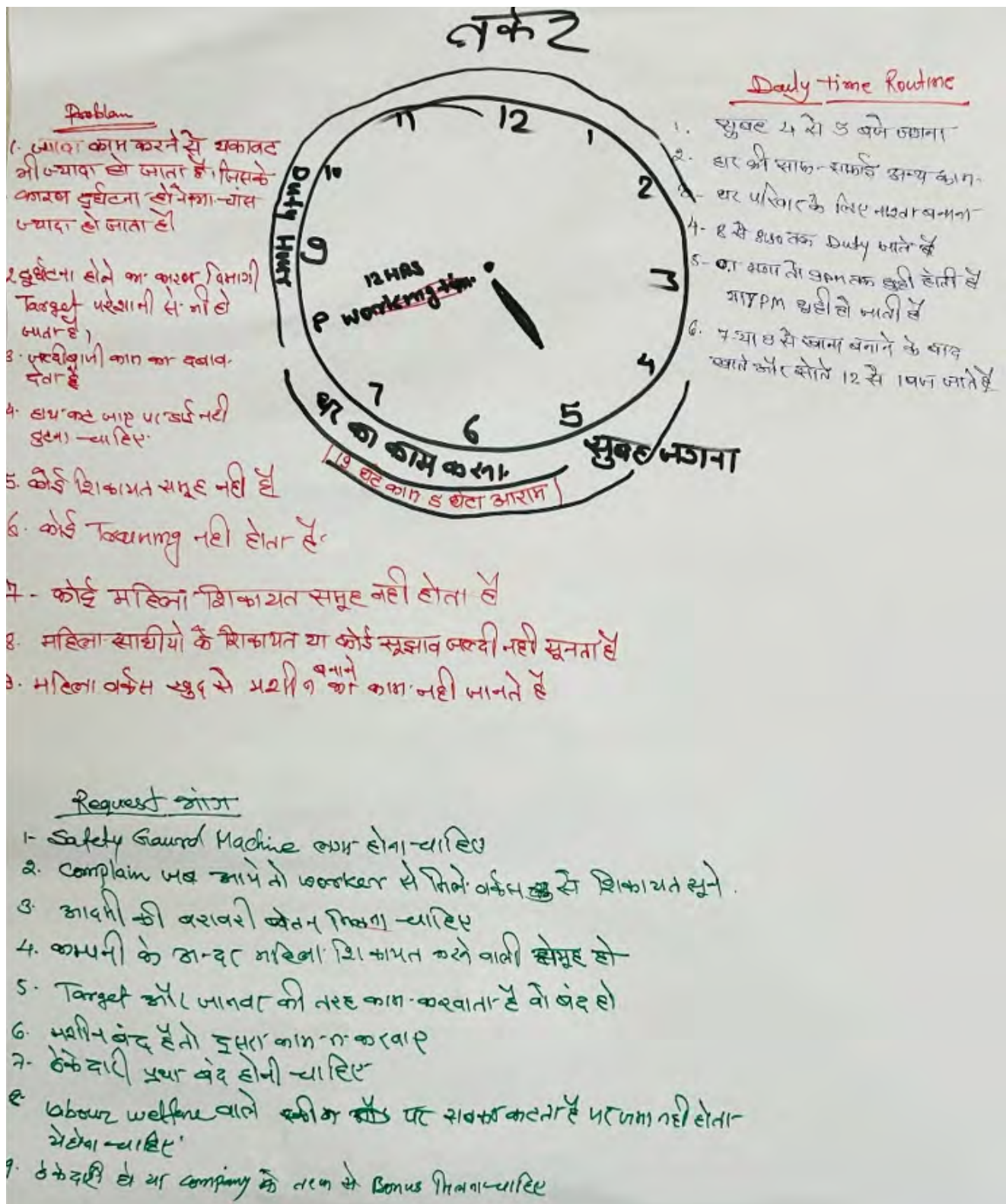
(Machine is respected more; workers get no respect)

“सबसे बड़ा कारण प्रोडक्शन टारगेट है।”

(The most critical reason (for accidents) is the product target)



## 10.7.2 The life of the woman worker – underpaid, overstressed and sleep deprived



"हमारा ध्यान बटा रहता है।"

(Our mind is always pre-occupied with responsibilities at home and factory)

“दिन में 5 घंटे से ज्यादा नहीं सो पाते।”

(We are only able to sleep for at most 5 hours daily)

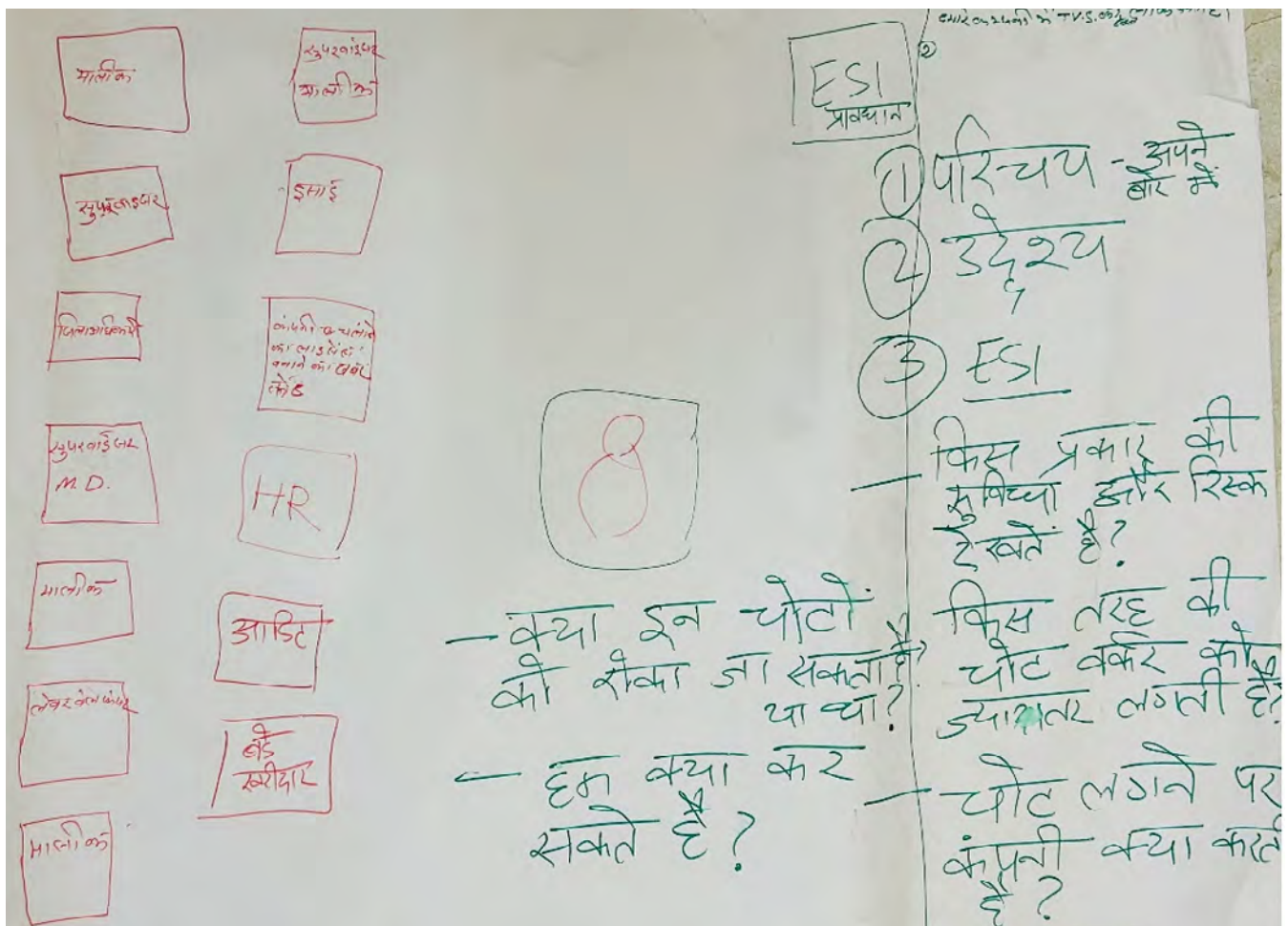
“बराबर काम करने पर भी बराबर पैसा नहीं है।”

(For equal work, we don't get equal wages)

“महंगाई इतनी है कि घर से दोनों लोगों को काम करना पड़ता है।”

(Cost of living is so high that both members from the households are forced to work)

### 10.7.3 Why power press machine causes more accidents, and it still goes unaddressed?



“पावर प्रेस में सबसे ज्यादा खतरा है, पर इसमें सबसे कम पैसा मिलता है। इसको बड़ा काम नहीं मानते।”

(Power press machines have most accidents but pay is least. This work is not considered 'highly skilled')

“अगर हम काम करने से मना कर दें तो, कोई दूसरा वर्कर तैयार हो जाएगा।”

(If we say NO to working, someone else will take my job)



“अगर वर्कर थोड़ा भी फ्री है तो झाड़ू भी लगवा लेते हैं।”

(If worker is free, even a little bit, from machine work, they can ask to clean the floor too)

ईएसआई बहुत मुश्किल होता है। वहां जाना मतलब 2–3 दिन का भत्ता गया। दवाई नहीं मिलती है।”

(ESI is a difficult process. It means a loss of 2 to 3 days of wages. Medicines are not available as per the prescription.)

“ईएसआई से अच्छा हम बाहर इलाज करा लेते हैं।”

(We prefer going to outside medical facilities rather than ESI hospitals)

“कई बार एक्सीडेंट होने पर, उसका टाइम अलग दिखाते हैं।”

(When accidents happen, time is changed to show a different shift)

“जब हम फैक्टरी से बाहर आते हैं तो आज़ाद लगता है, लगता है तिहाड़ से निकले हैं।”

(When we come out of the factory, we feel a sense of freedom, it seems we have come out of Tihar)

#### 10.7.6 Wilful contravention of the laws

मुझसे कहा कि कह दो कि घर पर चोट लग गई थी।”

(I was told to say (for a factory accident) that injury happened at home)

“सेंसर लगने से प्रोडक्शन लगभग 20 से 30 प्रतिशत घटेगा। कंपनी कहती है सेंसर बहुत महंगा है।”

(Use of sensor reduces production by 20 to 30%. Company says sensor is costly)

“हेल्पर को कह देते हैं कि देख कर सीख तो गए हो, अब चलाना शुरू कर दो।”

(Supervisor tells helpers that you have seen how the machine works, now start working on it)

“गेट पास के बिना बाहर नहीं जा सकते, और समय से पहले गेट पास मुश्किल से मिलता है।

(We cannot leave the premises without a Gate Pass and we are not given one until they are willing to let us go)

“हम साढ़े दस घंटे की शिफ्ट करते हैं। कोई ओवरटाइम नहीं मिलता।”

(We work for 10.5 hours in a shift. We don't get any over time)

“हमें हरियाणा का ग्रेड नहीं मिलता!”

(We do not get Haryana grade (minimum wages) for payment)

### 10.7.7 Will safety equipment and trainings resolve these issues?

“हमारे यहां कोई समिति नहीं है।”

(We do not have any safety committees)

“आज तक कोई ट्रेनिंग नहीं हुआ।”

(In our factory, we have not received any training)

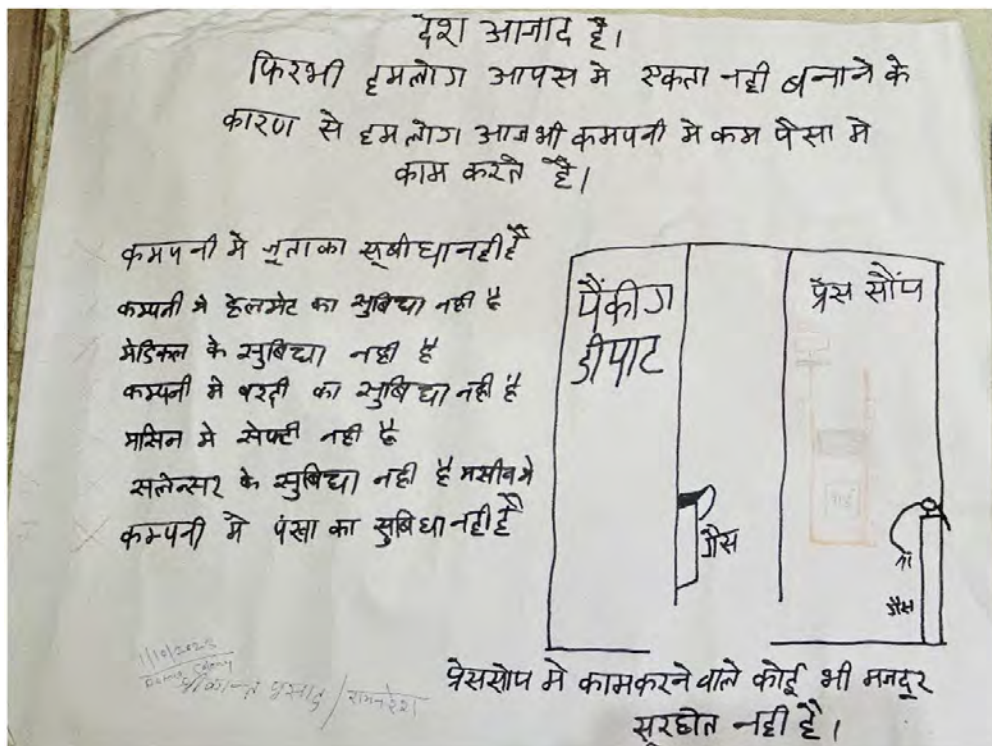
“प्रोडक्शन के कारण सबसे ज्यादा एक्सीडेंट होते हैं। मशीन के मेंटेनेंस पर कोई ध्यान नहीं रहता।”

(Accident happen due to (very high) production targets. No one focuses on maintenance of machines)

“नया वर्कर तेजी से काम करता है, उसे नहीं समझ आता कि खतरा कहां है।”

(New workers start working at greater pace without realising the dangers)

### 10.7.8 Do workers have voice and what forces workers to not say a NO?



“हम 9 लोग एक साथ लंच करते थे, सबको अलग-अलग सेक्शन में भेज दिया।”

(Nine of use used to have lunch together, so, all of us were moved to different sections)

“कंपनी तोड़ती है।”

(Company tries to break worker solidarity)

“कंपनी अकेले-अकेले बात करने पर कुछ बढ़ा देती है, साथ में बोलो तो कहते हैं यूनियन लीडर बनाना चाहते हो?”

(If we talk individually, company raises salary of few, but if we speak together, they say do you want to become union leader?)

### 10.7.9 What do auditors do? Will they ever try to check the real issues?

“जब सब कुछ साफ है तो देखकर ऑडिट वालों को खुद समझ जाना चाहिए कि कुछ तो गलत है।”

(When everything is tidy and clean, then audit team should understand that something is wrong)

“ऑडिट के दिन कंपनी कहती है आराम से काम करो, सब साफ-सुथरा रहता है।”

(On the day of audit, company asks workers to work at slow pace. Everything is kept clean.)

“कंपनी तोड़ती है।”

(Company tries to break worker solidarity)

“एक्सीडेंट का रिकार्ड रखने का कोई रजिस्टर नहीं है।”

(There are no registers for keeping the accident records)

“सेफ्टी ऑडिट वाले वर्कर की स्थिति, भाड़े पर कोई सवाल नहीं पूछते।”

(Safety audit teams don't ask questions on workers' condition and wages)

### 10.8 HB-HB Report Finding 2: Workers expectations from/recommendations to factories, brands and the government



### 10.8.1 “We want owners and management of the auto component factories to meet the basics for a fair arrangement between us”

- Improve our Workplace Safety: “Provide us good safety equipment, arrange machines with enough space, and regularly train workers on safety practices to create a safer workplace”.

“जूते और ग्लव्स का पैसा पगार से काट लेते हैं।”

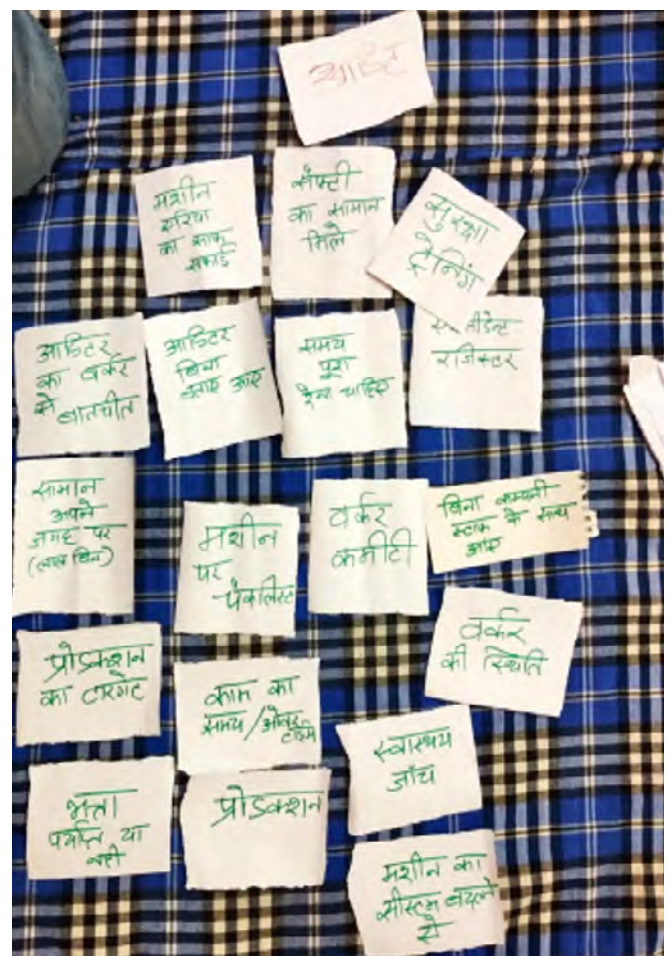
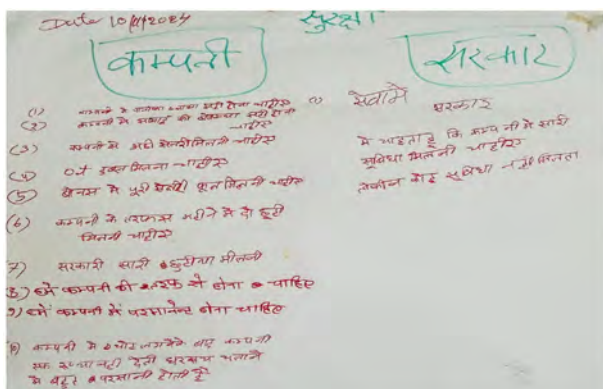
(They deduct cost of shoes and gloves from our salary)

- **Offer us Clear Contracts and Job Security with Dignified wages:** All of us should receive a proper contract and salary slip. Factories should work towards offering more stable jobs instead of temporary roles. Wages should be as per the government grades.
- **Provide us basic workplace facilities:** Factories should ensure clean workspaces, organize machines well, provide canteens with healthy food, clean and safe water and toilet facilities and give workers enough breaks to rest during their shifts.
- **Ensure fair treatment for us, women workers:** We, women workers, should get equal pay for the same work as men and not have extra workloads. Factories should create a workplace where everyone feels respected and treated fairly.
- **Provide us Better Support when Injured:** Ensure injured workers get the help they need, like monthly financial support and proper records of accidents. Injured worker should be rehabilitated in jobs.

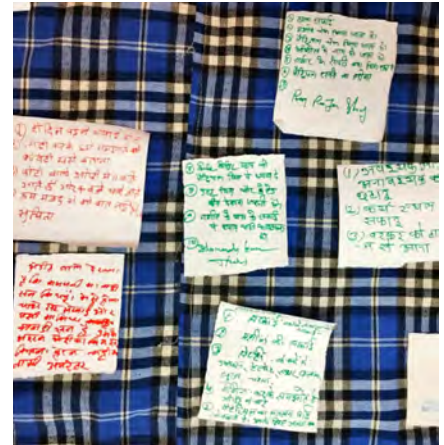
### 10.8.2 “We want automobile Brands to be more proactive and take responsibility”

- **Large companies should take responsibility:** Big companies should support factories by ensuring fair pricing. This helps factories maintain good working conditions and fair wages for workers. Also, they should have stricter audit conditions.
- **Make audits worker-friendly:** Auditors should spend time talking to workers, check machines and records carefully, and do surprise audits to see the real working conditions. Auditors should evaluate not just the physical and operational conditions but also worker welfare.

