



ESIC Covid-19 April Schemes Survey and Recommendations, May 2020

report prepared by

Safe in India Foundation

www.safeinindia.org

Executive Summary

Almost 4.5 crore Indian workers are registered with ESIC, which is required to provide them healthcare and compensations, in case of sickness or injury or death. ESIC with its vast resources has the capacity to support them and their dependents throughout the country. We must not forget this capability in this time of crisis and continue to keep focus on making the ESIC system better and stronger to support 13 crore+ Indians who depend on it or should depend on it.

We have been working constructively with ESIC since 2017 and are grateful that ESIC has accepted and acted upon a number of our material strategic and operational recommendations in the past. There is still a long way to do on those. This brief report based on a rapid survey of 96 workers is aimed to provide a quick feedback from IPs due to their COVID19 related situation.

Key findings:

1. More than 75% of them are not aware of the 9Apr20 schemes launched by ESIC to assist them:
 - a) 77% not aware of the third party hospital tie up.
 - b) 78% not aware of ability to buy medicines from third party and later reimburse.
 - c) 98% not aware of the Feb and Mar premium deferral.
2. 87% have not received any pro-active communication from ESIC.
3. 55% of those who called ESIC help-line were not satisfied.
4. When asked, 82% would like to have cash advances against their cash entitlements like PDBs. 54% of those workers who have gone back home do not know nearest ESIC facility.

Key recommendations, which are detailed further in the report are:

1. Waive/reduce premium, for at least the workers, for six months.
2. Launch a simple interest free advance against IP pensions and other cash entitlements.
3. Resource and implement urgent proactive communication actions about old and new schemes, immediately, by use of power diallers, SMS, whatsapp, facebook, Youtube, etc.
4. A simple "Locator" bot on its website/app where an IP can find nearest ESIC facility.
5. Set up a "War Room" to clear pending compensations, fully or partially.
6. Augment capacity, improve and professionalise ESIC help-line urgently.
7. Expand ESIC scheme to include more workers beyond the 10+ staff requirements.
8. Give workers the power and convenience to report any infringements to ESIC.
9. An independent committee to review ESIC's response to COVID19 and actions for future.

This is the time to invest further in new initiatives to improve ESIC services, not only to help IPs better, but also to create productive employment/investment in the country. ESIC has the resources to do this.

It's time that ESIC stepped up further to deliver on their promise of "IP is VIP".

Background

Our journey started with a media report on workers' loss of hands in auto sector supply chain in Gurgaon. Moved by the plight of these workers and its detrimental strategic impact on the Indian auto-industry, three alumni of IIM-Ahmedabad Class of 1991 formed the Safe in India initiative (SII) in 2015 (registered as Safe in India Foundation in 2017). SII has three aims:

- Support injured workers with their ESIC healthcare and compensations,
- To help improve ESIC processes for crores of workers nationally.
- Help improve safety in auto-sector supply chain to prevent injuries, especially loss of hands and fingers ("crush injuries") to workers.



For the ESIC activity, SII set up its first Worker Assistance Centre in Manesar, Gurgaon in December 2016. Since then, SII has assisted more than 2,300 injured workers with their healthcare at ESIC and helped obtain more than Rs.17 crores of ESIC compensation for many of them. These numbers had continued to grow monthly as the accidents in the sector continue unabated until the COVID19 lockdown. With this on the ground knowledge of ESIC, SII has been engaging constructively with ESIC NHQ and Gurgaon Region to push systemic and tactical improvements eg. Compensation processes, and Hospital and Dispensary services.

SII is funded and supported mainly by the alumni of IIM Ahmedabad 1991 and IIT Roorkee 1988, and does not charge workers, ESIC, other stakeholders for its services.

1. Survey Objectives:

- To understand the awareness and use of three new ESIC services offered by ESIC in April 2020 during lockdown.
- To understand the quality of ESIC's Help Line response, which is important at this time.
- To understand whether and why workers need/would like cash advance against their ESIC entitlements to help them in the current crisis.

“उन्होंने कहा कि अभी लॉक डाउन है और सरकारी काम नहीं चल रहा है.”

“I was told that lockdown was in place and all government related work was on hold.”

Anwar Ali, 24 , from Lucknow, UP, now in Bhangrola, Haryana.

This survey of 96 workers, randomly chosen from the Safe in India Foundation (SII) database of 600+ workers, who were assisted from Apr 2019 to March 2020 with their ESIC healthcare and/or compensation, was conducted between 18th April 2020 and 26th April 2020. These are therefore already among the neediest of ESIC IPs. About 70% of them are contract workers, almost all migrants (93%) and are/were working in the Tier 2/3/4 of auto-sector supply chain in Gurgaon. If ESIC can get these right, crores of other IPs will benefit from those improved processes too.



1. Poor awareness of the three COVID19 schemes launched by ESIC in Apr20:

ESIC extended three temporary relief measures for workers and businesses:

Announcement1: “The ESI beneficiaries can be referred to tie-up hospitals for providing prescribed secondary/SST consultation/admission/ investigation, during the period for which concerned ESIC hospital functions as dedicated COVID-19 hospital. ESI beneficiary may also seek emergency/non-emergency medical treatment from tie-up hospital directly without referral letter, in accordance with his entitlement”

Finding 1: Vast majority (77%) of workers were not aware of this new provision and none of them have used it despite 11% requiring medical care for new illness during lock down for themselves or their families.

“उन्होंने बोला अभी चोट का कोई इलाज नहीं हो रहा है, कोरोना का ही इलाज चल रहा है अभी.”

“They told me injuries were not being treated as of now, only Corona was being treated there.”

Prem babu, 42, from Kasganj, UP, now in Kho Gaon, Haryana.

Announcement 2 : “In order to ease hardship of ESI beneficiaries during the crisis, ESIC has allowed purchase of medicines by beneficiaries from private chemist during lockdown period and its subsequent reimbursement by ESIC”.