### 10.8.3 “We want more support and monitoring by the State and Central Governments”



- **Make our jobs permanent:** Replace temporary labour with permanent job opportunities to ensure job security and stability.
- **Ensure our payments are in time:** The government should ensure prompt payment of wages, overtime dues, and other benefits without delays or unfair deductions.
- **Make audits stricter:** They need to ensure that factories adopt stricter safety measures to protect workers and provide adequate healthcare facilities to address workplace injuries and health risks.
- **Don't terminate us suddenly:** The government should investigate sudden and unjustified job terminations, ensuring workers are treated fairly.
- **Support Worker Groups and Representation:** Encourage workers to form groups or platforms at the factory or community level including safety committees. This will help them share their concerns together and work toward solutions more effectively.



These recommendations do not cover the entire gambit of issues identified through the research but were deemed the important first steps to a safer work environment for the workers.

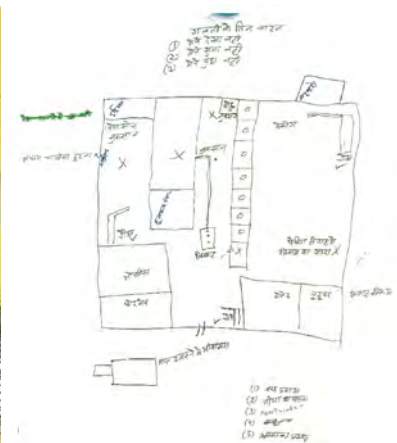
### 10.9 HB-HB Report Finding 3: Factory Maps helped identify all the areas that makes a worker feel unsafe and reasons thereof

Workers drew maps of typical factory setting including physical infrastructure and identified key facilities with poor safety records and the risks associated with specific areas of a factory including general health hazards. In some instances, worker group only drew the map or listed the key risks in any typical factory settings.

In total 10 safety maps were created.

#### Images of the safety maps

Key observations from factory maps on what in

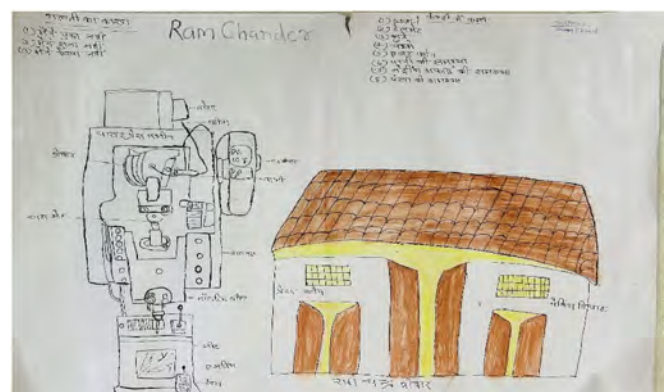


#### 10.9.1. Power Presses

- Areas where power press machines operate are dangerous, as they cause many accidents in which workers lose fingers and hands.
- Sensors are often switched off to meet the production targets. Many old machines don't have safety sensors. This also leads to accidents which are often blamed on workers.
- Power Press machines are not maintained well as there a fewer number of maintenance staff, helpers and focus remains on fulfilling the production targets.
- Operators on many instances themselves repair the machines (like mending the spring) and start working.

#### 10.9.2 Movement of man and material

- Exit routes are not always free, with material often stored enroute
- Areas where loading and unloading takes place are also prone to accidents as material can slip off the cranes.



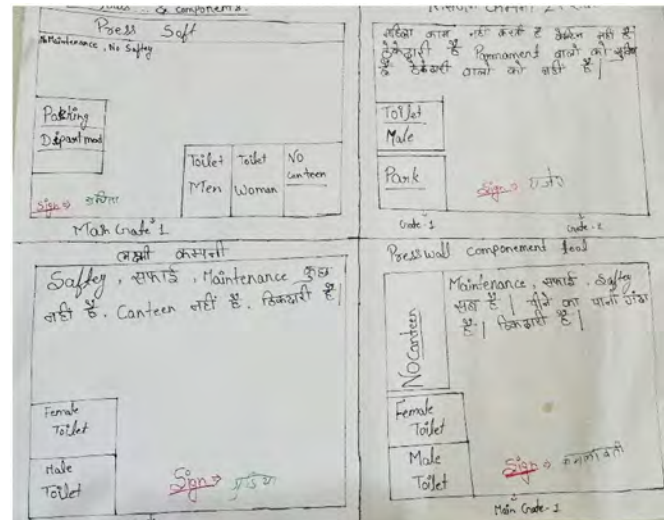
- Machine as well as storage area is not kept tidy in general practice, and this also causes injuries.
- Only on days of safety and quality audits, a clear Standard Operating Procedure (SoP) is followed.
- Cleaning of material is done with acids and how the acid is stored and used is not always safe. This results in worker experience irritation on skins and eyes.

### 10.9.3 Training

- Most of the training sessions on safety are only on paper and no meetings are done to orient the workers except in cases of “big” factories which typically have these systems.

### 10.9.4 General Sanitation and Hygiene

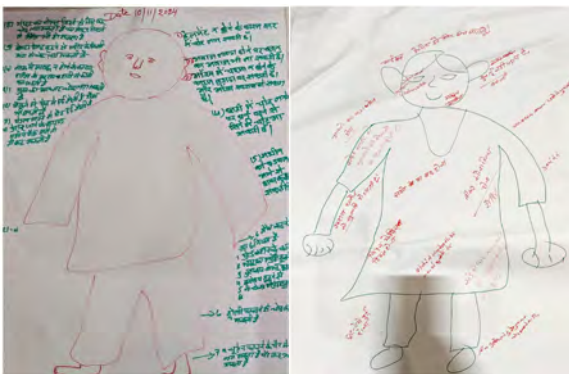
1. Many of the factories lack basic facilities such as canteen, rest area etc.
2. Facilities for sanitation and drinking water are limited and not maintained well. In many instances workers carry their own drinking water as factories supply same water for drinking as well as toilets.
3. Often there is no one employed to clean the shopfloor or toilets.



## 10.10 HB-HB Report Finding 4 - Body maps helped identify the impact of their jobs on the different parts of their bodies as felt by the workers

Workers drew a body map of a typical worker and tried to identify some of the key health and safety issues faced by the workers and possible causes for the same.

### Images of the body maps:



### 10.10.1 The physical problems faced by the workers is like a catalogue from a medical journal

- Loss of fingers and hands in accidents for workers working on power press machines is not unknown but the factory managements' first response is to blame the workers.
- Continued exposure to sound and heat causes headaches, migraines, hearing loss and many other complications.
- Long hours on the feet, cause issues like varicose veins and swollen legs.
- Workers working on lathe machine are exposed to dust continuously and it causes breathlessness, nausea, and

other issues such as asthma and lung problems.

- Most machines have some risk or the other
- There are no health check-ups on periodic basis so many of these listed health issues are not observed.
- Accessing health facilities and further process of compensation is tiresome so we just suffer.
- Some of the issues around ill-kept toilets or lack of safe drinking water are not even discussed or seen as a concern.
- The lunch/tea break is considered a favour to the worker; not a due right.

**SII will continue strengthening this participatory research and workplace safety capacity of workers. It will help provide them a constructive platform to make their insightful and helpful voices heard in the industry and the government.**



# Annexure

CRUSHED 2024 contained data analysis of 6500+ injured workers met and assisted by SII. Dataset post CRUSHED 2023 Report (August 2023-July 2024) is presented here:

S. No.	Region	Gender	Age	Type of Injury	No. of fingers/toes	Machine Type	Automobile Brand
1	Faridabad	M	41-50	Lost	1	Power Press	Non Auto
2	Faridabad	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
3	Faridabad	M	31-40	Lost	4	Power Press	Hero, Honda, Maruti
4	Faridabad	M	31-40	Injured	2	Power Press	NA
5	Faridabad	M	51-60	Lost	1	Power Press	Hero, Honda, Maruti
6	Faridabad	M	21-30	Lost	2	Power Press	Hero
7	Faridabad	M	51-60	Nerve Damage	2	Power Press	Hero, Honda
8	Faridabad	M	41-50	Lost	1	Power Press	Hero, Honda, Maruti
9	Manesar	M	31-40	Lost	3	Power Press	Hero, Maruti
10	Manesar	M	31-40	Lost	1	Power Press	Hero, Maruti
11	Manesar	M	31-40	Fractured	1	Other	Hero
12	Manesar	M	31-40	Lost	1	Other	Hero, Honda
13	Manesar	M	31-40	Lost	1	Road Accident	Honda
14	Manesar	M	21-30	Injured	1	Other	Hero, Maruti
15	Manesar	M	31-40	Fractured	1	Road Accident	Hero, Honda, Maruti
16	Manesar	M	21-30	Lost	1	Power Press	Hero, Honda
17	Manesar	M	41-50	Fractured	1	Other	Hero, Honda, Maruti
18	Manesar	M	41-50	Lost	1	Other	Hero, Honda, Maruti
19	Manesar	M	31-40	Fractured	1	Road Accident	Hero, Honda
20	Faridabad	M	21-30	Fractured	1	Other	Maruti
21	Manesar	M	31-40	Lost	1	Power Press	Hero, Maruti
22	Manesar	F	41-50	Injured	1	Power Press	Honda, Maruti
23	Manesar	M	41-50	Injured	1	Road Accident	Maruti
24	Manesar	M	41-50	Lost	4	Power Press	Maruti
25	Pune	M	31-40	Injured	1	Other	NA
26	Pune	M	21-30	Injured	1	Power Press	Mahindra, Tata
27	Pune	M	31-40	Injured	1	Other	Mahindra
28	Pune	M	21-30	Injured		Other	Mahindra, Tata
29	Manesar	M	31-40	Injured	1	Moulding Machine	Hero, Honda
30	Manesar	M	21-30	Injured	1	Other	Hero, Honda, Maruti, Bajaj
31	Faridabad	M	NA	Lost	1	Power Press	Maruti
32	Faridabad	M	31-40	Injured		Road Accident	Maruti, Tata
33	Faridabad	M	21-30	Lost	4	Power Press	Maruti
34	Faridabad	M	31-40	Lost	1	Other	Maruti
35	Faridabad	M	31-40	Injured	1	Other	Maruti
36	Faridabad	M	21-30	Fractured	3	Power Press	Maruti
37	Faridabad	M	31-40	Fractured		Road Accident	Maruti
38	Pune	M	21-30	Lost	3	Power Press	Mahindra
39	Pune	M	21-30	Lost	2	Power Press	Tata
40	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
41	Manesar	M	41-50	Lost	3	Power Press	Hero, Honda

42	Manesar	M	Below 20	Lost	1	Power Press	Hero, Honda
43	Manesar	M	21-30	Lost	2	Power Press	NA
44	Manesar	M	51-60	Lost	3	Power Press	Hero
45	Manesar	M	21-30	Lost	1	Power Press	Honda, Maruti
46	Manesar	M	31-40	Lost	1	Power Press	Hero, Maruti
47	Faridabad	M	41-50	Lost	4	Power Press	Honda
48	Faridabad	M	51-60	Lost	3	Power Press	Honda
49	Faridabad	M	31-40	Lost	5	Power Press	Hero, Honda
50	Faridabad	M	31-40	Lost	3	Power Press	Honda
51	Pune	M	31-40	Injured	1	Other	Mahindra
52	Manesar	M	51-60	Fractured	1	Road Accident	Hero, Honda, Maruti
53	Manesar	M	41-50	Injured	1	Power Press	Honda, Maruti
54	Manesar	M	31-40	Lost	3	Power Press	Maruti
55	Manesar	M	21-30	Lost	1	Power Press	Maruti
56	Manesar	M	41-50	Injured	1	Other	Maruti
57	Manesar	M	Below 20	Lost	1	Power Press	Non Auto
58	Manesar	M	21-30	Lost	1	Other	Non Auto
59	Manesar	M	41-50	Injured	1	Power Press	Non Auto
60	Manesar	M	21-30	Lost	2	Power Press	Hero, Maruti
61	Manesar	M	51-60	Injured		Power Press	Maruti
62	Manesar	M	31-40	Lost	1	Power Press	Honda, Maruti
63	Manesar	M	21-30	Lost	2	Power Press	Maruti
64	Manesar	M	41-50	Lost	1	Power Press	Hero
65	Manesar	M	21-30	Lost	1	Power Press	Hero, Honda
66	Faridabad	M	21-30	Lost	4	Power Press	NA
67	Faridabad	F	31-40	Lost	2	Power Press	Hero, Honda, Maruti, Bajaj
68	Manesar	M	31-40	Lost	3	Other	Hero, Honda, Maruti, Tata, Bajaj
69	Manesar	M	21-30	Lost	1	Other	Hero, Maruti
70	Manesar	M	21-30	Lost	1	Power Press	Hero
71	Manesar	M	31-40	Lost	1	Power Press	Hero, Honda
72	Manesar	M	41-50	Lost	2	Power Press	Hero
73	Manesar	M	21-30	Lost	3	Power Press	NA
74	Manesar	M	31-40	Lost	1	Power Press	Maruti
75	Manesar	M	31-40	Lost	1	Power Press	Non Auto
76	Manesar	M	31-40	Injured		Other	Maruti
77	Manesar	M	Below 20	Lost	2	Power Press	Non Auto
78	Manesar	M	41-50	Injured	1	Power Press	Maruti
79	Manesar	M	31-40	Lost	1	Other	Hero, Honda
80	Manesar	M	41-50	Injured	1	Moulding Machine	Hero, Maruti
81	Faridabad	F	31-40	Nerve Damage	1	Power Press	NA
82	Faridabad	F	31-40	Lost	1	Power Press	Maruti
83	Faridabad	M	21-30	Injured	1	Power Press	Maruti, Mahindra
84	Faridabad	M	51-60	Lost	2	Power Press	Mahindra
85	Pune	M	41-50	Lost	2	Power Press	Mahindra, Tata
86	Pune	M	41-50	Injured	1	Other	NA
87	Pune	M	21-30	Injured		Other	Mahindra, Tata
88	Faridabad	M	41-50	Lost	4	Power Press	Honda, Maruti
89	Faridabad	F	41-50	Lost	1	Other	NA

90	Pune	M	21-30	Lost	1	Power Press	Tata
91	Pune	M	31-40	Lost	4	Power Press	NA
92	Pune	M	21-30	Injured	1	Other	Tata
93	Manesar	M	21-30	Fractured	2	Other	Maruti
94	Manesar	M	31-40	Lost	2	Power Press	Maruti
95	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
96	Pune	M	31-40	Burn		Other	NA
97	Pune	M	21-30	Burn		Other	Tata
98	Pune	M	31-40	Burn		Other	Tata
99	Pune	M	21-30	Lost	1	Other	Mahindra, Tata
100	Pune	M	21-30	Lost	4	Power Press	Tata
101	Pune	M	21-30	Burn		Other	Tata
102	Pune	M	41-50	Burn		Other	Tata
103	Faridabad	M	41-50	Lost	1	Power Press	Maruti, Mahindra
104	Manesar	M	31-40	Lost	2	Power Press	Maruti
105	Manesar	M	21-30	Lost	1	Power Press	Honda
106	Manesar	M	21-30	Lost	1	Power Press	Hero
107	Manesar	M	31-40	Injured	1	Other	Maruti
108	Faridabad	M	21-30	Injured	1	Power Press	Maruti
109	Pune	M	41-50	Injured		Other	NA
110	Manesar	M	21-30	Injured	1	Road Accident	Maruti
111	Manesar	F	21-30	Fractured		Road Accident	Maruti
112	Faridabad	F	31-40	Lost	1	Power Press	Non Auto
113	Pune	M	31-40	Lost	1	Power Press	NA
114	Pune	M	31-40	Lost	2	Other	Mahindra
115	Pune	M	31-40	Lost	3	Power Press	NA
116	Pune	M	21-30	Injured	1	Power Press	NA
117	Pune	M	21-30	Injured	1	Other	Mahindra
118	Pune	M	21-30	Lost	2	Power Press	NA
119	Faridabad	F	21-30	Lost	1	Power Press	NA
120	Manesar	M	51-60	Lost	2	Power Press	Hero, Honda, Mahindra, TVS
121	Faridabad	F	41-50	Lost	5	Power Press	Maruti
122	Faridabad	F	41-50	Lost	2	Power Press	NA
123	Manesar	M	41-50	Other		Road Accident	Others/ Other Auto
124	Pune	M	41-50	Injured	1	Other	NA
125	Pune	M	41-50	Lost	2	Other	Non Auto
126	Manesar	M	31-40	Fractured	1	Other	NA
127	Faridabad	M	51-60	Lost	1	Power Press	Non Auto
128	Pune	F	31-40	Lost	4	Power Press	NA
129	Manesar	M	21-30	Injured	1	Other	NA
130	Manesar	M	31-40	Fractured	1	Other	Hero, Honda
131	Faridabad	M	51-60	Lost	3	Power Press	NA
132	Pune	M	31-40	Lost	2	Power Press	Mahindra
133	Pune	M	31-40	Injured		Power Press	Tata
134	Manesar	M	51-60	Lost	1	Power Press	Hero, Honda, Maruti
135	Manesar	M	21-30	Injured	1	Other	Non Auto
136	Manesar	F	31-40	Lost	1	Other	Non Auto
137	Faridabad	F	21-30	Nerve Damage	1	Other	Non Auto

138	Manesar	M	31-40	Injured		Road Accident	Non Auto
139	Faridabad	M	31-40	Fractured		Road Accident	Non Auto
140	Pune	M	31-40	Lost	3	Power Press	Tata
141	Pune	M	31-40	Lost	1	Other	NA
142	Faridabad	M	21-30	Injured	3	Other	Honda
143	Pune	M	NA	Lost	4	Power Press	Mahindra
144	Pune	M	31-40	Lost	2	Power Press	Mahindra, Tata
145	Faridabad	M	21-30	Lost	1	Power Press	Mahindra
146	Faridabad	M	31-40	Lost	5	Power Press	Maruti
147	Manesar	M	41-50	Injured	1	Power Press	Hero, Honda
148	Faridabad	M	31-40	Lost	2	Power Press	Maruti
149	Pune	M	31-40	Lost	1	Power Press	Tata
150	Manesar	F	21-30	Lost	3	Other	Mahindra
151	Manesar	M	31-40	Lost	1	Power Press	Hero, Honda
152	Manesar	M	21-30	Lost	2	Other	NA
153	Faridabad	M	31-40	Fractured	1	Road Accident	NA
154	Manesar	F	21-30	Lost	1	Power Press	Maruti
155	Pune	F	31-40	Lost		Power Press	Mahindra
156	Pune	M	21-30	Lost	2	Other	Tata
157	Pune	F	31-40	Lost	2	Power Press	Mahindra, Tata
158	Pune	M	21-30	Lost	3	Power Press	Mahindra
159	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
160	Faridabad	M	21-30	Lost	2	Power Press	Maruti
161	Faridabad	M	21-30	Lost	1	Power Press	Hero, Maruti
162	Faridabad	M	41-50	Lost	1	Power Press	Non Auto
163	Faridabad	M	31-40	Lost	2	Other	Tata
164	Manesar	F	51-60	Fractured		Other	Maruti
165	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda, Maruti
166	Pune	M	21-30	Injured		Power Press	Bajaj
167	Manesar	M	31-40	Lost	4	Other	Non Auto
168	Manesar	M	31-40	Injured	1	Other	Hero
169	Pune	M	21-30	Lost	1	Power Press	Mahindra
170	Pune	M	41-50	Lost	1	Power Press	Mahindra
171	Manesar	M	21-30	Lost	4	Power Press	Maruti
172	Faridabad	F	41-50	Nerve Damage	1	Moulding Machine	Maruti
173	Manesar	M	51-60	Lost	2	Power Press	NA
174	Manesar	M	21-30	Fractured	1	Power Press	Maruti
175	Faridabad	F	31-40	Injured	1	Moulding Machine	Non Auto
176	Pune	M	21-30	Injured	2	Other	Tata
177	Manesar	M	51-60	Lost	1	Other	Non Auto
178	Pune	M	41-50	Lost	2	Power Press	Tata
179	Manesar	M	Above 61	Lost	1	Power Press	Hero, Honda
180	Pune	F	31-40	Lost	1	Power Press	Mahindra
181	Pune	M	21-30	Lost	3	Moulding Machine	NA
182	Pune	M	31-40	Injured		Power Press	Mahindra, Tata
183	Pune	M	51-60	Injured	1	Power Press	Bajaj, Tata
184	Faridabad	M	21-30	Fractured		Other	Non Auto
185	Manesar	M	21-30	Fractured	1	Other	Honda, Maruti

186	Faridabad	F	31-40	Lost	1	Power Press	Mahindra
187	Manesar	M	51-60	Lost	1	Power Press	Hero
188	Faridabad	F	51-60	Fractured	1	Power Press	Non Auto
189	Faridabad	F	31-40	Lost	2	Power Press	NA
190	Pune	F	41-50	Injured	1	Other	Non Auto
191	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
192	Manesar	M	31-40	Injured	1	Other	Non Auto
193	Pune	M	21-30	Lost	2	Power Press	Tata
194	Pune	M	21-30	Fractured		Other	Tata
195	Manesar	M	21-30	Lost	2	Power Press	Maruti
196	Manesar	M	21-30	Injured	1	Other	Eicher
197	Manesar	M	41-50	Injured	1	Other	Maruti
198	Manesar	M	21-30	Lost	1	Other	NA
199	Faridabad	M	31-40	Injured		Other	Hero
200	Pune	M	31-40	Lost	1	Power Press	Mahindra
201	Pune	M	21-30	Fractured		Other	NA
202	Faridabad	M	31-40	Injured	1	Road Accident	Non Auto
203	Faridabad	M	31-40	Injured	1	Other	Hero, Honda, Maruti
204	Pune	M	31-40	Lost	1	Power Press	Mahindra
205	Pune	M	21-30	Lost	4	Power Press	Tata
206	Pune	M	41-50	Lost	5	Power Press	Tata
207	Pune	F	31-40	Fractured		Other	Mahindra, Tata
208	Pune	M	31-40	Injured	2	Power Press	Mahindra, Tata
209	Faridabad	F	31-40	Lost	1	Power Press	Maruti
210	Pune	M	41-50	Fractured		Other	NA
211	Pune	M	51-60	Lost	1	Other	Mahindra, Bajaj
212	Pune	M	21-30	Lost	3	Power Press	Mahindra
213	Pune	M	21-30	Lost	1	Power Press	Tata
214	Pune	F	31-40	Lost	1	Power Press	NA
215	Pune	F	21-30	Lost	1	Power Press	Tata
216	Faridabad	F	31-40	Lost	1	Power Press	Maruti
217	Pune	M	41-50	Injured		Other	NA
218	Pune	M	21-30	Lost	5	Power Press	NA
219	Faridabad	M	41-50	Fractured	2	Other	Maruti
220	Manesar	M	21-30	Lost	1	Power Press	Maruti
221	Manesar	M	21-30	Lost	1	Power Press	Maruti
222	Manesar	M	31-40	Injured	1	Power Press	Hero, Maruti
223	Pune	M	21-30	Fractured		Road Accident	Bajaj
224	Manesar	M	Below 20	Injured	1	Other	Bajaj
225	Manesar	M	31-40	Injured	1	Power Press	Hero, Bajaj
226	Faridabad	M	21-30	Lost	2	Power Press	NA
227	Pune	M	31-40	Lost	1	Power Press	NA
228	Faridabad	F	31-40	Fractured	1	Road Accident	NA
229	Pune	M	21-30	Lost	4	Power Press	NA
230	Pune	M	21-30	Lost	1	Power Press	NA
231	Pune	M	21-30	Lost	3	Power Press	NA
232	Manesar	M	21-30	Fractured		Other	Non Auto
233	Pune	M	41-50	Fractured		Road Accident	Non Auto

234	Pune	M	21-30	Lost	3	Power Press	Tata
235	Pune	M	31-40	Lost	1	Power Press	Mahindra
236	Manesar	M	31-40	Fractured		Other	Non Auto
237	Pune	M	41-50	Fractured		Road Accident	Honda, Maruti, Tata, Mahindra
238	Manesar	M	21-30	Injured	1	Power Press	Maruti
239	Faridabad	M	31-40	Fractured	1	Other	NA
240	Pune	M	21-30	Fractured		Power Press	Mahindra
241	Faridabad	F	51-60	Lost	1	Power Press	NA
242	Pune	M	41-50	Fractured		Power Press	Mahindra
243	Pune	M	21-30	Injured		Power Press	NA
244	Pune	M	21-30	Fractured	1	Other	Non Auto
245	Faridabad	M	31-40	Injured	1	Road Accident	Hero, Honda, Maruti
246	Manesar	M	21-30	Fractured		Other	Maruti
247	Faridabad	M	41-50	Lost	2	Other	NA
248	Faridabad	M	51-60	Lost	3	Power Press	NA
249	Faridabad	F	31-40	Lost	1	Road Accident	NA
250	Faridabad	M	Below 20	Lost	1	Power Press	NA
251	Faridabad	M	21-30	Lost	3	Power Press	Maruti
252	Pune	M	21-30	Lost	1	Power Press	Tata
253	Pune	M	41-50	Lost		Power Press	NA
254	Pune	M	51-60	Injured	1	Other	Mahindra, Tata
255	Manesar	M	41-50	Lost	1	Other	Maruti
256	Faridabad	F	21-30	Fractured		Road Accident	Non Auto
257	Manesar	M	21-30	Fractured		Road Accident	Non Auto
258	Faridabad	M	41-50	Lost	1	Other	Non Auto
259	Faridabad	M	21-30	Fractured	1	Moulding Machine	Non Auto
260	Faridabad	M	21-30	Injured	5	Other	Non Auto
261	Pune	M	31-40	Lost	4	Power Press	Mahindra
262	Pune	M	41-50	Lost	2	Power Press	Mahindra, Tata
263	Manesar	M	31-40	Injured		Other	Non Auto
264	Pune	M	41-50	Injured		Other	NA
265	Faridabad	M	31-40	Fractured	1	Road Accident	NA
266	Pune	F	31-40	Injured		Road Accident	NA
267	Pune	M	31-40	Fractured	1	Road Accident	Non Auto
268	Pune	M	NA	Fractured		Other	NA
269	Faridabad	M	41-50	Injured	3	Other	Maruti
270	Faridabad	M	31-40	Lost	1	Power Press	Mahindra
271	Manesar	M	21-30	Lost	1	Other	Non Auto
272	Manesar	M	41-50	Injured		Other	Maruti
273	Faridabad	M	21-30	Injured	1	Other	Non Auto
274	Faridabad	M	41-50	Injured		Other	Honda, Maruti
275	Pune	M	31-40	Lost	1	Other	NA
276	Faridabad	M	31-40	Lost	1	Other	Maruti
277	Faridabad	M	41-50	Injured	3	Power Press	Non Auto
278	Manesar	M	21-30	Injured		Power Press	NA
279	Faridabad	F	41-50	Nerve Damage	1	Power Press	Non Auto
280	Pune	M	31-40	Injured	1	Power Press	Non Auto
281	Manesar	F	41-50	Fractured	1	Moulding Machine	Mahindra, Honda

282	Manesar	M	21-30	Lost	1	Other	Hero, Honda
283	Pune	M	31-40	Lost	1	Other	Non Auto
284	Pune	M	41-50	Lost	4	Power Press	Bajaj
285	Pune	M	31-40	Lost	1	Power Press	Hero, Tata, Mahindra
286	Pune	M	21-30	Paralysis		Road Accident	Non Auto
287	Pune	M	31-40	Lost	2	Other	Non Auto
288	Pune	M	31-40	Lost	1	Power Press	NA
289	Manesar	M	41-50	Lost	3	Power Press	Maruti
290	Manesar	F	51-60	Lost	2	Power Press	Non Auto
291	Manesar	M	21-30	Fractured	1	Other	Non Auto
292	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
293	Faridabad	M	41-50	Lost	4	Other	Honda, Mauri, Tata, Bajaj
294	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
295	Manesar	M	41-50	Lost	3	Power Press	Non Auto
296	Pune	M	41-50	Lost	4	Power Press	NA
297	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
298	Faridabad	M	21-30	Lost	1	Other	Non Auto
299	Faridabad	M	31-40	Injured	1	Other	Non Auto
300	Faridabad	M	21-30	Fractured	2	Other	NA
301	Faridabad	M	31-40	Injured	1	Other	NA
302	Pune	M	51-60	Lost	2	Other	Non Auto
303	Pune	M	41-50	Fractured		Power Press	NA
304	Faridabad	M	41-50	Lost	1	Other	NA
305	Pune	M	31-40	Fractured		Other	Mahindra, Tata
306	Pune	M	21-30	Lost	4	Moulding Machine	NA
307	Pune	M	21-30	Lost	1	Power Press	NA
308	Manesar	M	31-40	Injured	1	Other	Non Auto
309	Pune	M	31-40	Lost	1	Power Press	Mahindra
310	Pune	M	NA	Lost	2	Power Press	Mahindra
311	Faridabad	M	41-50	Lost	1	Other	Honda, Maruti, Bajaj
312	Manesar	M	31-40	Fractured		Other	Maruti
313	Pune	M	31-40	Injured	1	Power Press	Tata
314	Faridabad	F	41-50	Lost	1	Power Press	Non Auto
315	Pune	M	21-30	Fractured		Road Accident	Non Auto
316	Pune	M	41-50	Lost	3	Power Press	Tata, Mahindra
317	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
318	Pune	M	41-50	Injured		Other	Non Auto
319	Pune	M	21-30	Lost	2	Power Press	Mahindra
320	Pune	M	21-30	Lost	4	Power Press	NA
321	Pune	M	51-60	Lost	1	Power Press	NA
322	Faridabad	F	31-40	Lost	2	Power Press	Honda, TVS
323	Faridabad	F	41-50	Lost	1	Other	Non Auto
324	Faridabad	M	41-50	Lost	2	Power Press	Honda, Maruti
325	Faridabad	M	51-60	Lost	1	Power Press	Maruti
326	Faridabad	M	41-50	Lost	4	Power Press	NA
327	Manesar	F	21-30	Lost	3	Other	Non Auto
328	Faridabad	F	41-50	Lost	1	Power Press	NA
329	Manesar	M	21-30	Injured		Road Accident	Non Auto

330	Faridabad	M	31-40	Injured		Power Press	Maruti
331	Faridabad	M	41-50	Lost	3	Power Press	Maruti
332	Faridabad	M	31-40	Fractured	1	Power Press	Tata
333	Faridabad	M	21-30	Fractured		Road Accident	Hero, Honda, Eicher
334	Pune	M	21-30	Lost	2	Power Press	NA
335	Pune	M	21-30	Lost	1	Other	NA
336	Faridabad	M	41-50	Fractured		Road Accident	Non Auto
337	Pune	M	21-30	Injured		Other	Non Auto
338	Manesar	M	21-30	Lost	1	Power Press	NA
339	Manesar	F	31-40	Lost		Power Press	Hero, Honda, Maruti
340	Pune	M	41-50	Fractured		Other	Non Auto
341	Manesar	M	31-40	Fractured	1	Other	Non Auto
342	Manesar	M	21-30	Burn	1	Other	NA
343	Manesar	F	31-40	Fractured	1	Other	Non Auto
344	Pune	M	21-30	Injured	2	Other	Tata
345	Faridabad	M	31-40	Injured	1	Other	NA
346	Faridabad	M	21-30	Fractured	1	Other	NA
347	Faridabad	M	21-30	Lost	1	Other	Honda, Maruti
348	Faridabad	F	31-40	Nerve Damage	4	Other	Non Auto
349	Manesar	M	31-40	Lost	2	Power Press	NA
350	Pune	M	31-40	Injured	2	Power Press	NA
351	Pune	M	21-30	Injured	1	Other	NA
352	Manesar	M	31-40	Fractured		Other	Non Auto
353	Pune	M	21-30	Injured		Other	Non Auto
354	Manesar	M	31-40	Injured	1	Other	Hero, Honda, Maruti
355	Pune	M	21-30	Injured	1	Power Press	Mahindra, Tata
356	Manesar	M	Below 20	Lost	3	Other	Non Auto
357	Manesar	M	31-40	Fractured		Road Accident	Non Auto
358	Faridabad	M	31-40	Lost	1	Other	Hero, Honda, Mahindra
359	Faridabad	F	31-40	Injured	1	Power Press	Maruti
360	Faridabad	F	41-50	Lost	3	Power Press	Maruti
361	Faridabad	M	Above 61	Nerve Damage	1	Other	Non Auto
362	Manesar	F	41-50	Fractured	1	Other	Non Auto
363	Faridabad	M	31-40	Injured	1	Moulding Machine	Hero
364	Manesar	M	31-40	Injured	1	Moulding Machine	Hero, Honda, Maruti
365	Pune	M	NA	Lost	1	Power Press	Mahindra
366	Manesar	M	31-40	Injured	1	Other	Non Auto
367	Manesar	M	21-30	Fractured	1	Other	Non Auto
368	Manesar	M	31-40	Fractured	2	Other	Non Auto
369	Pune	M	31-40	Fractured		Other	NA
370	Pune	M	31-40	Fractured		Other	Mahindra
371	Faridabad	M	21-30	Lost	1	Other	Non Auto
372	Pune	M	21-30	Lost	4	Moulding Machine	Bajaj
373	Pune	M	31-40	Injured		Other	NA
374	Pune	M	31-40	Burn		Moulding Machine	Bajaj, Tata
375	Faridabad	F	31-40	Lost	2	Power Press	Non Auto
376	Faridabad	M	31-40	Fractured	1	Other	Honda
377	Manesar	M	51-60	Lost	4	Power Press	Bajaj, TVS

378	Pune	M	NA	Lost	1	Power Press	NA
379	Faridabad	M	51-60	Lost	2	Power Press	TVS
380	Manesar	M	41-50	Lost	2	Power Press	Maruti
381	Manesar	M	31-40	Injured	1	Other	Maruti
382	Manesar	M	31-40	Fractured	2	Power Press	Maruti
383	Pune	M	21-30	Lost	1	Power Press	Tata
384	Pune	M	31-40	Lost	2	Power Press	Bajaj
385	Manesar	F	31-40	Lost	1	Power Press	Maruti
386	Pune	M	21-30	Lost	1	Power Press	Non Auto
387	Manesar	M	51-60	Lost	1	Other	Maruti
388	Faridabad	M	21-30	Fractured		Road Accident	Non Auto
389	Manesar	M	31-40	Lost	3	Power Press	Non Auto
390	Manesar	M	21-30	Lost	1	Other	Non Auto
391	Pune	M	21-30	Lost	3	Power Press	Tata
392	Pune	M	21-30	Injured		Power Press	NA
393	Pune	M	NA	Fractured		Power Press	Tata
394	Pune	F	NA	Lost	2	Other	Maruti
395	Faridabad	F	51-60	Lost	2	Power Press	NA
396	Manesar	M	21-30	Fractured	1	Other	NA
397	Manesar	M	31-40	Lost	1	Other	Hero, Bajaj, TVS
398	Manesar	M	41-50	Fractured		Other	Non Auto
399	Faridabad	M	31-40	Lost	1	Other	Non Auto
400	Faridabad	M	31-40	Lost	1	Other	Non Auto
401	Faridabad	M	21-30	Fractured		Road Accident	Non Auto
402	Faridabad	M	51-60	Lost	1	Power Press	Non Auto
403	Pune	M	21-30	Lost	2	Power Press	NA
404	Pune	F	41-50	Burn		Moulding Machine	NA
405	Pune	M	NA	Lost	5	Power Press	Bajaj
406	Pune	M	21-30	Fractured		Other	Mahindra
407	Pune	M	21-30	Lost	3	Power Press	Mahindra
408	Pune	M	31-40	Lost	3	Power Press	Mahindra
409	Pune	M	21-30	Lost	4	Power Press	Mahindra
410	Pune	M	21-30	Injured	1	Power Press	Non Auto
411	Faridabad	M	31-40	Fractured	2	Power Press	Non Auto
412	Faridabad	M	51-60	Fractured	1	Other	Maruti
413	Manesar	M	21-30	Lost	1	Other	Non Auto
414	Pune	M	NA	Lost	2	Power Press	Mahindra
415	Faridabad	M	31-40	Lost	2	Power Press	NA
416	Faridabad	M	41-50	Lost	1	Other	Non Auto
417	Pune	M	21-30	Lost	3	Power Press	Tata
418	Manesar	M	21-30	Fractured		Road Accident	Non Auto
419	Manesar	F	Below 20	Injured	1	Other	Non Auto
420	Faridabad	M	41-50	Fractured	4	Other	Non Auto
421	Pune	M	31-40	Lost	2	Power Press	Mahindra, Tata
422	Manesar	M	31-40	Fractured		Other	Hero
423	Faridabad	F	21-30	Fractured	2	Power Press	Non Auto
424	Faridabad	M	Above 61	Fractured	1	Other	Honda, Maruti
425	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata

426	Manesar	M	31-40	Lost	2	Other	Non Auto
427	Manesar	M	41-50	Fractured	1	Other	Honda, Maruti
428	Pune	M	21-30	Fractured		Road Accident	Non Auto
429	Manesar	M	Below 20	Lost	1	Power Press	Honda, Tata
430	Pune	M	21-30	Lost	2	Power Press	Non Auto
431	Faridabad	F	41-50	Lost	2	Power Press	Maruti
432	Manesar	M	Below 20	Lost	3	Power Press	Maruti, Mahindra
433	Pune	M	21-30	Lost	2	Power Press	Tata
434	Manesar	M	21-30	Injured	2	Power Press	Honda, Maruti
435	Manesar	M	31-40	Lost	1	Moulding Machine	Non Auto
436	Manesar	M	41-50	Lost	2	Power Press	Non Auto
437	Manesar	M	31-40	Lost	1	Other	Non Auto
438	Manesar	M	21-30	Injured		Other	Non Auto
439	Manesar	M	21-30	Fractured		Other	Non Auto
440	Faridabad	M	41-50	Lost	2	Power Press	Non Auto
441	Pune	M	21-30	Lost	3	Other	Mahindra
442	Manesar	M	21-30	Lost	4	Other	Non Auto
443	Manesar	M	41-50	Lost	4	Power Press	Honda, Maruti
444	Manesar	M	31-40	Lost	1	Power Press	Maruti
445	Faridabad	F	21-30	Injured		Other	Maruti
446	Faridabad	M	41-50	Injured	1	Other	Hero, Honda, Maruti
447	Faridabad	M	21-30	Fractured		Other	Maruti
448	Faridabad	M	51-60	Fractured	1	Other	NA
449	Pune	M	21-30	Injured	1	Other	NA
450	Pune	M	41-50	Lost	1	Power Press	Tata
451	Pune	M	31-40	Lost	1	Other	Honda, Tata
452	Pune	M	NA	Injured	1	Power Press	Non Auto
453	Faridabad	M	51-60	Lost	3	Power Press	Maruti
454	Manesar	M	41-50	Lost	1	Other	NA
455	Manesar	M	31-40	Fractured	1	Other	NA
456	Manesar	M	31-40	Lost	3	Power Press	NA
457	Manesar	M	41-50	Fractured	2	Other	Hero
458	Pune	F	41-50	Injured		Other	Mahindra
459	Faridabad	M	21-30	Injured	4	Other	Hero
460	Faridabad	F	31-40	Lost	2	Power Press	NA
461	Manesar	M	21-30	Lost	3	Power Press	Maruti, Mahindra, Bajaj
462	Pune	F	21-30	Injured	1	Other	Non Auto
463	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
464	Pune	M	21-30	Injured	1	Power Press	Tata
465	Manesar	M	21-30	Lost	3	Power Press	Maruti
466	Manesar	M	31-40	Lost	4	Power Press	Maruti
467	Faridabad	M	41-50	Fractured		Other	Non Auto
468	Pune	M	41-50	Lost	1	Other	Others/ Other Auto
469	Pune	M	31-40	Lost		Power Press	Mahindra, Tata
470	Pune	M	31-40	Injured	2	Power Press	NA
471	Pune	M	21-30	Lost	1	Power Press	Mahindra
472	Pune	M	21-30	Lost	2	Power Press	NA
473	Manesar	M	41-50	Fractured	1	Road Accident	Non Auto