Finding 2 : Again, **the vast majority (78%) of workers did not know of this new facility.**

Of the 96, 11 required medicines for new illness during lock down for themselves or their families. Only 2 of these got them from the ESIC hospital/dispensary and 2 went to private hospital. The remaining 8 purchased medicines from private pharmacies. They had spent amounts ranging from Rs 40-6,000 per IP.

However, **most (6 of all 96) of these workers, who bought from private pharmacies didn't have/keep the medicine bills** for the medication purchased as they were not aware of the scheme and have probably lost this entitlement/cash.

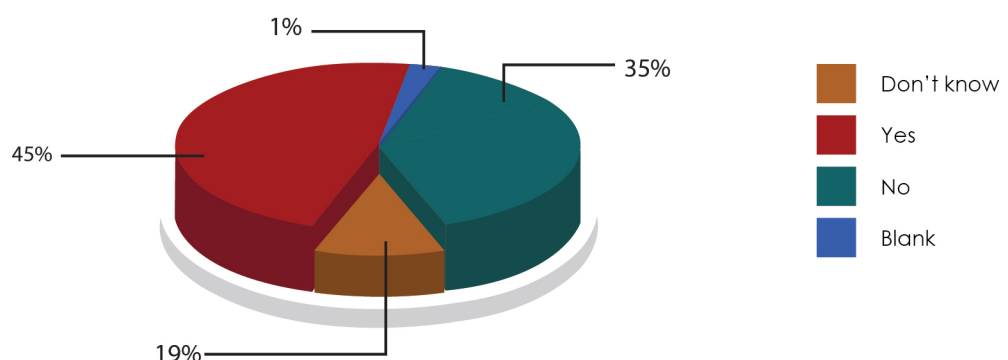
Announcement 3 : “In a relief to 3.49 crore employees enrolled under the ESIC.....a further extension for filing the ESI contributions for February and March 2020 month till May 15, 2020, with no penalty or interest or damage to be levied on establishments during the extended period”.

Finding 3 : **94% did NOT know that ESIC premium payments of February and March 20 could be delayed by their employers until 15th May.** We did not survey businesses about their knowledge of this scheme as we believe it important for the ESIC IPs to understand the scheme so that they are not exploited by their employers/contractors.

Finding 4 : **45% of workers think that their March salaries had ESIC premium deductions,** but clearly in absence of knowledge of the scheme and lack of adequate help from ESIC help line and from employers/contractors, they are not certain.

This is a reflection of poor employer-employee relationship especially for contract workers, now amplified. Our last April 20 Survey had found that many employers/contractors were not proactive in advising workers of the lockdown and its implications, 40% of such workers were not contacted by their employers/Human Resource person/contractors about lock-down. 46% of workers were not able to contact them.

Has the March ESIC premium been deducted?



2. Absence of timely proactive and wide communication to worker will make these Schemes good only on paper and most workers will not be able to use them:

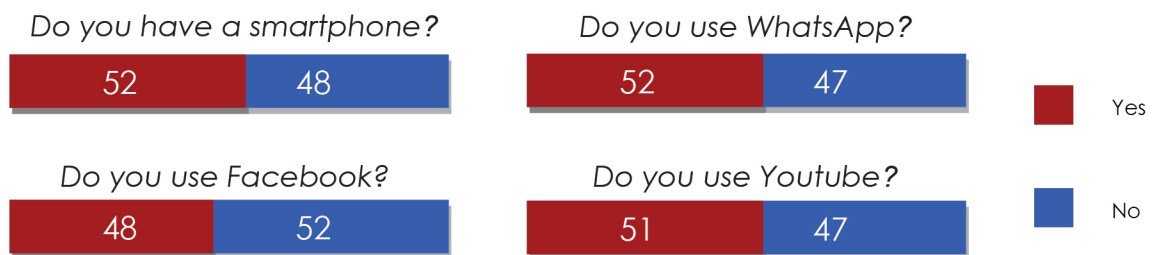
Finding 5 : 87% of the workers had not received any proactive call/sms/whatsapp/etc from ESIC for any information since lock down including for above schemes.

“हमारी पेंशन नहीं दे रहे हैं वो लोग. मेरा तो विश्वास ही उठ गया है क्योंकि मेरा पैसा ही नहीं आया.”

“They are not sanctioning my pension. I have lost faith in ESIC, they have given me no money at all.”

Anand Giri, 25 , from Azamgarh UP, currently in Manesar, Haryana.

It is, however, possible for ESIC to use technology, in addition to offline initiatives, Eg. power-diallers, SMS, Whatsapp, etc to communicate these schemes much more widely and proactively, seek feedback and provide clarifications as one can see from the below response from workers and establish a two way business-client communication as indeed should exist for the fee paying IP.



3. ESIC help-line experience for workers continues to be poor, even at this time of this dire need:

Finding 6: Of the 22% of these workers called ESIC on either ESIC helpline number (44%) or the branch office (56%).

Majority (55%) received/mentioned the following unsatisfactory responses:

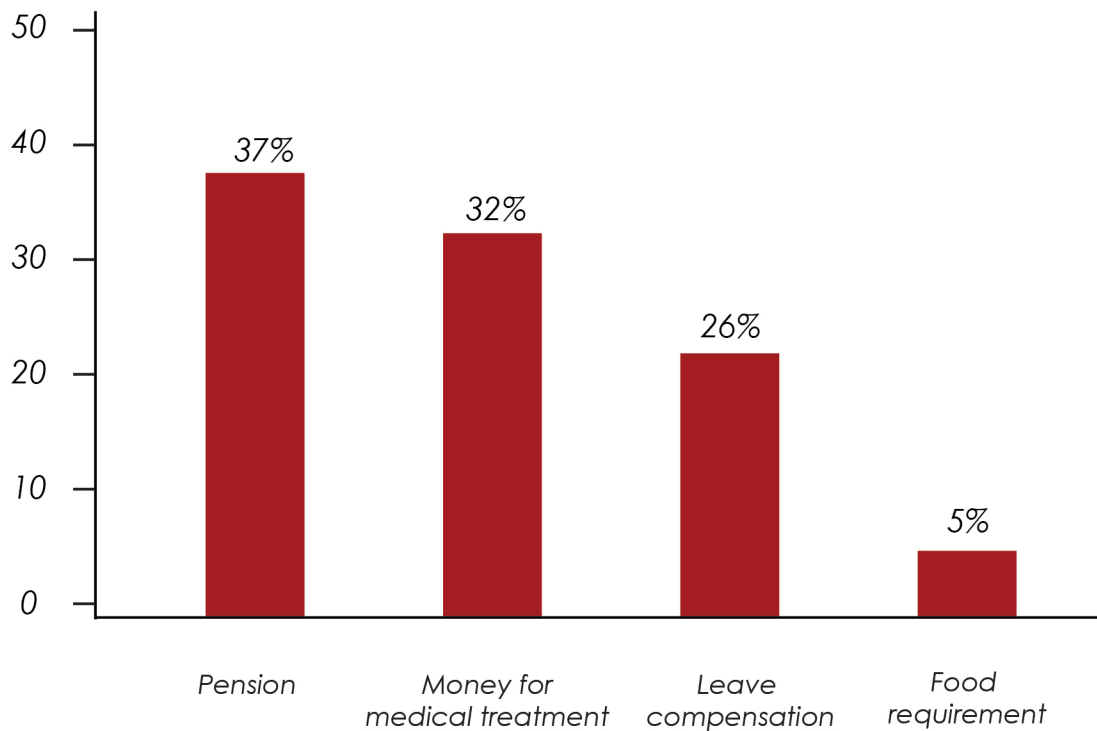
- “The office is not functioning right now. Come after the lockdown”
- “Only providing treatment for corona virus and not other injuries”
- “They didn't answer the call”
- “They have been delaying the matter/ were not helpful”

“राशन नहीं है, इसके लिये देना चाहिये. क्योंकि कुछ होगा ही नहीं तो जियेंगे कैसे.”

“We don't have any rations, this is good enough reason for getting an advance. If we don't have anything, how are we going to survive?”

Sukhendra Kumar, 30, from Gaya, Bihar, now at Binola, Haryana.

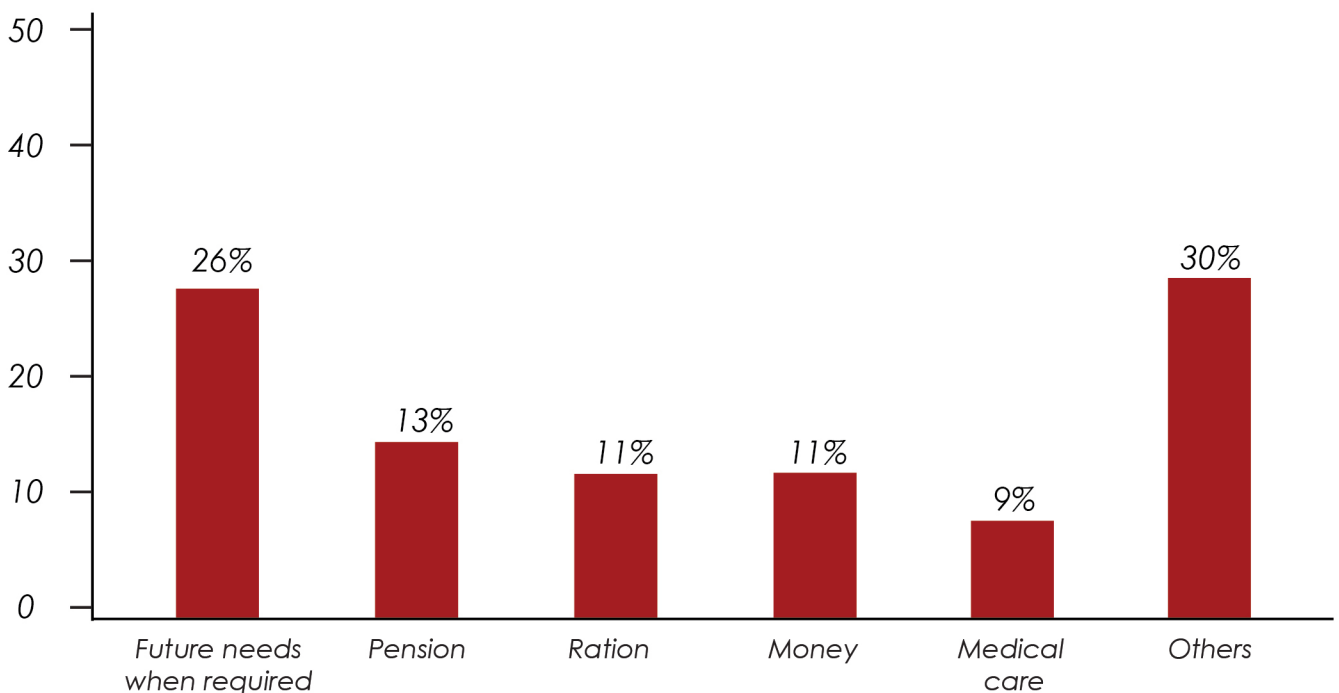
Reason for calling ESIC by those who called



Finding 7 : Of the 78% workers who did not call, 33% did not have the helpline number and another 10% had not been satisfied with ESIC services in the past so did not bother to call.

When asked “what would they use the helpline number for”, 36% responded with the following reasons:

Reasons for calling the helpline for those who wanted to call but could not



4. IPs would like to have cash, potentially as an advance against their ESIC entitlements, and have other expectations too:

“अकेले कमाने वाले हैं फैमिली में और फैमिली को जरूरत है पैसों की, तो एडवांस काम आयेगा.”