474	Faridabad	M	31-40	Injured	1	Other	TVS
475	Pune	M	21-30	Lost	1	Power Press	NA
476	Faridabad	M	21-30	Lost	2	Other	Hero, Honda, Maruti
477	Manesar	M	51-60	Fractured		Road Accident	Maruti
478	Faridabad	M	21-30	Lost		Other	Maruti
479	Faridabad	M	41-50	Lost	1	Power Press	Hero, Honda, Bajaj
480	Faridabad	M	31-40	Fractured	1	Road Accident	Honda
481	Pune	M	41-50	Lost	3	Power Press	NA
482	Faridabad	F	41-50	Lost	1	Power Press	Hero
483	Manesar	M	51-60	Lost	5	Moulding Machine	Maruti
484	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
485	Manesar	M	31-40	Fractured		Road Accident	Non Auto
486	Manesar	M	41-50	Lost	5	Other	Non Auto
487	Manesar	M	31-40	Fractured		Other	NA
488	Manesar	M	21-30	Lost	2	Power Press	Hero
489	Manesar	F	31-40	Lost	1	Other	Non Auto
490	Pune	M	21-30	Lost	5	Other	Mahindra, Tata
491	Pune	F	41-50	Lost	1	Power Press	NA
492	Manesar	M	21-30	Lost	2	Other	Mahindra, Tata
493	Pune	M	21-30	Lost	5	Power Press	NA
494	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata, TVS
495	Faridabad	M	21-30	Lost	1	Power Press	NA
496	Faridabad	M	31-40	Lost	1	Other	Maruti
497	Pune	M	41-50	Lost	2	Power Press	Mahindra
498	Manesar	F	41-50	Injured	1	Power Press	Honda, Maruti, Mahindra
499	Manesar	M	31-40	Other	1	Road Accident	Maruti, Bajaj
500	Faridabad	M	41-50	Fractured	1	Other	Maruti, Tata, Mahindra
501	Manesar	M	21-30	Lost	3	Moulding Machine	Maruti
502	Faridabad	M	21-30	Lost	1	Other	NA
503	Pune	M	21-30	Lost	3	Power Press	Tata
504	Faridabad	M	41-50	Lost	1	Other	NA
505	Faridabad	M	31-40	Injured	1	Other	Non Auto
506	Manesar	M	21-30	Lost	3	Other	Hero, Honda, Maruti
507	Manesar	M	21-30	Fractured	1	Moulding Machine	Honda
508	Manesar	M	21-30	Lost	3	Power Press	NA
509	Manesar	M	41-50	Fractured		Road Accident	Non Auto
510	Faridabad	M	41-50	Lost	1	Power Press	Maruti
511	Faridabad	M	41-50	Lost	1	Other	NA
512	Faridabad	M	21-30	Lost	1	Power Press	NA
513	Faridabad	M	31-40	Lost	2	Power Press	NA
514	Faridabad	M	31-40	Lost	4	Power Press	Maruti
515	Faridabad	M	31-40	Lost	4	Power Press	Maruti
516	Faridabad	M	21-30	Lost	2	Power Press	Maruti
517	Faridabad	M	31-40	Lost	2	Power Press	Maruti
518	Faridabad	M	31-40	Lost	3	Power Press	NA
519	Faridabad	M	41-50	Lost	1	Other	Mahindra
520	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
521	Pune	M	21-30	Lost	3	Power Press	Eicher

522	Faridabad	M	31-40	Injured	3	Other	Maruti, Mahindra
523	Pune	M	41-50	Lost	2	Other	Non Auto
524	Pune	M	NA	Lost	1	Power Press	Mahindra, Tata
525	Pune	M	41-50	Lost	4	Power Press	Mahindra, Tata
526	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
527	Pune	M	41-50	Lost	1	Power Press	Tata
528	Faridabad	M	31-40	Lost	3	Power Press	Non Auto
529	Manesar	M	Below 20	Fractured	1	Moulding Machine	Non Auto
530	Manesar	M	21-30	Injured	2	Power Press	Non Auto
531	Faridabad	F	31-40	Lost	3	Power Press	NA
532	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
533	Faridabad	M	21-30	Fractured	1	Other	Maruti
534	Faridabad	M	21-30	Fractured	2	Power Press	Non Auto
535	Faridabad	M	51-60	Lost	1	Power Press	Maruti
536	Faridabad	M	41-50	Lost	4	Power Press	Honda, Maruti
537	Manesar	M	21-30	Lost	2	Road Accident	Non Auto
538	Faridabad	M	41-50	Lost	1	Power Press	Non Auto
539	Faridabad	M	31-40	Lost	3	Other	NA
540	Faridabad	M	21-30	Nerve Damage	2	Power Press	Non Auto
541	Manesar	M	31-40	Lost	4	Power Press	Honda
542	Pune	M	31-40	Lost	1	Power Press	Tata
543	Faridabad	M	31-40	Lost	3	Other	Non Auto
544	Manesar	M	41-50	Lost	1	Power Press	Hero
545	Pune	M	21-30	Lost	1	Other	Eicher
546	Faridabad	M	41-50	Lost	3	Power Press	NA
547	Pune	M	31-40	Lost	2	Power Press	Non Auto
548	Faridabad	F	31-40	Lost	3	Power Press	NA
549	Faridabad	F	31-40	Lost	2	Power Press	Honda
550	Faridabad	F	31-40	Lost	1	Power Press	NA
551	Manesar	M	41-50	Injured	3	Other	Maruti
552	Manesar	M	31-40	Fractured		Other	Maruti
553	Faridabad	M	41-50	Lost	1	Other	Non Auto
554	Faridabad	F	31-40	Lost	1	Power Press	NA
555	Pune	M	31-40	Lost	4	Power Press	Tata
556	Pune	M	21-30	Injured	1	Power Press	Mahindra
557	Pune	M	21-30	Lost	1	Power Press	Tata
558	Pune	M	31-40	Fractured		Road Accident	Tata
559	Pune	M	31-40	Injured	2	Power Press	Mahindra
560	Pune	M	21-30	Lost	2	Power Press	Bajaj
561	Faridabad	F	31-40	Lost	1	Power Press	NA
562	Faridabad	F	41-50	Lost	1	Other	Non Auto
563	Pune	M	21-30	Lost	1	Other	Tata
564	Manesar	M	21-30	Lost	1	Other	Hero, Honda
565	Manesar	M	21-30	Other		Other	NA
566	Manesar	M	21-30	Burn	2	Other	Hero, Honda
567	Manesar	M	31-40	Injured		Other	Hero
568	Manesar	F	21-30	Other		Other	Others/ Other Auto
569	Manesar	M	21-30	Fractured		Other	Non Auto

570	Pune	M	21-30	Lost	2	Power Press	NA
571	Manesar	M	41-50	Lost	1	Other	Maruti
572	Manesar	M	41-50	Fractured	1	Road Accident	Hero, Honda, Maruti, Bajaj
573	Manesar	M	41-50	Lost	1	Moulding Machine	Hero, Honda, Maruti
574	Manesar	M	21-30	Lost	1	Other	Hero, Maruti, Tata
575	Faridabad	M	31-40	Lost	1	Other	Non Auto
576	Faridabad	M	41-50	Lost	1	Power Press	NA
577	Pune	M	21-30	Lost	1	Power Press	Bajaj
578	Faridabad	M	21-30	Lost	4	Power Press	Maruti
579	Manesar	M	21-30	Lost	2	Power Press	NA
580	Manesar	M	21-30	Injured	1	Other	Maruti
581	Manesar	M	41-50	Fractured	1	Road Accident	Hero, Honda, Maruti
582	Faridabad	M	41-50	Lost	1	Other	Non Auto
583	Manesar	M	21-30	Lost	1	Power Press	Hero, Maruti, Bajaj, TVS
584	Manesar	M	21-30	Lost	4	Power Press	NA
585	Pune	M	51-60	Fractured		Other	Maruti
586	Manesar	M	41-50	Lost	1	Other	NA
587	Faridabad	M	41-50	Lost	1	Other	Hero
588	Faridabad	M	31-40	Fractured	2	Other	Hero
589	Faridabad	M	31-40	Injured	1	Other	Hero
590	Pune	M	41-50	Lost	1	Other	Mahindra
591	Faridabad	M	NA	Lost	3	Power Press	NA
592	Faridabad	M	31-40	Lost	2	Power Press	Honda
593	Manesar	M	41-50	Lost	3	Power Press	Hero, Honda, Maruti
594	Manesar	M	31-40	Fractured		Road Accident	Non Auto
595	Faridabad	M	31-40	Injured		Other	NA
596	Pune	M	31-40	Lost	3	Power Press	Bajaj
597	Manesar	M	Below 20	Lost	3	Power Press	Maruti
598	Faridabad	M	21-30	Injured	2	Other	NA
599	Pune	M	21-30	Lost	2	Power Press	Tata
600	Pune	M	21-30	Lost	1	Power Press	Mahindra
601	Pune	M	21-30	Lost	2	Power Press	Tata
602	Pune	F	41-50	Lost	2	Power Press	Mahindra
603	Pune	M	41-50	Lost	4	Power Press	NA
604	Pune	M	21-30	Lost	2	Power Press	NA
605	Pune	M	31-40	Fractured		Other	Tata, Mahindra, Bajaj
606	Pune	M	41-50	Lost	1	Power Press	Tata
607	Faridabad	M	21-30	Nerve Damage	2	Other	Hero, Honda, Maruti
608	Pune	M	21-30	Other	2	Other	Mahindra, Tata
609	Faridabad	M	41-50	Fractured	1	Other	Non Auto
610	Manesar	M	21-30	Fractured	1	Other	Maruti
611	Manesar	M	21-30	Fractured	1	Other	Hero, Honda, Maruti
612	Faridabad	M	41-50	Injured	2	Power Press	Hero, Honda
613	Pune	F	31-40	Lost	2	Power Press	Tata
614	Faridabad	M	21-30	Fractured	1	Power Press	Non Auto
615	Faridabad	M	31-40	Lost	1	Other	Maruti
616	Faridabad	M	41-50	Lost	2	Power Press	Non Auto
617	Manesar	M	21-30	Lost	5	Moulding Machine	Maruti

618	Pune	M	31-40	Lost	1	Other	Mahindra, Tata
619	Pune	M	41-50	Injured	3	Other	Tata
620	Pune	M	41-50	Injured	1	Other	Tata
621	Pune	F	31-40	Fractured		Road Accident	Mahindra, Tata
622	Pune	F	31-40	Injured	1	Power Press	Tata
623	Manesar	M	21-30	Fractured	3	Other	NA
624	Faridabad	F	31-40	Injured	1	Power Press	NA
625	Manesar	M	21-30	Lost	2	Other	Hero, Honda, Maruti, Tata, Mahindra
626	Manesar	M	31-40	Lost	5	Other	Hero, Honda, Maruti
627	Faridabad	F	31-40	Lost	1	Power Press	Maruti, Mahindra
628	Manesar	M	31-40	Fractured	1	Other	Maruti
629	Pune	M	31-40	Injured	2	Other	Non Auto
630	Pune	M	41-50	Fractured		Other	Mahindra, Bajaj
631	Pune	M	31-40	Fractured		Other	NA
632	Manesar	M	31-40	Injured	1	Road Accident	Hero, Honda, Maruti
633	Manesar	M	21-30	Injured	1	Power Press	Maruti
634	Manesar	M	21-30	Lost	3	Other	Maruti
635	Manesar	M	31-40	Injured	1	Moulding Machine	Honda, Maruti
636	Faridabad	M	31-40	Lost	2	Power Press	Hero, Honda, Maruti
637	Faridabad	M	21-30	Injured	1	Other	Non Auto
638	Faridabad	M	31-40	Injured		Other	Hero, Honda
639	Faridabad	F	21-30	Fractured		Road Accident	Hero, Honda, Bajaj
640	Manesar	M	31-40	Lost	1	Other	Non Auto
641	Faridabad	M	41-50	Lost	1	Other	Non Auto
642	Pune	M	21-30	Lost	2	Power Press	NA
643	Manesar	M	21-30	Lost	2	Power Press	NA
644	Manesar	F	31-40	Injured	1	Other	Non Auto
645	Manesar	M	31-40	Injured		Other	Non Auto
646	Pune	M	21-30	Lost	3	Power Press	Mahindra
647	Pune	M	21-30	Lost	1	Power Press	Mahindra
648	Manesar	M	31-40	Lost	2	Other	Hero, Honda
649	Faridabad	M	31-40	Injured	2	Other	NA
650	Faridabad	F	31-40	Injured	1	Power Press	Non Auto
651	Faridabad	M	31-40	Injured	1	Power Press	Maruti
652	Faridabad	M	21-30	Lost	1	Other	NA
653	Pune	M	21-30	Lost	2	Power Press	NA
654	Faridabad	F	31-40	Lost	2	Power Press	Maruti
655	Faridabad	F	31-40	Lost	1	Power Press	NA
656	Faridabad	M	21-30	Lost	1	Power Press	Maruti
657	Manesar	F	21-30	Lost	2	Power Press	Non Auto
658	Manesar	M	Below 20	Lost	1	Other	Maruti
659	Manesar	M	21-30	Injured	1	Other	Non Auto
660	Manesar	M	31-40	Fractured	1	Road Accident	Non Auto
661	Manesar	M	21-30	Injured	1	Other	Hero, Honda, Maruti
662	Manesar	M	21-30	Fractured	1	Road Accident	Non Auto
663	Pune	M	21-30	Lost	2	Power Press	NA
664	Pune	M	21-30	Injured		Power Press	Tata
665	Manesar	F	21-30	Injured		Other	Non Auto

666	Faridabad	M	31-40	Fractured	2	Power Press	Non Auto
667	Faridabad	F	51-60	Lost	1	Power Press	Maruti
668	Faridabad	M	41-50	Lost	1	Other	Non Auto
669	Manesar	M	51-60	Fractured	1	Road Accident	Hero, Maruti
670	Manesar	M	41-50	Fractured		Road Accident	Honda, Maruti, Tata
671	Pune	M	41-50	Lost	1	Power Press	NA
672	Faridabad	M	21-30	Lost	1	Other	Maruti
673	Faridabad	M	31-40	Lost	1	Power Press	Honda, Ashok Leyland
674	Faridabad	M	21-30	Lost	3	Power Press	NA
675	Faridabad	M	31-40	Lost	1	Power Press	NA
676	Faridabad	M	51-60	Injured		Road Accident	Tata, Mahindra, Bajaj
677	Faridabad	M	21-30	Lost	1	Power Press	NA
678	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
679	Faridabad	M	31-40	Lost	2	Power Press	Maruti
680	Faridabad	M	31-40	Lost	1	Power Press	Maruti
681	Faridabad	M	21-30	Lost	1	Other	Non Auto
682	Faridabad	M	21-30	Fractured	4	Other	Non Auto
683	Manesar	M	31-40	Lost	1	Power Press	Hero
684	Faridabad	M	31-40	Lost	1	Power Press	NA
685	Faridabad	M	21-30	Lost	1	Power Press	Maruti
686	Pune	M	41-50	Lost	1	Power Press	Tata
687	Pune	M	21-30	Injured	1	Power Press	Tata
688	Pune	M	21-30	Lost	4	Power Press	Tata
689	Pune	M	21-30	Lost	3	Power Press	Tata
690	Manesar	M	Below 20	Injured	1	Power Press	Maruti
691	Pune	M	21-30	Lost	1	Power Press	NA
692	Pune	M	21-30	Lost	1	Power Press	Bajaj
693	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
694	Manesar	M	31-40	Lost	1	Power Press	Maruti
695	Pune	M	21-30	Lost	1	Power Press	NA
696	Faridabad	M	41-50	Lost	1	Other	Non Auto
697	Faridabad	M	51-60	Lost	2	Other	Non Auto
698	Pune	M	NA	Injured	3	Power Press	Mahindra
699	Manesar	M	31-40	Injured	1	Other	NA
700	Manesar	M	31-40	Injured		Other	Non Auto
701	Pune	M	21-30	Lost	2	Power Press	NA
702	Pune	M	21-30	Lost	1	Power Press	Mahindra, Bajaj
703	Faridabad	M	31-40	Fractured		Other	NA
704	Pune	M	21-30	Injured	1	Other	Tata
705	Pune	M	41-50	Injured	1	Power Press	NA
706	Pune	M	31-40	Lost	5	Other	Non Auto
707	Pune	M	31-40	Lost	1	Power Press	Tata
708	Manesar	M	41-50	Lost	3	Other	Maruti
709	Pune	M	31-40	Injured	1	Other	NA
710	Pune	M	31-40	Lost	3	Power Press	NA
711	Pune	M	41-50	Lost	2	Power Press	Tata
712	Faridabad	M	21-30	Lost	4	Other	Tata
713	Faridabad	M	21-30	Lost	1	Power Press	Honda, Tata

714	Pune	M	21-30	Injured	1	Other	Non Auto
715	Faridabad	M	51-60	Lost	1	Power Press	NA
716	Pune	M	21-30	Lost	2	Power Press	Bajaj, Tata
717	Manesar	M	21-30	Fractured		Other	Hero
718	Manesar	M	21-30	Fractured		Other	NA
719	Manesar	M	31-40	Lost	1	Power Press	NA
720	Faridabad	M	21-30	Lost	2	Power Press	Hero, Honda
721	Manesar	M	31-40	Injured	1	Other	Non Auto
722	Pune	M	21-30	Lost	5	Power Press	NA
723	Manesar	F	31-40	Lost	1	Power Press	NA
724	Faridabad	M	21-30	Lost	4	Power Press	Maruti
725	Pune	M	41-50	Lost	3	Power Press	NA
726	Faridabad	M	21-30	Fractured		Road Accident	Non Auto
727	Pune	M	31-40	Fractured	2	Road Accident	Non Auto
728	Faridabad	F	41-50	Lost	5	Power Press	NA
729	Pune	M	21-30	Injured	1	Moulding Machine	Tata
730	Pune	M	41-50	Lost	1	Moulding Machine	Tata
731	Faridabad	M	31-40	Injured	1	Other	Mahindra
732	Faridabad	M	51-60	Fractured	1	Moulding Machine	Non Auto
733	Faridabad	M	Below 20	Lost	2	Other	Non Auto
734	Pune	M	21-30	Lost	2	Power Press	Mahindra
735	Pune	M	21-30	Lost	1	Power Press	Mahindra
736	Pune	M	31-40	Injured		Other	Mahindra, Tata
737	Pune	M	21-30	Injured		Other	Mahindra
738	Pune	M	31-40	Injured	2	Power Press	Tata
739	Faridabad	M	Above 61	Lost	2	Power Press	Non Auto
740	Manesar	M	21-30	Other	1	Other	Non Auto
741	Manesar	M	41-50	Lost	1	Other	Non Auto
742	Pune	M	31-40	Injured	1	Other	Mahindra, Tata
743	Manesar	M	21-30	Lost	3	Power Press	Maruti
744	Pune	M	31-40	Lost	5	Road Accident	Non Auto
745	Manesar	M	21-30	Injured	1	Other	Non Auto
746	Pune	M	31-40	Lost	4	Power Press	Mahindra
747	Pune	M	21-30	Lost	1	Power Press	Bajaj
748	Pune	M	31-40	Lost	3	Power Press	Tata
749	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
750	Pune	M	21-30	Injured		Power Press	Tata
751	Pune	M	41-50	Injured	3	Power Press	Mahindra
752	Faridabad	M	31-40	Fractured		Road Accident	Non Auto
753	Pune	M	31-40	Lost	1	Other	NA
754	Faridabad	M	21-30	Lost	1	Other	NA
755	Manesar	M	21-30	Lost	1	Power Press	Hero, Maruti
756	Manesar	M	41-50	Injured	1	Power Press	NA
757	Faridabad	F	Below 20	Lost	1	Power Press	Honda, Maruti
758	Pune	M	21-30	Injured	2	Power Press	NA
759	Pune	M	41-50	Nerve Damage	1	Power Press	Mahindra, Tata
760	Faridabad	F	41-50	Lost	3	Power Press	Non Auto
761	Faridabad	F	31-40	Lost	4	Power Press	NA