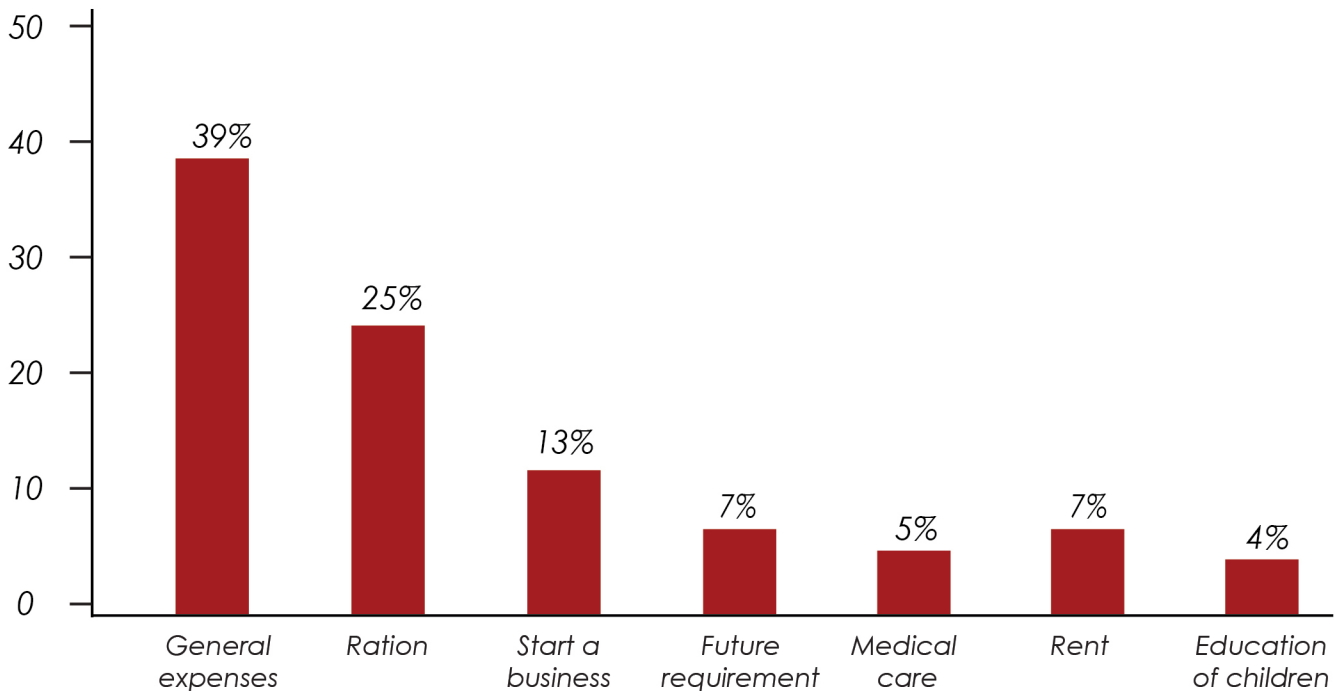
“I’m the sole bread earner in my family and the family is facing a crunch situation. Advance would help us tide over this crisis.”

Charan Singh, 50, from Mainpuri, UP, now at Dharuhera, Haryana.

Finding 8 : When these workers were asked whether they would like an advance from ESIC against their entitlements like pension, 82% of the workers responded in the affirmative.

Their needs vary as below but reflect their urgent need for cash:

What do you want the advance for?



*Here general expense means money for the family or general household expenses

Such a scheme would add tremendous value to IPs/Indian workers at this time and improve ESIC’s perception.

Finding 9 : IPs also expressed desire for support from ESIC in a number of other areas :

- a) Timely payment of pension and leave compensation
- b) Ensure that everyone has food
- c) Help with the documentation/Fast track the paper work
- d) To be able to talk to someone from ESIC

5. Majority of workers are not aware of the ESIC facilities nearest to their home villages:

Finding 10 : Of the 28% of workers who had left their work centres for home, majority (54%) are not aware of nearest ESIC facility should they need. And unsurprisingly, most 87% want access to this information.

6. Majority of pending cash compensations pre-Covid19 for injuries/sicknesses are still pending, when they need it most.



“हाँ, इस वक्त तो हम बलिकुल लेना चाहेगे क्योकि इस वक्त हमारे पास कुछ भी नही है, एक भी पैसा नही है.”

“Yes, advance would be of great help in the current situation. We have nothing at the moment, not a single penny.”

Sukhendra Kumar, 30, from Gaya, Bihar, now at Binola, Haryana

Finding 11 : 72% of these workers (admittedly already pending cases in ESIC pre-COVID) have still not received their overdue pension (PDB)/ sickness benefit/ leave compensation/pensions haven't started/medical documents haven't progressed yet for the period until March 2020. 82% of these had checked their bank account and are certain of not having received these.



Recommendations based on these findings :

1. **Waive/reduce premium for at least the workers** further for six months and ask businesses not to deduct these from worker salaries, and should they do so, it should be a punishable offence.
2. **Launch a simple interest free advance against IP pensions** and other cash entitlements scheme to help workers cash flows at this time of severe need to provide them some security and space to make the right personal and professional decisions.
3. **Urgent Proactive Communication:**
 - a) ESIC should use technology (power dialler, SMS, whatsapp, facebook, Youtube, etc) to communicate its relief schemes asap. More than half of the IPs have smart phones, whatsapp, youtube, facebook.
 - i) Send all IPs any new scheme details.

- ii) Send to IPs all the relevant Helpline and Telephone numbers.
 - iii) Launch separate non-English facebook pages and youtube channels, and send content to them.
 - iv) Conduct seminars on facebook live, etc for workers.
- b) Much more proactive and wider offline communication to businesses, factories, other establishments and make them accountable to communicate to their staff. Lack of knowledge among IPs should be an equal responsibility of the establishments.



4. **ESIC should have a simple “Locator” bot on its website/app** where an IP can key in his location PIN code and the bot can advise nearest ESIC Hospital, ESIC Dispensary or Ayushman Bharat facility. ESIC should also use its MIS system to track use of its facilities by the families of IP in Villages.

Once done, the information collected form this bot can also be used to set up new infrastructure/tie up with local infrastructure to provide services to the families of its IPs.

5. **Set up a “War Room” to clear pending compensations**, fully or partially, with the head of such war room given adequate powers to make substantial decisions. If the central/state governments can pass urgent ordinances waiving Factory and other Labour Laws to help businesses, a resourceful ESIC can do this much smaller initiative for workers too.

6. Improve and professionalise ESIC help-line urgently by

- (a) augmenting capacity aggressively
- (b) improving the quality of response
- (c) improving technology
- (d) create first contact resolution capability.

This is the time to invest in this facility not only to help IPs better, but also to create productive employment/investment in the country. ESIC has the resources to do this.

Wider new recommendations:

We have been recommending various strategic changes to ESIC since March 2017. The changed circumstances warrant further review of these:

7. Expand ESIC scheme quickly to include more workers beyond the 10+ staff requirements, especially as many states dilute labour laws further? Eg. can any establishment volunteer to be ESIC-registered irrespective of the number of staff subject to say GST registration or another viable criteria. ESIC can play an important role in providing social security at these times.
8. Give workers the power and convenience to report to ESIC directly should there establishments have more than 10 staff. In a recent quiz we organised for workers, 75% of them got the answer to the question 'how many staff members do you need to register to ESIC?' wrong. They need information and empowerment to use ESIC better.
9. GoI should set up an independent committee to review ESIC's response to COVID1 and actions it can take constructively in the next three years as India, and indeed the world, goes through resetting its economy with the desperate need to be careful about not making the social inequity worse than before. The committee also needs to ensure strengthening, rather than dilution, of the social security provided by ESIC to IPs in the new Labour Codes.

ESIC is a well-resourced organisation that can play a crucially important role in safeguarding the interests of the workers, most of whom are not only job-less currently but with constant dilution of labour codes/factory act, already started in a few states, are going to worse off. It's time that ESIC stepped up in the interest of its IPs. It's "VIPs"!

SII Ref	Subject	Current Address	Qualification	Year of ESI Registration	Name of State	Age Group	Salary Group	Profile	ESIC Branch Office	Problems in ESIC	ESIC Problem other	TIC Status	Employment type	First treatment
1126	SUBHASH	BINOLA GGN HR	Graduate	2019	Uttar pradesh	41-50	9001-10000	Helper	MANESAR	Struggling with ESIC Process	CASE ADMITTED IN B.O AND APPROVAL	After accident	Contractual	ESI
1125	CHARAN SINGH	DHARUHERA REMWARI HR	Graduate	2018	Uttar pradesh	41-50	9001-10000	Operator	DHARUHERA	Struggling with ESIC Process	ACCIDENT REPORT SUBMIT	After accident	Contractual	Private
1124	RANJEET KUMAR	KASAN INT MANESAR GGN HR	5th - 10th	2010	Uttar pradesh	31-40	9001-10000	Operator	MANESAR	Doesn't Know Sickness Benefit Process		Before accident	Company roll	
1110	PREMPAL SINGH	MANESAR GGN HR	5th - 10th	2018	Uttar pradesh	31-40	20000	Other	RAJIV CHOWK	Other	CASE ADMITTED IN B.O AND APPROVAL	Before accident	Company roll	Private
1100	UMESH CHANDRA YADAV	VIKASH NAGAR BASAI GGN HR	Graduate	2010	Uttar pradesh	31-40	8001-9000	Operator	RAJIV CHOWK	Other	TDB AND PDB PROCESS	Before accident	Contractual	Private
1092	SANTOSH KUMAR PATEL	KASAN MANESAR GGN HR	5th - 10th	2011	Jharkhand	31-40	9001-1000	Operator	MANESAR	Struggling with ESIC Process	ACCIDENT REPORT SUBMIT	Before accident	Company roll	ESI
1088	MANISH SHARMA	KHATOLA GGN HR 5	5th - 10th	2013	Uttar pradesh	31-40	9001-10000	Helper	RAJIV CHOWK	Other	CASE ADMITTED IN B.O AND APPROVAL	After accident	Company roll	Private
1085	DURGESH KUMAR	BASAI GGN HR	Intermediate	2019	Uttar pradesh	Below 20	8001-9000	Operator	RAJIV CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
1083	ARJUN KUMAR	PRIVANKA PUBLIC SCHOOL KHO GAO	Not Schooled	2018	Bihar	21-30	8001-9000	Operator	MANESAR	Pension	PDB START	Before accident	Company roll	
1064	SHAYAMJEET	NAVADA GGN HR	5th - 10th	2010	Uttar pradesh	41-50	9001-10000	Operator	MANESAR	Other	CASE ADMITTED IN B.O	After accident	Company roll	
1056	YOGENDER SHARMA	SARHOLE GURUGRAM HARYANA	5th - 10th	2019	Uttar pradesh	41-50	9001-10000	Operator	RAJEEV CHOWK	Other	TDB AND PDB NOT DONE	After accident	Contractual	
1051	PANKAJ MISTRI	BEGAMPUR KHATOLA GGN HR	5th - 10th	2016	Bihar	31-40	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
1042	NAGENDER PAL	BAWAL REMWARI HARYANA	5th - 10th	2016	Jharkhand	31-40	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	
1041	AMARNATH	GURUGRAM HARYANA	5th - 10th	2019	Uttar pradesh	21-30	9001-10000	Helper	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
1039	ISH NARAYAN	GURUGRAM HARYANA	5th - 10th	2010	Uttar pradesh	41-50	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	ACCIDENT REPORT SUBMIT	Before accident	Company roll	ESI
1036	NIMMI MONDAL	SEC 37 HONDA CHOWK GURGAON	Below 5th	2018	West Bengal	31-40	9001-10000	Sweeper	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	