762	Manesar	M	31-40	Lost	4	Power Press	Hero, Maruti
763	Manesar	F	31-40	Lost	1	Power Press	Maruti
764	Pune	M	51-60	Lost	1	Power Press	Non Auto
765	Pune	M	31-40	Lost	4	Power Press	Mahindra, Tata
766	Pune	M	21-30	Lost	2	Power Press	NA
767	Manesar	M	31-40	Fractured		Other	Non Auto
768	Faridabad	M	51-60	Lost	3	Power Press	Honda
769	Pune	M	31-40	Lost	3	Power Press	NA
770	Manesar	M	41-50	Lost	1	Power Press	Hero, Maruti
771	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda
772	Faridabad	M	21-30	Lost	1	Other	Non Auto
773	Manesar	M	41-50	Fractured	1	Road Accident	Non Auto
774	Faridabad	M	31-40	Lost	3	Other	Non Auto
775	Faridabad	M	21-30	Lost	2	Power Press	NA
776	Faridabad	M	31-40	Lost	3	Power Press	Non Auto
777	Manesar	M	31-40	Fractured	1	Road Accident	Non Auto
778	Faridabad	M	31-40	Lost	2	Power Press	Honda, Maruti
779	Faridabad	M	41-50	Lost	1	Other	Maruti
780	Faridabad	M	41-50	Lost	3	Power Press	Hero, Honda, Maruti
781	Pune	M	21-30	Injured	2	Power Press	NA
782	Faridabad	F	31-40	Lost	2	Power Press	NA
783	Faridabad	M	51-60	Nerve Damage	1	Other	Non Auto
784	Manesar	M	31-40	Injured	1	Other	NA
785	Faridabad	M	41-50	Lost	1	Other	Mahindra
786	Pune	M	21-30	Lost	1	Power Press	Bajaj
787	Pune	M	21-30	Lost	1	Other	Non Auto
788	Faridabad	M	41-50	Fractured	1	Road Accident	Maruti
789	Pune	M	31-40	Fractured		Other	Non Auto
790	Faridabad	M	41-50	Injured	1	Other	Non Auto
791	Faridabad	M	31-40	Lost	2	Power Press	Honda
792	Manesar	M	Above 61	Fractured		Road Accident	Maruti
793	Pune	M	41-50	Lost		Power Press	Tata
794	Faridabad	M	51-60	Fractured	1	Road Accident	Non Auto
795	Faridabad	M	41-50	Fractured	2	Other	Non Auto
796	Manesar	M	21-30	Injured	1	Other	Non Auto
797	Manesar	M	41-50	Fractured		Road Accident	Non Auto
798	Manesar	M	41-50	Fractured	1	Other	Non Auto
799	Manesar	M	31-40	Fractured	1	Other	Non Auto
800	Manesar	M	21-30	Injured	1	Other	Non Auto
801	Manesar	M	41-50	Fractured	1	Road Accident	Non Auto
802	Manesar	F	31-40	Fractured		Road Accident	Non Auto
803	Pune	M	31-40	Lost	1	Other	TVS
804	Manesar	M	31-40	Lost	3	Power Press	Maruti
805	Manesar	F	51-60	Lost	1	Power Press	Maruti
806	Faridabad	F	31-40	Injured	1	Power Press	NA
807	Manesar	M	31-40	Lost	5	Power Press	Maruti
808	Manesar	M	21-30	Lost	4	Other	Honda, Maruti
809	Pune	M	31-40	Injured		Other	Non Auto

810	Faridabad	M	41-50	Lost	1	Power Press	Hero, Honda, Bajaj
811	Manesar	M	51-60	Injured	1	Other	Non Auto
812	Manesar	M	21-30	Fractured	1	Moulding Machine	Non Auto
813	Faridabad	M	31-40	Lost	4	Power Press	Maruti
814	Pune	F	21-30	Lost	1	Other	Bajaj
815	Pune	M	31-40	Lost	4	Power Press	Tata
816	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
817	Faridabad	M	31-40	Lost	1	Power Press	NA
818	Faridabad	F	31-40	Lost	2	Power Press	NA
819	Faridabad	F	41-50	Lost	3	Power Press	NA
820	Manesar	M	41-50	Lost	1	Power Press	Hero, Honda, Maruti
821	Faridabad	F	31-40	Lost	1	Power Press	Maruti
822	Faridabad	M	31-40	Lost	1	Power Press	NA
823	Manesar	M	21-30	Lost	2	Power Press	Honda
824	Faridabad	F	31-40	Lost	3	Power Press	NA
825	Faridabad	M	21-30	Lost	1	Power Press	Maruti
826	Faridabad	M	31-40	Lost	2	Power Press	Hero, Honda, Maruti
827	Faridabad	M	31-40	Fractured	1	Other	Non Auto
828	Faridabad	M	21-30	Lost	1	Other	Non Auto
829	Faridabad	M	41-50	Fractured		Other	Maruti
830	Pune	M	NA	Lost	1	Power Press	Non Auto
831	Faridabad	M	51-60	Injured	1	Power Press	Hero, Honda, Maruti
832	Faridabad	M	51-60	Injured	1	Power Press	Hero, Honda, Maruti
833	Pune	M	21-30	Lost		Other	NA
834	Manesar	M	31-40	Lost	4	Power Press	Hero, Honda, Maruti
835	Manesar	M	51-60	Injured	4	Power Press	Bajaj
836	Pune	M	31-40	Lost	1	Other	Non Auto
837	Pune	M	41-50	Injured		Other	Non Auto
838	Pune	M	41-50	Lost	2	Power Press	Non Auto
839	Pune	M	31-40	Lost		Power Press	Mahindra, Tata
840	Pune	F	41-50	Lost	2	Power Press	NA
841	Faridabad	M	31-40	Lost	3	Other	Maruti, Tata, Eicher
842	Faridabad	M	41-50	Fractured		Road Accident	Others/ Other Auto
843	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
844	Pune	M	21-30	Lost	3	Power Press	NA
845	Faridabad	M	21-30	Fractured		Other	Honda, Maruti
846	Faridabad	M	51-60	Injured	2	Power Press	Maruti
847	Pune	M	21-30	Injured	1	Other	Tata
848	Manesar	M	41-50	Lost	2	Other	Non Auto
849	Pune	M	21-30	Lost	1	Power Press	Mahindra
850	Pune	M	21-30	Lost	2	Power Press	NA
851	Pune	M	21-30	Lost	1	Power Press	NA
852	Pune	F	NA	Lost	3	Power Press	NA
853	Faridabad	M	21-30	Fractured	1	Other	Maruti
854	Manesar	M	Below 20	Fractured	1	Other	Hero, Honda, Maruti
855	Manesar	F	21-30	Lost	1	Power Press	Hero, Honda, Maruti
856	Pune	M	21-30	Lost	3	Power Press	Tata, Mahindra, Bajaj
857	Pune	M	31-40	Lost	5	Power Press	Tata

858	Manesar	F	Below 20	Injured	1	Other	NA
859	Faridabad	M	21-30	Lost	1	Other	NA
860	Faridabad	M	41-50	Lost	1	Power Press	Hero, Honda, Maruti
861	Pune	M	31-40	Injured	4	Power Press	NA
862	Pune	M	31-40	Lost	1	Power Press	NA
863	Manesar	M	21-30	Lost	4	Power Press	Honda
864	Manesar	F	41-50	Fractured		Other	Non Auto
865	Manesar	M	Below 20	Fractured		Other	Non Auto
866	Manesar	M	31-40	Fractured		Other	Non Auto
867	Manesar	F	41-50	Lost	5	Other	Non Auto
868	Manesar	M	21-30	Injured	1	Other	Non Auto
869	Manesar	M	31-40	Lost	1	Other	Non Auto
870	Pune	M	21-30	Lost	1	Power Press	NA
871	Manesar	M	41-50	Lost	1	Power Press	Hero, Honda, Maruti
872	Manesar	F	41-50	Lost	2	Power Press	Maruti
873	Manesar	M	31-40	Lost	1	Power Press	Honda
874	Manesar	M	21-30	Fractured	1	Other	Hero
875	Manesar	M	41-50	Injured	2	Other	Hero, Tata
876	Pune	M	31-40	Injured	1	Other	Non Auto
877	Pune	M	31-40	Lost	1	Power Press	Mahindra
878	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda
879	Manesar	F	21-30	Lost	1	Power Press	Hero, Honda
880	Manesar	M	51-60	Lost	3	Power Press	Maruti
881	Faridabad	M	31-40	Lost	2	Other	NA
882	Faridabad	F	31-40	Lost	1	Power Press	NA
883	Manesar	M	31-40	Lost	2	Other	Honda, Maruti
884	Manesar	M	41-50	Injured	4	Other	Non Auto
885	Manesar	M	31-40	Lost	2	Power Press	Maruti
886	Manesar	M	41-50	Fractured	1	Road Accident	NA
887	Pune	M	21-30	Lost	4	Power Press	NA
888	Manesar	M	21-30	Lost		Other	Hero, Honda, Maruti
889	Pune	F	31-40	Injured	2	Power Press	Mahindra, Tata
890	Faridabad	M	21-30	Lost	1	Power Press	NA
891	Manesar	M	31-40	Fractured		Other	Non Auto
892	Pune	M	31-40	Lost	2	Power Press	NA
893	Manesar	M	31-40	Fractured		Other	NA
894	Faridabad	F	31-40	Lost	1	Power Press	Honda, Tata, Bajaj
895	Pune	M	21-30	Lost	3	Power Press	Mahindra, Bajaj
896	Manesar	M	21-30	Lost	1	Power Press	Hero, Honda, Maruti
897	Faridabad	M	31-40	Injured	1	Other	Non Auto
898	Pune	M	31-40	Lost	1	Power Press	Mahindra
899	Manesar	M	Above 61	Lost	10	Moulding Machine	Maruti
900	Faridabad	M	21-30	Lost	1	Power Press	NA
901	Faridabad	M	41-50	Injured	4	Other	Non Auto
902	Faridabad	M	31-40	Injured	1	Other	Non Auto
903	Manesar	M	31-40	Injured	1	Other	Hero, Maruti
904	Pune	M	21-30	Lost	1	Power Press	NA
905	Faridabad	M	31-40	Lost	1	Power Press	Mahindra, Tata

906	Faridabad	M	51-60	Lost	1	Power Press	Hero, Honda, Maruti
907	Pune	M	21-30	Lost	3	Other	NA
908	Manesar	M	31-40	Lost	1	Other	NA
909	Manesar	M	41-50	Injured	1	Power Press	Non Auto
910	Pune	M	21-30	Lost	1	Power Press	Mahindra
911	Faridabad	F	31-40	Lost	2	Other	NA
912	Pune	F	21-30	Injured	3	Power Press	Non Auto
913	Pune	M	31-40	Injured	1	Other	Bajaj
914	Pune	M	41-50	Lost	4	Power Press	NA
915	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
916	Faridabad	M	21-30	Lost	2	Power Press	NA
917	Manesar	M	21-30	Lost	2	Power Press	Maruti
918	Manesar	M	21-30	Injured	2	Power Press	Hero
919	Manesar	M	31-40	Lost	1	Power Press	Maruti
920	Manesar	M	41-50	Lost	3	Power Press	Maruti
921	Manesar	M	21-30	Lost	1	Power Press	Hero
922	Pune	F	41-50	Lost	4	Power Press	Non Auto
923	Manesar	M	21-30	Lost	4	Power Press	Honda
924	Manesar	F	41-50	Lost	2	Power Press	NA
925	Pune	M	21-30	Fractured		Other	Tata
926	Pune	M	41-50	Lost	1	Power Press	NA
927	Pune	F	31-40	Injured	3	Power Press	NA
928	Pune	M	31-40	Lost	2	Power Press	NA
929	Faridabad	M	Below 20	Lost	1	Other	Non Auto
930	Pune	M	41-50	Injured	1	Power Press	Non Auto
931	Pune	M	31-40	Lost	2	Power Press	Tata
932	Pune	M	41-50	Injured	1	Other	NA
933	Manesar	M	41-50	Injured	1	Power Press	Honda
934	Pune	M	21-30	Lost	2	Power Press	Mahindra
935	Manesar	M	21-30	Lost	4	Power Press	Maruti
936	Manesar	M	41-50	Injured	1	Other	Hero, Honda, Maruti
937	Pune	M	31-40	Lost	3	Power Press	Mahindra
938	Pune	M	51-60	Injured	2	Other	NA
939	Pune	M	31-40	Lost	1	Power Press	Tata
940	Pune	M	21-30	Fractured	2	Power Press	Mahindra, Tata
941	Pune	M	NA	Injured		Power Press	Mahindra
942	Pune	M	21-30	Fractured		Other	Tata
943	Pune	F	31-40	Injured	1	Power Press	NA
944	Pune	M	NA	Injured	3	Power Press	Bajaj
945	Pune	M	21-30	Lost	2	Power Press	Bajaj
946	Pune	M	51-60	Injured	1	Other	NA
947	Pune	M	31-40	Lost	2	Power Press	Tata
948	Pune	M	21-30	Injured	1	Power Press	Bajaj
949	Pune	M	31-40	Lost	2	Power Press	Bajaj
950	Faridabad	F	41-50	Fractured	1	Power Press	NA
951	Pune	M	31-40	Lost	1	Power Press	Hyundai
952	Faridabad	M	31-40	Injured	1	Other	NA
953	Manesar	M	21-30	Fractured	2	Other	Non Auto

954	Manesar	M	21-30	Injured	3	Road Accident	NA
955	Manesar	M	21-30	Fractured	1	Other	NA
956	Manesar	M	21-30	Fractured		Other	Non Auto
957	Pune	M	21-30	Fractured		Other	Mahindra
958	Faridabad	M	51-60	Lost	3	Power Press	Hero, Honda, Maruti
959	Manesar	M	21-30	Injured	2	Power Press	Hero, Honda
960	Manesar	F	31-40	Injured		Other	Hero, Honda, Maruti
961	Manesar	M	21-30	Lost	5	Moulding Machine	NA
962	Manesar	M	31-40	Injured	1	Other	Hero, Bajaj
963	Faridabad	F	41-50	Fractured		Other	Maruti
964	Manesar	M	21-30	Injured	1	Other	NA
965	Manesar	M	21-30	Injured	1	Other	Maruti
966	Manesar	M	31-40	Injured	1	Other	Maruti
967	Pune	M	31-40	Injured		Road Accident	NA
968	Faridabad	M	21-30	Lost	1	Other	Non Auto
969	Pune	M	21-30	Lost	3	Power Press	Honda, Tata, Mahindra, Bajaj
970	Pune	M	41-50	Injured		Other	Tata
971	Faridabad	M	51-60	Injured	1	Other	Non Auto
972	Faridabad	M	31-40	Injured		Other	Maruti
973	Pune	M	31-40	Lost	1	Power Press	NA
974	Pune	M	21-30	Lost	2	Power Press	Mahindra
975	Pune	M	21-30	Injured		Other	Mahindra
976	Faridabad	M	31-40	Nerve Damage	1	Other	NA
977	Manesar	M	51-60	Lost	5	Moulding Machine	Non Auto
978	Pune	F	21-30	Lost	1	Power Press	Mahindra
979	Manesar	M	31-40	Injured	1	Power Press	Maruti
980	Manesar	M	51-60	Injured	5	Other	Maruti
981	Manesar	M	31-40	Lost	3	Other	Honda, Maruti
982	Manesar	M	41-50	Lost	2	Power Press	Hero
983	Faridabad	F	31-40	Lost	2	Power Press	NA
984	Pune	M	21-30	Injured		Power Press	NA
985	Faridabad	M	31-40	Fractured		Road Accident	Non Auto
986	Manesar	M	31-40	Other	1	Other	Non Auto
987	Faridabad	M	21-30	Fractured		Other	Non Auto
988	Faridabad	M	31-40	Injured	1	Other	Non Auto
989	Faridabad	M	41-50	Fractured	1	Other	NA
990	Faridabad	M	31-40	Lost	2	Other	Non Auto
991	Faridabad	M	31-40	Fractured	1	Other	Non Auto
992	Manesar	M	31-40	Fractured		Other	NA
993	Faridabad	M	21-30	Lost	2	Power Press	NA
994	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
995	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
996	Manesar	F	21-30	Lost	1	Other	Non Auto
997	Faridabad	M	41-50	Lost	2	Other	Maruti
998	Manesar	M	21-30	Lost	1	Power Press	Maruti
999	Faridabad	F	21-30	Lost	1	Moulding Machine	Non Auto
1000	Pune	M	21-30	Fractured	1	Road Accident	Non Auto
1001	Manesar	M	Above 61	Lost	2	Power Press	NA

1002	Faridabad	M	51-60	Lost	1	Power Press	Non Auto
1003	Pune	M	21-30	Fractured	2	Other	Mahindra
1004	Faridabad	M	21-30	Lost	5	Power Press	Maruti
1005	Manesar	M	51-60	Fractured	1	Other	Honda, Maruti
1006	Manesar	M	31-40	Fractured	1	Other	Non Auto
1007	Manesar	M	41-50	Lost	1	Other	Non Auto
1008	Manesar	F	21-30	Injured		Other	Maruti
1009	Manesar	M	21-30	Lost	2	Power Press	NA
1010	Faridabad	M	31-40	Lost	1	Power Press	Maruti
1011	Manesar	M	31-40	Lost	3	Power Press	Maruti
1012	Manesar	F	51-60	Lost	1	Power Press	Maruti, Bajaj
1013	Pune	M	21-30	Injured	1	Power Press	Mahindra
1014	Pune	M	21-30	Injured	1	Power Press	Mahindra
1015	Pune	M	31-40	Lost	1	Power Press	Tata
1016	Pune	M	21-30	Fractured	1	Other	Tata
1017	Pune	M	21-30	Injured		Power Press	Tata
1018	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1019	Pune	M	21-30	Injured	2	Other	NA
1020	Faridabad	M	41-50	Fractured	4	Other	Non Auto
1021	Pune	M	31-40	Lost	4	Power Press	NA
1022	Pune	M	31-40	Lost	3	Power Press	Mahindra, Tata
1023	Pune	M	31-40	Injured	2	Power Press	Tata, Mahindra
1024	Manesar	M	21-30	Fractured		Other	Maruti
1025	Pune	M	21-30	Lost	5	Power Press	Mahindra
1026	Faridabad	F	31-40	Injured	1	Power Press	NA
1027	Pune	M	31-40	Fractured		Other	NA
1028	Pune	M	31-40	Lost	2	Power Press	Bajaj
1029	Pune	M	41-50	Lost	1	Power Press	Mahindra, Tata
1030	Pune	M	31-40	Lost	1	Power Press	Tata, Mahindra, Bajaj
1031	Faridabad	M	31-40	Lost	1	Other	NA
1032	Faridabad	M	31-40	Lost	5	Power Press	Maruti
1033	Faridabad	M	21-30	Lost	1	Power Press	Hero, Honda, Maruti
1034	Faridabad	M	21-30	Fractured	2	Power Press	Maruti
1035	Manesar	F	31-40	Fractured	1	Other	Maruti, Mahindra
1036	Faridabad	M	31-40	Lost	1	Other	Non Auto
1037	Manesar	M	21-30	Injured	2	Moulding Machine	Non Auto
1038	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1039	Faridabad	M	21-30	Lost	1	Power Press	NA
1040	Faridabad	M	31-40	Lost	2	Other	Hero, Honda, Maruti
1041	Manesar	M	21-30	Injured	3	Other	Maruti
1042	Manesar	M	21-30	Injured		Other	Maruti
1043	Manesar	M	31-40	Lost	1	Other	NA
1044	Pune	M	31-40	Lost	3	Other	Mahindra
1045	Pune	F	21-30	Fractured		Road Accident	Tata
1046	Pune	M	31-40	Fractured		Road Accident	Tata
1047	Pune	M	31-40	Injured	1	Other	Tata
1048	Pune	M	21-30	Lost	2	Power Press	NA
1049	Faridabad	F	31-40	Lost	1	Other	Maruti