SII Ref	Subject	Current Address	Qualification	Year of ESI Registration	Name of State	Age Group	Salary Group	Profile	ESIC Branch Office	Problems in ESIC	ESIC Problem other	TIC Status	Employment type	First treatment
1019	RAJAT MISHRA	BHANGROLA IMT MANESAR GGN HR	Intermediate	2017	Uttar pradesh	21-30	9001-10000	Operator	SEC 23 FARIDABAD	Struggling with ESIC Process	CASE APPROVAL	Before accident	Contractual	ESI
1017	SUKHENDRA KUMAR	BINDOLA HR	Graduate	2017	Bihar	31-40	10001-15000	Operator	DHARUHERA	Struggling with ESIC Process		Before accident	Contractual	ESI
961	VEDRAM	MOHMADPUR GGN HR	Not Schooled	2018	Uttar pradesh	31-40	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	FITNESS NOT TAKAN FROM ESI	After accident	Contractual	
958	RAW SEWAK	KHO GAO IMT MANESAR GGN HR	5th - 10th	2011	Bihar	31-40	15001-20000	Operator	MANESAR	Struggling with ESIC Process	CASE ADMITTED IN B.O	Before accident	Company roll	Private
955 n	GORI SHANKAR	GURUGRAM HR	5th - 10th	2010	Uttar pradesh	41-50	9001-10000	Helper	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	Private
954	CHHOTE LAL	MANESAR IMT GGN	5th - 10th	2018	Uttar pradesh	21-30	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	Private
953	SAROU DEVI	MANESAR GGN HR	Not Schooled	2018	Uttar pradesh	31-40	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN B.O	After accident	Contractual	ESI
952	RAMASVARUP	BANGGAO IMT MANESAR GGN HR	5th - 10th	2016	Uttar pradesh	51-60	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	
951	VIMLESH	BASAI GGN HR	5th - 10th	2019	Uttar pradesh	21-30	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	
945	ANWAR ALI	BHANGROLA	5th - 10th	2017	Uttar pradesh	21-30	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	
943	SHAURABH	KASAN	Intermediate	2019	Uttar pradesh	Below 20	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	
901	SUMAN KUMAR	BAWAL REWARI HR	5th - 10th	2019	Uttar pradesh	21-30	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	Private
844	SALESH KUMAR	SHANKAR KI DHANI BINOLA	Not Schooled	2019	Bihar	31-40	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN B.O	After accident	Contractual	Private
843	KHARAG SINGH	MANESAR	5th - 10th	2011	Uttar pradesh	21-30	9001-10000	Operator	FARIDABAD HARYANA	Struggling with ESIC Process	TDB NOT DONE	Before accident	Contractual	Private
842	AMRIT KUMAR GIRI	NAHARPUR KASAN IMT MANESAR	5th - 10th	2019	Bihar	Below 20	8001-9000	Helper	MANESAR	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	After accident	Company roll	Private
841	DHARMENDRA KUMAR	PANCHGAON GGN HR	Intermediate	2018	Uttar pradesh	41-50	15001-20000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN B.O	After accident	Contractual	Private

SII Ref	Subject	Current Address	Qualification	Year of ESI Registration	Name of State	Age Group	Salary Group	Profile	ESIC Branch Office	Problems in ESIC	ESIC Problem other	TIC Status	Employment type	First treatment
840	UMESH YADAV	NARSINGHPUR GGN HR	5th - 10th	2012	Bihar	21-30	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Company roll	Private
806	RAAMESH CHANDRA	ALWAR NARWAS	5th - 10th	2019	Rajasthan	31-40	8001-9000	Operator	DHARUHERA	Struggling with ESIC Process	ACCIDENT REPORT NOT SUBMITTED	After accident	Contractual	Private
783	SHRI RAM BHAGAT	SARHOLE GGN HR	Not Schooled	2019	Bihar	41-50	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMIT IN B O	After accident	Contractual	Private
767	BABAN KUMAR	GGN HR	Not Schooled	2018	Bihar	41-50	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	Private
766	SHIVBARAN	BANSGAON IMT MANESAR GGN HR	5th - 10th	2019	Uttar pradesh	21-30	9001-10000	Operator	MANESAR	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	After accident	Contractual	ESI
760	RAM PRAKASH	BANIPUR CHOWK BAW- AL REMWARI HARYANA	5th - 10th	2019	Uttar pradesh	21-30	8001-9000	Helper	DHARUHERA	Struggling with ESIC Process		After accident	Contractual	Private
759	KRISHANAMAAGAN	BASAI HERO HONDA	Intermediate	2017	Uttar pradesh	21-30	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	
757	LAXMAN	KHO GAO IMT MANESAR GGN HR	5th - 10th	2018	Uttar pradesh	21-30	9001-10000	Operator	MANESAR	Struggling with ESIC Process		After accident	Company roll	
728	AAKASH CHANDRA	JONIVAWAS DHARUHERA REWARI	5th - 10th	2017	Uttar pradesh	21-30	8001-9000	Helper	DHARUHERA	Struggling with ESIC Process		After accident	Contractual	Private
725	RAJIV KUMAR	DHARUHERA REWARI	5th - 10th	2017	Uttar pradesh	31-40	8001-9000	Operator	DHARUHERA	Pension	MEDICAL BOARD NOT DONE	Before accident	Contractual	Private
707	DEVESH	BHIVADI RAJASTHAN	Not Schooled	2018	Uttar pradesh	21-30	Below 8000	Helper	BHIVADI-RAJASTHAN	Struggling with ESIC Process	MEDICAL BOARD NOT DONE	After accident	Contractual	ESI
688	DEVNATH YADAV	BHIVADI	5th - 10th	2017	Uttar pradesh	21-30	8001-9000	Operator	BHIVADI-RAJASTHAN	Other		Before accident	Contractual	
685	SINDHU DEVI	KHANDSA GGN HR	Below 5th	2014	Bihar	31-40	8001-9000	Operator	RAJIV CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
684	VINAY KUMAR MISHRA	NAKHROLA GGN	Intermediate	2019	Uttar pradesh	21-30	10001-15000	Operator	MANESAR	Struggling with ESIC Process		After accident	Contractual	ESI
682	DURGAMAND	KADIPUR GURUGRAM	Not Schooled	2012	Bihar	31-40	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Company roll	
678	DINESH	KHANDSA GURUGRAM	5th - 10th	2011	Uttar pradesh	41-50	15001-20000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	ACCIDENT REPORT NOT DONE	After accident	Contractual	ESI

SII Ref	Subject	Current Address	Qualification	Year of ESI Registration	Name of State	Age Group	Salary Group	Profile	ESIC Branch Office	Problems in ESIC	ESIC Problem other	TIC Status	Employment type	First treatment
676	HARI LAL	ANAJ MANDI HARI NAGAR	Not Schooled	2014	Uttar pradesh	31-40	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	TDB AND PDB NOT DONE	Before accident	Company roll	Private
675	AMIT	NAHARPUR IMT MANESAR GGN HR	Intermediate	2018	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	Before accident	Contractual	ESI
669	VISHNU DUJT	GHARI HARSARU GGN	5th - 10th	2019	Haryana	21-30	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Contractual	Private
668	GULSANVAR	NAHARPUR MANESAR GURUGRAM HR	Intermediate	2019	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	After accident	Contractual	
662	DASHRATH SINGH	JALIYAVAS BAWAL REWARI HARYANA	Intermediate	2016	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	Private
621	DEVENDER	GHARI HARSRU GURUGRAM HR	5th - 10th	2019	Haryana	31-40	8001-9000	Helper	MANESAR	Struggling with ESIC Process	COMPLETE LEAVE PROCESS NOT DONE BY IP	After accident	Company roll	Private
620	LAXMAN	BINDLA HR	5th - 10th	2018	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK	Medical	LEAVE PROCESS NOT DONE BY IP	After accident	Contractual	Private
618	GULFAM ALI	KHUSKHEDA BHIWADI	5th - 10th	2019	Uttar pradesh	21-30	8001-9000	Operator	BHIWADI	Struggling with ESIC Process		After accident	Company roll	Private
616	SATRUGHAN YADAV	BAWAL REWARI HR	5th - 10th	2011	Bihar	41-50	Below 8000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	TDB AND PDB NOT DONE	Before accident	Contractual	Private
613	ARAVIND PAL	SEC 8 ALIYAR IMT MANESAR GURUGRAM	5th - 10th	2018	Uttar pradesh	21-30	8001-9000	Operator	MANESAR	Struggling with ESIC Process		After accident	Contractual	ESI
610	SONU KESHRI	ALIYAR IMT MANESAR GURUGRAM HARYANA	Graduate	2019	Uttar pradesh	21-30	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	After accident	Contractual	ESI
596	RANDHIR KUMAR	DHARUHERA REWARI HARYANA	5th - 10th	2018	Uttar pradesh	21-30	10001-15000	Operator	DHARUHERA	Struggling with ESIC Process	CASE ADMIT IN B.O	After accident	Contractual	Private
595	SANJAY PASWAN	NAHARPUR KASAN IMT MANESAR GURUGRAM	5th - 10th	2016	Bihar	21-30	Below 8000	Helper	MANESAR	Pension	PDB NOT STARTED	After accident	Company roll	Private
594	MANOJ SINGH	KASAN IMT MANESAR GURUGRAM HARYANA	5th - 10th	2013	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	Before accident	Contractual	
591	FULA DEVI	KHO GAON MANESAR GURUGRAM HARYANA	Not Schooled	2018	Madhya pradesh	31-40	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	TDB NOT DONE	Before accident	Contractual	ESI
588	AMIT YADAV	BANGSHAON IMT MANESAR GURUGRAM	Graduate	2017	Rajasthan	21-30	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		Before accident	Contractual	Private

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563	MAHESH KUMAR	KANPUR UTTAR PRADESH	5th - 10th	2013	Uttar pradesh	41-50	Below 8000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	TDB AND PDB NOT DONE	Before accident	Contractual	Private
571	SATYAVIR	MAHARPUR KASAN IMT GURUGRAM HARYANA	5th - 10th	2017	Uttar pradesh	21-30	9001-10000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	LEAVE PROCESS NOT DNE BY IP	Before accident	Before accident	Contractual ESI
570	AMAR SINGH	KASAN MANESAR GURUGRAM HARYANA	5th - 10th	2018	Haryana	21-30	10001-15000	Other	RAJEEV CHOWK	Other	CASE ADMITT IN B.O	Before accident	Contractual	Private
560	DINESH	BAWAL REMARI HR	Below 5th	2018	Uttar pradesh	21-30	8001-9000	Helper	DHARUHERA	Struggling with ESIC Process	CASE ADMITT IN B.O	After accident	Contractual	Private
551	SANJAY	KASAN IMT MANESAR GURUGRAM HARYANA	5th - 10th	2017	Uttar pradesh	21-30	8001-9000	Operator	MANESAR	Struggling with ESIC Process	CASE ADMITTED IN B.O	After accident	Contractual	ESI
548	PREMABABU	KHO GAON IMT MANESAR GURUGRAM	Below 5th	2017	Uttar pradesh	41-50	8001-9000	Helper	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN B.O	Before accident	Contractual	ESI
543	ANAND GIRI	MANESAR GURUGRAM	Graduate	2015	Uttar pradesh	21-30	8001-9000	Helper	RAJEEV CHOWK		ACCIDENT REPORT NOT SUBMITTED	After accident	Contractual	ESI
540	RAJENDRA	TIJARA RAJASTHAN	5th - 10th	2017	Rajasthan	21-30	8001-9000	Helper	DHARUHERA	Struggling with ESIC Process	CASE ADMITTED IN B.O	After accident	Contractual	Private
531	VIJAY TIWARI	BHWADI ALWAR RAJASTHAN	Intermediat	2014	Uttar pradesh	31-40	8001-9000	Operator	DHARUHERA	Pension	DECISION LETTER NOT RECEIVED BY IP	Before accident	Contractual	Private
527	MANIMESH	KHANDSA GURUGRAM	Not schooled	2001	West Bengal	31-40	Below 8000	Operator	RAJEEV CHOWK	Other	PENSION TRANSFER	After accident	Company roll	Private
526	PRAMOD KUMAR SINGH	ANAJ MANDI GURUGRAM HARYANA	5th - 10th	2012	Bihar	41-50	8001-9000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	TDB AND PDB NOT DONE	Before accident	Company roll	ESI
1172	ROHIT	GURUGRAM HR	5th - 10th	2020	Uttar pradesh	31-40	15001-20000	Operator	RAJEEV CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
1170	SOBHNATH	NAVADA IMT MANESAR GGN HR	Diploma	2020	Uttar pradesh	31-40	15001-20000	Operator	RAJEEV CHOWK			After accident	Contractual	
1166	MOHIT	MANESAR GGN HR	5th - 10th	2020	Uttar pradesh	21-30	9001-10000	Helper	RAJIVE CHOWK	Struggling with ESIC Process	ACCIDENT REPORT SUB	After accident	Contractual	ESI
1165	PINTU YADAV	KHO GAO MANESAR GGN HR	5th - 10th	2019	Uttar pradesh	21-30	9001-10000	Helper	MANESAR	Other	ACCIDENT REPORT NOT SUBMIT BY EMPLOYER	After accident	Contractual	ESI
1153	ANKIT DIXIT	KHO GAO MANESAR GGN HR	5th - 10th	2019	Uttar pradesh	21-30	10001-15000	Operator	RAJEEV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN .B.O	After accident	Contractual	