1050	Faridabad	M	21-30	Lost	2	Power Press	NA
1051	Faridabad	F	31-40	Lost	1	Power Press	Maruti
1052	Faridabad	M	21-30	Fractured	1	Road Accident	Non Auto
1053	Pune	M	41-50	Injured		Other	Non Auto
1054	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1055	Pune	M	21-30	Fractured		Road Accident	NA
1056	Pune	M	21-30	Lost	3	Other	Tata, Mahindra, Bajaj
1057	Faridabad	F	31-40	Lost	3	Power Press	Maruti
1058	Pune	F	41-50	Injured	1	Power Press	Non Auto
1059	Manesar	F	21-30	Fractured		Road Accident	Maruti
1060	Pune	M	21-30	Injured	1	Power Press	Mahindra
1061	Manesar	M	41-50	Fractured	1	Road Accident	Non Auto
1062	Manesar	M	31-40	Injured		Road Accident	Non Auto
1063	Manesar	M	31-40	Other		Other	Non Auto
1064	Pune	M	21-30	Lost	3	Power Press	Tata
1065	Pune	M	41-50	Lost	1	Other	Bajaj, Tata
1066	Pune	F	51-60	Injured	1	Other	Tata
1067	Pune	M	21-30	Injured	1	Other	NA
1068	Manesar	M	41-50	Lost	2	Power Press	NA
1069	Pune	F	31-40	Lost	2	Power Press	Mahindra, Tata
1070	Pune	M	21-30	Injured	2	Other	Mahindra, Tata
1071	Manesar	M	21-30	Fractured		Road Accident	Maruti
1072	Manesar	M	21-30	Injured		Road Accident	Hero, Honda
1073	Faridabad	M	41-50	Lost	3	Power Press	Hero, Honda, Maruti
1074	Pune	M	21-30	Injured	1	Other	Non Auto
1075	Pune	M	31-40	Injured	1	Other	NA
1076	Pune	M	21-30	Injured	1	Other	NA
1077	Pune	M	21-30	Injured	1	Other	Non Auto
1078	Pune	M	21-30	Injured	3	Other	NA
1079	Faridabad	M	31-40	Lost	3	Power Press	NA
1080	Pune	M	41-50	Lost	1	Power Press	Tata
1081	Pune	M	31-40	Injured	1	Power Press	Mahindra
1082	Faridabad	M	21-30	Lost	2	Power Press	NA
1083	Faridabad	M	31-40	Lost	1	Power Press	Mahindra, Hero
1084	Manesar	M	41-50	Lost	5	Other	Others/ Other Auto
1085	Faridabad	M	41-50	Fractured	1	Other	Non Auto
1086	Pune	M	21-30	Injured		Other	Tata
1087	Pune	M	31-40	Lost		Power Press	Mahindra
1088	Faridabad	F	41-50	Lost	1	Power Press	NA
1089	Pune	M	21-30	Lost	2	Power Press	Tata
1090	Pune	M	31-40	Lost	3	Power Press	NA
1091	Manesar	M	51-60	Injured	1	Other	Honda
1092	Pune	M	21-30	Lost	2	Power Press	NA
1093	Faridabad	M	Above 61	Nerve Damage	1	Other	Non Auto
1094	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1095	Pune	M	41-50	Lost	1	Other	NA
1096	Faridabad	M	41-50	Fractured	1	Other	Maruti
1097	Faridabad	F	31-40	Lost	1	Power Press	Maruti

1098	Faridabad	M	21-30	Injured	4	Power Press	Hero
1099	Faridabad	M	31-40	Lost	4	Power Press	NA
1100	Faridabad	M	21-30	Lost	5	Power Press	Maruti
1101	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda, Maruti, Bajaj
1102	Faridabad	M	41-50	Fractured	1	Other	Non Auto
1103	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda
1104	Faridabad	M	21-30	Injured	1	Other	Hero, Honda, Maruti
1105	Pune	M	21-30	Injured	1	Other	Mahindra, Tata
1106	Pune	M	21-30	Lost	1	Power Press	Tata
1107	Pune	M	31-40	Injured	1	Power Press	NA
1108	Faridabad	F	21-30	Lost	1	Power Press	Maruti
1109	Faridabad	F	31-40	Lost	3	Other	Maruti
1110	Faridabad	M	41-50	Injured	1	Road Accident	NA
1111	Pune	M	21-30	Lost	1	Power Press	Mahindra
1112	Pune	M	41-50	Lost	3	Power Press	Mahindra
1113	Pune	M	31-40	Lost	1	Power Press	NA
1114	Manesar	M	31-40	Lost	5	Power Press	NA
1115	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
1116	Faridabad	M	31-40	Nerve Damage	1	Other	NA
1117	Pune	M	21-30	Injured	1	Other	NA
1118	Faridabad	M	NA	Injured		Other	NA
1119	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
1120	Faridabad	M	31-40	Lost	2	Power Press	Honda
1121	Faridabad	M	21-30	Lost	2	Power Press	Hero, Honda
1122	Pune	F	21-30	Fractured	1	Road Accident	Non Auto
1123	Manesar	F	31-40	Fractured	1	Other	Non Auto
1124	Faridabad	M	31-40	Lost	2	Power Press	NA
1125	Pune	M	41-50	Lost	1	Power Press	NA
1126	Pune	M	31-40	Lost	4	Power Press	Mahindra, Tata
1127	Faridabad	F	NA	Injured		Other	Non Auto
1128	Manesar	F	31-40	Injured	1	Power Press	Honda
1129	Manesar	M	51-60	Lost	1	Other	Hero, Honda, Maruti
1130	Pune	M	41-50	Lost	2	Power Press	Mahindra
1131	Faridabad	M	41-50	Lost	2	Power Press	Maruti
1132	Manesar	M	21-30	Fractured	2	Power Press	Non Auto
1133	Pune	M	31-40	Injured	1	Other	Non Auto
1134	Manesar	M	21-30	Injured	1	Other	Non Auto
1135	Pune	M	31-40	Fractured		Road Accident	Honda
1136	Manesar	M	31-40	Injured	1	Other	Others/ Other Auto
1137	Pune	M	31-40	Burn		Other	Non Auto
1138	Pune	M	41-50	Fractured		Road Accident	Maruti
1139	Manesar	M	31-40	Injured		Other	Hero, Honda
1140	Pune	M	31-40	Lost	3	Power Press	Tata
1141	Pune	M	31-40	Injured	2	Power Press	Mahindra
1142	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1143	Manesar	M	Below 20	Lost	1	Other	Non Auto
1144	Manesar	M	31-40	Injured	1	Other	Hero, Honda
1145	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata

1146	Manesar	F	31-40	Lost	2	Power Press	NA
1147	Pune	M	21-30	Injured	1	Other	Tata
1148	Faridabad	M	21-30	Fractured	1	Power Press	Honda, Maruti
1149	Pune	M	31-40	Lost	1	Power Press	Tata
1150	Manesar	M	31-40	Fractured	1	Other	Hero
1151	Pune	M	21-30	Lost	2	Power Press	Mahindra
1152	Faridabad	F	31-40	Lost	2	Power Press	Non Auto
1153	Manesar	M	21-30	Other		Other	Non Auto
1154	Faridabad	F	41-50	Lost	1	Power Press	NA
1155	Manesar	M	41-50	Injured	1	Power Press	Hero
1156	Faridabad	M	41-50	Fractured		Other	Maruti
1157	Faridabad	M	51-60	Fractured	1	Road Accident	NA
1158	Faridabad	F	31-40	Lost	1	Other	NA
1159	Faridabad	M	31-40	Injured	1	Other	Honda, Maruti
1160	Pune	M	21-30	Lost	2	Power Press	NA
1161	Pune	M	21-30	Lost	3	Power Press	NA
1162	Faridabad	M	51-60	Injured	2	Other	NA
1163	Faridabad	M	31-40	Lost	2	Power Press	Hero, Honda
1164	Faridabad	M	41-50	Lost	3	Power Press	Hero, Honda, Maruti
1165	Gurgaon	M	31-40	Lost	3	Power Press	Hero, Honda, Maruti
1166	Manesar	M	31-40	Lost	1	Power Press	Maruti
1167	Gurgaon	M	21-30	Injured	1	Other	Hero, Honda, Maruti
1168	Gurgaon	M	21-30	Lost	2	Other	Hero, Honda
1169	Manesar	M	31-40	Fractured	2	Other	Hero, Honda
1170	Manesar	M	41-50	Fractured	1	Road Accident	Honda, Maruti
1171	Faridabad	M	21-30	Fractured	1	Other	Honda, Maruti, Eicher
1172	Faridabad	M	21-30	Fractured	1	Other	NA
1173	Faridabad	M	31-40	Nerve Damage	1	Other	NA
1174	Gurgaon	M	21-30	Lost	2	Power Press	Hero
1175	Gurgaon	M	21-30	Lost	5	Power Press	Maruti
1176	Manesar	M	21-30	Lost	3	Power Press	Maruti
1177	Gurgaon	M	21-30	Injured	1	Power Press	Maruti
1178	Pune	M	21-30	Injured	1	Other	Mahindra, Tata
1179	Manesar	M	21-30	Lost	1	Power Press	Hero, Honda
1180	Faridabad	M	41-50	Lost	1	Power Press	Maruti
1181	Pune	M	31-40	Injured	2	Power Press	Mahindra, Tata
1182	Manesar	M	21-30	Lost	2	Power Press	Honda, Maruti
1183	Gurgaon	M	51-60	Fractured	1	Other	Hero, Maruti
1184	Faridabad	M	21-30	Lost	2	Power Press	Hero, Honda
1185	Faridabad	M	21-30	Lost	1	Power Press	Hero, Honda
1186	Faridabad	M	41-50	Lost	5	Power Press	Hero, Maruti
1187	Gurgaon	M	Below 20	Lost	1	Power Press	Maruti
1188	Gurgaon	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1189	Gurgaon	M	21-30	Lost	1	Other	NA
1190	Gurgaon	M	21-30	Lost	2	Other	Non Auto
1191	Manesar	M	31-40	Fractured	1	Other	Non Auto
1192	Gurgaon	M	31-40	Fractured	3	Moulding Machine	Non Auto
1193	Gurgaon	M	31-40	Lost	1	Power Press	Maruti

1194	Gurgaon	F	21-30	Lost	1	Power Press	Maruti
1195	Manesar	F	41-50	Lost	3	Power Press	Hero
1196	Gurgaon	M	21-30	Lost	1	Other	Hero, Honda, Maruti
1197	Gurgaon	M	Below 20	Lost	2	Power Press	Maruti
1198	Gurgaon	F	31-40	Injured	1	Power Press	Hero
1199	Gurgaon	M	31-40	Lost	1	Power Press	Hero
1200	Manesar	M	31-40	Lost	1	Road Accident	Hero, Honda
1201	Faridabad	F	21-30	Lost	1	Power Press	Maruti
1202	Faridabad	M	31-40	Lost	1	Power Press	NA
1203	Gurgaon	M	Below 20	Injured	1	Other	NA
1204	Manesar	M	41-50	Injured	1	Other	Hero, Maruti
1205	Manesar	M	31-40	Lost	1	Power Press	Honda
1206	Manesar	M	31-40	Lost	3	Power Press	Maruti
1207	Faridabad	M	Below 20	Fractured	1	Power Press	NA
1208	Faridabad	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1209	Gurgaon	F	21-30	Lost	1	Power Press	Maruti
1210	Manesar	M	31-40	Lost	2	Power Press	Maruti
1211	Gurgaon	M	31-40	Lost	4	Power Press	NA
1212	Gurgaon	M	21-30	Lost	2	Moulding Machine	Non Auto
1213	Manesar	M	Below 20	Fractured	1	Other	Maruti
1214	Gurgaon	M	21-30	Injured	1	Other	Maruti
1215	Pune	M	31-40	Injured		Other	Tata
1216	Pune	M	21-30	Lost	1	Power Press	Tata
1217	Pune	M	21-30	Lost	1	Power Press	Tata
1218	Pune	M	31-40	Lost	3	Power Press	Tata
1219	Pune	M	21-30	Lost	1	Other	Tata
1220	Pune	M	NA	Fractured	1	Power Press	Mahindra, Tata
1221	Pune	M	41-50	Fractured	1	Other	Mahindra, Tata
1222	Pune	M	41-50	Lost	1	Power Press	Mahindra, Tata
1223	Faridabad	F	41-50	Lost	2	Power Press	Tata
1224	Faridabad	M	41-50	Injured	1	Power Press	Mahindra, Tata
1225	Gurgaon	M	Below 20	Lost	1	Power Press	Maruti
1226	Manesar	M	31-40	Injured	1	Other	Hero
1227	Manesar	M	21-30	Lost	1	Power Press	NA
1228	Manesar	M	31-40	Fractured	1	Other	Maruti
1229	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
1230	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1231	Pune	M	Below 20	Injured	2	Power Press	NA
1232	Pune	M	31-40	Fractured		Power Press	Tata
1233	Pune	M	31-40	Lost	2	Power Press	Maruti, Tata
1234	Faridabad	M	Below 20	Lost	3	Power Press	Maruti, Mahindra
1235	Faridabad	M	31-40	Lost	2	Power Press	Maruti
1236	Faridabad	M	21-30	Fractured	1	Road Accident	NA
1237	Faridabad	M	21-30	Fractured	1	Road Accident	NA
1238	Manesar	M	31-40	Injured	1	Road Accident	Maruti
1239	Faridabad	M	21-30	Fractured	1	Moulding Machine	NA
1240	Faridabad	M	31-40	Lost	1	Other	Maruti
1241	Manesar	M	41-50	Injured		Power Press	Maruti

1242	Gurgaon	M	21-30	Lost	1	Power Press	Hero, Maruti
1243	Faridabad	M	31-40	Lost	1	Power Press	Maruti
1244	Pune	M	41-50	Lost	1	Other	Mahindra, Tata
1245	Pune	M	Below 20	Lost	4	Power Press	NA
1246	Faridabad	M	31-40	Lost	10	Power Press	Honda, Maruti
1247	Faridabad	M	51-60	Lost	1	Power Press	Non Auto
1248	Faridabad	F	31-40	Lost	1	Power Press	Maruti
1249	Faridabad	M	21-30	Lost	4	Other	Non Auto
1250	Pune	M	21-30	Lost	1	Power Press	NA
1251	Gurgaon	M	41-50	Lost	1	Moulding Machine	Maruti
1252	Faridabad	M	31-40	Injured	4	Power Press	Hero, Honda, Maruti
1253	Manesar	M	21-30	Fractured		Other	Non Auto
1254	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
1255	Pune	M	21-30	Lost	2	Other	Mahindra, Tata
1256	Faridabad	M	21-30	Fractured	1	Other	NA
1257	Pune	M	31-40	Lost	3	Power Press	Mahindra
1258	Pune	M	21-30	Lost	3	Power Press	Tata
1259	Faridabad	M	31-40	Fractured	2	Other	NA
1260	Pune	M	21-30	Injured		Power Press	Mahindra
1261	Faridabad	M	41-50	Lost	1	Power Press	NA
1262	Pune	M	31-40	Lost	4	Power Press	Tata
1263	Gurgaon	M	Below 20	Fractured	1	Road Accident	Hero
1264	Manesar	M	31-40	Lost	1	Other	Hero, Honda, Maruti
1265	Faridabad	M	31-40	Injured	3	Other	NA
1266	Faridabad	M	Below 20	Lost	8	Power Press	Maruti
1267	Faridabad	M	41-50	Lost	2	Power Press	Maruti
1268	Gurgaon	M	31-40	Lost	1	Other	Non Auto
1269	Pune	M	31-40	Lost	1	Other	NA
1270	Pune	M	21-30	Lost	2	Power Press	Mahindra
1271	Pune	M	41-50	Lost	1	Power Press	Mahindra
1272	Faridabad	M	31-40	Lost	2	Power Press	Non Auto
1273	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
1274	Gurgaon	M	51-60	Injured	1	Other	Honda, Maruti
1275	Faridabad	M	21-30	Lost	1	Other	Maruti, Tata
1276	Gurgaon	M	21-30	Lost	2	Moulding Machine	Hero, Tata, Mahindra, Bajaj
1277	Faridabad	M	Below 20	Lost	2	Other	NA
1278	Gurgaon	M	21-30	Injured	1	Other	Non Auto
1279	Pune	M	31-40	Lost	2	Power Press	NA
1280	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1281	Manesar	M	31-40	Death		Road Accident	Maruti
1282	Pune	M	41-50	Paralysis		Other	Non Auto
1283	Pune	F	21-30	Injured		Other	Mahindra
1284	Gurgaon	M	31-40	Lost	1	Power Press	Honda, Maruti
1285	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1286	Pune	M	41-50	Injured		Other	Non Auto
1287	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
1288	Pune	M	21-30	Lost	5	Power Press	Mahindra, Tata
1289	Manesar	M	41-50	Injured		Road Accident	Non Auto

1290	Faridabad	M	31-40	Lost	3	Power Press	Non Auto
1291	Faridabad	M	21-30	Lost	3	Power Press	Maruti
1292	Pune	M	51-60	Lost	3	Power Press	Mahindra, Tata
1293	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
1294	Faridabad	M	41-50	Fractured		Road Accident	Non Auto
1295	Gurgaon	M	21-30	Fractured	2	Road Accident	Maruti
1296	Manesar	M	31-40	Lost	1	Other	Hero, Honda, Maruti, Eicher
1297	Faridabad	F	41-50	Lost	1	Power Press	Non Auto
1298	Faridabad	F	51-60	Lost	1	Power Press	Non Auto
1299	Gurgaon	M	21-30	Lost	1	Other	Maruti
1300	Pune	M	21-30	Injured	1	Other	Mahindra
1301	Pune	M	21-30	Lost	3	Power Press	Tata
1302	Manesar	M	21-30	Injured		Other	Maruti, Mahindra
1303	Gurgaon	M	21-30	Injured	3	Moulding Machine	Honda, Maruti
1304	Manesar	M	21-30	Lost	1	Power Press	Hero, Honda, Maruti
1305	Faridabad	M	51-60	Lost	2	Other	Hero, Honda, Maruti
1306	Manesar	M	21-30	Fractured	1	Other	Maruti
1307	Faridabad	M	41-50	Lost	2	Power Press	Maruti
1308	Pune	M	31-40	Lost	3	Power Press	Tata
1309	Pune	M	41-50	Injured	1	Other	Mahindra, Tata
1310	Pune	M	21-30	Lost	2	Power Press	Tata
1311	Pune	M	21-30	Lost	2	Power Press	Tata
1312	Gurgaon	M	21-30	Injured	1	Power Press	Maruti
1313	Pune	M	21-30	Fractured	1	Road Accident	Non Auto
1314	Pune	M	41-50	Lost	2	Power Press	Mahindra
1315	Faridabad	M	31-40	Fractured	2	Other	NA
1316	Pune	M	21-30	Fractured		Other	NA
1317	Pune	M	41-50	Lost	5	Road Accident	Non Auto
1318	Faridabad	M	31-40	Lost	5	Other	NA
1319	Faridabad	M	Below 20	Lost	1	Power Press	NA
1320	Gurgaon	M	Below 20	Injured	3	Power Press	Hero
1321	Manesar	M	21-30	Injured	1	Other	Hero, Honda
1322	Manesar	M	51-60	Lost	1	Road Accident	Non Auto
1323	Faridabad	M	21-30	Lost	2	Power Press	NA
1324	Gurgaon	M	21-30	Injured	1	Other	Hero, Honda
1325	Faridabad	M	31-40	Injured		Road Accident	Honda
1326	Manesar	M	21-30	Fractured		Other	Maruti, Bajaj
1327	Faridabad	F	31-40	Lost	3	Power Press	NA
1328	Pune	M	21-30	Lost	1	Power Press	Tata
1329	Pune	M	41-50	Lost	1	Power Press	Mahindra
1330	Pune	M	41-50	Lost	1	Power Press	Mahindra
1331	Gurgaon	M	Below 20	Injured	4	Other	Hero, Honda, Maruti
1332	Manesar	M	41-50	Fractured		Road Accident	Non Auto
1333	Pune	M	21-30	Injured	1	Other	Hero, Honda, Tata, Mahindra, Bajaj
1334	Faridabad	M	51-60	Fractured	1	Power Press	Maruti
1335	Faridabad	M	31-40	Lost	1	Power Press	NA
1336	Faridabad	F	51-60	Fractured	1	Other	NA
1337	Faridabad	M	31-40	Lost	2	Other	Mahindra

1338	Pune	M	21-30	Lost	1	Power Press	Mahindra
1339	Pune	M	41-50	Lost	3	Power Press	Mahindra
1340	Faridabad	M	21-30	Injured	1	Other	NA
1341	Faridabad	M	31-40	Fractured	1	Other	Maruti
1342	Faridabad	M	41-50	Injured	2	Power Press	Hero, Honda, Maruti
1343	Faridabad	M	41-50	Injured		Other	Non Auto
1344	Pune	M	21-30	Injured	1	Other	NA
1345	Faridabad	M	31-40	Injured		Other	Non Auto
1346	Faridabad	M	21-30	Injured	1	Other	Non Auto
1347	Gurgaon	M	41-50	Injured	1	Power Press	Maruti
1348	Manesar	M	NA	Lost	1	Other	Honda, Maruti
1349	Manesar	M	21-30	Fractured		Other	Maruti, Bajaj
1350	Faridabad	F	21-30	Lost	1	Power Press	NA
1351	Pune	M	41-50	Lost	3	Power Press	Mahindra
1352	Faridabad	M	21-30	Lost	1	Other	Maruti
1353	Gurgaon	M	21-30	Injured	1	Moulding Machine	NA
1354	Gurgaon	M	21-30	Injured	3	Other	Maruti
1355	Gurgaon	M	31-40	Injured	1	Power Press	Hero, Honda
1356	Faridabad	M	31-40	Lost	4	Power Press	Hero
1357	Faridabad	M	31-40	Lost	3	Power Press	Honda
1358	Gurgaon	M	31-40	Fractured	1	Road Accident	Maruti
1359	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1360	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
1361	Faridabad	F	31-40	Injured		Other	Non Auto
1362	Faridabad	F	31-40	Lost	1	Power Press	Mahindra
1363	Faridabad	F	31-40	Injured	2	Power Press	NA
1364	Faridabad	M	Below 20	Injured	1	Other	Non Auto
1365	Faridabad	M	41-50	Injured	1	Other	Non Auto
1366	Pune	M	31-40	Injured	2	Other	NA
1367	Faridabad	M	41-50	Fractured	1	Other	NA
1368	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
1369	Pune	M	31-40	Fractured		Other	NA
1370	Faridabad	M	31-40	Lost	1	Power Press	Maruti
1371	Faridabad	M	31-40	Lost	4	Other	Non Auto
1372	Faridabad	M	51-60	Lost	1	Power Press	Non Auto
1373	Gurgaon	M	21-30	Lost	1	Other	Hero
1374	Pune	M	41-50	Lost	2	Power Press	Mahindra, Tata
1375	Pune	M	21-30	Lost	2	Power Press	NA
1376	Pune	M	21-30	Lost	3	Power Press	Mahindra, Bajaj
1377	Gurgaon	M	31-40	Fractured	1	Road Accident	NA
1378	Faridabad	M	31-40	Injured	1	Power Press	NA
1379	Pune	M	31-40	Lost	1	Power Press	NA
1380	Pune	M	21-30	Lost	3	Power Press	Tata
1381	Faridabad	M	51-60	Fractured	3	Power Press	Maruti
1382	Manesar	M	41-50	Fractured		Other	NA
1383	Faridabad	M	Below 20	Lost	1	Other	Non Auto
1384	Manesar	M	21-30	Injured	1	Other	NA
1385	Manesar	M	31-40	Lost	1	Other	Non Auto

1386	Pune	M	21-30	Injured	1	Power Press	Mahindra
1387	Faridabad	M	31-40	Lost	2	Power Press	NA
1388	Pune	M	21-30	Lost	4	Power Press	Mahindra
1389	Pune	M	21-30	Lost	2	Power Press	Mahindra
1390	Gurgaon	M	41-50	Lost	1	Power Press	Honda
1391	Pune	M	21-30	Lost	5	Power Press	Tata
1392	Faridabad	M	NA	Injured	3	Other	Non Auto
1393	Faridabad	M	21-30	Injured	1	Power Press	Hero, Honda, Maruti, Tata
1394	Faridabad	M	51-60	Lost	1	Other	Maruti
1395	Pune	M	21-30	Lost	3	Power Press	Mahindra
1396	Pune	M	41-50	Injured	3	Power Press	Bajaj
1397	Gurgaon	M	31-40	Fractured		Road Accident	Maruti
1398	Faridabad	F	21-30	Lost	1	Power Press	NA
1399	Faridabad	M	21-30	Injured	1	Power Press	NA
1400	Faridabad	M	21-30	Lost	3	Power Press	Honda, Maruti
1401	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1402	Faridabad	M	31-40	Fractured	1	Other	Non Auto
1403	Pune	M	21-30	Fractured		Road Accident	NA
1404	Faridabad	M	41-50	Fractured		Road Accident	Non Auto
1405	Pune	M	21-30	Lost		Other	Non Auto
1406	Manesar	F	41-50	Fractured		Road Accident	Non Auto
1407	Pune	M	21-30	Lost	1	Power Press	NA
1408	Faridabad	F	41-50	Lost	4	Power Press	Maruti
1409	Faridabad	M	Below 20	Lost	2	Other	Non Auto
1410	Pune	M	21-30	Injured	2	Power Press	Mahindra, Tata
1411	Pune	M	21-30	Fractured		Other	Non Auto
1412	Pune	M	NA	Lost	2	Other	Mahindra
1413	Manesar	M	21-30	Injured	1	Other	NA
1414	Manesar	M	41-50	Lost	5	Other	Non Auto
1415	Pune	M	21-30	Fractured		Other	Non Auto
1416	Gurgaon	M	41-50	Lost	1	Other	Non Auto
1417	Faridabad	M	Below 20	Lost	1	Other	NA
1418	Faridabad	M	21-30	Injured	2	Other	NA
1419	Faridabad	M	31-40	Fractured	1	Other	NA
1420	Manesar	F	31-40	Lost	1	Power Press	Maruti
1421	Faridabad	M	21-30	Lost	1	Power Press	NA
1422	Faridabad	M	31-40	Injured	2	Power Press	NA
1423	Faridabad	M	Below 20	Lost	1	Power Press	Honda, Maruti, Tata
1424	Faridabad	M	21-30	Lost	3	Power Press	Maruti
1425	Gurgaon	M	31-40	Lost	2	Moulding Machine	Honda, Maruti
1426	Pune	M	21-30	Injured	3	Other	Non Auto
1427	Faridabad	M	51-60	Lost	1	Power Press	Maruti
1428	Faridabad	M	31-40	Lost	1	Other	Honda, Maruti
1429	Gurgaon	M	31-40	Injured	2	Other	Non Auto
1430	Faridabad	M	21-30	Lost	5	Road Accident	Non Auto
1431	Gurgaon	M	Below 20	Lost	1	Other	Non Auto
1432	Faridabad	M	21-30	Injured	2	Moulding Machine	Maruti
1433	Faridabad	M	21-30	Injured	2	Other	Non Auto

1434	Pune	F	41-50	Lost	1	Power Press	Tata
1435	Faridabad	M	41-50	Injured		Road Accident	Non Auto
1436	Manesar	M	21-30	Lost	2	Other	NA
1437	Pune	M	21-30	Lost	3	Power Press	NA
1438	Manesar	M	31-40	Lost	3	Power Press	Maruti
1439	Manesar	M	31-40	Lost	1	Power Press	Non Auto
1440	Pune	M	21-30	Lost	3	Power Press	Tata
1441	Pune	M	21-30	Lost	1	Power Press	Tata
1442	Pune	M	21-30	Lost	4	Power Press	Honda
1443	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
1444	Faridabad	M	21-30	Lost	3	Other	Maruti
1445	Faridabad	M	31-40	Fractured	1	Other	Non Auto
1446	Faridabad	M	21-30	Lost	4	Power Press	NA
1447	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
1448	Faridabad	F	31-40	Lost	1	Power Press	Hero
1449	Faridabad	M	41-50	Lost	4	Power Press	NA
1450	Faridabad	M	41-50	Lost	1	Power Press	Non Auto
1451	Manesar	M	41-50	Lost	1	Power Press	Non Auto
1452	Pune	M	31-40	Fractured		Road Accident	Mahindra, Tata
1453	Faridabad	M	31-40	Injured	3	Other	Non Auto
1454	Faridabad	M	31-40	Fractured	3	Other	Non Auto
1455	Gurgaon	M	31-40	Fractured	1	Other	Hero, Honda, Maruti
1456	Pune	M	31-40	Fractured		Other	Non Auto
1457	Manesar	M	21-30	Lost	3	Other	Hero, Honda, Maruti
1458	Manesar	M	41-50	Lost	1	Other	Hero
1459	Gurgaon	M	31-40	Lost	1	Road Accident	Hero
1460	Faridabad	M	21-30	Fractured	1	Other	NA
1461	Pune	M	21-30	Fractured		Other	Hero
1462	Pune	M	21-30	Lost	2	Power Press	NA
1463	Manesar	F	41-50	Fractured		Other	Maruti
1464	Pune	M	41-50	Lost	1	Power Press	NA
1465	Manesar	F	21-30	Death		Road Accident	Non Auto
1466	Pune	M	31-40	Fractured		Road Accident	Non Auto
1467	Manesar	M	21-30	Lost	1	Power Press	Non Auto
1468	Pune	M	21-30	Lost	1	Power Press	NA
1469	Pune	M	21-30	Lost	3	Power Press	Non Auto
1470	Gurgaon	M	21-30	Injured	1	Power Press	NA
1471	Faridabad	F	21-30	Lost	2	Other	NA
1472	Faridabad	M	21-30	Fractured	1	Other	Mahindra
1473	Pune	M	21-30	Lost	2	Power Press	NA
1474	Faridabad	M	31-40	Injured	1	Moulding Machine	Hero, Honda
1475	Faridabad	M	Below 20	Lost	1	Other	Honda, Maruti
1476	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1477	Faridabad	M	31-40	Lost	1	Other	Non Auto
1478	Manesar	M	31-40	Lost	1	Other	Hero, Honda, Maruti
1479	Faridabad	M	51-60	Fractured	1	Other	Non Auto
1480	Pune	M	41-50	Fractured		Other	Non Auto
1481	Gurgaon	M	41-50	Lost	1	Other	Mahindra

1482	Faridabad	F	41-50	Lost	2	Power Press	NA
1483	Pune	M	21-30	Lost	1	Power Press	Tata
1484	Gurgaon	M	31-40	Injured	1	Power Press	Honda, Maruti
1485	Pune	M	21-30	Fractured		Other	Non Auto
1486	Faridabad	M	41-50	Lost	3	Other	Non Auto
1487	Pune	M	21-30	Lost	1	Moulding Machine	Mahindra
1488	Pune	M	31-40	Lost	1	Power Press	Mahindra, Bajaj
1489	Faridabad	M	21-30	Fractured	1	Other	Non Auto
1490	Pune	M	21-30	Fractured		Other	Non Auto
1491	Faridabad	M	21-30	Fractured	3	Power Press	Non Auto
1492	Faridabad	M	31-40	Injured		Other	Honda
1493	Faridabad	M	31-40	Lost	2	Other	NA
1494	Gurgaon	M	21-30	Lost	1	Other	Honda, Maruti
1495	Faridabad	M	41-50	Injured	1	Other	Non Auto
1496	Faridabad	M	51-60	Lost	2	Other	Tata, Mahindra, Bajaj
1497	Pune	M	21-30	Fractured		Other	Mahindra, Tata
1498	Faridabad	M	41-50	Fractured	1	Road Accident	NA
1499	Faridabad	M	21-30	Lost	5	Other	NA
1500	Faridabad	M	Above 61	Nerve Damage		Other	NA
1501	Faridabad	M	41-50	Injured	3	Road Accident	NA
1502	Faridabad	M	51-60	Lost	3	Power Press	Maruti
1503	Faridabad	F	51-60	Lost	1	Power Press	Hero, Honda
1504	Faridabad	M	21-30	Lost	1	Other	Maruti
1505	Faridabad	M	21-30	Fractured		Other	Non Auto
1506	Pune	M	21-30	Lost	4	Power Press	Mahindra
1507	Pune	M	21-30	Fractured		Other	Mahindra, Tata
1508	Pune	F	31-40	Lost	2	Power Press	Mahindra, Tata
1509	Pune	M	21-30	Lost	3	Power Press	Tata
1510	Gurgaon	M	21-30	Lost	1	Moulding Machine	Non Auto
1511	Gurgaon	M	31-40	Fractured	2	Other	Non Auto
1512	Faridabad	M	31-40	Lost	1	Other	Maruti
1513	Faridabad	M	41-50	Lost	4	Power Press	NA
1514	Gurgaon	M	21-30	Lost	1	Other	NA
1515	Gurgaon	M	21-30	Lost	2	Power Press	NA
1516	Faridabad	M	31-40	Lost	1	Other	Maruti
1517	Faridabad	M	Below 20	Lost	2	Power Press	NA
1518	Faridabad	M	31-40	Lost	3	Power Press	NA
1519	Faridabad	M	41-50	Lost	5	Power Press	Maruti
1520	Faridabad	F	31-40	Lost	2	Power Press	Non Auto
1521	Faridabad	F	31-40	Lost	1	Other	Hero
1522	Faridabad	F	41-50	Injured	1	Power Press	Maruti
1523	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1524	Pune	M	31-40	Injured		Power Press	Tata
1525	Pune	M	31-40	Lost	1	Power Press	NA
1526	Manesar	M	NA	Injured		Road Accident	Non Auto
1527	Faridabad	F	21-30	Fractured	3	Other	Non Auto
1528	Faridabad	F	31-40	Injured	3	Other	Non Auto
1529	Faridabad	M	Below 20	Lost	2	Moulding Machine	Maruti

1530	Faridabad	F	31-40	Fractured	1	Power Press	Maruti
1531	Manesar	M	Below 20	Lost	1	Moulding Machine	NA
1532	Manesar	M	21-30	Lost	2	Other	Non Auto
1533	Gurgaon	M	21-30	Lost	1	Power Press	Non Auto
1534	Gurgaon	M	41-50	Lost	1	Other	Honda, Maruti
1535	Manesar	M	31-40	Lost	1	Other	Honda, Maruti
1536	Manesar	F	21-30	Lost	4	Power Press	Maruti
1537	Gurgaon	M	31-40	Lost	3	Power Press	NA
1538	Gurgaon	M	21-30	Injured	1	Other	Maruti
1539	Faridabad	M	21-30	Lost	6	Power Press	Honda, Maruti
1540	Gurgaon	M	31-40	Fractured		Other	Non Auto
1541	Gurgaon	F	21-30	Fractured	1	Power Press	Hero, Honda
1542	Faridabad	F	51-60	Lost	1	Power Press	Maruti
1543	Pune	M	21-30	Lost	3	Power Press	Mahindra
1544	Pune	M	31-40	Lost	2	Power Press	Non Auto
1545	Pune	M	51-60	Injured	1	Other	Non Auto
1546	Manesar	M	Below 20	Fractured	1	Other	NA
1547	Gurgaon	M	21-30	Fractured	1	Road Accident	Maruti
1548	Pune	M	31-40	Fractured		Other	NA
1549	Faridabad	M	21-30	Lost	1	Power Press	Honda
1550	Pune	M	31-40	Lost	1	Power Press	NA
1551	Gurgaon	M	21-30	Fractured	1	Other	Honda, Maruti
1552	Manesar	M	41-50	Lost	1	Other	Honda, Maruti
1553	Gurgaon	M	21-30	Injured	1	Other	Mahindra
1554	Pune	M	31-40	Fractured		Road Accident	Mahindra
1555	Manesar	M	41-50	Fractured	1	Road Accident	Mahindra
1556	Faridabad	M	21-30	Lost	5	Power Press	NA
1557	Faridabad	M	Above 61	Injured		Road Accident	Non Auto
1558	Manesar	M	21-30	Injured	2	Other	Maruti
1559	Manesar	M	31-40	Fractured	2	Other	Honda, Maruti
1560	Faridabad	F	31-40	Fractured	1	Other	Maruti
1561	Pune	M	31-40	Lost	3	Power Press	Tata
1562	Gurgaon	M	31-40	Lost	1	Other	Non Auto
1563	Pune	M	21-30	Lost	1	Power Press	Mahindra
1564	Pune	M	21-30	Lost	1	Power Press	NA
1565	Pune	M	21-30	Lost	2	Power Press	Mahindra
1566	Pune	M	21-30	Injured	1	Power Press	Mahindra
1567	Pune	M	21-30	Lost	1	Other	Tata, Mahindra, Hyundai
1568	Gurgaon	M	21-30	Fractured	1	Road Accident	Hero, Maruti
1569	Faridabad	M	31-40	Lost	4	Power Press	Honda
1570	Faridabad	M	21-30	Lost	2	Power Press	Non Auto
1571	Manesar	M	21-30	Lost	2	Other	Mahindra, Hero
1572	Gurgaon	M	31-40	Injured	1	Other	Maruti
1573	Manesar	M	21-30	Lost	3	Moulding Machine	Hero, Honda, Maruti
1574	Gurgaon	M	31-40	Injured	1	Moulding Machine	Honda, Maruti
1575	Faridabad	M	21-30	Lost	2	Power Press	Non Auto
1576	Pune	M	41-50	Injured	1	Power Press	Mahindra, Tata
1577	Faridabad	M	41-50	Lost	1	Power Press	NA

1578	Faridabad	F	31-40	Lost	2	Power Press	Maruti
1579	Faridabad	M	31-40	Lost	1	Other	Maruti
1580	Faridabad	M	31-40	Lost	1	Other	Maruti
1581	Faridabad	M	31-40	Fractured	1	Other	Non Auto
1582	Manesar	F	41-50	Lost	1	Power Press	Honda
1583	Pune	M	31-40	Lost	2	Power Press	Mahindra
1584	Gurgaon	M	41-50	Fractured	1	Road Accident	Honda
1585	Faridabad	M	51-60	Fractured	1	Power Press	Maruti
1586	Faridabad	M	51-60	Injured	1	Power Press	Honda, Maruti
1587	Faridabad	M	21-30	Lost	3	Power Press	Maruti
1588	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1589	Manesar	M	21-30	Lost	1	Other	Maruti
1590	Faridabad	M	31-40	Fractured	1	Other	Maruti
1591	Pune	M	21-30	Nerve Damage		Other	NA
1592	Pune	M	21-30	Lost	1	Power Press	Non Auto
1593	Gurgaon	M	21-30	Injured	1	Other	Non Auto
1594	Gurgaon	M	41-50	Fractured	1	Road Accident	Others/ Other Auto
1595	Manesar	M	31-40	Injured		Other	Non Auto
1596	Faridabad	M	31-40	Lost	2	Other	Non Auto
1597	Pune	M	21-30	Injured	1	Other	Non Auto
1598	Pune	M	21-30	Injured	1	Other	NA
1599	Faridabad	M	31-40	Fractured	1	Other	Non Auto
1600	Faridabad	M	21-30	Lost	1	Power Press	Non Auto
1601	Faridabad	F	51-60	Fractured	1	Other	Maruti
1602	Faridabad	M	41-50	Lost	5	Power Press	Non Auto
1603	Faridabad	M	21-30	Injured	3	Other	Non Auto
1604	Faridabad	M	41-50	Lost	4	Power Press	Hero, Honda, Tata
1605	Faridabad	M	21-30	Lost	4	Power Press	Honda, TVS
1606	Faridabad	F	41-50	Lost	1	Power Press	Maruti
1607	Gurgaon	M	31-40	Injured		Power Press	NA
1608	Faridabad	M	21-30	Burn		Other	NA
1609	Manesar	M	41-50	Fractured	1	Other	Hero
1610	Faridabad	M	31-40	Fractured		Other	NA
1611	Pune	M	51-60	Fractured		Other	Non Auto
1612	Manesar	F	41-50	Lost	4	Power Press	Honda, Maruti
1613	Faridabad	F	31-40	Lost	2	Power Press	Hero, Honda, Maruti
1614	Faridabad	M	41-50	Lost	2	Power Press	Maruti
1615	Faridabad	M	21-30	Fractured	1	Other	Hero, Honda, Maruti
1616	Faridabad	F	41-50	Lost	1	Power Press	Mahindra
1617	Pune	M	31-40	Lost	2	Power Press	Tata
1618	Gurgaon	M	21-30	Lost	2	Power Press	Hero
1619	Gurgaon	M	Above 61	Lost	1	Other	Honda
1620	Faridabad	M	21-30	Lost	4	Power Press	NA
1621	Faridabad	M	21-30	Injured	1	Power Press	Maruti
1622	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
1623	Pune	M	41-50	Lost		Other	Mahindra, Tata
1624	Pune	M	21-30	Lost	1	Power Press	Tata
1625	Gurgaon	M	31-40	Lost	1	Power Press	Hero, Maruti