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1151	SURENDRA	KHO GAO MANESAR GGN HR	Not Schooled	2017	Uttar pradesh	41-50	8001-9000	Operator	MANESAR	Struggling with ESIC Process	LEAVE PROCESS NOT DONE BY IP	Before accident	Company roll	ESI
1242	DINESH KUMAR SHARMA	BANSGAO IMT MANESAR GGN HR	5th - 10th	2018	Uttar pradesh	31-40	15001-20000	Operator	MANESAR	Other	TDB AND PDB NOT DONE	Before accident	Company roll	ESI
1234	KRISHAN KUMAR	BAVAL REMARI HR	5th - 10th	2019	Haryana	31-40	10001-15000	Operator	RAJIVE CHOWK	Other	CASE ADMITTED IN B.O	After accident	Company roll	Private
1231	PRAVESH KUMAR	KHO GAO IMT MANESAR GGN HR	5th - 10th	2020	Bihar	21-30	10001-15000	Operator	RAJIVE CHOWK	Other	CASE ADMITTED AND APPROVAL	After accident	Contractual	ESI
1225	NARESH	KASANI IMT MANESAR	Diploma	2020	Haryana	21-30	10001-15000	Operator	MANESAR	Struggling with ESIC Process		After accident	Contractual	
1223	SUBHASH KUMAR	PUNCGAON GGN HR	Intermediate	2011	Bihar	41-50	9001-10000	Operator	RAJIVE CHOWK	Other	TREATMENT AND TDB, PDB PROCESS	After accident	Company roll	
1222	CHHOTU KUMAR	KHOH MANESAR GGN	5th - 10th	2015	Bihar	21-30	10001-15000	Operator	MANESAR	Struggling with ESIC Process	LEAVE PROCESS	After accident	Company roll	ESI
1206	SANDEEP	GGN HR	5th - 10th	2020	Uttar pradesh	21-30	8001-9000	Operator	RAJIVE CHOWK	Struggling with ESIC Process		After accident	Company roll	Private
1205	ASHOK KUMAR	DHARUHERA REVARI GGN HR	Below 5th	2019	Uttar pradesh	41-50	15001-20000	Operator	RAJIVE CHOWK	Other	CASE ADMITTED IN B.O	After accident	Contractual	Private
1193	CHIMAN LAL	FARUKHNAGAR GGN HR	5th - 10th	2002	Haryana	41-50	Below 8000	Operator	RAJIV CHOWK	Pension	PDB STUCK	After accident	Contractual	Private
1192	PRADEEP KUMAR	BASAI GGN HR	Not Schooled	2019	Uttar pradesh	31-40	8001-9000	Operator	RAJIV CHOWK	Struggling with ESIC Process	ACCIDENT REPORT AND CASE ADMITTED IN B.O	After accident	Contractual	ESI
1191	SARVADEV	KHANDSA GGN HR	5th - 10th	2010	Uttar pradesh	31-40	Below 8000	Helper	RAJIV CHOWK	Pension	PDB STUCK	Before accident	Company roll	Private
1189	RANJEET KUMAR MEHTO	KASAN MANESAR GGN HR	5th - 10th	2012	Bihar	31-40	15001-20000	Other	MANESAR	Struggling with ESIC Process	LEAVE PROCESS	Before accident	Company roll	Private
1188	DEEPAK	JONIVAWAS FARUKHNAGAR	Intermediate	2018	Haryana	21-30	9001-10000	Operator	RAJIV CHOWK	Other	CASE ADMITTED IN B.O,	After accident	Company roll	Private
1187	ROOMA KUMARI	JONIVAWAS FARUKHNAGAR	5th - 10th	2017	Uttar pradesh	21-30	9001-10000	Helper	MANESAR	Struggling with ESIC Process	ACCIDENT REPORT SUB AND CASE ADMITTED IN B.O	After accident	Company roll	Private
1150	SANJU DEVI	BASAI GGN HR	Not Schooled	2018	Bihar	31-40	8001-9000	Operator	RAJIV CHOWK	Struggling with ESIC Process	CASE ADMITTED IN B.O AND APPROVAL	After accident	Contractual	ESI
1149	PREMCHAND KUMAR PASWAN	BANSGAO IMT MANESAR GGN HR	Intermediate	2018	Bihar	Below 20	9001-10000	Helper	MANESAR	Struggling with ESIC Process	ACCIDENT REPORT SUBMIT	Before accident	Contractual	ESI



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