1626	Faridabad	M	21-30	Lost	1	Other	NA
1627	Faridabad	M	41-50	Fractured	3	Other	Non Auto
1628	Faridabad	M	31-40	Lost	1	Power Press	Non Auto
1629	Pune	M	21-30	Lost	1	Power Press	Non Auto
1630	Pune	M	21-30	Lost	4	Power Press	Bajaj
1631	Faridabad	M	21-30	Injured	1	Power Press	NA
1632	Faridabad	M	31-40	Lost	1	Power Press	NA
1633	Pune	M	21-30	Lost	3	Power Press	Tata
1634	Faridabad	M	31-40	Lost	1	Other	NA
1635	Faridabad	M	41-50	Lost	4	Other	Non Auto
1636	Pune	F	41-50	Lost	1	Power Press	Mahindra, Tata
1637	Faridabad	M	21-30	Lost	1	Other	Hero, Honda, Maruti, Tata, Mahindra
1638	Pune	M	41-50	Lost	5	Other	Non Auto
1639	Pune	M	31-40	Fractured	1	Other	Mahindra, Tata
1640	Faridabad	F	41-50	Injured	1	Power Press	NA
1641	Gurgaon	M	31-40	Injured	1	Other	Honda
1642	Gurgaon	M	31-40	Lost	1	Other	Maruti
1643	Faridabad	F	Above 61	Lost	3	Power Press	Non Auto
1644	Pune	M	31-40	Fractured		Other	Non Auto
1645	Pune	M	31-40	Lost	5	Power Press	Mahindra, Tata
1646	Faridabad	M	21-30	Lost	3	Power Press	NA
1647	Pune	M	31-40	Fractured		Road Accident	Non Auto
1648	Pune	M	41-50	Lost	4	Power Press	NA
1649	Gurgaon	M	21-30	Lost	4	Other	NA
1650	Faridabad	M	31-40	Lost	1	Other	Non Auto
1651	Faridabad	M	51-60	Nerve Damage	1	Road Accident	Non Auto
1652	Faridabad	M	Below 20	Lost	1	Power Press	Non Auto
1653	Pune	M	31-40	Lost	3	Power Press	Mahindra, Tata
1654	Pune	M	21-30	Lost	2	Power Press	Mahindra
1655	Pune	M	21-30	Injured	1	Other	Non Auto
1656	Pune	F	41-50	Lost	1	Power Press	Maruti, Mahindra
1657	Pune	M	21-30	Lost		Power Press	Tata
1658	Pune	M	41-50	Lost	2	Road Accident	Non Auto
1659	Faridabad	M	51-60	Fractured		Road Accident	Non Auto
1660	Manesar	M	41-50	Lost	2	Power Press	NA
1661	Faridabad	M	31-40	Lost	2	Power Press	Maruti
1662	Pune	M	41-50	Lost	1	Other	Mahindra
1663	Faridabad	M	41-50	Lost	2	Other	Maruti
1664	Faridabad	F	21-30	Fractured	4	Moulding Machine	NA
1665	Manesar	F	41-50	Lost	3	Power Press	Hero, Honda
1666	Faridabad	F	31-40	Lost	2	Power Press	Maruti
1667	Faridabad	M	41-50	Injured	2	Power Press	Maruti
1668	Gurgaon	M	41-50	Lost	2	Power Press	Non Auto
1669	Gurgaon	M	41-50	Lost	2	Power Press	NA
1670	Faridabad	M	21-30	Lost	3	Power Press	Hero, Honda, Maruti, Tata
1671	Faridabad	M	41-50	Lost	2	Power Press	Hero, Honda, Mahindra, Bajaj
1672	Faridabad	M	51-60	Lost	3	Power Press	Hero, Honda, Maruti
1673	Faridabad	M	21-30	Nerve Damage	1	Other	Hero, Honda, Maruti

1674	Faridabad	M	41-50	Nerve Damage	1	Power Press	Hero, Honda, Maruti, Tata, Bajaj
1675	Faridabad	M	51-60	Lost	2	Power Press	Bajaj
1676	Pune	M	21-30	Fractured		Other	Non Auto
1677	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
1678	Pune	M	31-40	Lost	3	Power Press	Mahindra, Tata
1679	Faridabad	M	31-40	Lost	3	Power Press	Maruti
1680	Faridabad	M	Below 20	Injured	1	Other	Non Auto
1681	Faridabad	M	51-60	Fractured	1	Other	Non Auto
1682	Gurgaon	M	41-50	Lost	2	Other	Non Auto
1683	Faridabad	M	51-60	Lost	1	Power Press	Maruti
1684	Faridabad	F	31-40	Lost	1	Power Press	NA
1685	Faridabad	F	31-40	Lost	1	Power Press	NA
1686	Faridabad	M	41-50	Fractured	1	Road Accident	Non Auto
1687	Pune	M	41-50	Lost	2	Power Press	NA
1688	Manesar	M	21-30	Lost	1	Other	NA
1689	Faridabad	F	21-30	Lost	1	Power Press	Maruti
1690	Gurgaon	M	31-40	Fractured	1	Other	NA
1691	Faridabad	M	31-40	Lost	1	Other	NA
1692	Pune	M	21-30	Fractured		Other	Hero, Bajaj
1693	Manesar	M	31-40	Injured	2	Power Press	Honda, Maruti
1694	Pune	M	21-30	Injured		Other	Non Auto
1695	Manesar	M	31-40	Lost	4	Power Press	NA
1696	Faridabad	F	51-60	Lost	1	Power Press	Maruti
1697	Faridabad	F	21-30	Lost	3	Other	NA
1698	Gurgaon	M	21-30	Injured		Other	Honda
1699	Faridabad	M	31-40	Fractured	1	Other	Non Auto
1700	Faridabad	M	31-40	Lost	1	Power Press	NA
1701	Faridabad	M	51-60	Lost	2	Power Press	NA
1702	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
1703	Pune	M	21-30	Injured		Other	Mahindra, Tata
1704	Faridabad	M	21-30	Lost	1	Power Press	Honda
1705	Faridabad	F	31-40	Lost	3	Power Press	Hero, Honda, Maruti
1706	Faridabad	M	31-40	Lost	2	Power Press	Maruti
1707	Gurgaon	M	31-40	Injured		Other	Maruti
1708	Faridabad	M	41-50	Lost	2	Power Press	Honda
1709	Faridabad	M	21-30	Lost	1	Other	NA
1710	Faridabad	M	21-30	Injured		Other	Non Auto
1711	Faridabad	M	51-60	Fractured	1	Other	NA
1712	Pune	M	21-30	Lost	3	Power Press	Bajaj, Tata
1713	Pune	M	51-60	Lost	1	Power Press	Tata
1714	Pune	M	21-30	Lost	3	Power Press	Tata
1715	Faridabad	M	21-30	Injured	4	Other	Honda, Maruti
1716	Pune	M	31-40	Lost	3	Power Press	Mahindra, Tata
1717	Gurgaon	M	41-50	Injured		Road Accident	Non Auto
1718	Pune	F	41-50	Injured	1	Power Press	Mahindra, Tata
1719	Pune	M	51-60	Injured	1	Power Press	Tata
1720	Gurgaon	M	21-30	Lost	1	Other	Hero, Honda
1721	Gurgaon	M	21-30	Lost	2	Other	Hero, Honda

1722	Pune	M	21-30	Injured	1	Power Press	Tata
1723	Manesar	M	Below 20	Lost	1	Other	Hero, Honda
1724	Pune	F	31-40	Injured	3	Power Press	Bajaj
1725	Faridabad	M	31-40	Fractured		Other	Hero, Honda, Maruti
1726	Gurgaon	F	21-30	Lost	1	Power Press	NA
1727	Manesar	M	21-30	Lost	1	Other	Non Auto
1728	Pune	M	41-50	Lost	4	Power Press	Mahindra, Tata
1729	Faridabad	M	31-40	Lost	2	Power Press	Hero, Honda, Maruti
1730	Faridabad	M	21-30	Injured	2	Power Press	Honda, Maruti
1731	Manesar	M	41-50	Injured		Other	Maruti
1732	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
1733	Faridabad	M	31-40	Fractured	1	Power Press	NA
1734	Gurgaon	M	31-40	Other	1	Moulding Machine	Mahindra
1735	Faridabad	F	41-50	Nerve Damage	1	Other	Maruti
1736	Pune	M	21-30	Lost	1	Power Press	Mahindra
1737	Pune	F	41-50	Injured	1	Power Press	Mahindra
1738	Faridabad	M	21-30	Fractured		Road Accident	Non Auto
1739	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda
1740	Faridabad	M	31-40	Lost	4	Power Press	Non Auto
1741	Pune	M	NA	Lost	2	Power Press	NA
1742	Faridabad	F	51-60	Lost	2	Power Press	NA
1743	Faridabad	M	Below 20	Lost	4	Power Press	Mahindra
1744	Faridabad	F	31-40	Fractured	1	Road Accident	Non Auto
1745	Faridabad	M	21-30	Lost	2	Other	Non Auto
1746	Pune	M	41-50	Lost	1	Power Press	Mahindra
1747	Faridabad	M	31-40	Lost	4	Power Press	Hero, Honda, Maruti
1748	Pune	M	51-60	Injured	2	Other	NA
1749	Pune	M	31-40	Lost	1	Power Press	Mahindra
1750	Faridabad	M	31-40	Lost	1	Power Press	Maruti
1751	Pune	M	Above 61	Lost	2	Other	Non Auto
1752	Pune	M	31-40	Lost	1	Power Press	Tata
1753	Pune	M	21-30	Lost	4	Power Press	NA
1754	Manesar	M	41-50	Lost	1	Power Press	NA
1755	Faridabad	M	31-40	Lost	3	Power Press	NA
1756	Pune	M	31-40	Lost	1	Power Press	Mahindra
1757	Pune	M	21-30	Lost	2	Power Press	Mahindra, Tata
1758	Pune	M	41-50	Injured		Power Press	Tata, Mahindra, Bajaj
1759	Faridabad	M	41-50	Lost	1	Other	Maruti, Tata, Ashok Leyland
1760	Faridabad	M	31-40	Fractured		Other	Maruti
1761	Pune	M	21-30	Lost	1	Power Press	Tata
1762	Pune	M	31-40	Lost	3	Power Press	Maruti, Tata
1763	Pune	M	31-40	Lost		Power Press	Mahindra, Tata
1764	Faridabad	F	21-30	Lost	1	Power Press	Non Auto
1765	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
1766	Gurgaon	M	Below 20	Lost	1	Power Press	Maruti
1767	Pune	M	31-40	Injured		Other	NA
1768	Pune	M	31-40	Lost	4	Power Press	Mahindra, Tata
1769	Faridabad	F	21-30	Lost	1	Power Press	Maruti

1770	Pune	M	41-50	Lost	1	Power Press	Mahindra, Tata
1771	Pune	M	31-40	Fractured		Road Accident	NA
1772	Pune	M	31-40	Injured	1	Other	NA
1773	Pune	M	21-30	Lost	3	Power Press	NA
1774	Pune	M	31-40	Lost	2	Power Press	Mahindra
1775	Pune	M	21-30	Lost	1	Other	NA
1776	Pune	M	31-40	Lost	1	Power Press	Mahindra, Tata
1777	Faridabad	M	41-50	Lost	5	Power Press	NA
1778	Manesar	M	31-40	Injured	1	Road Accident	Non Auto
1779	Gurgaon	M	31-40	Fractured		Road Accident	Others/ Other Auto
1780	Faridabad	M	31-40	Injured	3	Power Press	NA
1781	Gurgaon	M	21-30	Lost	2	Power Press	Maruti
1782	Manesar	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1783	Gurgaon	M	21-30	Injured	1	Other	Maruti
1784	Faridabad	M	31-40	Lost	1	Other	Non Auto
1785	Pune	M	41-50	Lost	4	Power Press	Mahindra, Tata
1786	Pune	M	NA	Lost	4	Power Press	Tata
1787	Faridabad	M	21-30	Lost	2	Power Press	Maruti
1788	Faridabad	M	21-30	Injured	2	Power Press	Mahindra
1789	Gurgaon	M	21-30	Lost	2	Power Press	NA
1790	Faridabad	M	31-40	Lost	1	Power Press	NA
1791	Pune	M	31-40	Injured	1	Other	Maruti
1792	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1793	Faridabad	M	Below 20	Lost	3	Power Press	NA
1794	Faridabad	F	31-40	Injured	1	Power Press	Maruti
1795	Faridabad	M	31-40	Injured		Other	NA
1796	Faridabad	M	31-40	Fractured	1	Road Accident	Non Auto
1797	Faridabad	M	31-40	Fractured	3	Power Press	Non Auto
1798	Pune	M	31-40	Lost	5	Other	NA
1799	Gurgaon	M	21-30	Lost	1	Power Press	Maruti
1800	Gurgaon	M	21-30	Lost	2	Other	Hero, Honda, Maruti
1801	Gurgaon	M	41-50	Injured	1	Other	Hero, Honda, Maruti
1802	Gurgaon	M	41-50	Fractured	1	Other	NA
1803	Gurgaon	M	31-40	Fractured	1	Other	NA
1804	Faridabad	M	31-40	Lost	1	Other	Honda
1805	Faridabad	M	Below 20	Nerve Damage	1	Power Press	Maruti
1806	Faridabad	M	41-50	Fractured	2	Other	Hero, Honda
1807	Faridabad	M	21-30	Fractured		Other	NA
1808	Faridabad	M	31-40	Injured	1	Other	Hero, Honda
1809	Gurgaon	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1810	Manesar	M	31-40	Injured	1	Power Press	Hero, Honda, Maruti
1811	Pune	M	21-30	Injured	3	Other	Non Auto
1812	Pune	F	31-40	Lost	1	Power Press	NA
1813	Gurgaon	M	21-30	Injured	1	Other	NA
1814	Faridabad	M	21-30	Fractured	1	Other	Non Auto
1815	Pune	M	31-40	Lost	2	Other	Non Auto
1816	Gurgaon	M	41-50	Injured	3	Other	Non Auto
1817	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata

1818	Pune	M	31-40	Lost	5	Other	Tata
1819	Pune	M	41-50	Lost	3	Power Press	NA
1820	Pune	M	41-50	Lost	3	Power Press	Mahindra, Tata
1821	Faridabad	M	21-30	Lost	3	Power Press	Non Auto
1822	Faridabad	M	21-30	Lost	2	Power Press	Maruti
1823	Faridabad	M	Below 20	Injured	1	Other	NA
1824	Pune	M	41-50	Lost	1	Other	Mahindra, Tata
1825	Pune	M	31-40	Fractured		Power Press	Tata
1826	Pune	M	31-40	Lost	1	Other	Tata
1827	Pune	M	NA	Lost	2	Other	Tata
1828	Pune	M	31-40	Lost	5	Road Accident	Non Auto
1829	Gurgaon	M	31-40	Lost	2	Power Press	Hero, Honda, Maruti
1830	Faridabad	M	21-30	Fractured		Other	NA
1831	Gurgaon	M	31-40	Lost	4	Power Press	Hero, Honda
1832	Pune	M	41-50	Lost	4	Power Press	Non Auto
1833	Faridabad	M	31-40	Lost	4	Power Press	Mahindra
1834	Pune	M	21-30	Lost	1	Power Press	Bajaj
1835	Faridabad	M	21-30	Fractured	3	Power Press	NA
1836	Faridabad	F	31-40	Lost	1	Power Press	NA
1837	Pune	M	51-60	Fractured		Other	Mahindra, Tata
1838	Faridabad	M	51-60	Lost	1	Power Press	Maruti, Mahindra
1839	Faridabad	M	31-40	Lost	2	Power Press	NA
1840	Pune	M	21-30	Fractured	1	Other	NA
1841	Pune	M	31-40	Lost	1	Other	Non Auto
1842	Gurgaon	M	41-50	Injured	4	Other	Hero, Maruti
1843	Pune	M	21-30	Lost	5	Power Press	Mahindra, Tata
1844	Faridabad	M	21-30	Injured		Other	Non Auto
1845	Pune	M	51-60	Lost	4	Power Press	NA
1846	Pune	M	31-40	Fractured	2	Other	Bajaj
1847	Faridabad	M	21-30	Fractured	1	Road Accident	NA
1848	Pune	M	21-30	Lost		Moulding Machine	Tata
1849	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
1850	Gurgaon	M	31-40	Fractured	1	Other	Maruti
1851	Pune	M	51-60	Lost	2	Power Press	Mahindra, Tata
1852	Faridabad	M	21-30	Lost	4	Power Press	NA
1853	Faridabad	M	51-60	Fractured	1	Other	Maruti
1854	Faridabad	M	21-30	Lost	1	Power Press	NA
1855	Faridabad	F	51-60	Lost	3	Power Press	Maruti
1856	Pune	M	21-30	Lost	1	Other	Mahindra, Tata
1857	Faridabad	M	21-30	Lost	3	Power Press	Maruti
1858	Faridabad	M	21-30	Fractured	3	Power Press	Honda, Maruti
1859	Faridabad	F	31-40	Fractured	2	Power Press	Maruti
1860	Faridabad	M	Below 20	Injured	1	Other	Maruti
1861	Faridabad	M	31-40	Lost	5	Power Press	Maruti
1862	Faridabad	M	31-40	Lost	1	Power Press	Hero, Honda, Maruti
1863	Faridabad	M	21-30	Fractured		Road Accident	Maruti
1864	Faridabad	M	21-30	Lost	1	Power Press	Maruti
1865	Faridabad	M	41-50	Lost	1	Other	Non Auto

1866	Pune	M	51-60	Lost	1	Other	Non Auto
1867	Faridabad	M	Below 20	Lost	1	Power Press	NA
1868	Faridabad	M	21-30	Lost	3	Power Press	Maruti
1869	Faridabad	M	31-40	Nerve Damage	1	Other	NA
1870	Faridabad	F	Below 20	Lost	4	Power Press	Maruti
1871	Faridabad	M	21-30	Lost	1	Power Press	NA
1872	Faridabad	M	51-60	Lost	1	Power Press	NA
1873	Faridabad	M	31-40	Lost	2	Power Press	NA
1874	Pune	M	21-30	Lost	3	Other	NA
1875	Pune	M	21-30	Lost	5	Power Press	Honda
1876	Faridabad	M	31-40	Lost	1	Power Press	NA
1877	Pune	M	21-30	Lost	3	Power Press	Mahindra, Tata
1878	Pune	M	21-30	Lost	1	Power Press	Mahindra, Tata
1879	Gurgaon	F	41-50	Lost	1	Other	Non Auto
1880	Faridabad	M	21-30	Lost	2	Power Press	Maruti
1881	Faridabad	M	31-40	Lost	3	Power Press	Maruti
1882	Faridabad	F	31-40	Lost	1	Power Press	Hero, Honda
1883	Pune	F	31-40	Injured		Other	Others/ Other Auto
1884	Faridabad	M	21-30	Lost	4	Moulding Machine	NA
1885	Gurgaon	M	41-50	Fractured		Other	Maruti
1886	Gurgaon	M	31-40	Lost	1	Moulding Machine	Non Auto
1887	Manesar	M	31-40	Lost	2	Power Press	Maruti
1888	Gurgaon	M	31-40	Lost	3	Other	Maruti
1889	Manesar	M	31-40	Lost	1	Power Press	Honda
1890	Pune	M	31-40	Lost	1	Power Press	Mahindra
1891	Pune	M	21-30	Lost	4	Power Press	Mahindra, Tata
1892	Faridabad	M	41-50	Fractured	1	Other	Non Auto
1893	Faridabad	M	31-40	Injured	1	Power Press	NA
1894	Gurgaon	M	31-40	Lost	2	Power Press	NA
1895	Gurgaon	M	21-30	Injured		Other	Non Auto
1896	Faridabad	M	31-40	Lost	4	Power Press	Non Auto
1897	Pune	M	21-30	Lost	4	Power Press	Tata
1898	Pune	M	NA	Injured	1	Power Press	NA
1899	Pune	M	Below 20	Lost		Power Press	Bajaj
1900	Pune	M	NA	Lost	1	Power Press	Mahindra



"We want our entire supply chain to be safe and competent – Tier 1s to Tier 4s."

– **Mr. Gorakh G Velapurkar**

Vice President (Materials), Bajaj Auto on working with suppliers on occupational safety and health

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"National Guidelines for Responsible Business Conduct demand businesses to be responsible for their value chains."

– **Dr Garima Dadhich**

Associate Professor, Indian Institute of Corporate Affairs on the importance of taking OSH to the supply chain

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"Whenever women have injuries, at least in the case of some women, their husbands just leave them...and the kind of miserable life that is ahead of them, you can hardly imagine."

– **Prof. Nisha Srivastava**

Professor, Institute for Human Development, New Delhi. During the release of previous SII Report

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"True progress in the automotive industry extends beyond technological advancements or economic growth; it prioritizes the safety, dignity, and well-being of the workforce. The 'CRUSHED 24' report by the Safe in India Foundation highlights the urgent need for change while offering a roadmap to a safer, more inclusive future.

At ACMA, we recognize that employee safety is vital for our members and their suppliers, serving as a cornerstone for manufacturing excellence and labour productivity. In collaboration with the Safe in India Foundation, we are committed to raising awareness and reducing shop-floor accidents across the industry."

**SHRADHA SURI MARWAH**

President ACMA & CMD Subros Ltd



**[www.safeinindia.org](http://www.safeinindia.org)**

This report is based exclusively on information disclosed in the public domain by the companies mentioned and any information provided by the seven companies that interacted with us. All this information is taken at face value and has not been validated through independent assessments or investigations. It is possible that some of the information available in the public domain has been missed despite our best efforts, especially for the three companies that did not respond to our numerous requests. All documents used for this analysis are listed in section 7.1 onwards (Chapter 7). We hope that these the government published the data and the companies provide us with any information needed to correct any data points/analysis in the report as soon as possible and more importantly, act on the recommendations here to make their OSH policies better to reduce these factory accidents.